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WORK
BETTER**

GMB CONGRESS 2025

GENERAL SECRETARY'S REPORT

GENERAL SECRETARY'S INTRODUCTION

GMB CONGRESS 2025

A better, stronger GMB.

That's the ambition we are bringing to life in our great union. The success we are enjoying – big growth in our financial membership, vibrant union activity in workplaces, campaign successes on multiple issues – shows that we are delivering. The progress being made doesn't happen by chance, it's the direct result of the hard work and commitment of so many great GMB people who do so much to make work better.

Since the first days of GMB, we have shown that we are at our best when we represent what matters to our members; the priorities, aspirations, concerns. The achievements secured by this great union endure because they are rooted in our members and workplaces. This connection is our greatest source of strength, making us a relevant and resounding voice in the changing world of work and beyond.

Together, we have done so much to get our union back to where we belong, at the centre of key issues and big decisions. It is our union that is once again taking the lead, marking us out from the crowd by our distinctive energy. From the biggest of employers to the smallest of workplaces, it is often GMB showing the way with activity that is built on the strongest of foundations: our members' voices.

We are at our best when we listen to what's being said in the workplace and go from there, building industrially focused campaigns. In schools, GMB support staff members are continuing to fight for the recognition they deserve as education professionals, and have launched the 'Make My Day' campaign. And, our work to secure the reinstatement of the School Support Staff Negotiating Body (SSSNB) will pay dividends, beginning to repair the damage following its cancellation by a Conservative-led government.

We are also making big strides in social care with GMB members across the sector taking action in support of the 'Sick of SSP' campaign.



Our members working in energy, and industries that are energy intensive, are at the sharp end of the transition to net-zero. Their hopes and fears must be heard and GMB's 'Workers Power The Future' campaign is doing exactly this.

Industrial action in G4S has delivered the Real Living Wage for the first time. At Amazon, we continue to highlight the actions taken by the company in the ballot at Coventry and are proceeding to Tribunal later in the year; and following the outrageous decision by Bidfood to derecognise unions, GMB members are signing up to the campaign to right this wrong. We are moving full speed ahead with a new recognition ballot.

Our member-focused approach shines brightly in the multiple equal pay campaigns taking place across the country. GMB is the union leading the way on this essential issue, taking on entrenched pay discrimination in numerous local authorities, with many more campaigns on the horizon. And, our fight for equal pay justice in Asda goes on too.

The focus on workplace campaigning is delivering, not least with the increase in people joining us. Over the last year, and thanks to the hard work being undertaken by GMB people, we have achieved significant levels of growth in our financial membership. The net increase of over 9,000 Grade 1 and Grade 2 members continues the positive story from the previous year. This really matters. The financial contributions of our members make up 96% of the union's income. If we are growing, we are securing GMB's future.

We are a destination of choice for people who want to be part of our mission to make work better. And, more people are also keeping their membership with GMB. New initiatives around retention are being undertaken in regions, with many members who may have left due to a change of job or individual circumstances now choosing to stay with us. These efforts are helping the financial health of the union and also demonstrate a wider hunger in our organisation to explore every avenue in our drive to be better and stronger.



Great credit for the position we find ourselves in should go to members of the Central Executive Council (CEC), the governing body of our union. As with their predecessors, who oversaw recovery and positive change in GMB, the new CEC is continuing their great work. Their input and challenge ensures members' voices are at the heart of what we do, crucially important for our next steps.



We are living in a time of great disruption, with once dominant systems and structures creaking under the huge pressure of their own failures. In the UK, the election of a Labour government, following 14 years of Conservative-led rule, offered much promise but, as GMB has said, 'change' cannot be just a snappy election slogan. It needs to be felt and delivered. The Employment Rights Bill, crafted with great input from GMB, shows how things can be very different, but in too many other areas, self-inflicted wounds continue to be suffered. And, as GMB has argued, there needs to be proper recognition that the era of neo-liberalism and hyper-globalisation is over.



There are big economic challenges on the way. And, there are real opportunities too. Whatever the task, we can face it with confidence, secure in the knowledge that we have built firm foundations that have already helped give us great success. If we remain committed to our principles, and keep members at the heart of all we do, we can make the future a bright one for GMB.

A handwritten signature in black ink, which appears to read 'Gary Smith'.

Gary Smith
GMB General Secretary & Treasurer

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DECISIONS OF CONGRESS 2024 AND PROGRESS ON 2024 MOTIONS

Decisions of Congress 2024, and action taken on those decisions, can be found on the GMB website (www.gmb.org.uk/democracy/gmb/congress).

In accordance with Motion 7 agreed by Congress 2015 a progress report on all carried motions from Congress 2024 is available to members in the members area of the GMB National website and this report will be kept updated.

In accordance with Motion 3 carried with a qualification by Congress 2023, a progress report on Congress 2024 motions was added to the members area of the GMB website by 31st January 2025.

If any GMB member or Branch would like further information on the progress of their motion or have any policy enquiries, please contact the National Research & Policy Team directly at: anna.barnes@gmb.org.uk, ross.holden@gmb.org.uk, cassie.farmer@gmb.org.uk and john.callow@gmb.org.uk.

CAMPAIGNS & COMMUNICATIONS

Our mission is to make work better. GMB members everywhere are taking up this challenge and in workplaces across the UK and Ireland, our union is an active presence. We are listening to members and conducting energetic campaigns on the issues that matter. It's clear from the number of campaigns being undertaken, that this activity has become part of the union's culture, and it is producing results. We are growing stronger because of the efforts of members, activists and staff. And, the stronger we get, the more effective we can be.

The GMB National Office Campaigns and Communications team works with colleagues across our regions and at national level to help deliver the best campaigns and communications for our union. Alongside work to build strategies, devise messaging, and develop communication plans, we assist with direct campaigning activity. We also deliver training to GMB people – officers, activists, members – to help with the construction and delivery of campaigns.

The success of undertaking a campaigning approach is clear – we are winning victories and people are joining us. The last 12 months have seen GMB people active in so many workplaces and on a wide variety of issues. In social care, we have fought to save care homes from closure and continued with the Sick of SSP campaign, that has already achieved great success for members working in HC-One.

Our energy and manufacturing members have taken their message about the vital role they play in keeping the nation going to Westminster. The Workers Power the Future campaign is ensuring that their voice is at the heart of discussions and decisions around the energy transition in our country.

GMB's fight for equal pay in employers in both the public and private sector continues to grow stronger. In 25 local authorities across the country, there are ongoing equal pay campaigns to return the money stolen from women's wages, often over many years. And, we have another 24 waiting to go. Our union is leading the way in building and delivering

powerful, compelling equal pay campaigns.

Campaigning is just one of the areas covered by the team. We also lead on a number of other key activities that are vital for the union's operation and success, including media relations, our website and social media presence, and national political relations. The team also assists our regions with activity in these same areas, and we help facilitate officers with direct communications to GMB members.

Media Activity

GMB consistently achieves good levels of coverage for our campaigns and activities at all levels of the union. At regional and national level, we are able to present interesting stories of the work we are undertaking, often with a particular focus on member stories which generates strong levels of interest. Our ability to respond quickly and effectively to enquiries, and to offer professional and credible packages of content, plays a major role in ensuring we are a destination of choice for media outlets.

Across the union, our communications are increasingly picture or video-led, either self-generated or clipped from broadcast coverage. It is clear that we are getting better at providing visual representations of our activities, which can often find their way into television outputs. We are a regular presence on the broadcast media, including radio, and we continue to perform well in achieving high levels of coverage. In the last year, GMB's appearance on the broadcast media delivered an audience reach of 896 million, coverage that does not cost us a penny. Using broadcast advertising to reach the same audience level would have cost the union over £8m.

We remain a strong contributor to the print media. Over the previous 12 months, reporting on GMB campaigns or activity, and comment pieces, have appeared in publications nearly 2,700 times, accessing a readership of 300 million. This success is added to with the coverage we receive from online platforms and outlets, where the last year has seen GMB generate over 50,000 online hits, delivering an audience of 181 billion.

Social Media

In what can be a challenging environment, our union has continued to produce strong content for use on a variety of social media platforms. All levels of the union use social media for communications – members, activists, officers, regions, and GMB nationally – and it is important that this is done in a considered manner. We maintain a close watch on the platforms we post content to, to assess the standards being employed, the audiences we may need to reach, and the appropriateness for any communication we are seeking to make. We are also aware of developing trends and new channels, and in response to shifts in short messaging outlets have set up a GMB account on the Bluesky platform ([@gmb.org.uk](https://bsky.app/org/gmb.org.uk)).

Website

The national GMB website is our main online display to the wider world. It is the main source of new joiners to our union (60%+), but also offers a valuable source of news and information on activity across the union. There is a particular focus on the various campaigns we undertake, illustrating the energy and dynamism that characterises so much of what is happening across GMB. The website has additional tools to aid accessibility, including facilities to assist with the display of information and translation services that provide GMB information in a wide range of languages. Reporting data shows that such facilities are well-used with thousands of individual online visits using them every month.

Picture-led communications

In recent years we have encouraged the use of pictures and videos in communications throughout the union. This is a reflection of the changes taking place in how people consume information, including the almost universal usage of smartphones. It is great to see that so much of GMB's communication activity is now picture-led, helping to tell sometimes complex stories and issues. Viewers increasingly expect to be presented with news in this way, and our shift in this area helps to ensure we remain able to communicate effectively with our members and wider audiences.



WOMEN'S CAMPAIGN UNIT

Over the past year, the GMB Women's Campaign Unit (WCU) has continued to lead the fight for equal pay and justice for women in workplaces across the country. By combining legal expertise with strong industrial strategy, strategic campaigning, and workplace organising, we have driven forward both local victories and national political influence.

Campaign Momentum Across the Regions

This year, we've seen major breakthroughs across a number of regions as Regional WCU's continue to prove their expertise and build local campaigns that deliver pay justice for women members across the country. In Southampton, what began with just two members developed into a campaign that secured a significant financial settlement—72.5% of claim value—before even reaching the first hearing. That success was rooted in great local organising and robust legal support, working together to achieve the best possible outcome for members.

Birmingham stands out as one of the most significant equal pay campaigns in GMB history. We are now negotiating a deal to deliver up to £250 million in back pay for women workers. This campaign has not only highlighted the scale of injustice but has also demonstrated what is possible through strategic organising and sustained industrial pressure, having only been able to achieve this settlement after our members took strike action in May last year. The campaign continues to shape the wider narrative on equal pay across the sector.

In Leeds, the campaign remains active and well-supported by members both comparator and claimant, with pressure building on the council to act faster to resolve the issues our campaign has raised. In Cumbria, local organising and a significant amount of groundwork have led to the employer entering the early stages of settlement discussions. In all campaigns, the WCU has been there to support the local teams in shaping next steps and protecting member interests.

Campaigns continue to emerge, and progress remains steady in places like Brighton, Swansea, Sheffield, Barnet, Cardiff, Rotherham, Coventry, Bristol and Knowsley. In Sunderland, creative campaigning—including a high-profile Valentine's Day action—has sparked wider interest. In Blaenau Gwent, detailed work has gone into engaging with job evaluation as a primary feature of the campaign, ensuring members are fairly valued in their role and that is reflected in their pay. In Cardiff, more than 700 claims have already been lodged, representing over a third of local GMB membership and demonstrating the depth of trust and engagement among members.

National Infrastructure and Tools to Support the Work

A major step forward this year was the official launch of the GMB Equal Pay Network, a national structure where organisers, officers and reps come together to share strategy, build campaign confidence, and deepen expertise on job evaluation and equal pay. Initial sessions focused on job evaluation schemes, campaign messaging and legal principles—ensuring that knowledge is shared across every region and campaign.

Alongside this, we have made real progress on the development of two national tools



to support all equal pay campaigns: the Claims Management System and the Claims Valuation Tool. The Claims Management Tool allows us to centrally track claim progress across all campaigns, improving consistency and oversight. The Claims Valuation Tool gives teams accurate estimates of potential compensation, helping guide negotiation strategy and campaign messaging to members. Together, these tools are already saving the union significant legal spend and allowing us to deliver advice and representation more efficiently.

Asda Equal Value Campaign

The long-running equal pay case at Asda reached a critical stage this year. The court largely found in favour of our members, confirming that the work of women in stores is of equal value to the work of men in the distribution centres. However, the judgment excluded two job roles from this finding, including personal shoppers. While that outcome is disappointing, the broader win confirms the basis of our campaign and strengthens our campaign and legal position moving forward.

Emergency briefings were held with reps across the country to explain the findings and support next steps. Claims remain live, and legal teams continue to explore all available avenues.

Our campaign at Asda has already reshaped the conversation around equal value in the private sector, and our work there is far from finished.

Political and Policy Engagement

National WCU have worked hard over the past year to ensure that equal pay remains a top priority in the political arena. Through our involvement with the Government Office for Equality & Opportunity and the Equal Pay Alliance, we are pushing for meaningful reform of equal pay legislation and enforcement. Central to this is the call for a national regulatory and enforcement body to oversee compliance with equal pay law, as well as closing the loopholes that allow employers to avoid equal pay liabilities through outsourcing. We secured commitments on these points in Labour's Manifesto and confirmation that they will be contained within the Equality (Race and Disability) Bill later this year.

Planning is underway for a visit to Westminster, where GMB reps involved in active campaigns will meet directly with MPs to push for legislative action and ensure that the voices of working women are heard loud and clear. Working women shouldn't have to wait 15 years and have millions of pounds available to them to secure their right to equal pay. We are changing a broken system.



Training, Organising and Legal Support

Further training on job evaluation has been rolled out this year to support organisers and officers in challenging employers and negotiating confidently in this complicated area. Led by job evaluation experts, this training is grounded in real campaign practice and has already helped teams build internal capacity for the long term.

Our legal teams continue to be a critical part of every campaign—advising on risk, representing members in complex litigation, and helping us deliver meaningful results. Their work underpins every win we've secured and ensures GMB remains the leading union in this space.

Looking Ahead

There are now 25 live campaigns across the union, with 9 in litigation and 8 in settlement discussions. There are 20 more in development. This reflects both the growing demand from members and the success of our campaigning model.

We will continue to take legal action where necessary, but our focus remains on building industrial power in workplaces which is the only way we can deliver pay justice for working women. Member-led campaigns, supported by national resources and expert guidance, are the most powerful way to win.

This year has shown what's possible when we fight with unity and purpose. Whether through major settlements or small but significant breakthroughs, our work is creating a legacy that will benefit women for generations to come.

Sincere thanks to all Regional Women's Campaign Units for their hard work and dedication and to the National Legal Team for their expertise and tireless support of this work, without which none of this would be possible.





NATIONAL RACE & ORGANISING

This past year has marked a period of growth, achievement, and tangible action in GMB's journey toward racial justice and equity. The National Race and Organising team are proud to reflect on the progress made through the work of our members, activists, and the continued development of the GRASP programme. These efforts have not only advanced representation and leadership within our union but also contributed meaningfully to the wider movement for racial equity across workplaces and communities.

Celebrating the Achievements of GRASP Cohort 1

The legacy of our first GRASP cohort continues to bear fruit, with alumni now holding important leadership roles across GMB structures. These individuals embody the purpose of GRASP—to bring through new Race Ambassadors who are equipped to lead, challenge inequality, and shape the future of our union.

- Davina Turner: Branch President and Chair of the Southern Region Race Network
- Allison Simon: Branch Convenor, Branch Race Officer, and Vice-Chair of the Southern Region Race Network

- Jude Beng: Branch Race Officer
- Kelvin Enabulele: Branch Secretary, elected to TUC Race Relations Committee 2025, and elected to the Regional Committee in the North West and Irish Region.

GRASP Sisterhood Events – Building Solidarity and Action

This year, we hosted two major events under the GRASP Sisterhood banner, both focused on community building, visibility, and collective strategy:

- Black History Month (30th October 2024): 'Reclaiming Narratives' – GRASP sisters led the event, sharing stories, history, and lived experiences to challenge erasure and centre Black voices.
- International Women's Day (20th March 2025): 'Accelerate Action' – Yasmin Rehman, CEO of Juno Women's Aid, delivered a keynote and engaged members in developing union-based responses to intersecting inequalities. Ideas such as Rep Spotlights and diverse artwork in union buildings emerged as tangible actions

Cohort 2: Developing New Leaders

GRASP Cohort 2 had representation from every region. Once again, we put together a package that incorporates the roots of race and racism, understanding GMB structures, policy and principles, organising

and campaigning on race equity and other issues alongside a whole suite of personal development support.

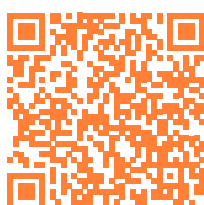
The cohort completed their regional placements from February to March and officially concluded the programme on 11th April. Their time embedded in the regions allowed them to gain hands-on experience, deepen their understanding of union structures, and begin carving their own leadership paths.

We anticipate seeing these new leaders take on greater responsibilities in the months and years to come.



Branch Race Officer Guide

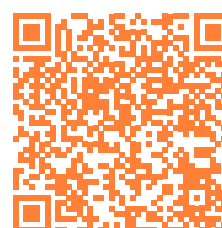
In October last year we launched the Branch Race Officer Guide which was the first resource created to support and promote the role of branch race officer. You can find the guide by scanning the QR code below.



No Place for Racism Toolkit

Following the appalling racist and Islamophobic riots incited by the far right that took place across the country last summer, we launched a “No Place for Racism” campaign which provided activists and members with a toolkit that provided them with guidance on how to keep members safe going to and from work as well as inside the workplace. The toolkit also contains a poster which reps and members can put up in their workplaces to highlight GMB’s position on eliminating racism.

Members can access the toolkit and explore its resources by scanning the QR code below.



Ethnicity Pay Gap Reporting

Following many years of campaigning we achieved a commitment in Labour’s manifesto to the introduction of ethnicity pay gap reporting. The consultation and call for evidence are now underway with commitment from the Government that we will see mandatory ethnicity pay reporting contained within the forthcoming Equality (Race and Disability) Bill.

Union-wide Consultations: Anti-Racism and Combatting Hate

In response to rising hate speech and the continued challenges of institutional racism, we have worked across national teams to build the Anti-Racism and Combatting Hate Special Report which has been led by engagement with:

- CEC Reserved Seats
- Ethnically diverse members of the CEC
- Chairs of the National Race Network (NRN)
- Race Ambassador Network Chairs

These consultations have shaped our recommendations for long-term anti-racist strategies, with member-led contributions

at their core. The report underscores the importance of empowering marginalised voices in policy and organising conversations, and will form the foundation of further union-wide commitments to anti-racism in the coming year.

Looking Ahead

As we move forward, our focus remains on embedding racial justice in every layer of the union and building a truly anti-racist union—from local branches to national leadership.

The success of the GRASP programme, the rising visibility of Race Network leaders, and the collective conversations we've facilitated are all part of this broader shift.

We are not just building representation—we are building power.



EQUALITY & INCLUSION

GMB's organising under the equality and inclusion umbrella focuses on our five equality strands:

- Disabled workers
- Lesbian, gay, bisexual and trans workers
- Women
- Young workers (under 31)
- Race

In 2024-25 our work has continued to focus on the impact of workplace discrimination, harassment, lack of opportunity, workplace segregation and lack of inclusion for members who belong to these equality strands – alongside colleagues in regions, sections, WCU and Race & Organising departments.

Equality Action Group: GMB's new national equality group

In summer 2024 we carried out consultation with members to inform a proposal for a new national equality structure. In Spring 2025 the Central Executive Council agreed the formation of GMB's new Equality Action Group.

This action-oriented group will have a concentrated focus on two aims:

- Workplace campaigns: inform and inspire regional and branch equality campaigns and run national campaigns where needed

- Activist development: to develop workplace and union leaders who belong to the five equality strands.

The group will be made up of:

- Two activists from each GMB region
- The 10 activists who hold the CEC LGBT+, Young Workers, disabled workers and race reserved seats
- The five national strand leads.

Group members will also be invited to bring along activists from their regions to meetings and activities of the group, in order to further grow knowledge and capacity for equality work throughout the union.

All group members will belong to at least one of the five equality strands. Group members will be supported to build a positive, inclusive culture of self-organisation which makes best use of the skills and knowledge each activist brings. This will enable the group to take concrete actions to build towards equality in workplaces where GMB organises.

Regions will be asked to identify their two members of the new group after Congress 2025 with the aim that the group is up and running in the Autumn. The five national strand leads will also be re-selected this year.

For further information, members are welcome to find me at Congress or approach their Regional Equality Organiser.



Supporting self-organisation

Our national strand lead networks continue to operate on a self-organised basis, with two representatives from each GMB region on each network. The groups are the national race network; the LGBT+ strand leads network; the disabled workers strand leads network and the women workers strand leads network.

The groups arrange periodic meetings looking at organising workers within their strand and responding to workplace challenges. GMB members can find out who represents them on the networks for their region by contacting their regional equality officer or regional equality forum chair.

Young workers who attended TUC Young Workers Conference 2025 have formed a new informal network through WhatsApp to support and encourage each other. If you know a young activist who would like the joining link please contact me or CEC member Ruth Pitchford.

Engaging with employers

Throughout each year we provide workplace equality policy development expertise to public and private sector organisers and officers, regionally and nationally.

In 2024-25 this has included feedback to Yodel on their new manager guidance for supporting neurodivergent staff. We're looking forward to working with national officer Gillian Ogilvie to see where we can take this forward in other final-mile delivery companies. Also this year we supported national officers in reviewing drafts of Civil Service policies for preventing and responding to sexual harassment; inputted on a draft Domestic Abuse Policy Guide for NHS Property Services; strengthened a proposal from Prospect to the Environment Agency National Negotiating Group on neurodiversity inclusion – and more.

Policy and political

In June we responded to the consultation on the 10 year review of the NHS Constitution with a focus on the sex and gender reassignment section – to ensure continued protection from harassment in the workplace for our trans and non-binary NHS staff members. Sadly at the time of writing in Spring 2025 these protections are not secure.

In August 2024 we attended a TUC roundtable on priorities for strengthening and extending parental leave and pay rights. We highlighted the importance of parental leave and pay working properly for the lowest paid women workers, including those with more than one job who may not currently be entitled to statutory maternity leave and pay.

In September, after the government confirmed its intention to introduce law to force employers to report their ethnicity and disability pay gaps, I held a listening session for disabled activists about the disability pay gap. Attendance and contributions in the event were very positive and useful. They will be included in our response to the government consultation on the Equality (Race and Disability) Bill, which closes after Congress. Our response will highlight our members' concerns about telling their employer that they are disabled, and the assurances they will need before they are willing to reveal this information for the purpose of pay gap reporting.

In December we contributed to GMB's response to the DWP 'Making Work Pay: Strengthening Statutory Sick Pay' consultation to ensure that the impact to disabled workers of expanding SSP provision was highlighted.

In Spring we fed into the TUC's submission to the House of Lords Committee on Home Working. I highlighted areas of GMB policy including that employers need to do better around risk assessments for home office set ups, lone working and stress for their staff.

At the time of writing there are four government consultations and surveys open which cover my areas including the "Pathways to Work: Reforming Benefits" (covering PIP, disabled workers and Access to Work) consultation which we'll be speaking to members about and drafting the GMB responses to. The simultaneous 'Keep Britain Working Review' looks at the support employers need to provide to keep disabled people who want to work and are able to work in their jobs. GMB member experiences in this area will be sought through a survey of members who have told us they are disabled, making sure their voices and experiences are heard by government.

Training and webinars

In October alongside Health and Safety and WCU colleagues we delivered a training webinar on the Worker Prevention Act 2023 (duty to prevent sexual harassment). 200 reps and organisers attended and the recording was sent to another 225 activists and organisers. Feedback was excellent, calling the webinar 'innovative' and 'eye opening'.

Working with GMB education officers, we provided feedback to the education review on the essential areas of workplace equality law and campaigns that GMB reps need to cover in initial rep training.

We also ran webinars this year for the GRASP cohort and activists in Southern region, including a Trans and Non-binary Toolkit training session which is available to all branches and regions.

External groups

The department receives invites and updates from a number of external equality groups. We cannot always prioritise engagement but recently we engaged with the Alliance for Maternity Rights and was able to secure positive changes to their Mission Statement on ending pregnancy poverty and strengthening maternity rights at work. We're hoping later in summer to work with Maternity Action to provide webinar training for reps on parental leave rights, which can be complicated to understand.

Eleanor Marx Award

We coordinate nominations for the Eleanor Marx Award which recognises our outstanding women activists who build the union and lead collective action. At the time of writing, 20 nominations have been received from every corner of the union. We will have an opportunity to hear about the winner's inspirational work together at Congress.



Pregnancy Loss Consultation and Charter

Last year's report highlighted our new Pregnancy Loss Charter, which will be available at the Equality Department stand in the Congress exhibition.

Since launching the Charter – proposed in a Congress 2023 motion by Ealing branch – we've had significant success. Rhea Wolfson spoke at Parliament to an evidence session of the Women and Equalities Select Committee and highlighted the voices of members who have experienced loss.

The Committee Chair and GMB member, Sarah Owen MP, then put in an amendment to the Employment Rights Bill which would give a right to two weeks' paid leave following loss of a pregnancy before 24 weeks' duration.

The government has accepted this principle and committed to putting forward the amendment whilst the bill progresses through the House of Lords.

This is a fantastic example of GMB democracy in action – from Congress motion to, hopefully, a forthcoming change of law to make life a little smoother for the tens to hundreds of thousands of workers who experience pregnancy loss every year.

TUC Equality Conferences and Committees

Our delegates across the five TUC equality conferences total 70 this year from all seven GMB regions and every industrial area. Each delegation includes first time delegates, and each represents the wonderful intersectional diversity of our membership.

Further to the conferences, in 2025-26 we will maintain GMB's influence on the five national TUC equality committees with 10 GMB members nominated to join these. We thank them for their work on behalf of all GMB members.

Our motions to the conferences so far this year are:

- Women's Conference: 'Sex Work is Still Work' – fell and 'The Gender PPE Gap' – passed
- Young Workers' Conference: 'Protecting Young Union Representatives' – passed
- Black Workers' Conference: 'And then it clicked! Sexual harassment of Black women in the workplace' – passed and selected to go forward to TUC Congress 2025
- Disabled Workers' Conference: 'Confidence in Disability Pay Gap Reporting' – conference takes place in June
- LGBT+ Workers' Conference: 'Access to gender affirming care for trans people – impacts at work – conference takes place in June.

If you know a GMB member who'd benefit from attending one of the TUC equality conferences for the first time in 2025, please contact your Regional Equality Officer.

Conclusion

Thanks to everyone who has worked with us this year, particularly on LGBT+, disabled worker and young workers' campaigns. All of us have a battle ahead of us in 2025-26 with domestic and international attacks on our long fought-for rights and protections at work. We are looking forward to working with activists across the union, including through the new Equality Action Group, to see what we can achieve together in the name of social justice and equality for all.



HEALTH, SAFETY & ENVIRONMENT

The National Health, Safety and Environment team consists of Lynsey Mann, National HS&E Officer, and Dan Shears, National HS&E Director. This has been another demanding year. We have responded to increased consultation with the new Labour Government; continued to resource GMB's involvement with the UK Covid-19 Inquiry; and campaigned hard to protect and improve health & safety standards in some of the largest employers in the UK.

We were delighted that Martina Vrajitoru was the well-deserved winner of the TUC Safety Representative of the Year Award for 2024. This marked the second year in a row that a GMB Safety Representative has won the award, which is unprecedented in the more than 150-year history of the TUC. As ever, we welcome the opportunity to discuss this report, and our wider work, at our stand at GMB Congress, at our GMB Facebook Group, and on our @SaferWithGMB social media profiles.



Asda Retail

After a detailed review of Asda's risk assessments, we presented our findings to senior management on how poor the risk assessments were and how some were missing altogether. In response, Asda have created a working group to revise all risk assessments, GMB National H&S reps are part

of this working group and are ensuring that Asda do this correctly.

We have received an update from Unionline on the personal injury claims for the year (April 2024 – March 2025), there have been 130 successful claims recovering £1.2 million for our members, a lot of these will have been made aware of the claims process due to our campaign around accident reporting and the 10-tote trolleys. This is the second consecutive year that more than £1m has been paid in compensation to GMB members.

We held a consultation meeting for all home delivery drivers and also sent a survey to them to get more information on their thoughts around the proposed new AI driver distraction system. So far, the results show that 86% of those who responded would consider resigning if the cameras were introduced. We will be presenting this anonymised data to ASDA at the next H&S forum meeting.

We viewed and tested some prototype new style 10-tote trolleys that we hope will be rolled out to replace the existing stock when they are out of warranty. They are much easier to push and to see over when using.

Waste and Recycling

HSE's WISH Worker Engagement and Leadership group, chaired by Lynsey, have been working on a consultative survey regarding 'Toolbox Talks'. The aim is to find the best way for these to be conducted in the waste industry and produce a best practice document.

Evri

Following concerns raised by Evri members regarding safety standards and welfare facilities provision at Evri last mile collection points (DUs), we have begun work with the National Officer to develop a campaign to raise standards. Dan presented at the Evri National Committee meeting at Wortley Hall, and we have worked with the section to develop an audit checklist for members to assess conditions at DUs.

BestFood

Lynsey has continued supporting National Reps around the point of delivery risk assessment process and has also been

involved in meetings regarding a change in use of non-slidable freezer curtains, which coupled with pallets stacked over height could cause serious accidents.

Food Manufacturing

Dan attended the Nestle Purina site at Sudbury for a two-day Inspection visit in May 2024. The inspection was convened by lead Safety Rep Robert Battell and identified a number of areas for improvement.

Lynsey chairs HSE's Food and Drink Manufacturing Forum Occupational Health working group. The group met and discussed Women's PPE issues, health monitoring in food manufacturing (particularly where flour is used) and workplace H&S culture. Lynsey was also on the judging panel for the HSE/IOSH Food and Drink Manufacturing Awards and made the case for interventions that help keep workers safe above those that replace workers jobs.

SGN

Working with Charlotte Gardner of Southern Region and Claire Greer of GMB Scotland, we challenged SGN management over concerns on the provision of Breathing Apparatus, following concerns raised by lead Safety Reps. After several weeks of negotiations, including the threat of HSE involvement, the issue was resolved amicably.

G4S

We provided support for the industrial dispute regarding G4S members in Jobcentre Plus, primarily on failures to adequately address health and safety risks in the aftermath of strike action. At the time of writing, we are also preparing for further challenges on the issue of One Person ATM deliveries, having previously raised concerns about the safety of such practices.

Violence and Sexual Harassment

The past year has seen a sharp increase in activity on these areas, in response to an increase in violent incidents across the public sector post-Covid lockdowns; the enactment of the Worker Protection (Amendment of Equality Act 2010) Act 2024; and the introduction of the NHS Sexual Safety Charter.

With National Equality & Inclusion Organiser Eleanor Saunders, we provided detailed feedback to the Equality and Human Rights Commission on their initial guidance on the new Worker Protection Act. We participated in a full day workshop on tackling sexual harassment, run at National Office by Kellie O'Dowd of the North West and Irish Region. Lynsey then jointly presented a webinar for GMB officials and activists on the new legislation with Eleanor, focusing on the risk assessment elements of the new requirements for managing sexual harassment risk.

Lynsey has worked with the Suzy Lamplugh Trust to reconvene HSE's Partnership on Work-Related Violence meetings. At the first meeting she presented a video by a member of Asda security, which highlighted their issues with work related violence and prompted an ongoing discussion about what can be done. We continue to develop guidance on new approaches to tackling work-related violence and harassment.

Call Centres and Call Handling

We have continued to analyse the responses to the 2024 Call Handlers survey and would like to place on record our thanks to Annie Lawson-Foley of the Public Services Section for her collation of responses and production of a detailed survey report. The survey has thrown up significant questions around the adoption of new technologies, especially the use of video calling, which raises substantial safeguarding, legal and ethical issues. Our draft guidance is effectively on hold as a result, as we seek best practice in managing such concerns.

Asbestos

The past year has marked substantial breakthroughs in our campaign for phased removal of asbestos from all UK public buildings. The new Minister Sir Stephen Timms MP has shown genuine commitment to taking policy in more positive direction. He convened a Roundtable in October 2024 to consider a formal Asbestos Register for all UK buildings. We are grateful to National Research and Policy Officer Anna Barnes for presenting the GMB case at this event. This was followed by GMB being invited to participate in HSE's reconvened Asbestos Network, and in turn being asked to respond to an EU consultation on new Guidance on Asbestos Management.

GMB were also one of four unions invited to HSE's Asbestos Research Prioritisation symposium in Manchester in March 2025, where we were able to commit HSE to research whether or not it is actually safe to leave asbestos in situ, by comparing environmental levels to those when asbestos has been removed.

Dan spoke at a national TUC Conference on International Workers' Memorial Day on 28th April in London, where international speakers and the HSE also presented. But the greatest hope was given in February, when HSE Chief Executive Sarah Albon told the Work and Pensions Select Committee "I think there is an absolute agreement between us and Sir Stephen Timms, as our responsible Minister, that ultimately we need to work towards a place where asbestos is fully removed from the UK environment." This is the biggest shift in UK policy since 1974, and our task now is to ensure that Government follows through with this commitment.

UK Covid Inquiry

On 1st October 2024, GMB Southern Region Ambulance Technician member Mark Tilley became the first frontline key worker to give in-person evidence to the UK Covid Inquiry. This was a significant milestone for the Inquiry, as previously evidence had only been given by Politicians, Civil Servants or subject experts. Mark spoke with great pride, passion

and honesty about his and his colleagues experiences throughout the acute phase of the pandemic. He did justice to all NHS key workers and to GMB as a union, and it was clear that the Inquiry were using his testimony to challenge the succession of politicians and managers who followed Mark.

We have had an extremely busy year responding to the requests from the Covid Inquiry legal teams, supplying evidence to the TUC's legal counsel, and co-ordinating witness statements from NHS key workers; Social Care members; and key workers across the UK economy. We have provided evidence on the Health Care system; vaccines; Test, Track and Isolate; Social Care; and PPE provision. In March 2025, Dan and Public Services National Secretary Rachel Harrison represented GMB at a Key Workers Roundtable ahead of Inquiry Module 10, providing insight on education and the retail sector.

The Inquiry is due to conclude in 2026, and at time of writing we are beginning to collate our evidence for the final three modules. This will be a major undertaking given that 85-90% of GMB members were key workers during the pandemic. We would like to thank all those who have provided evidence so far and encourage all members to contact us if they have important evidence to give or stories to share. We would particularly like to thank National Office colleagues Asha Phillips, Natalie Grayson and especially Rachel Harrison for their help and support over the past 12 months.



PPE Fit for All Campaign

Lynsey and Melanie Bartlett of the Women's Campaign Unit set up a meeting with a group of women activists to look at the issues around PPE that fits women. There was a great initial meeting where the issues were discussed, and it was decided that a survey would be sent to members to get the full picture. We aim to produce some guidance to help women force their employers to get them properly fitting PPE. More information on the campaign can be found on the H&S stand.

TUC Safety Representative of the Year 2024 Award Winner

Wales and South West Region member Martina Vrajitoru, who won the Mary MacArthur GMB Safety Representative of the Year Award at Congress 2024, was awarded the TUC National Safety Representative of the Year at TUC Congress in Liverpool in September. Martina, who works at Hinkley Point C, was recognised for her campaign on health & safety and equality issues, most particularly on her successful efforts to have PPE specifically designed for women as standard on site.

GRASP

We had the privilege of once again presenting to the 2024-25 GRASP cohort for five days in late 2024 and early 2025. Our sessions were designed to provide a historical introduction to health and safety law, then focus on the key hazards and corresponding regulations. Our final day considered the how we can better organise impacts of racism and discrimination on physical and mental health, and the valuable input from the GRASP delegates will help to shape our approach to this in the future. Our thanks go to Tyehimba Nosakhere and Rimil Hembrom for organising the GRASP programme, and to Melanie Bartlett of the Women's Campaign Unit for their contributions.

We also participated in a webinar with Tyehimba in response to the race rioting that occurred in August 2024 across the UK. We have developed themes from the webinar into contributions to the CEC Special Report on Anti-Racism and Combatting Hate, which will be published at Congress 2025.

HSE Engagement

The election of a first Labour Government in 14 years saw a sharp increase in consultation and engagement with HSE. We are now meeting with senior HSE management on a regular 'keep-in-touch' basis, to allow for early discussion of HSE policy initiatives, and issues of concern to GMB. One of these meetings resulted in a formal meeting on Engineered Stone, which is an extremely high-risk product used in kitchen fitting. GMB is aware of workers who have required lung transplants or died due to the incredibly high levels of silica in the stone. HSE have pledged to investigate further.

We were also invited to participate in HSE's Health Prevention Summit in November. From this, Lynsey is now involved in a working group in the chemical sector, which is developing a set of occupational health guiding principles for employers to sign up to. Good progress has been made, and the draft document is currently being consulted on. Dan is taking a similar role on groups in construction and utilities. Dan also attended HSE's AGM in July and was able to ask questions of the HSE Board on their approach to regulating AI and automation.

GMB has membership of all Industrial Advisory Committees and Forums, including PABIAC (Paper and Board Industrial Advisory Committee); CONIAC (construction); SIMPLC (Plastics) and CHARGE (Glass and Ceramics)

Outreach and Engagement

We once again led a delegation to the National Hazards Conference at Keele University in September 2024, with a record number of GMB delegates in attendance. We chaired workshops on asbestos and work-related stress, and GMB's Asda Retail Health and Safety Reps were recognised with a special award for their campaigning.

Dan also spoke at a number of TUC Safety Rep Connect events over the course of the year. In July he spoke at an event in Nottingham, covering 50 Years of the Health and Safety at Work Act, and the necessary changes needed to bring the law into the 21st Century; and in December, he spoke at an event at Cardiff City Football Club, where he presented on chemical safety campaigns.



First Aid Quality Partnership

Lynsey represents the GMB and TUC on this forum and was involved in deciding the recent changes to first aid training, which meant that treatment of catastrophic bleeding was added to the curriculum. This includes the use of tourniquets (manufactured and improvised) and how to pack wounds in the event of a life-threatening bleed. Lynsey was firm in her stance that this should be taught as the more people who know how to do this, the more lives are saved, especially in a world where violence is on the increase and terrorist attacks occur.

IIAC

Dan continues to represent GMB and the TUC on the Industrial Injuries Advisory Council, having been reappointed in September 2024. This year the council has considered cancer risks from a number of industrial exposures, and is beginning to review research on women's health issues.

Council for Work and Health

Lynsey has been an active member of the Council for work and health over the past year, ensuring that the voice of workers is considered in any discussions and decision making. Recent discussions on possible universal access to occupational health has been very interesting and we hope could be a possibility in the future.

Faculty of Occupational Medicine (FOM)

Lynsey has continued to represent GMB and the TUC on the board of the FOM, ensuring that workers voices are heard when making decisions about occupational medicine. She has been heavily involved in the new SEQOHS (Safe, Effective, Quality, Occupational Health Service) standards, and we believe that all workplaces that have occupational health providers should meet this standard, if you have any questions feel free to ask. Lynsey has recently been asked to sit on the FOM Ethics committee, who decide on the Ethics guidelines for all occupational health interventions.

European Conference on Psychosocial Risks

Lynsey was nominated by the TUC to attend this conference, which is an important cross Europe meeting of academics, policy makers and trade unions, to try to get a joined-up approach despite the UK not being part of the EU.

LEGAL

Legal Services

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

UnionLine is operated from a head office in Sheffield. Staff work with the nominated Regional Officers to ensure that we do everything we can to support our members within the union. A proportion of the work is dealt with in-house in Sheffield, whilst more complex work is sent out to a network of highly regulated panel firms across the country who act as agents for our law firm. UnionLine also monitors and controls the quality of service provided by these law firms to ensure that we have the best, most effective legal service for our members across the entire country. UnionLine is constantly adding services and making improvements. In 2024 UnionLine advised on over 5,000 cases and referred over 700 cases to panel firms.

UnionLine also continues to provide free legal advice on non-work-related matters, drafts free simple wills for our members, and offers a reduced cost conveyancing service.

Personal Injury

UnionLine and our panel firms continue to provide a comprehensive service on Personal Injury matters for our members, and in 2024 UnionLine recovered £15.7m in damages for our members. Clearly, we would prefer our members not to be injured whilst going about their work but if that happens then UnionLine is there to ensure we recover maximum damages for them.

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

Employment Rights Bill 2024

Working with colleagues in the industrial sections and the political and research and policy departments, we have been working

on the Employment Rights Bill. The Bill is set to significantly improve employment rights and proposes changes to a wide range of labour laws. Most of the detail will follow in the form of regulations, and with the consultation and parliamentary process most of the new laws will come into force in 2026. The Bill applies to England, Scotland, and Wales. Northern Ireland has a separate Good Jobs Employment Bill which is being dealt with by the devolved legislative process.

The Bill covers a wide range of subjects including for example zero-hour and unpredictable contracts, fire and rehire, day one rights, sick pay, flexible working, maternity protection, enforcement of employment rights, pay bargaining including a Fair Pay Agreement in the adult social care, reinstating the School Support Staff Negotiating Body, and trade union rights including industrial action and statutory recognition and a right of access. We responded to the four government consultations in 2024 covering zero hours contracts measures for agency workers, collective redundancy and fire and rehire, a modern framework for industrial relations, and SSP. We have briefed MPs and government officials on the Bill and continue to work with them pressing GMB policy as the Bill continues through the parliamentary process.

Collective Rights

We continue to brief and support Regions and Officers on collective rights such as industrial action, statutory recognition applications to the Central Arbitration Committee, and collective labour law matters. We have been supporting officers in the private and the public sectors across the union. We continue to work with the Regions on briefings around industrial action.

The proposed repeal of many of the restrictions imposed by the Trade Union Act 2016 are welcomed along with the repeal of the Minimum Services Levels Act 2023. We are continuing to argue for more extensive changes to bring UK law more into line with internationally recognised protections and rights of freedom of association including the ILO Conventions, the European Social Charter, and Article 11 of the European Convention on Human Rights. The ER Bill proposes a right of access for unions to workplaces and some relaxation of the criteria for union recognition, and we continue to argue for further changes

to strengthen trade union presence in the workplace.

Individual Rights

The ER Bill proposes a wide range of changes to employment rights. Many of these are to be welcomed and this includes a long standing GMB objective of day one employment rights, including unfair dismissal, but we believe that this should not be weakened by the introduction of a statutory probation period during which employers will be subject to a “light touch” assessment when it comes to the reasonableness of a decision to dismiss. Other changes, such as greater restrictions on the use of zero hours contracts and fire and rehire are welcomed and we are arguing for those changes to go further. One area that we believe needs to be added is the introduction of single worker status, as many of the employment rights will only apply to employees and a significant number of members, who employers allege are “self-employed” will continue to miss out.

Equal Pay

The union is supporting thousands of members in a number of large equal pay claims throughout the UK. In these claims members are represented by external union solicitors given the specialist nature of them, but our internal team remain heavily involved, particularly in negotiations. January 2025 provided us with a significant judgment in ASDA and we expect to see a number of other important hearings in the latter half of 2025 and into 2026.

We are making submissions to ongoing consultations relating to new Race, Disability, and Equal Pay legislation. This includes the implementation of a Regulatory Enforcement Body, closing outsourcing loopholes in equal pay, and improving access to Equal Pay in the court systems.

Litigation

We continue to advise and manage large multi-party cases in all areas of the employment rights field in order to assist Regions. As a union GMB continues to be involved in complex litigation. In this way GMB is changing the law to establish new rights for workers.

Policy

We continue to contribute to union policy in all areas such as on individual and collective rights, including responding to public consultations on employment law, including the Employment Rights Bill.

Training

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

Personnel

The National Office Legal Department comprises Jamie Hanley, Legal Director and General Counsel, Barry Smith, National Legal Officer, and Lauren Strain, Legal Officer (Industrial Relations and Equal Pay). Barry is Secretary to the Congress 2025 Standing Orders Committee.

ORGANISING

This year the Senior Management Team endorsed the NOT line up and nominated Regional Secretary Warren Kenny to also sit on the NOT, to embed the link between the NOT and the SMT. Warren had been part of the original launch of GMB@Work and served on the NOT, so was an ideal choice.

The focus of the National Organising Team this last year has been around a refresh and renewal of the original GMB@Work Organising Policy, that was launched in 2006.

The NOT felt that a lot of the principles of the policy were still as relevant today as they had been in 2006, when the GMB was desperate for a cultural change to help turn around decline. What we wanted to do was to look at what we had learned since 2006 and incorporate that into the document. After reviewing our Region/Nations, we accepted that although some Regions were still adopting a lot of the elements of the original document, this was not consistent across the union. We also had to acknowledge that although most organisers and staff would know the name, GMB@Work, many would not have had the key principles embedded into their everyday work, so a refresh would be beneficial.

The first thing we reinstated was to have National Targets. The targets should; have some potential in each region, have legitimate issues, with the potential to grow the structure and win things for members.

Schools was agreed as the first target. The NOT agreed to report on recruitment, growth and to keep each other accountable on how we increase bookings, hence visibility in schools.

We arranged a school's day with the Schools National Officer, where we looked at what the issues were, what kind of campaigns we could run, how we would build networks and get schools committees/forums up and running in each region.

Actions were:

- For each region to work with the PSSO and put together a plan for schools – to include areas targeted, campaigns identified and who would be responsible for making it happen.

- For all regions to send out an email to all schools in the targeted areas to ask for meetings on inset days.

The second national target will be social care. The consensus was that with the new fair pay agreement, we should try to push care membership up to give us a better footing in any negotiations.

The target in this area is to be HC-One as there is access, lots of workplace issues and a chance to build a network of care leaders.

The second part of this target was local authority care workers – a piece of mapping is needed to see where exactly we have care that is still in LA care and then to target them also.

NOT has also had an input into the Education review and helped to put together the two days GMB@Work training and the refresher course.

As part of this discussion, we identified that it would be good for the NOT to have oversight on the progress of reps in each region, how they progress through the course and what they achieve after. The NOT is going to look at how we capture this data.

As well as this massive piece of work to update the policy and put into practice, the NOT has continued with the everyday work. Discussions around British Gas, EVRI, Amazon, Schools, Care, ASDA and much more. We have been sharing great campaigning ideas and putting them into practice in our regions.

We are working collaboratively on the transfers of members and looking to put in better practices to make sure members are in the right regions.

Future work

The NOT, with the endorsement of the SMT, will now look to re-launch the paper and start a process bringing it to life in each region. The key areas will be around; organising teams, project boards, organising committees, co-tutors delivering GMB@Work to our reps and a refresher course for all existing reps.

POLITICAL

This year our political priorities have centred on three objectives: securing our members' rights and workplace conditions through political pressure; influencing the new Government to deliver tangible gains for our members; and ensuring that the New Deal for Working People and other Make Work Pay commitments are delivered in full.

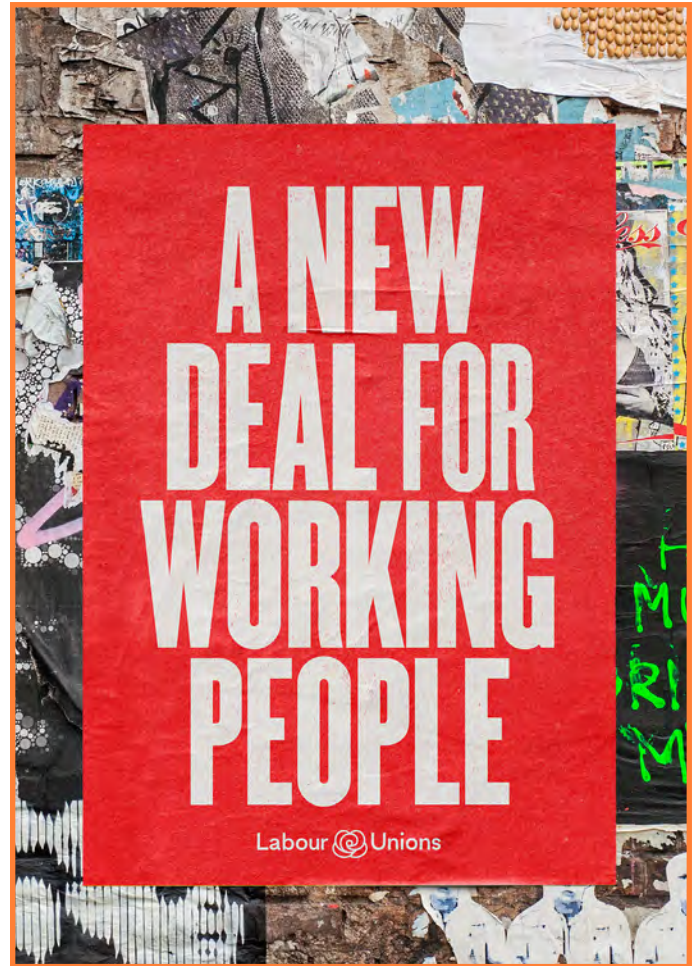
The Employment Rights Bill

Over the past 12 months the union's parliamentary and political focus has centred on the Employment Rights Bill – the Labour Government's flagship vehicle for delivering the New Deal for Working People – and on the industrial campaigns that have shaped every clause of this legislation. Working alongside allies across the labour movement, GMB has secured multiple reforms that will materially improve members' working lives and strengthen the wider trade union movement.

Introduced within the Government's first 100 days, the Bill originally promised day one protection from unfair dismissal, tighter controls on zero hours contracts, and repeal of the 2016 Trade Union Act. Drawing on lessons from GMB's near-miss statutory recognition ballot at Amazon's Coventry fulfilment centre, Ministers accepted stronger workplace access and recognition provisions: ballot thresholds will be simplified and electronic balloting will become a reality.

During committee scrutiny, MPs backed amendments that extended the tribunal claim limit to six months, secured guaranteed cancellation payments for insecure workers, and inserted a duty on large employers to track and report on menstrual health. Simultaneously, long sought sectoral bargaining structures were written into the legislation. The SSSNB, abolished in 2010, is now fully reinstated and explicitly extended to academy schools, while an Adult Social Care Negotiating Body will pioneer the UK's first Fair Pay Agreement as well as being devolved to the Scottish Parliament and Senedd Cymru to reflect their distinct care systems.

When the Bill returned for Report Stage in March 2025, the Government tabled a substantial package of amendments that further strengthened the legislation.



The Bill has now cleared its Commons stages with all key gains intact. From Amazon workers briefing select committees to school and care workers demanding sector wide standards, grassroots campaigning has shaped the statute book. The result is not only stronger individual rights but, for the first time in a generation, the advancement of employment rights squarely in the interests of working people.

The Bill is now progressing through the House of Lords and we continue to work with TULO and the TUC to ensure that the content of the legislation is protected as it proceeds towards Royal Assent.

In Parliament and across the UK

Following the General Election, we have reconstituted our GMB Parliamentary Group which now has nearly 300 members, that means there are now more GMB MPs in the House of Commons than every opposition party combined.

Following the change in Government, we regularly engage with ministers and officials in key departments across Government.

This engagement is regularly reported into the Central Executive Council and Political, European and International Committee.

Local Government Reorganisation and Devolution in England

The English Devolution White Paper proposes replacing England's two-tier county/district model—and merging small or under-performing unitary councils—into larger unitary authorities of roughly 500,000 residents. Ministers argue that fewer, bigger councils will simplify decision-making and sharpen accountability.

Change will occur on two tracks. A fast-moving Devolution Priority Programme targets areas where boundaries already make sense for quick consolidation. Invited counties and unitary councils had to lodge outline bids by March 2025 and full business cases by autumn, with legislation timed so the first mayors can be elected in May 2026. Likely early adopters include Norfolk–Suffolk, Greater Essex, Sussex–Brighton, Hampshire–Solent, Cumbria, and Cheshire–Warrington.

Elsewhere, councils could apply for unitary status up to May 2025, aiming to “go live” in April 2027 or April 2028. To avoid electing members to bodies that will soon vanish, 16 counties and two unitary authorities successfully requested that their May 2025 local elections be postponed—affecting East and West Sussex, Essex and Thurrock, Hampshire and the Isle of Wight, Norfolk and Suffolk, and Surrey. Public Services Section are supporting GMB regions so members understand how reorganisation might affect jobs, pay talks and services; fuller details on the exact powers and funding of the new authorities will follow once secondary legislation is published.

British Steel

Parliament was recalled during the Easter recess for a rare Saturday sitting on 12 April 2025 to pass emergency legislation safeguarding British Steel in Scunthorpe. The Steel Industry (Special Measures) Act passed all stages in both Houses in a single day. It grants Ministers emergency powers to direct steel companies following the Jinghe Group's actions. These powers have already been used to keep Scunthorpe's blast furnaces operating, securing 4,000 jobs.

GMB MPs pressed Ministers to work closely with the union and other steel unions on the site's future. Following the debate, the Prime Minister met the National Officer for Steel and our workplace representative at Scunthorpe.

Bidfood

Following Bidfood's decision to derecognise GMB after 30 years, we have provided political support to the Private Section, engaging Ministers whose departments hold significant contracts with the company and MPs whose constituencies host Bidfood sites. Further lobbying steps will follow as the dispute unfolds. The pressure is registering. Dozens of Labour MPs have contacted Bidfood directly, the issue has been raised twice with Ministers on the floor of the House, and the union continues to urge the Government to act.

Workers to Westminster

Throughout the past year we have brought members' voices to the heart of Government.

Workers Power the Future – October 2024

In October 2024 more than 100 GMB members in energy and energy intensive industries lobbied MPs in Westminster, emphasising that the transition must be done with workers, not to them, if it is to deliver jobs, prosperity, security, and meet climate obligations.

Equal Pay – May 2025

In May 2025 we brought together members from more than two dozen active equal pay campaigns across the public and private sectors for our first ever equal pay lobby in Parliament. Our message was unequivocal: five decades after Barbara Castle's Equal Pay Act, women still cannot realise their right to equal pay. The Government must deliver change through the forthcoming Equality (Race and Disability) Bill and honour its manifesto commitment on equal pay in full.

General Election 2024

After 14 years of Conservative-led rule, the 2024 general election delivered a historic Labour victory on a promise of change and an end to austerity. Labour won 411 seats—its first time since 2005 topping both the vote and seat count in every nation and region—while the Conservatives collapsed to just 121 seats (their

worst result since 1906). The Liberal Democrats surged to 72 seats; Reform UK secured five; the Greens four; and independents and smaller parties shared the rest. The SNP's representation fell from 48 to nine, Plaid Cymru held steady on four, and in Northern Ireland Sinn Féin now leads with seven MPs to the DUP's five.

GMB helped power this outcome from the ground up in each GMB Region, from the selection of candidates through to targeted resource allocation. They put workplace organising and doorstep conversations at the heart of the campaign—part of an effort that saw Labour activists speak to 3.1 million voters and win 92 percent of the party's 216 targets, including every single one in Scotland. A record number of GMB members – more than 270 – were elected, giving the union a parliamentary group larger than the entire opposition and significant influence inside the new Government.

The current House of Commons is the most diverse in modern times: 335 MPs are first-timers, women now hold 40.5 percent of seats (Labour's PLP is 46 percent women) and there are a record 87 MPs from ethnically diverse backgrounds—67 of them Labour. Crucially, GMB members also secured an unqualified manifesto pledge to legislate the New Deal for Working People within the Government's first 100 days, ensuring workers' rights stay at the centre of the new Parliament's agenda.

Labour Conference 2024

The 2024 Labour Party Annual Conference—the first under a Labour Government in 15 years—adopted GMB drafted motions on three critical areas: the School Support Staff Negotiating Body (SSSNB), equal pay, and public sector procurement. We thank all GMB delegates who spoke to these motions and contributed to wider debates on the floor.

GMB maintained a strong presence across the fringe programme, with speakers on workers' rights and the New Deal for Working People, national security and onshoring jobs, and at an event marking the 40th anniversary of the Cammell Laird dispute.



RESEARCH & POLICY

The National Research and Policy Department has been closely involved in the industrial, campaigning, and internal democratic work of the union over the last twelve months. Since Congress 2024 the Research and Policy Team at National Office has been supporting and leading work in the following areas:

Supporting Industrial Campaigns and Pay Bargaining

Pay bargaining support remains a core element of the work undertaken by the department across the regions as well as National Office. Most notably this year, the team assisted in devising pay bargaining surveys and claims for the NHS, Local Government NJC (Green Book) and Local Government Chief Officers as well as responding to government plans for industries such as GMB's response to the Government's Strategic Defence Review. Members of the department have also provided company research for the industrial and political campaign in reaction to Bidfood derecognising GMB. The department also continues to produce a monthly inflation and wages report to all GMB employees containing the latest information relevant for use in pay claims and negotiations.

GMB Congress 2024 and 2025

The department continues to support GMB Congress through managing the policy positions on branch motions, preparing the Congress agenda, and supporting the Chair and CEC throughout the event. The team has also authored, through consultations with activists across the union, the CEC Special Reports and Statements debated at Congress 2024 and going forward to Congress 2025.

Supporting GMB Delegations to external conferences

Members of the department continue to support our delegations to outside conferences on hand to advise on voting positions grounded in GMB policy. At least two members of the department attend TUC Congress and Labour Party Conference each year. The department members conduct thorough policy checks, negotiate with other unions and bodies in compositing meetings

and assist delegates in writing speeches.

Engaging with Policy Consultations

The Department continues to provide verbal and written evidence on a range of subjects to bodies including the Low Pay Commission, Government Departments and the Labour Party National Policy Forum. Much of this work has been in collaboration with National Industrial Officers, the Legal Department and the Political team to engage with government departments delivering Labour's Employment Rights Bill and other 'Make Work Pay' Manifesto policies to bring about progressive changes for working people after a decade and a half of Conservative rule. These have included the following topics:

Day-one rights for workers, the minimum wage, ending Fire and Re-hire, public procurement and insourcing, establishing a School Support Staff Negotiating Body, A Fair Pay Agreement in Social Care, industrial strategy, AI and surveillance and the government's international trade strategy.

Supporting our Internal Democracy

Members of the department have been facilitating our senior lay activists in progressing the constitutional and organising aims of the membership through the Rulebook Review Working Party and the Branch Working Party. The work undertaken by these groups has resulted in CEC Rule Amendments being put forward to Congress 2025, which have sought to align practice to provisions in the Rule Book, and to enhance democracy and participation throughout our branch, lay, and staff structures.

The department continues to provide secretariat support alongside the Political team for the CEC's Political, European & International Committee.

Supporting our international work

In the last year, the department's international work has involved representing GMB on the UK-EU Domestic Advisory Group on trade, supporting a number of international solidarity appeals and actioning resolutions of GMB Congress on international issues particularly on Gaza and Ukraine.

Delivering on Education and Training

Members of the department have been instrumental to the progression of the Education Review and are regular tutors on the GRASP programme, writing materials and core course modules. The department continues to offer delivery of training to colleagues and lay members in Regions on accessing and understanding inflation and labour market data, official statistics, and company accounts financial information.

Members of the team

The team is staffed by Ross Holden, Anna Barnes, John Callow, and Cassie Farmer.

ELECTION AND APPOINTMENT OF OFFICIALS

1 MAY 2024 – 30 APRIL 2025

APPOINTMENT OF REGIONAL SECRETARY

North East, Yorkshire & Humber Region	Andy Belfield
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APPOINTMENT OF SENIOR ORGANISER

GMB Scotland	Robert Deavy
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APPOINTMENT OF MEMBERSHIP DEVELOPMENT OFFICERS

London Region	Steve Garelick Peter Roberts
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APPOINTMENT OF ORGANISERS

London Region	Dan Anderson Jasmine Deans Madeleine Fisher
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Midlands Region	Andy Groves Hajira Piranie
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North East, Yorkshire & Humber Region	Fiona Hill Craig Thompson Joe Wheatley
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North West & Irish Region	Leigh Cleary Matthew Denton
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Southern Region	Catherine Mathews Kasia Naskretska Niki Palermo
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ELECTION OF ORGANISERS

London Region	John Colquhoun Ashley Foster Steve Garelick Andre Marques Jack Phipps
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Midlands Region	Rachel Fagan
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Southern Region	Dele Akinfolarin Charlotte Gardner
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TUC CONGRESS AWARDS 2024

Martina Vrajitoru (Wales & South West Region) was nominated for the TUC Health & Safety Rep Award 2024. Martina's nomination was successful, and she was presented with her Award at TUC Congress 2024 in Brighton.

Ceferina Floresca (Midlands Region) was nominated for the TUC Women's Gold Badge Award 2024. Unfortunately, the nomination was unsuccessful.

Ian Ball (North East, Yorkshire & Humber Region) was nominated for the TUC Organising Award 2024. Unfortunately, the nomination was unsuccessful.



PRIVATE SECTION

The Private Section membership stood at 272,373 and the Grades 1 and 2 membership stood at 225,361 in March 2025, representing an increase of 2.61% over the year. The Section also has the overwhelming majority of apprentice members, of whom there were 4,374 at the end of March 2025.

In terms of the companies dealt with directly by national office, the combined membership of these stood at 101,083 at the end of March 2025. This represented an increase of 3.51% over the last twelve months. The Section also saw 48,536 new recruits over the last twelve months, which represents 52.9% of all recruits within the union.

The work of the Section has been a joint effort with officers and reps working well together under the leadership of Joint Presidents, Brenda Carson and Kevin Flanagan, the Private Section National Committee and Andy Prendergast, National Secretary.

Using details shown on GMB membership records the 26 Private Section National Committee members have recorded their gender breakdown as: 17 males and 9 females and their ethnic breakdown as: White UK – 19, White Irish – 1, Black/Black British Caribbean – 2, Asian/Asian British Pakistani – 1, Asian/Asian British Indian – 1 and Other White background – 1.

The industries and companies in the Section are covered by Andy Prendergast, National Secretary (Management of full Section with direct responsibility for British Gas), National Officers including Gary Carter (Gas Distribution, Nuclear, Magnox, Electricity and Water), Nadine Houghton (Retail and distribution, including Asda), Eamon O'Hearn (Food & Drink, Security & Cash, Private Hire & Taxi, including Uber, Uber Eats, & Deliveroo); Charlotte Brumpton-Childs (Engineering Construction, Civil Engineering, Steel, TICA, Nestle, Forterra, Glass & Building Materials), Matthew Roberts (Aviation including British Airways & Swissport, Aerospace, Defence & Shipbuilding, Paper & Packaging), Gillian Ogilvie (Logistics including Evri and Yodel, British Oxygen & Legal Services), Kevin Brandstatter (Morrisons Data Services). Section Support is supplied by Kerri Harding and Pat Gannon (Senior PAs) and Lacey Smith (Support Worker).

Political

GMB Private Sector section have been extremely busy over the last year in terms of political work. In the run up to the election we lobbied hard to get clear manifesto commitments on Sustainable Aviation Fuel (where we signed an industry wide MOU providing access when work begins) and to build the Sizewell C power station. The work on the latter has continued over the year and we are hoping to get the project agreed with a final investment decision soon.

We have also been active at both Labour and Liberal Democrat conferences, particularly around pushing for good, unionised jobs through the energy transition, as well as taking over 150 energy and manufacturing workers to Parliament as part of a lobby fighting for our members jobs. The National Secretary has also given evidence at Bill Committee's relating to Employment Rights and GB Energy, as well as at a Select Committee on Home Heating.

GMB were also at the forefront of the battle to save the steel industry with intense lobbying and campaigning culminating in the Government's intervention to save the Scunthorpe site and with getting a better deal for Port Talbot.

Air Products

The sector continues to see its challenges this year with changes in business direction following board changes in Air Products. The pay awards averaged at 4% last year for 3 of the bargaining groups and 6% for the Bulk drivers. This was achieved by moving finance from the annual bonus and putting back into basic pay. This year we have seen the Bay Operators achieve a 3.75% deal with the remaining groups due to negotiate in the coming months. Challenges have also been made over their operations, in particular over Health & Safety.

Aviation Industry

Overall, another year of growing membership, growing our rep base, and growing members' pay, but the scourge of violence and abuse against our members from passengers also grew to alarming new heights. This led to grassroots initiatives that we developed into our national 'Airport Workers Against Abuse' campaign. An inclusive and collaborative

working group of our reps produced a campaign charter and impact statements, leading to a successful launch event at the Westminster Parliament in March. This campaign will be our overarching focus in the next year.

Building Materials

Forterra

Members at Forterra accepted a 3% increase across all rates and allowances. The critical illness payment was increased to £25,000, with future uplifts linked to annual pay reviews. Discussions continued to harmonise terms across sites.

Wienerberger

Pay has settled with a two-year deal, which saw members accept a 2.5% raise for 2024 and an 2% or CPI +0.5% (whichever is higher) rise for 2025. Wienerberger briefed the NNC on £70m worth of UK investments in plants and modernisation. The HMRC has concluded its NMW investigation with no breach identified, but GMB maintained that the current pay model lacked transparency. An external review has been commissioned, with findings due in June to inform future restructuring.

British Gypsum

Following a 79% rejection of the initial offer, GMB negotiated an improved pay proposal including an 80% guaranteed bonus for June and December 2025. This equated to an additional £3,938, as well as a 2% rise.

Tarmac

Tarmac's 4% pay offer for 2025 was accepted in February. The company also agreed to review employee health screening provision. Oversight transitioned to National Office with ongoing engagement through site visits and CWAT forums.

Energy

British Gas – Field Services

GMB worked hard fighting for members in the company over the last year and managed to get a number of agreements around protecting members' bonuses as a result of the move to a new technology system

which led to reduced productivity as the system beds in. The previous agreed pensions deal with GMB also led to a significant cut in members' contributions of up to 4.9% for those in the defined benefit pension scheme. Membership density remains very high on behalf of the continued great work of reps in recruiting new starters, and this led to a 4% pay offer which was rejected to the membership. At time of writing, GMB assessing our options in terms of next steps whilst waiting for further meetings in the hope of securing an improved offer.

British Gas – Customer

GMB recently secured a pay deal for members in the section that led to increases of between 4.2-12%, with a majority of staff in the bargaining unit getting 7.5%. Long standing members also saw significant cuts to pension contributions as a result of a previously agreed deal with the company.

PH Jones

GMB secured a 3.7% pay increase from the company which continues to post losses. We are working with them to reverse this with a view of securing the long-term future for our members working there.

Cadent Gas

Although 2024 pay negotiations were prolonged, improvements have been made to the Cadent G new starter contracts which bring them closer to legacy field force. This included a two-hour reduction in the working week without loss of pay, an additional one percent on basic rates, plus enhanced rates at weekends and increased sick pay entitlement. Legacy field force and staff got a 4.5% increase. GMB reps and officers got did presentations and workplace ballots across the networks and membership has increased during the past twelve months.

On the staff side there has been re-organisations and redundancies which have been unsettling and affected morale. Cadent launched a voluntary redundancy programme across staff, TUPE employees, management and talent programme employees because they say they are pre-empting OFGEM asking for efficiency savings as part of the next regulatory period (RIIO3). Cadent sent out letters to four thousand plus employees and

have received three hundred and seventeen expressions of interest.

The 2025 pay round has started across the three bargaining groups and Cadent have offered 3.5% across the board which falls short of members expectations. The pay claim is for 6% and further improvements to Cadent Gas terms and conditions.

GMB reps and members across Cadent have made a stand against the company introducing driver facing cameras in field force vans. Members object to being under constant surveillance which will only increase driver stress and the possibility of more accidents.

EDF

GMB EDF Generation members accepted a three-year pay deal worth on average 9.5% this year, 3.5% or average RPI inflation whichever is the greater from April 2025. The average rate of RPI was 3.6% and this was applied from April 25. In 2026, 3.5% or average RPI inflation whichever is the greater.

Hunterston B Nuclear power station has completed defueling and is on schedule to be transferred to NRS for decommissioning in 2026.

A two year pay settlement for field and smart metering members has been agreed with EDF. The increase for year 1 equals 6.25% and year two payable in April 2025 will be 3.5% or an average of CPIH inflation whichever is the greater. Members received 3.5% in April 25 payroll.

In the customers business GMB members voted to accept a 5.75% pay increase in 2024 and the final offer from EDF for 2025 is 3.9% for legacy and 4.4% for new starter contracts. GMB is recommending acceptance in the ballot of members.

There have been redundancies in smart metering and field because of less smart metering work and EV charge point installations. The reductions were achieved through voluntary redundancies in South West, South East & London. EDF has also started redundancy consultations amongst its smart/field back-office population.

A new recognition agreement has been signed for EDF renewables. We have got our

first workplace place rep, in the North East. Steve Wilson from EDF customer has been instrumental in getting the rep and has been supporting GMB officers in recruitment sessions in Edinburgh, Durham and London.

Gas Distribution Networks

Senior reps from the Gas Distribution Networks meet quarterly to exchange information and campaign on common issues across the industry. GMB senior reps met with OFGEM to have a voice in the next regulatory period (RIIO3) and keep the issue of workforce resilience high up the agenda. GMB reps expressed concerns about the threats to contract out work and want to ensure there's enough money from OFGEM in RIIO3 to repair and maintain the gas networks. The OFGEM draft determinations are due in July and final determinations in December 2025. There have also been separate meetings arranged with OFGEM for NGN reps around the shift dispute, and for WWU about contracting out.

GMB reps from Gas distribution and transmission meet with HSE on a six-monthly basis. The key issue remains fatigue in the industry and intrinsically having enough employees to do the job. GMB reps have been stressing this to HSE and OFGEM which we believe has been key to getting OFGEM to include workforce plans as part of the employer's business plan submissions for RIIO3.

Nuclear Decommissioning Authority - NDA

There have been ongoing discussions with NDA on the Spending Review. NDA has obtained additional funding for the next financial year, but this falls short of the funding they were seeking from Government and there are deep concerns about whether NDA can deliver decommissioning and safety at Sellafield, NRS and Dounreay sites. GMB has been very active putting the case to ministers and pushing for the funding needed for decommissioning. Talks between NDA and Government are continuing around funding for the next five years and GMB is meeting top level management regularly.

It is anticipated that EDF's Hunterston B nuclear power station will transfer to NRS in 2026, followed by Hinkley Point B. GMB has been in discussions with NRS & EDF about the transfer and pay, pension, and terms and conditions.

National Gas Transmission

The thorny issue of travel overtime, which was subject to dispute for over twelve months was satisfactorily settled as part of the 2024 pay agreement. Employees got a 4.5% pay increase and the compromise on travel overtime meant that GMB members get time and a half for travel overtime after an initial commute time.

National Gas Transmission (NGT) has submitted its business and workforce plan to OFGEM for the next regulatory period (GT3). NGT has plans to invest and increase the workforce which GMB supports.

2025 pay negotiations resulted in a 3.75% final pay offer, plus an increase of 4.75% on standby rates. Considering the large profits made by the company and the cost of living this offer fell below members expectations. We have gone out to ballot and members look likely to reject the offer.

Membership has increased steadily over the past twelve months thanks to the hard work of the reps and officers.

National Grid

As part of a two-year pay deal, from 1st July 2024 basic rates and allowances increased by 5.25%. In year two the pay increase will be an average of CPIH inflation + 1% which has come out at 4.22% and will be payable in July.

The pay deal also included an increase to weekend standby rates and removal of the qualifying period for maternity, shared parental leave, and enhanced company paternity pay from 1st July 2024.

In relation to pay progression an interim two-year arrangement was put in place and a joint working party established to negotiate a new system.

National Grid has offered a £5,000 retention payment for electricity transmission employees with SAP qualifications. Notice periods for those employees receiving the payment has been extended from one to three months for the next twelve months.

National Grid have big investment plans for the next regulatory period (ET3) in order to build infrastructure and ramp up the transmission

networks to deliver net zero. GMB has been involved in discussions on the company's workforce plans and attracting, recruiting and retaining staff.

M Group (Morrisons Data Services)

The company is re-branding as M Group. It employs 1400 staff with £90m turnover. It has 73% of market share of all meter readings but predicts annual meter reading visits will decline by a third by 2033. With an average age of 56 many staff will retire and not be replaced. A pay increase was implemented in 2024, involving two increases per year with effect from 2025. The increase in the NMW was applied in April and negotiations will take place for a further increase in October. The Offer was accepted by Unison, but rejected by GMB members on a low turnout, and implemented by the employer. However, the National Staff Council now has 2 GMB workplace reps involved, and quarterly meetings are expected to take place in future.

SSE

The company conducted a survey of distribution employees in the Southern Distribution networks to see if they wanted to work a shift system or a rota with a sixteen hour hard stop. SSE says this is to tackle fatigue, but members feel it's more about costs. The company's results showed there was little appetite for either proposal. GMB is open to discussing options to reduce fatigue but not shifts.

There is a two-year pay settlement which was 5.75% payable from April 2024 and then CPIH based on April 2025 rate plus backdated from 1st April 2025.

SEE is carrying out cost cutting efficiencies throughout the company and has started redundancy consultations in renewables. GMB is pushing back hard against proposals. SSE say that six hundred jobs will be created in electricity transmission as part of their plans to deliver electricity capacity for net zero.

Engineering Construction

This year saw heightened tensions and increasing union activity across Engineering Construction as GMB prepared for a tough round of pay negotiations and defended core agreement principles.

Pay talks under the NAECl agreement have begun in earnest, but after two meetings employers have yet to table any meaningful proposals. In response, GMB has advised reps to update membership lists in anticipation of a dispute.

GMB maintained strong momentum at major NAECl sites. At Stanlow refinery, 450 NAECl-covered workers benefited from a skills hub and apprenticeship programme, while reps blocked the use of problematic contractors and secured local training schemes. Reps training and development was prioritised through the development of bespoke courses for shop stewards. The first sessions were held in late 2024, providing advanced understanding of NAECl procedures and site representation. This initiative will continue into 2025.

CIJC

GMB members accepted a pay increase of 4.5% as well as an additional holiday day.

Hinkley Point C

Union strength at Hinkley Point C remained high, with nearly 12,000 workers on site and 1,250 from the MEH workforce maintaining around 80% union density. Reps resolved longstanding disputes over morning breaks, ensuring the four-day working week remained intact.

The TGT tax dispute emerged as a major concern. HMRC determined that TGT must tax travel allowances, creating a substantial financial liability. GMB responded swiftly, securing a negotiated offer to cover affected members' additional tax costs from April to August 2024 via non-consolidated payments. Members voted 93% in favour, and industrial action was suspended. Further talks have been scheduled to address the HMRC ruling and ensure no long-term financial detriment.

TICI

GMB members within TICI have escalated their campaign after employers refused further engagement. Following the rejection of the employer's final pay offer, a demonstration was held outside TICA House in early March. Members voiced their frustration at the stalled negotiations and lack of engagement.

GMB began preparing a legal strategy to enable both TICI and NAECl-covered Thermal Insulation Engineers to be balloted for industrial action, due to the interlinked nature of the sick pay scheme. A legal route for coordinated action is being developed, with ballots expected imminently.

Sizewell C

Momentum has built steadily at Sizewell C as GMB gained access and began active recruitment on site. The regional officer commenced induction attendance, while nationally the structure for electing a joint safety coordinator was finalised and agreed by all parties.

FID was, disappointingly, absent from the Spring Statement. However, it was now expected in June. Meanwhile, GMB continued engagement through the Transitional Arrangements Minimum Standards Committee, where employment standards and agency labour practices have been scrutinised and challenged.

GMB remained focused on building structures for long-term collective bargaining, drawing on successful models from Hinkley.

Steel

The steel sector entered a new phase of challenge and mobilisation. British Steel shocked unions by launching consultation on three decarbonisation plans, all of which would see thousands of job losses. Alarming, one plan excluded construction of any Electric Arc Furnace.

GMB has led calls for nationalisation, citing risks to national security and shareholder neglect. Members meetings on 2 April showed steelworkers' unwavering commitment to defending their jobs. Pressure on government was intensified, as GMB stressed that the survival of the UK steel industry was now in political hands.

British Steel

GMB and fellow unions launched a robust defence of jobs following British Steel's announcement of mass redundancies and alternative decarbonisation strategies. This ultimately led to the Government's intervention and the recall of Parliament on a Saturday to

take the steps necessary to keep the plant open and ultimately rescind the redundancy notice that was in place. Whilst there is still a question as to the long term ownership of the plant, the fact that we have ensured that it remains open represents a significant victory for GMB.

Tata Steel

At Tata Steel, GMB continued its campaign against the closure of Port Talbot's heavy-end operations. The union, alongside others, had submitted a detailed alternative plan to decarbonise while retaining primary steelmaking. Consultations remained ongoing, though Tata resisted alternative proposals. While revised redundancy terms were offered, including attendance bonuses and training support, GMB remained firm in its opposition to job losses and continued lobbying for Labour's proposed £3bn green steel investment. Unfortunately, in July consultation concluded with the closure of the Port Talbot heavy end resulting in around 1800 actual job losses.

Food & Drinks Industry

Nestlé

Pay talks for 2024/25 began with a clear gap between GMB's demands and the employer's position. The company claim financial strain and anticipated volume declines, which are expected to influence the next stages of negotiation.

Elsewhere, GMB continued work on the Equal Pay Audit, and established a new National Health and Safety Committee. These efforts aimed to improve transparency and working conditions across all Nestlé sites.

Legal Services

Thompsons

Following the outcome of a pay survey, GMB submitted a pay claim for a 6% increase. After negotiations members were consulted about an offer of 2% plus a £300 non-consolidated one-off payment. 54% of members took part in a ballot, with the offer accepted by 64% - 36%.

Paper & Packaging Industry

We were pleased to sign a new and improved National Agreement with DS Smith and its new

owners International Paper. Across the sector, despite a challenging and volatile climate, we continued to improve pay and conditions this year.

Platform Economy – Delivery

GMB now has agreements with both Deliveroo and Uber Eats and continues to push for consistent industry standards and transparency over earnings for rider members.

Shipbuilding, Aerospace & Defence Industry

This year, we have been heavily involved in consultations over the Strategic Defence Review and the Defence Industrial Strategy. We have been involved in saving all four Harland & Wolff yards and all the jobs, a result that did not seem possible at times, as Navantia have fully stepped in. We now have representation in every site that we have a formal presence, and we have grown our membership and rep base significantly. We have supported initiatives like Team Barrow to deliver wide-ranging community and societal benefits from good union jobs in defence. We recruited hundreds of apprentices, and secured real terms pay growth as the industry ramps up. We proudly hosted an international union conference in Glasgow, and continued the fight on fume and dust so our members can have a better chance to live longer and healthier lives. We have started to turn the tide on misuse and overuse of foreign agency workers. Our members are on the frontline of supporting the safety and security of our country in a changing world.

Retail and Logistics

Asda ALS

We continue to push our reps' structure to ensure we deliver for members. Following on from the success of the past two years we have again achieved an above RPI pay rise and continued the work of harmonising shift premiums, all with no changes to terms and conditions.

We have worked with our national stewards to discuss the potential impact of the retail equal pay claim, and we have spent time considering the potential implications of outsourcing were that to become an issue.

Following the company's attempt to

bring USDAW into the depots to represent management grades in the depots we have successfully gathered enough evidence to make an application to the CAC to represent salaried managers across ALS depots.

Asda Retail

GMB have successfully helped to establish that the majority of roles carried out by the predominantly women workers on ASDA's shop floor are of equal value to the roles carried out predominantly by men in the depots. 12 out of 14 of the women's roles were found to be of equal value after being assessed by the employment tribunal. Unfortunately, 2 of the roles were not found to be of equal value, Home Shopping Picker and Edible Grocery. These roles make up a significant proportion of the claimants and of shop floor colleagues (20-25%) and unfortunately the legal team supporting our members found no grounds to appeal against the decision in relation to these two roles. But the fight does not end there.

The final stage in the process is the Material Factors defence, scheduled to be heard at the end of 2026. If ASDA lose here, not only will they have to award billions of pounds in back pay, but they will also have to correct their pay structure. This represents yet another significant campaigning opportunity which we must be ready to make the most of.

The first ever wave of store strikes took place in 2024, run on a platform of needing to improve health and safety, store standards and invest in colleague hours. Following this action we have seen significant improvements in these areas and in engagement with the union. ASDA have realised that what we were saying was not only for the benefit of GMB members - but for the benefit of the business too.

Bestfood

We continue to build our reps' structure, maintain our density and deliver for members.

Bidfood

GMB were de-recognised by Bidfood with no notice or right of reply on the 17th January 2025. Since then, we have gathered evidence to present to the CAC to seek re-recognition for our members in Transport employed by 3663 Transport Limited. We have made the initial approach to the company and await their reply.

Evri

A successfully negotiated pay claim resulted in a one-off gratuity payment and continued rate protection for GMB members who took part in the ballot. The first sick pay policy scheme for Self Employed workers was also successfully negotiated. This also resulted in over 1,000 members joining the union. Campaigning over Health & Safety in delivery units has been launched this year and a fringe meeting highlighting the issue of health & safety in the gig economy has been arranged at Congress 2025. The National Committee & the new Regional Reps have been working tirelessly to improve conditions for members. New policies looking at protecting members' rights have been negotiated. The first Evri national conference was also held in January this year with the election of a new chair & vice chair.

Wilko

We are nearing the end of negotiations to reach a settlement for a protective award on behalf of tens of thousands of ex-Wilko workers who were made redundant during the administration of Wilko in 2023.

Yodel

The company underwent change of ownership twice in the past year which nearly saw the company come close to shutting. A management takeover saw the company start to stabilise with new investment and work is still being undertaken to make sure the company is viable going forward. Due to the changes in ownership the pay deal was delayed, and a successful ballot was completed in November 2024. As part of the negotiations, it was agreed to have a new anniversary date which was brought forward to April 25. Fresh negotiations have taken place with an improved offer to members being balloted on ahead of the anniversary. This is for a 30p rise on top of the NLW resulting in an 82p rise. The company are still in the process of securing financial investors and we are being updated on the changes as they happen. Talks have begun with Yodel for recognition of the self-employed couriers.

Zara and H&M

We have identified that a Global Framework Agreement exists between these two

companies and Uni Global to which we are affiliated. We have asked Uni to support us to use the agreement in a bid to gain access to stores and depots to begin organising. We are in the exploratory stages of this project.

Security

GMB members in G4S Secure Solutions took industrial action for the first time ever over pay on the DWP contract, resulting in significant disruption, and ultimately contributing to G4S offering to pay the Real Living Wage to guards on the contract. It has also likely contributed to G4S losing the contract, which Mitie will take over later this year.

GMB Reps continued to negotiate significant above-inflation pay awards in G4S Cash, Loomis and GEOAMEY; in the Cash Services industry we have also revived our Access to Cash campaign which is long-standing GMB policy.

GMB will be looking to establish formal consultation arrangements with the SIA into 2025 and beyond.

Taxi and Private Hire

GMB continues to build membership and influence in the industry, with GMB members proposing new National Licensing Standards to bring driver welfare and safety up to the same level as that of riders and operators. Digital rights will be a key focus moving forward so GMB can secure consistent industry standards and transparency over earnings for driver members.

Water Sector

Like last year, the water companies have continued to make the headlines for all the wrong reasons. Sewage dumping, enormous debt, huge dividends, big bonuses and the lack of investment in assets and infrastructure. After all of this they've convinced the Government and OFWAT to allow them to put customer bills up by an average 26% in April 2025, so they invest in assets and infrastructure to clear up the mess they've created. The big question is can they deliver?

GMB reps have been pushing OFWAT, Government and the Water Commission to make sure the water companies have workforce plans and GMB are involved in their

development.

The water companies are going to have to compete for labour and supply chain with Electricity, Nuclear, Gas Transmission, and Gas Distribution during the same regulatory period.

For GMB there are challenges and opportunities to increase the number of jobs in the water sector and increase the pay and conditions of our members. GMB membership continues to grow in Water and the National Water Forum reps and GMB officers have played a crucial role in making this happen.

Thames Water

Hardly a week has gone by when Thames Water has not been in the news. During the year Thames Water has seen its credit rating downgraded to junk level. The current owners refused to put any more money into the company and walked away. OFWAT put the company into special measures, has fined it and is investigating the company for paying dividends it shouldn't have.

During all the upheaval GMB members have worked hard to keep failing assets going and the company operationally afloat. In the BBC documentary on Thames Water, it was the dedication of the workforce that shone through.

Thames Water was in the High Court and then the Court of Appeal to get its restructuring plans approved so it could loan £3 billion at high interest rates from its creditors to keep it from running out of cash. Thames won in both courts, though this might be appealed to the Supreme Court.

Thames Water has been seeking to raise equity and a new owner. It announced on 31st March that their preferred bidder is KKR, a US private equity investor, which also owns a minority share in Northumbrian Water.

These have been very unsettling and worrying times for GMB members at Thames and what is needed is stability and a long-term future for Thames Water. Whether it has been in meetings with the company, the regulator OFWAT or to Government Ministers we have been voicing the concerns of our members and the need for long term job security, good pay & conditions and increased jobs & skills to deliver the investment required by OFWAT.

In pay negotiations for 2025, we've had positive negotiations with the company and we're recommending a 4% pay increase to GMB members. This is the second highest in the sector this year, and the company has agreed to implement the bonus scheme and move the salary scales. The GMB reps have worked tirelessly throughout the very difficult times and are a credit to the union.

PUBLIC SERVICES

GMB members working across public services continue to work under extreme pressures, brought on by years of underfunding. Pay across the public sector has not been restored to pre 2010 levels and there are no plans by the current Labour Government to rectify this. Shortages of staff, mental exhaustion and burnout, violence and lack of morale are everyday realities for many across the public sector. Nationally, we continue to lead and support Regions and nations to campaign and organise at a local level in sectors we oversee nationally. In pay negotiations, Pay Review Bodies or other mechanisms for winning for members – we continue to ensure the worker voice is at the centre of all we do.

Grade 1 and Grade 2 membership as of March 2025 was 259,476, an increase of 5,362 on the same period last year. Public Service membership accounts for 53.5% of the total Grade 1 and Grade 2 membership and has been responsible for 47% of the total recruits in the last 12 months.

GMB Public Services Section work is overseen by committees of lay members, led by the Public Services National Committee which is chaired by Simon Day, Section President. The gender breakdown of the Committee currently is 19 female and 10 male. The ethnic composition is 21 White and 4 Black, 1 Asian, 2 Prefer Not To Say, 1 None (details correct as per the membership system).

The Public Service National Office Team is:

Monica Julius, Senior Section PA
Annie Lawson-Foley, Support Worker
Stacey Booth, National Officer: Schools & Academies
Kevin Brandstatter, National Officer: Local Government; Civil Service; Further & Higher Education; Environment Agency; Ministry of Justice & Legal Aid Agency.
George Georgiou, National Pensions Organiser & National Officer: Police Staff; NHS B&T; Probation; Prisons: Chief Officers and Craft.
Natalie Grayson, (Maternity Leave)
Covered by Will Dalton, National Officer: Social Care
Sharon Wilde, National Officer: NHS & Ambulance; Contractors
Mark Wilkinson, National Officer: Schools Organising

Rachel Harrison, National Secretary

Local Government

The NJC pay offer for 2024/25 was an increase of £1,290 (pro rata for part-time employees) to be paid as a consolidated, permanent addition on all NJC pay points 2 to 43 inclusive, an increase of 2.5% on all pay points above the maximum of the pay spine but graded below deputy chief officer, and an increase of 2.5% on all allowances. 53% of GMB members voted to accept the pay offer on a turnout of 27%.

At the time of writing, the joint trade union pay claim for 2025/26 has been submitted and we are waiting for a response from the National Employers via the Local Government Association. The claim calls for: an increase of at least £3,000 on all spinal column points, a clear plan to reach a minimum pay rate of £15 an hour, one extra day of annual leave for all staff, a reduction in the working week by two hours, with no loss of pay, and the ability for school staff to take (at least) one day of their annual leave during term time, with no loss of pay.

Craft Workers

In October 2024, following internal consultation procedures, GMB members accepted the employers offer of an increase of £1,290 on basic salary and a 2.5% increase on all allowances effective from 1st April 2024. We submitted the 2025/26 pay claim on 7th February 2025 and at the time of writing we await the employers response.

Chief Officers

In July 2024, following an indicative ballot, GMB Local Government Chief Officer members unanimously resolved to accept an offer of 2.5% on basic salaries. We submitted the 2025/26 pay claim on 4th February 2025 and at the time of writing we await the employers response.

Schools & Academies

The Kings Speech in July 2024 announced the return of the SSSNB (School Support Staff Negotiating Body). It was welcomed by GMB school support staff members who had waited a long 14 years for its return. To date, GMB, Unison and Unite have been involved in discussions which included: 1) the definition

of support staff; 2) schools in scope including academies; and 3) the remit and scope of the body and how it will work. The 10th October 2024 marked the formal announcement of the re-instatement of the SSSNB. Since then, the legislation has been passing through parliament and the House of Lords. The second reading in the Lords is on 29th April 2025 and if all goes as planned the body should be in statute prior to summer recess. GMB support staff members will continue to be consulted as we move through negotiations and regular bulletins will be produced. The body is working towards pay negotiations commencing in 2027/28. Until then, school support staff remain under the NJC bargaining arrangements.

The Labour government have been working to re-establish a working relationship with GMB, education unions and employer representatives via a revised model of social partnership, establishing the 'Improving Education Together Board'. GMB formally signed the agreement on 20th January 2025. The signing took place at a school in Southern Region where GMB were represented by Donna Spicer (Schools Committee Chair), Katie Feighan (Regional Organiser) and Stacey Booth (National Officer). The partnership provides a mechanism for consultation on education policy and an opportunity for GMB members to have a direct voice to the DfE. Three subgroups of the main board have in the first term been on Workforce, SEND and Accountability (including reforms to Ofsted) GMB members have been feeding in via surveys and have also been directly involved in presenting findings to the DfE.

GMB regions are committed to building the union within schools and all regions and nations are supporting one national schools organising plan. National Schools Officers have visited Regions giving training to branches, staff and officers on the Schools Organising Policy. They have continued to support Regions on the ground by carrying out training in the form of conducting school workplace meetings.

NHS & Ambulance

The crisis within the NHS and ambulance service continues. Winter pressures are now an all-year-round event and staff on the front line are facing further burnout. We are supportive of the efforts made by the Labour Government since coming to power, but there

is so much more that they need to do. We welcomed the 5.5% pay award for 2024/25 as a first step towards restoring pay. We used the opportunity to re-engage with the Pay Review Body process to ensure GMB voices were heard in 2025/26. However, at the time of writing we are still waiting for the Government announcement on this year's pay. We continue to have serious concerns about the low levels of pay in the NHS. The lowest paid are currently in receipt of a top up payment to their wages to ensure their employers do not breach national minimum wage rates.

There are huge issues with job evaluation and job creep, service pressures, violence at work and sexual harassment. All of which we continue to drive forward campaigns with members at the heart. We welcomed the Government's Darzi Review into the NHS, but a review is lacking for the ambulance service.

We have engaged in consultations for the NHS 10 Year Plan and will continue to work with Government when it is published and needs a supporting workplace plan to run alongside. Membership across the sector, particular in the ambulance service continues to grow. We are building reps structures and organising to be ready for whatever lies ahead with the 2025/26 pay round.

Civil Service

A series of meetings have taken place between unions and the Cabinet Office to discuss how the Governments manifesto pledges on employment and trade unions will be implemented in the civil service. The Cabinet Office has written to Secretaries of State and Ministers asking them to justify the existence of Arm's Length Bodies, which employ tens of thousands of employees. In addition to Governments Departments, there are around 200 additional bargaining units, all involving pay negotiations. Pay negotiations are delegated to Departments, Agencies and Arms Length bodies. The remit is drawn up by the Cabinet Office, and this was delayed by the 2024 General Election. The remit was influenced by the outcome of Pay Review Body reports. The Chancellor indicated over all pay rises of around 5.5%.

In the Ministry of Justice negotiations resulted in an offer above 5.5% for most GMB members and the ballot resulted in 92% of members voting to accept. MoJ HR systems

are delivered by an external provider and the provider, SSCL, had managed to make overpayments amounting to £35m. The employer announced they would seek to recover these overpayments. GMB is resisting and supporting members as it was clearly a series of errors by an external provider. A new provider will take over the contract, based in the public services not external.

The MoJ is responsible for Prisons and Probation through an executive agency – HMPPS. Pay in prisons is determined by a Pay Review Body for Prison Officers, but its findings are also applied to prison staff to avoid the potential for equal pay claims. The major problem affecting Prisons is overcrowding which became acute after the summer riots but has been made worse by delays in the Courts system with thousands of accused on remand. Government early release plans have not seen a fall in numbers in Prisons and a failure to invest by the last Government has seen Prisons completely or partially closed for safety reasons. Plans for new prisons have not progressed well and current plans will not see any real improvements. GMB and other unions met Minister Timpson, where we were very clear about the problems in the sector and urgent need for investment. The Prisons FM contract, currently with Amey and GFSL, is to be broken down to 6 mini contracts based on Prison/Probation area directorates.

Negotiations in the Environment Agency for 2024 pay saw increases above 5.5% after negotiations. Most members received 5.9%. The Agency encountered severe problems with its inability to respond properly to flooding incidents particularly on the River Thames. The Agency claimed that the funding was only available for 52 staff, when 100 are needed to provide a safe staffing level to manage weirs and control the water levels. Flooding incidents in Oxfordshire and Berkshire could have been avoided with adequate staffing.

GMB members on the River Thames are being balloted on industrial action to secure these safe staffing levels. GMB provided evidence to the House of Commons Environmental Audit Committee explaining the poor state of the Agency's flood prevention measures, including a failure to maintain the infrastructure. Assets had not been managed properly for a decade and were not fit for purpose. The Secretary of State has announced a billion-pound programme for infrastructure improvement

and we await the detail of how and when this will take place.

Higher Education

The 2024-25 pay negotiations were protracted. GMB members voted to support an offer of a cash increase equivalent to 5.7% for the lowest paid alongside agreement to set up working groups on the pay spine, equal pay, workload and contract types. The cash increase was implemented by around 130 Universities, but 12 delayed its implementation citing cash problems. The offer was conditional on unions not pursuing industrial action. UCU and Unison both said they would ballot members, so the non pay elements were not implemented. The UCU timetable means action on 2024 pay will not commence until Autumn 2025. The major problem facing Universities is funding – insufficient cash is generated by tuition fees from UK students and the last Government changed visa requirements which have deterred overseas students from applying.

GMB and other unions met with the Minister for Higher Education in February 2025 to stress the importance of higher education for the Governments Growth Agenda. However, since that meeting Universities throughout the UK have reported a worsening situation and Employers and Unions will make a joint approach to the Secretary of State for a long term solution for the sector. Pay negotiations are underway and should conclude in June 2025.

Further Education

The Sector may face significant change with the creation of "Skills England", which should transform the sector. New apprenticeship programmes could see a revival of FE Colleges, but a working party involving GMB, and led by the Department for Education identified the need for better infrastructure including IT, recruitment and retention issues with an ageing workforce, a lack of childcare support, and most importantly poor pay.

GMB have been involved in the Improving Education Together initiative led by DfE and have pressed for reform, better investment and better terms and conditions of employment including coordinated childcare provision. FE Colleges in England are independent employers and most implemented a 1.7% increase in pay following

the Chancellors statement that FE would get a significant funding increase in 2025-26, which would include money to cover most of the cost of the increase in employer NI contributions. At the time of writing FE Colleges were still unaware how a commitment from Government for the additional £350m will be allocated in 2025/26.

Social Care

GMB are taking a leading role in the consultation and preparation for the Adult Social Care Negotiating Body for the government's Fair Pay Agreement (FPA). But this is no time for relying on the Government to sort out social care for us. The FPA is years away from first negotiations and our care sector membership needs the improvements now. GMB members from around the nations have been pursuing care providers in their campaigns for sick pay. HC-One members built upon their 2024 win – increasing the daily sick pay rate to £40 a day and sick pay has now been established in Maria Mallaband.

The “Sick of SSP” campaign has been published on the GMB website for any worker to download resources. Four Seasons Healthcare, after many years in administration has seen the final sale of care facilities into smaller companies. However, before they left, GMB managed to secure an employer pension increase of 0.5% which has transferred through to the new companies.

The National Care Committee have increased their activity in the last year, meeting civil servants from the DHSC, Stephen Kinnock – Minister for Social Care – attended parliament for MP meetings and held Covid 19 remembrance events in regions and online. With two regional care committees set up, we are establishing regional organising capacity ready to take on the fights for social care and lobby for recognition and a voice.

Police Staff

In October 2024 following an indicative ballot, 83% of members in England and Wales voted to accept the employers 4.75% pay offer for 2024 on a turnout of 41%. Membership in the sector has consistently grown throughout the last twelve months and continues to do so. The Police Committee are examining methods by which it can grow further, including conducting PIM and recruitment training. For 2025 we will

be seeking an above inflation, restorative pay rise of at least 7% on pay and allowances, increases in annual leave, a minimum of £15 per hour and parity of funding between staff and officers. The claim will be submitted prior to the full Police Staff Council on 24th April where it will be presented.

Probation

The problems of workload, capacity, pay and morale continue to blight the probation service and we remain engaged in high-level discussions with the new government on these issues. They seem receptive to our proposed productivity measures. We hope these measures will lead to a pay award above the Treasury limit of 2.5%. The pay claim for Probation Staff has been submitted in readiness for forthcoming pay talks and we are in ongoing talks about the capacity crisis in the system.

Contractors

Biffa Municipal and I&C – GMB members accepted a 4.1% increase in pay with effect from 1st April 2024. At the time of writing, members on contracts covered under the national agreement are currently being consulted on a 3.6% pay offer for 2025/26. The National Negotiating Committee have recommended the above RPI offer. Veolia – Members on the Wheels and Way Forward Agreement accepted a two-year deal: between 5-9% dependent on job role, plus allowances in year one; and 3% increase for year two.

In Sheffield there has been an ongoing dispute at the Lumley Street Depot, where Unite are seeking recognition on a historic GMB sole recognised workplace with longstanding collective bargaining arrangements across Sheffield. GMB have stood strong and said we will not be working jointly with Unite on the site. Veolia have also made it clear to Unite that they are not wanting to work with them or seek to have any joint recognition outside of what they already have with GMB. The dispute has been running for a six-month period. The CAC have also rejected Unite's application for recognition.

Northern Ireland

Multi-year funding must be provided by Westminster to the Northern Ireland Executive

to ensure the Public Sector in Northern Ireland is adequately funded and enable them to plan meaningful changes rather than giving them one-off pots of money to address short term issues. There seems to be crisis after crisis across Health, Education and Infrastructure in which there is simply not enough money to address waiting lists, new school buildings and road maintenance among many other things.

Across the civil service members have voted to accept a 9% pay increase over 20 months which will run until April 2026. Discussions are now at an advanced stage regarding settling outstanding holiday pay claims in Translink in which members can potentially go back to 1998 instead of the two years which is the law in Great Britain. Following on from industrial action across education in the later point of last year our members who are employed as support staff received their long awaited back pay in April 2025.

Scotland

In Local Government through the threat of industrial action in waste across Scotland we were able to secure a pay offer of 67p or 3.6% making it marginally better than the NJC offer. That is an increase of over £5,000 for full time workers in councils in the last 3 years. We have secured big increases through job evaluation most notably care workers in Renfrewshire, receiving up to 5 figures in backpay. We have fought and defeated fire and rehire in West Dunbartonshire and the campaign against this draconian approach to industrial relations goes from strength to strength in Aberdeen City Council.

In the NHS we secured the same 5.5% rise as England. This alongside previous higher than UK increases and the reduction in the working week secured through the threat of GMB industrial action means that GMB members in NHS Scotland are now on significantly better pay for less hours than the rest of the UK.

Wales

Working in social partnership has been at the forefront of winning for our public service members. GMB has launched three equal pay campaigns in Wales, at Blaenau Gwent, Cardiff and Swansea, which has seen over 1,000 members apply. The health pay offer matched 5.5%, and although that was broadly in line with England and Scotland, and whilst

we had worries that the money might be taken from some of our more generous pay offers, lobbying from GMB saw this awarded in full. We are working alongside other unions through the Welsh Government's Social Partnership to increase and improve the culture in social care. Through the Social Care Forum, GMB is in conversations pushing for better pay, terms and conditions and GMB is also chairing a task and finish group looking to develop a benchmark policy for organisations to use against violence in the workplace. Talks are ongoing with the Welsh Government on plans for the Welsh Fair Pay Agreement for Social Care.

Pensions

The government is active in the pensions landscape. It has: 1) announced an intention to introduce legislation that will assist in utilising some pension surpluses to help their growth agenda; 2) consulted on mandating pooling in the local government pension scheme (LGPS); 3) stated that it will not compensate WASPI in line with the Ombudsman's recommendations (Liz Kendall DWP Secretary of State has been advised of our huge disappointment at this U-turn); and 4) extended the New Fair Deal policy to Further Education bodies and confirmed it also applies to tendering and outsourcing exercises currently in progress.

We are lobbying for further improvements around: 1) possible age inequalities around the Death Grant; 2) the Gender Pensions Gap; 3) minimising opt-outs; 4) allowing outsourced workers to remain in the LGPS; and 5) Auto-Enrolment. Forthcoming changes include: 1) extending inheritance tax to unused pension death benefits which would mean that LGPS death grants would be subject to inheritance tax from April 2027 if one's estate is in excess of £325,000; 2) Pension Dashboards are expected to start in April 2025 with a completion deadline of 31 October 2026. Public Sector Schemes are expected to be connected by 31 October 2025; and 3) Increase to the Normal Minimum Pension Age (NMPA) 55 to 57 from 6 April 2028. The NMPA is the earliest age people can access their pension savings except for ill health.

The National Pensions Organisation has conducted many meetings throughout the year and regions in a variety of workplaces and online settings.

European and International Affiliations

During the last twelve months we have undertaken a thorough review of our affiliations with PSI, EPSU and UniGlobal and considered ways of ensuring are engaging appropriately.

Lay activists and GMB Officials have been involved in sector specific workshops and events, including a Uni Global AI Event in Switzerland which was attended by East Midlands Ambulance Service member Dan Roizer and a UniCare Conference in Budapest attended by several members of the National Care Committee. At this event, Ruth Pitchford, National Committee Chair was elected onto the UniCare Steering Committee, helping secure a voice for GMB within the international trade union movement.

LONDON REGION

The Region has experienced growth in membership across almost all sectors. Our Region has a very transient workforce. In this last year we have tackled unemployed, retired, student, apprentice members, where possible converting them back to either Grade 1 or 2 financial membership. Membership growth is vital. We continue to work hard retaining and contacting leavers, sick and unemployed members. We launched a very successful strategy for tackling retrieval of lapsed members and as a result we are being asked to roll this out across all Regions as this has a big impact on income. The change of the timing in the day of when to phone or SMS apparent leavers was resulting in a far greater retrieval of apparent leavers.

Regional staff and activists have been heavily involved in campaigning across our workplaces, resulting in some successful campaigns and wins for our members. Thankfully due to our branches donating to a large Regional Strike Fund, we can offer our members who strike additional strike payments above the Rulebook amount.

Public Section

We remain focused on organising and campaigning in the NHS setting up workplace roadshows across multiple hospitals and Trusts encouraging members to become more active. We continue to work with local NHS Trusts and GMB members to raise concerns about the continuing problem of extensive car parking charges, many of which are

maintained and operated by private companies.

Medirest

London Region continues its work within the NHS and Medirest members secured a great win at Northwick Park Hospital in July 2024. GMB London was calling for Medirest to pay the non-consolidated pay award to all staff, not just those on Agenda for Change Contracts. Two-tier terms and conditions are simply not fair and therefore a campaign also began calling for all Medirest workers to be on Agenda for Change Ts & Cs. An Industrial Action Ballot began at the end of May, and with the support of an overwhelming majority of members, there were 5 days of industrial action. The picket line was extremely solid, with around 170 members attending each day. The Region also secured strong political support from local councillors, Assembly Members and MPs. Following intervention from the Trust we secured and accepted a significantly improved offer, including full payment of the non-consolidated bonus, implementation of the London Living Wage, additional sick leave, additional annual leave and a longer-term commitment to negotiate on equalisation at the end of the contract. Overall, for Medirest contract staff the package is worth up to 25% of their previous salaries. As part of the negotiated settlement, the Region was also able to secure full recognition across the Trust, extending recognition to Ealing and Central Middlesex Hospital as well as Northwick Park. Successful industrial action has significantly increased the membership – growing by over 150 across the Trust.



Informing Members

The Region hosted two webinars on Local Government Pensions Scheme (LGPS) Pensions in 2024, for members in Local Government and Schools, and these were attended by hundreds of members and well received.

Schools

On 7 September 2024 London Region's President, Penny Robinson, opened the first School Support Staff Conference. This Conference brought together many new school-based activists and workplace representatives to discuss some of the issues they are facing and how to campaign and organise to address them. Sessions were held on the potential need for Job Re-evaluation, in light of the increased numbers of pupils with SEND, ending the tolerance of abuse against support staff in schools and how to build membership and activity in schools.

The day finished with the launch of the Region's campaign to end Term Time Only working. This campaign is backed by over 95% of members in schools and academies and September saw a social media campaign which was driven by members in schools sharing photos from their schools of them holding up 'No to TTO' banners and wearing black to mourn the loss of 2 months' pay per year.

Everyone who attended had a great day and all fed back that the day was useful and that it was good to meet other members. There was also unanimous agreement that there should be another conference in 2025 and the Region has now arranged for two conferences to take place in September.



Over 50 Workplace Organisers have been elected in schools since September 2024. This is a real success and denotes the change in moving from having workplace contacts in schools, to aspiring to properly organise and create structures in them.

To support both new and existing Reps in schools, the Region now holds online monthly meetings for Reps which explore schools-based issues and provide an opportunity to share best practice and ideas. This in turn will lead to new localised networks forming.



Members of support staff at St Lukes School in Tower Hamlets took Strike Action on 1st and 3rd April 2025. This dispute is because of the proposal to reduce the numbers of Teaching Assistants by 25%, which raises concerns for our members health and safety. The stand these members are taking will give confidence to others and raises the profile of the important work and issues being faced by our members in schools.



Private Section

The last year has been a hive of activity for the private section in London, contributing to a successful year of growth which has seen our membership tip over the 90,000 mark which is a huge achievement for everyone involved. Our officers, branches and reps have been involved in a multitude of campaigns and disputes across all industries within the sector.

GMB London Region has welcomed the Government's decision to approve a third runway for Heathrow airport. HAL is to submit proposals to the government by summer 2025, with the goal of having the runway operational by the mid-2030s. The construction of a new runway and terminal building will see the creation of thousands of skilled jobs and apprenticeships for the London Region and will also represent a significant boost for both the local and national economy.

With regards to Heathrow Staff Car Parking Charges, we have seen the reduction of car park charges following the GMB campaign from £972.60 to £771.48 annually. This is still too high and is impacting on low paid Heathrow workers, part time workers, and female staff who have child and family caring commitments who's only transport to work is by car. GMB London will carry on campaigning on behalf of the members until Heathrow make a commitment to drastically further reduce the staff car parking tariffs taking into consideration record breaking numbers of passengers recorded for 2025 and recorded high profits and revenue for the Airport.

In the gig economy we have recently seen continued growth in Evri as we continue to organise around pay and the ongoing issues with packet rate amendments. Our reps work tirelessly in a difficult role to organise but are seeing the fruits of our labour with better density and more reps coming on board to help support.

Huge growth is also continuing in Uber with our professional drivers branch continuing to organise around key issues such as driver safety and driver license renewals. Regular surgeries are also held with officers and branch officials to ensure our membership is well supported in the difficult role they are in.

This year has also seen an unfortunate rise in disputes on behalf of our members working in other trade unions. Our members at Unite head office were embroiled in a bitter dispute involving senior members of staff associated with the general secretary which saw them taking industrial action to fight back against their horrendous treatment. In the face of blatant union-busting tactics, our members were relentless in their tenacity in the campaign which eventually saw the dispute resolved to the satisfaction to all involved.

Members working in the BMA are also currently in dispute with their employer in a row over pay which has seen them not practising what they preach when dealing with their own staff. Members have staged protests as the campaign grows and we continue to work with them to resolve the dispute. GMB London have clearly demonstrated that no employer gets a free pass and we will represent our members to the fullest, regardless of who their employer is.



GMB London have also successfully campaigned in Dnata at Heathrow to implement our 'Smash the Stigma' policy. This is a huge win for our members as it means their employer will implement policies which take into account the symptoms of menstruation and menopause to ensure they are not suffering a detriment as a result.

Many of our reps in Asda stores are currently running local campaigns for their employer to provide sanitary products for free in the staff toilets. So far, these campaigns have been successful, not only with management agreeing to the proposal but providing our reps a great talking point within their stores and subsequently growing the membership and ensure we are well organised on a store by store basis.

Health & Safety

GMB London Region takes seriously its commitment to ensuring the highest possible standards of Health and Safety practices within all workplaces. As a Region we are looking at the best ways to communicate with our members so have recently begun sending out Health and Safety surveys to branches, booking in Health and Safety meetings and working with officers to visit more workplaces. GMB London has also created a workplace H&S survey poster with QR code that will also be in sticker format.

Asbestos

We have started putting together a Regional Asbestos campaign where we look to obtain a copy of every Asbestos assessment of each of our workplaces and have started with ASDA and Royal Borough of Kensington & Chelsea.

Resources

We have added new resources and news feeds on the GMB London website are looking to create a new health and safety tool kit with posters and important documents. Mental Health and wellbeing Surveys have taken place at Collins House Care Home and Tower Hamlets Schools. We have identified schools' workplaces where there are excessive workloads and lack of risk assessment for our schools' support workers.

Our H48 Houses of Parliament Branch have continued several health and safety

campaigns as part of a renewed focus on the state of the Parliamentary Estate. We undertook a tour of the basement of Parliament to better understand the issues members face; from falling masonry to poor water quality and fire hazards. The Branch officer met with the 'Restoration & Renewal' team at Parliament to feedback concerns and push the branch position that a full decant of Parliament will be required eventually (in order to rebuild it); saving the public more money over the alternative options of gradual rebuilding work for decades to come. The Branch has accepted responsibility to also be the lead union in both the House of Lords and House of Commons on H&S matters, which was negotiated with management.

In Norfolk County Council Schools, we have lodged a request and agreed to create and share a "health and safety database". This will enable GMB reps and organisers to view data by school, incident type and severity to enable better campaigning and improvements to health and safety across the remaining 150+ schools in the county.

Political

It has been a busy period politically, with the union returning its highest ever number of GMB MPs in London Region at the General Election in July 2024.

We have followed this success up with a record level of recruitment among new MPs staff, with the branch growing threefold in the subsequent months. We are proud to write that 44 new reps have completed training this year in Parliament.



The Region have split the existing House of Parliament Branch (H48) into two branches, creating a new MPs' and Peers' Staff Branch (ML1) with its first full Executive. In our older Parliament Branch (covering staff working directly in the House of Commons and House of Lords) we are pleased to report that we have won several successful campaigns on H&S changes, service charging, uniforms and gained union recognition for all outsourced cleaners on the Estate.



The Councillor Network for GMB in London continues to grow, with meetings covering topics of concern for both councillors and the union. Our growth of political membership this year has been substantial, but there is even more to do in 2025/6.

Lastly, the union remains concerned about several early Government decisions. The Regional Secretary has written to all MPs about concerns over cuts to the Winter Fuel Allowance and letters have also gone to MPs expressing our objection to abandoning the WASPI campaign for justice.

Finally, Dawn Butler MP addressed our Regional Council Meeting held on International Women's Day on 8 March 2025.

Equality

The Region continues to ensure that our Equality Agenda is being intrinsically linked to our Industrial Agenda as Equality, Diversity and Inclusion are key to making work better. In November 2024, we met with the G56 Professional Drivers Branch officer to plan a campaign on tackling racism, discrimination and harassment at Uber with a plan to push for a charter that Uber can adopt to have a fair and clear policy on dealing with racist harassment against drivers. During Neurodiversity Awareness Month in April we published info about our work in neurodiversity at work on our social media accounts. To close, we launched our first Equal Pay campaign in London Borough of Barnet at the end of March 2024 on behalf of around 400 women working as school support staff at the Council.



We have held multiple campaign days across the Region, including for the successful election of three existing reps to the position of councillor, alongside countless MPs.



In September, at Labour Conference, a record attendance was reported at our two main GMB political branch events – Labour Staff Reception (X20 National Labour Staff Branch) and MPs' & Peers' Staff Reception – alongside a third reception for underrepresented groups in politics.

We have continued to hold well attended Branch Political Officer meetings, with various guest speakers, with a highlight being in December 2024 when Senator Paul Strauss joined online to our meeting to talk about the US Presidential Elections and what the labour movement can learn about far-right narratives.



MIDLANDS REGION

We are pleased to provide our region's report to Congress 2025.

Private Section

Swissport

We continue to grow membership across Swissport in the Midlands and have launched a campaign in the region about the abuse of airport workers. We were really pleased to welcome both Gary Smith and Paul Nowak to East Midlands Airport to discuss the campaign, which is now a national campaign, and we have taken the issue to Parliament in March.

We have a very active rep, Abi, who has come onboard at Birmingham Airport. Since August when she was elected, we have seen a 136% increase in membership. Members have successfully campaigned to win improvements in the crew room and this message has spread to other parts of the company in Swissport who are petitioning for their own improvements and we are in the process of recruiting another workplace representative.





G4S DWP

Members initiated strike action in May 2024 and participated in a rally in London in July, where MP John McDonnell expressed support for their industrial action. The solidarity shown on the picket lines has led to increased membership and the emergence of new workplace representatives.

ASDA Kettering Equal Pay Demonstration

In July 2024, Asda Kettering members held a demonstration campaigning on equal pay outside their store. This was despite Asda management threatening the members that if they demonstrated in the car park, they would be disciplined.

This didn't deter our GMB members! They marched to the front of the store on Northfield Avenue and demonstrated against Asda owners TDR Capital, with placards telling how they owe Asda workers over £2bn through the Equal Pay claim, how they have taken over 8 million hours out of stores, reduced jobs and the ability to keep stores clean and well stocked, as well as removing out of date food from shelves on time.



There was an excellent turnout from members and plenty of support and beeping of horns from the passing public. The local NN Journal ran the story and it was also reported on the local BBC News site. Asda management were furious that it got BBC press coverage!

DHL Logistics (Nisa Scunthorpe)

After several pay discussions we have concluded the pay negotiations successfully. The initial offer was rejected but members accepted a 2.25% increase in most areas with the lowest paid receiving a 3.32% ensuring they are above the NMW increase in April with an hourly rate of £12.45. We have 3 reps in the warehouse and 3 in transport, which works well.

Arlington Automotive

In March 2020 workers at the Coventry site were called whilst on furlough and told they were redundant, with no consultation or matrix for selection. When Birmingham workers were given a date to go get their personal belongings out of their lockers the company had hired bouncers!! The tribunal was heard in November 2024 and we had a win for the Coventry workers



Farmfoods

GMB members at Farmfoods Distribution (Dry Goods) in Solihull took the first days of strike action at any Farmfoods site in the country. Members want fair rates of pay, union recognition and to be treated with respect. Ahead of the strike and a recognition claim, the company increased headcount. Union membership is solid, and we are building for a recognition application in the future. Workplace leaders have been elected by members and health and safety is improving on site.



Deliveroo

Membership in Deliveroo is steadily growing and structures are being put in place. Alongside this, members have engaged in campaigns on city centre parking and the treatment they should expect from restaurants.

G4S Security DWP

In May 2024 G4S security workers in job centres on the government Department of Work and Pensions contract went on strike over pay. This was a national dispute over 2022/2023 pay negotiations. We held demonstrations across the region. Midland's members were able to close sites across the region. There was over 30 days of strike action before members voted on an improved offer in August to end the dispute.



HC One

Members successfully secured SSP from day one, plus an increase in the hourly rate of pay. The campaign continues to improve the hourly

rate and to increase the SSP daily rate from £16 per day to £40 per day. All homes within the region are being visited with all shifts being covered. New members have signed up to the union because they can see the good work collective action brings.

Bidfood

Due to the derecognitions of the Unions, continuous gate jobs have been ongoing and members and non-members are being encouraged to sign the petition for statutory recognition. Many signatures have been collected, and we are getting closer to the threshold needed.

Private Hire

A series of meetings have been well attended by private hire drivers across Nottinghamshire and making work better by seeking changes to road restrictions as well as opposing council plans to reduce the age of licenced vehicles. Membership continues to increase rapidly.

Nottingham Trams

The year at Nottingham Trams has been a challenge for our members with the Union having to serve two Notices of Industrial Action. The first being in September due to a dispute over pay. After one day on the picket line, we secured a revised two-year offer of 5% for year one and RPI plus 1% for year 2 with a minimum of 4%. As the above campaign came to an end it wasn't long before we served the second Industrial Action Notice in October. This time for what our members perceived as anti-trade unionism. The GMB suspended the industrial action for 6 months with a view to try and forge a better working relationship between the company and the Union.

ASDA Bulwell Shopping Hub – Nottingham Equal Pay Demonstration

In September 2024, Asda Bulwell Hub members walked out of their place of work and demonstrated for 8 hours on Firth Way against TDR Capital refusing to get round the table to discuss an early settlement in the long running 14-year fight for Equal Pay. These members had once again been threatened with disciplinary action if they demonstrated on the premises of the hub or even directly outside it. The members were interviewed by BBC Nottingham and made the news at 1pm

with the top slot on Nottingham Live. Adana Godden, GMB Organiser, spoke about how the workers felt undervalued. Phil Soper, Regional President and Margi Clarke, Branch Secretary for the Asda branch both attended and supported the demo.

BOC

Our members here are Technicians on an NHS contract, delivering and maintaining medical equipment and medical gases to patients in their homes across the East Midlands. Recognition was achieved with GMB bargaining rights and we have consistently improved terms and conditions, and decent pay rises. We have a GMB Workplace Organiser in each of the two depots (Derby and Lincoln).

Taxi and Private Hire

Introduction of regional Taxi and Private Hire Committee to replace traditional 'rep' structure, location based rather than by employer. Using their networks to recruit drivers to GMB, spread information, and receive important feedback (used to identify campaigns). This has also built a sense of friendship and community for the members. Introduction of new branch committee roles relevant to the work they're doing e.g. P42 branch have a Private Hire Drivers Officer and a Couriers Officer. Focus on casework (often blocked accounts) and advertising success stories to build credibility and trust in GMB.

Private Section – Manufacturing

Metsa Wood Boston

At the time of writing, GMB has a live Industrial Action Ballot in relation to this year's pay negotiations. The anniversary date of 1st January lapsed without agreement and despite continued negotiation, the employer is unwilling to meet the members claim of 6.7% to keep pace with the increase to National Minimum Wage. This sits in the backdrop of the business celebrating profits of 203 million Euros. The reps on site continue to do a fantastic job in communicating with their members and increasing the membership in a high membership density workplace.

Tarmac

The GMB has won a £50,000 protective award at a major manufacturing site in Leicestershire

for a failure to consult the union on a redundancy. 9 new members were recruited, equating to a 14% membership increase.

Vossloh

Membership is at 98%. The reps and the FTO surveyed our membership for a pay claim, anniversary date 1 July 2025. After some delays and several meetings, an offer was made but swiftly rejected. Another meeting was held and the company did not want a repeat of the last pay dispute where members took 7 days of industrial action, so they increased the offer to RPI 3.6%, which was accepted.

Worcester Bosch

The three workplace organisers have worked hard supporting the membership at the company and managed to force the business to offer a 6.7% pay increase which was accepted by the membership.

Brunton Shaw

After a number of negotiation and consultation meetings with the company and our members, the company eventually offered an 8% pay rise which was accepted by the membership.

Nexus Academy, Fountaindale School

The membership at Fountaindale School has grown from 3 Members to an impressive 42 members after two recruitment visits to the school and we are in the process of electing a workplace organiser.

Buxton Lime (part of the Sigma Roc group of companies)

This is a new company which has come about from the Tarmac (CRH) sell-off of Europe wide Lime producing plants. Buxton Lime is on the site (Buxton) of the original ICI site which has been producing quick lime since 1662. The GMB have negotiated big improvements to pensions (from 2 and 2 to 5 and 8), a reduced working week from 42 hours to 37 with no loss of pay, better sick pay scheme and much better staff welfare facilities. In addition, we have just achieved a negotiated pay award for 2025 of 3%.

Peak Cluster

This is a collective of the biggest carbon producers in the Peak District and surrounding area (mostly Lime and Cement manufacturing). Together they have an ambitious plan to build a £600 million pipeline from the Peaks to the Runcorn Bay in order to capture and bury the carbon once processed, in the empty gas and oil caverns below the seabed. GMB are also canvassing support from the government. Without this project the Cement and Lime industry could be seriously at risk from ever increasing imports (mostly from North Africa, Turkey and Spain), where the costs are marginally smaller. We are strong, organised and growing here which is essential to protect our members jobs and futures. I have already gained improved terms and conditions, and respectable pay rises for our members.

Tarmac

We have several Tarmac sites and 'Bargaining Units' mostly but not wholly across Derbyshire. We are starting a GMB campaign to support our members in the Quarries, Cement, Lime plants and all associated areas with our 'Save Our Cement' roll out. Britain needs to get building, and these manufacturing sites are essential. We are heavily involved in supporting the 'Carbon Capture' projects and pressuring government for competitions assistance against cheap, poor-quality imports.

Deliveroo and Uber Eats couriers

A new forum has been established for activists and GMB members who are couriers which is led by the reps, Sam (Uber) and Claude (Deliveroo). Well attended meetings have inspired further campaigns, such as an increase for platform-based pay, and an outdoor heated shelter outside Wendy's in Derby.

Ratcliffe Power Station

30 September 2024, marked the closure of the last coal powered station in the UK, the reps and full time officer supported members through this process and held the company to account which brought together achievements including, internal transfer opportunities, external job opportunities, enhanced severance package, flexible release and training.

Luxfer Gas Cylinders

A visit with the local MP was organised where reps and members engaged with their local MP. The reps and full-time officer are organising a health and safety campaign.

National Grid Electricity Distribution

Upon announcement of consultations with changes to terms and conditions within the control room, a new rep was elected and a meeting with the impacted members was organised. At that meeting, significant concerns were raised about the consultation and the implications of reducing the terms and conditions. As such a consultation response was gathered and submitted as well as the GMB leading the way in submitting the dispute with the employer with regards to the lack of consultations. What the company intended to be a 30-day consultation is still ongoing after several months.

Amber Valley District Council

This authority changed last year from Tory run to a Labour majority. They found they could disestablish a deputy director post and make a considerable financial savings, so they removed the lowest two grades of pay from their staff and by effect give an additional pay rise to the lowest paid. This is a small local authority but shows the difference in political direction when supporting their working colleagues. Shout out to Amber Valley (Derbyshire).

ESPO

We have increased our membership by 500% between March 24 – February 2025 and now have nearly 100% of the drivers. We won a holiday back pay claim worth up to £500 for the new members.

Nottinghamshire County Council, Clayfields House Secure Unit

The GMB has become the dominant union at Clayfields House, and our membership goes from strength to strength as we have elected two new reps who are working tirelessly to support our members in this extremely challenging environment.



Birmingham City Council

The Birmingham Equal Pay campaign has made significant strides since it began in 2022. The shift from focusing solely on legal claims to addressing the broader issue of injustice and fair treatment for women workers is commendable.

Here are some key highlights: Last year, the campaign saw a major milestone with 35 schools voting to take industrial action. With more schools voting to keep the industrial action live in December 2024. Over a thousand GMB members protested outside Birmingham Council House, demanding an end to unequal pay practices. The campaign has gathered over 4,000 claims, with more being submitted daily, and over 90 equal pay leaders actively spreading the message. Birmingham City Council has been forced into negotiating equal pay, with a framework agreement expected later this year.

Equal pay leaders have been nominated for the GMB Michelle McCrossen Award and nominated for the Midlands TUC award to recognise their success, hard work and dedication fighting for pay equality.

Wolverhampton Energy from Waste

Members at the Wolverhampton Energy from Waste site took 3 days of strike action in Spring 2024. Control of the site had passed back to the City Council which had refused to negotiate rates above the NJC. The strike action caused significant disruption to the council and management contractor, with the incinerator having to be temporarily closed. The strike moved on the dispute and members won 14% pay rise and significant sums of back pay.





The Fight for Union Recognition at Amazon BHX4

The summer of 2024 marked a turning point in the fight for union recognition at Amazon BHX4. At the height of the campaign over 1,300 GMB members took part in industrial action to secure their right to union recognition. A CAC recognition application was submitted on 4th March 2024. Workers were bombarded with seven hours of anti-union messaging during briefings. TV screens and A-Z messages across the site were all designed to instil fear and discourage workers from voting 'yes' for recognition. On 15th July 2024, the CAC application process closed, and the results were delivered on 17th July. We were heartbreakingly close to victory—falling short by just 0.5%, a mere 28 votes. However, our campaign for union recognition forced Amazon to act. In a last-ditch attempt to undermine our efforts and maintain its public image, Amazon introduced a 9.8% pay rise, bringing wages to between £13.75 and £14.75 per hour for staff with at least three years of service. This was another significant win for workers. The fight continues, but one thing is certain: we will not be defeated.

Leicestershire schools

The union now sits on the Schools Forum and has exposed that Leicestershire County Council pays only half (£8,000) element 3 EHCP funding compared to neighbouring Leicester City Council.

Our campaign on SEND funding has yielded 110 school visits between March 2024 to February 2025, with 240 support staff joining the union. In the same period, 11 new school workplace organisers were elected, and we have innovated a modular training programme for classroom support staff. In one school, we won up to 6 years' back pay (approx £2,500) for our classroom assistant members following an upgrade. The region is feeding into national discussions with the DFE via the government's Improving Education Together initiative.



TVS

Over 120 members at TVS Supply Chains, (the company who holds the contract for the distribution centres for British Gas Services) were balloted after the company dragged its feet with pay talks for over 9 months. At Midnight on 18th October workers downed their tools and walked out for their 8 days of industrial action. 100% membership participation on one site shut down production. The members won a pay deal of 5% up lift and £2500 lump sum.

Carlberg Marstons Brewing Company (Mansfield Brewery)

The 2024/2025 pay negotiations resulted in an inflation busting win for our members, following their rejection of a full and final 3% pay offer. Together, members organised and carried out a consultative industrial action ballot which produced a mandate for industrial action. Our members threatened a period of strikes prior to and during the 2024 Euros which would cause disruption for the UK pub industry. This triggered a series of further negotiations, with the company eventually capitulating and offering an improved 5% increase and 1% lump sum which was accepted by our members. CMBC has since been sold to Carlsberg Britvic Group, GMB has been instrumental in this TUPE process, protecting our members' rights and securing the future of their employment.

NHS

Healthcare Assistants pay

Across various Trusts in the NHS, our Healthcare Assistants, Clinical Support Workers and other clinical support staff have won big uplifts on pay. Members received an uplift from Band 2 to Band 3 at Bassetlaw Hospital, Nottingham University Hospitals and Sherwood Forest Hospitals. This uplift saw an increase of up to £2000 a year in our members' pockets, in addition to 4 years of back pay worth thousands more. GMB have been an integral part of providing our members with the pay and recognition they deserve during this campaign.

Organising in theatres

At Sherwood Forest Hospitals, GMB is also organising campaigns and growing the union in the theatre departments, with 2 collective grievances regarding on-call pay and pay

grading. The union has secured a new rep in this department and impressive membership growth as a result.

Medirest

Our members working for the private contract provider Medirest, at Sherwood Forest Hospitals, took months of industrial action short of strike and had 8 days of strike action in the summer of 2024. The strike, to address the disparity between Medirest workers and NHS staff's Terms and Conditions, was paused as GMB won a recognition agreement from the campaign, which enabled the union to have full negotiation rights and consultation rights moving forward. To address the inequality between Medirest workers and NHS employed staff, GMB has negotiated improved Annual leave and Sick leave provision for its members and dialogue around improved pay, maternity and paternity pay remains positive and ongoing. Our membership with the employer went for 85 members to 300+ over the 6-month period. With 2 newly elected workplace representatives, the union is growing from strength to strength at Medirest.

JCB Group

The past 12 months have been a difficult time for manufacturing with a slow downturn in the industry. This has resulted in the laying off of agency employees and workplace restructures affecting our members' terms and conditions. Global companies are amending their business plans for the future on the back of new employment costs introduced by the Labour Party. A new 3-year pay agreement was agreed through the ballot box, the agreement secured an inflation related rise and also gave full time employment to 450 agency employees.

Campaign BE STREET KIND

In March 2023, Stoke-on-Trent refuse workers were attacked whilst doing their job, this has resulted in 3 of our members being unable to work again! The campaign will be launched once the perpetrators have been sentenced at the end of April 2025. The GMB want all public facing workers to have the same treatment as emergency workers when courts are sentencing perpetrators. The GMB will be doing a Parliamentary petition along with speaking to members of the public to gain support. No one should do a public facing

role and be afraid. Veolia have joined the campaign, they recognise the abuse faced daily by their employees.

West Midlands Ambulance

Membership within West Midlands Ambulance continues to grow, the GMB Representatives work well together attending branch meetings and utilising the GMB Portal and the WhatsApp group to share updates/best practices. Simon Day, Branch Secretary West Midlands shares the chair and seat on the newly established Regional Health Forum.

Ideal Standard

Pay negotiations currently underway (March 2025). Regular meetings with the Reps have resulted in them leading on the pay claim for 2025 to gain experience and confidence in negotiating. One new Rep has been recruited and currently on training. The company was taken over by Villeroy & Boch in 2024 with changes coming in the next few months. When the pay negotiations have concluded, we will be looking at a campaign relating to health & safety to improve working conditions as well as increasing visibility and membership density.

Additionally, a legal claim has been submitted for failing to implement pay increases for a group of staff that the employer believes are not part of the collective bargaining agreement. Members are upset having not received the same uplifts as other GMB members.



NORTH EAST, YORKSHIRE & HUMBER REGION

We have seen many changes over the last year, a new Regional Council and newly elected Regional Committee in April, there are a high number of first-time delegates in attendance at Congress this year. The Region continues to grow and develop and looks forward to the challenges the next 12 months will bring.

Equal Pay Campaigns

Work from the Region's dedicated Women's Campaign Unit has seen recruitment over the last year at an all-time high as a direct result of teams working together on live campaigns which have been able to identify qualifying roles. There are a number of authorities being explored, with some councils willing to provide the data requested to determine where there is a claim.

Leeds City Council

2,434 claims – Task & Finish

At the final stage of settlement talks.

Sheffield City Council

633 claims – Job Evaluation

Negotiations look likely to end up in the

Employment Tribunal.

Sunderland Council and Sunderland Care & Support

942 claims – Job Evaluation

Meaningful negotiations are underway.

Barnsley MBC

271 claims – Task & Finish

Launched November 2024 and currently working with the council towards settlement.

Rotherham MBC

121 claims – Task & Finish

Campaign launched 6 January 2025.

Bradford Metropolitan District Council Task & Finish

A claim has been identified and launched.

Stockton-on-Tees Unitary Council

Working towards verifying if there is a claim at this stage.

NEYH Scholarship Programme

Following the success of the first regional scholarship programme, our second is underway with five scholars from across the region obtaining paid release and working alongside Officers.



Lay Leaders Training Programme

The second cohort of 15 lay leaders have successfully completed their training.

Bradford University

The second year of our regional accompanying representative's initiative has seen over 25 new law student recruits who have now been trained to become active as accompanying representatives in the south of the region.

Public Sector

Leeds Schools & Academies

The SEND campaign has seen considerable progress over the past six months. The campaign pillars are a) safe staffing levels, b) to evaluate for fair pay, c) to nurture our future and d) to develop our people to remain central to campaigning activities. The Deputy Director of Children & Families and the Councillor with the Education Portfolio has shadowed school support staff post-Easter gaining a first-hand insight into the daily challenges faced by members, many of which are not reflected in their job descriptions.

Sheffield Hallam University

Weekend enhancements were won for 250 workers and this saw an increase in membership and the election of a new workplace representative.

Wakefield Council

A milestone was reached with the election of the first convenor which has resulted in a strengthening of communication and representation, showing an increase in membership.

Middlesbrough Borough Council

A focused organising project has been launched in schools, involving workplace visits with school support staff regarding the NJC pay claim and the SSSNB. This has helped reintroduce GMB in several schools resulting in positive membership growth.

Hartlepool Council

The Council Transformational Policy and a review of School Kitchen/Cleaning and Leisure has resulted in an increased membership after workplace visits. A campaign to stop outsourcing has also been identified.

Northumberland Council

A successful campaign ran in November against the proposal to reduce pay protection from three years to one year.

Hull Culture and Leisure

New representatives and members were mobilised in demonstrations against the proposed 30-minute unpaid break for Lifeguards, which would have left pools with no safe provision.

North Tyneside Council

GMB members have been actively involved in the RESPECT Campaign at the Killingworth site, achieving success in gaining the correct PPE for Refuse Collection and Highways.

North Tyneside Council
It's time to treat your
workers with RESPECT



*Claim your free badge and wear it
to show you support our campaign*

Scan here to see our **7 key demands**
and sign up to our Respect Charter

www.gmb.org.uk/join



NHS National Advisory Group (NAG) & National Ambulance Committee (NAC)

The two groups made up from reps, regional officers and national officers meet quarterly to discuss trust issues and campaigns. In previous years the annual NHS pay award ballot has been conducted differently but

this year the region is working as one with a collaborative and coordinated strategy allowing reps and officers to concentrate on recruitment and identification of organic leaders. The region has been instrumental in the inception and development of a national NHS rep training session aimed at current and new member engagement.

The request from representatives at North East Ambulance Service regarding the introduction of a neurodiversity policy has been well received by the Trust who acknowledge that on average 15-20% of the population are affected in some way by an associated condition. Work to build policy and any training for representatives and line managers is underway.

Private Sector

Care

The region has successfully negotiated six months paid release for the care sector lead to focus on improving terms and conditions for those working within care, with a mental health toolkit being used to provide support while working in an emotional environment.



HC-One members have successfully campaigned for company sick pay of £40 each day for waiting days which was not paid the first three days of sick absence. This will set a precedent for other providers to follow and with additional resources in the Care Sector there has been an increase in membership over the last six months, resulting in new representatives.

There was a televised Valentine's Day stunt, which resulted in 4000+ signatures on the petition calling on Sunderland Council to

address equal pay & equal value concerns within Sunderland Care & Support and emails to the council leader. Two new workplace representatives were also elected and GMB are now the dominating union within SCAS.

Be Caring has seen an increase after recruitment as a result of a domiciliary care campaign, which lobbied councils and the government on the urgent need to review the resourcing of council fee rates, along with the need to end task and time care in the UK. The threatened mass rally outside the Town Hall saw the fee rate increase from 1.6% to 5% in Leeds.



Northern Gas Networks

The dispute over new contracts has been settled with some improvements to terms & conditions being made, including improvements to sick pay arrangements, overtime and members have accepted a two year pay deal. Work on the Regional Workers Energy Campaign has brought representatives across the sector together and is gathering momentum. Representatives have visited Parliament and participated in discussions with the UK Secretary of State for Energy & Climate Change.

DHL - Bradford M&S

Although the 2024 pay deal was settled in September 2024 payment was not made until February 2025 with several health and safety issues in the run up to Christmas. Management's refusal to address matters resulted in several grievances with the employer. This contract has now gone out to tender with no guarantee DHL will win.



Bidfood

National union derecognition of Bidfood saw sites in Bradford and Wakefield joining the petition for a local CAC application. Work to retain and transfer members paying contributions via deduction from wages over to direct debit payments has now been completed.

PPG

In 2024 the introduction of new systems caused the company issues resulting in a large downturn in company profits. After a pay freeze was announced for 2025, hard work and an increase in membership saw a 2% pay rise achieved with the election of a new workplace representative.

Expamet

Members voted to accept the 4.5% pay increase. An additional holiday at each 5-year service anniversary, up to 25 years' service was also agreed. Pressure was put on management to clean up and modernise welfare facilities and the membership have benefitted from this improvement with a new representative being elected.

Wienerberger

With the announcement of a government grant for a new electric kiln, which is the first of its kind for roof tiles, the National Officer was given a tour of the Broomfleet manufacturing site and the Sandtoft training centre in January. Talks and meetings with members resulted in an increase in membership.

Puma Project

The construction side of the Puma Project commenced in Saltend, Hull. The SPA has been signed by both GMB and Unite and the influx of employees on to the site. It was agreed the project will be overseen by the GMB senior representative, who will actively be recruiting and servicing members on site.

Nestle and Sodexo MyTime

The branch elected a new secretary and president. A further representative has been elected in Polo and union training is underway for all. A series of UnionLine Will Workshops were well received by members and requests for more were made.

Anxiety around the new payroll system, because of the effect on income related benefits, resulted in an increased membership and delayed the implementation. A petition of Sodexo workers, along with Nestle workers in solidarity, forced the company to understand the impact their change is having on members.

Asda Distribution

After establishing the use of unsafe cages and trays by employees on a daily basis across all four distribution sites in the region, a campaign resulted in recruitment opportunities and identified organic leaders and workplace contacts in both warehouse and driver roles.

This also had a positive effect on engagement and profile within the stores. The four yearly elections for representatives have now been completed in the Asda Distribution Centre and NEC.

Veolia

Unite are on strike trying to force trade union recognition through in a bid to destroy the single union recognition agreement on the Sheffield site. Membership has increased significantly as a result with over 85% density. A pay rise worth 9%+ over the next 13 months was agreed.

Sheffield Trades Council showed their support for the attacks on GMB members' rights as part of this dispute. We have now disaffiliated.

Glass Industry

The first regional glass conference saw representatives throughout the industry brought together in 2024 building a successful foundation to identify and address one of the main issues of impact across the industry, which is the introduction of a 5-10p glass tax.

This could result in job losses and the campaign to facilitate a challenge to the government was extremely positive with support received from members and their employers.



NORTH WEST & IRISH REGION

The last year has been marked by significant achievements for the GMB North West & Irish Region. Through strategic industrial actions and persistent negotiations, the region has secured substantial gains for its members across both private and public sectors. These successes underscore the importance of collective bargaining and the Union's role in advocating for fair treatment and equitable compensation for all workers.

The region has also had to face a number of challenges this year with the continued restructure and the integration of a large number of new employees but has finished the year in a good position.

We recruited a fraction under 10,000 new members during the year of which 94% were Grade 1&2. When split further, 70% of all recruitment was at Grade 1. Although our losses were just over 11,000, a lot of this is due to the data cleansing exercise, we have been undertaking, which is removing members we are not receiving subscriptions for.

Membership Retention and Cleansing

We've continued our efforts to cleanse and update our membership records. A key initiative was enforcing the rule limiting members to a maximum of six months on the unemployed/sickness rate. As a result, we reduced the number of members on this rate from 2,900 to just 350 by the end of March 2025. This process is ongoing and will continue to be reviewed monthly.

Not only does this have a positive financial impact on the Union, but it also ensures members keep their workplace details current, allowing them to receive relevant industry-specific updates.

We've also contacted Apprentice members to confirm their contract end dates, ensuring they're on the correct membership rate. In 2025, we plan to turn our focus to the 15,200 Retired Life members by collecting mobile numbers and email addresses to improve communication.

The combined efforts of the membership

team and the campaign and recruitment activity across all teams within the region during 2024, resulted in 1,600 more new Grade 1 and 2 members being recruited, when compared to the total for 2023. The first quarter of 2025 has also shown steady growth in financial membership and it's a trend we aim to continue.

The number of reinstated Grade 1 and 2 members is nearly triple what it was this time last year. However, other Regions have recently developed and implemented much more thorough processes that have yielded even better results. With vacancies for Membership Administration and Support Workers due to be filled we intend on focusing much more time and resource into this.

Finance

The rise in Grade 1 and 2 membership subscriptions resulted in an increase in contribution income £28,379 above our budget at the end of 2024. Public service members were the main contributors to this increase. Despite challenges such as derecognition issues in Bidfood, growth continued into 2025, with contributions already £22,629 ahead of projections.

Rising costs for equipment, travel, and accommodation led to overspending in areas like administration, conferences, campaigns, and communications during 2024. However, this was largely offset by lower employment costs. Although we welcomed some new Regional Organisers, we also experienced several retirements and operated with reduced staffing levels for extended periods.

The biggest financial challenge in 2024 was the £947,364 paid in strike benefits. Our Region experienced an unprecedented number of regional and national disputes. We supported members from day one of their dispute with enhanced strike pay, allowing them to take action without facing immediate financial hardship. While this support was vital, it placed a significant strain on the Union's finances.

To address this, we introduced a Regional Strike Fund and encouraged branches to contribute. Looking at the 2025 fund and where it sits financially, as of April 2025, the strike fund still exceeds the amount we have paid out so far this year. This puts us in a stronger financial position than this time last year, however

we anticipate further disputes during the remainder of 2025, so the continued support from our branches is essential to ensure we can keep financially supporting our members when they need it most.

Private Sector Section

BAE Systems is the shipyard in Barrow in Furness that manufactures Submarines for the Royal Navy. During the last 12 months the branch has continued to develop on their intense recruitment and retention campaign. The success of this is shown in the recruitment of 665 new members (350 Grade 1 members and 315 new apprenticeship members). With 165 leavers, mainly due to retirement, the branch has a net growth of 500 members, which is similar to last year and shows growth of over 1300 new members over the last 3 years.

Bilfinger UK Ltd was a local claim relating to a failure to consult for redundancy at the Essar Stanlow Refinery. The total claim settlement was for £466,549.00 for all GMB and Unite members involved.

The GMB portion of the compensation successfully settled with a total compensation figure of £80,066.00 being awarded collectively to our 12 members involved.

Bidfood made the decision to de-recognise the GMB along with Unite with immediate effect in January 2025. We have been working tirelessly to ensure that members are switched from Check Off to Direct Debit to protect their membership and to use the membership strength, along with signatures from members and non-members, for a CAC application to regain Union recognition. There have been a number of gate jobs across the 3 sites in the region covering the 24 hour operation and the fight continues.

Sellafield is the Nuclear site in Cumbria. GMB has been actively campaigning to address safety concerns and advocate for strategic investment at the site which houses the world's largest plutonium stockpile. GMB warns that budget constraints and inadequate planning pose significant risks to both public safety and the site's workforce.

In a letter to Chancellor Rachel Reeves ahead of the 2024 budget, GMB highlighted a rise in "near misses" at Sellafield, emphasizing that funding cuts could compromise safety standards. The Nuclear Decommissioning Authority (NDA) reported an increase in such incidents, including an emergency alarm in a hazardous area that was met with an inadequate response. GMB has stressed that any lapse in safety could have devastating consequences beyond the immediate community.



GMB also advocates for the redevelopment of Sellafield to include Small Modular Reactors (SMRs), aiming to secure sustainable, skilled jobs and ensure the site's long-term role in the UK's energy and security sectors. The union calls for a clear strategy and investment in training and local supply chains to support this transition.

Overall, GMB urges the government to prioritise safety, invest in the site's future, and engage in meaningful dialogue with workers to address these critical issues.





Members at Acheson & Glover's Toome site in Northern Ireland initiated a four-day strike in August 2024, in response to a 2.5% pay increase offer, which was below the inflation rate of 3.1%. This action marked the company's first strike in a generation, with workers advocating for fair wages that reflect their contributions to the company's reported pre-tax profits of £3.4 million. The strike underscored the members' resolve to achieve equitable compensation. Despite the company not shifting on the base rate, the strike achieved a bonus scheme which was worth 5% to our members but much more importantly, by taking strike action for the very first time, our members saw what industrial strength could achieve and it sent a clear message to the employer – it won't be the last strike, if you try to short change us again.

Public Sector Section

Local Government

The region is actively looking for Equal Pay claims and have utilised the Women's Campaign Unit in assessing and building campaigns. We have our ongoing Equal Pay campaigns in Westmorland & Furness Council and Cumberland Council and are ready to push the button on our latest campaign in Knowsley Council.

In February 2025, GMB successfully campaigned against the proposed West Lancashire Council's leisure centre closure plans that threatened to rip the heart out of the local communities in this rural area. The GMB fought hard along with community leaders and this hard work paid off resulting in the preservation of 70 jobs and ensured continued access to vital community facilities.

Schools

The region has had ongoing campaigns over the last 12 months in Lancashire, Cumbria Schools and Academies, as well as our long standing campaign in Northern Ireland Schools. We also have campaigns that have commenced recently in Bolton and Wigan Schools and Academies. The announcement of the reinstatement of the SSSNB, has been a welcome topic to have back on the agenda and it is something our members are keen to engage in.

During May and June of 2024, education support staff in Northern Ireland including classroom assistants, joined bus drivers and canteen workers, in strike action to demand the implementation of a pay and grading review conducted in 2018. The strikes led to significant disruptions, highlighting the critical roles these workers play in the education system. Despite budgetary constraints cited by the education minister, the collective action brought attention to the necessity of fair compensation for support staff.

In total, our region's schools recruitment has yielded 1250 new members in the last 12 months with Northern Ireland recruiting 653 of that total. Other notable campaigns are Lancashire Schools with 287, Liverpool Schools with 104 and Cumbria Schools with 50 new members.

Since last year's report, in Local Government across the whole of the region, over 2,000 new members have joined GMB, which includes the 1,250 new schools members mentioned above.



NHS & Ambulance Service

Following the insourcing of the facility management function at the Royal Liverpool and Broadgreen Hospital sites on 1 April 2023, GMB NW&I region led the fight to secure the NHS Covid Bonus for our members working within catering, domestic and portering services – who had been unfairly excluded due to not being directly employed by the NHS on 31 March 2023.

After 19 days of industrial action between June and November 2024, the dispute was successfully settled in full. As a result, our members received payments ranging from £1,200 to £1,655 in their pay packets just in time for Christmas.

In July 2024, Orthopaedic Practitioners at North Cumbria Integrated Care NHS Trust (NCIC), represented by GMB, engaged in strike action over disputes concerning pay banding. The practitioners contended that the absence of proper job descriptions adversely affected their pay, leading to discrepancies compared to colleagues in other NHS trusts. The strike commenced on July 27, 2024, and was set to continue until a fair resolution was achieved. NCIC acknowledged the lack of a nationally recognised job profile for Orthopaedic Practitioners and expressed a commitment to reviewing the process to ensure fairness and consistency for our members.

Recruitment within the NHS saw 585 new members join the GMB over the last 12 months with North West Ambulance 250, Liverpool

University NHS Trust 103 and North Cumbria Integrated Care NHS Trust 60 being the most successful campaigns.

Political/Campaigns

We had a General Election last year where we had 42 GMB sponsored MPs elected here in the North-West & Irish Region which has never happened before.

We continue to put pressure on ALL Labour MP's and Councillors with regard to the ongoing Campaigns in the Region, which have included stopping Halton Council from imposing Fire & Rehire on our members, keeping open Leisure Centres in Cheshire West, ASDA Equal pay, supporting our members at Spirit Aerosystems and the Civil Service in Northern Ireland as well as Local Government equal pay campaigns right across the Region.

We have worked with Ian Byrne MP in pushing the "Right to Food" campaign out to all our Branches.

Our support for various foodbank initiatives continues as strong as ever and this year we have worked closely with foodbanks across the Region including Street Treats, The Florrie and the People's Kitchen.

Having working people struggling to feed their families, is a scourge on our country's political elite but the generosity of GMB branches and members across the region, shows GMB will not stand idly by and see our people go without food.



GMB SCOTLAND

Membership

GMB Scotland continues to run highly effective campaigns across a range of sectors. The success of these campaigns is rooted in our continued investment in our people, ensuring our reps, organisers and activists are equipped with the skills, resources and support they need. This approach has directly contributed to the sustained membership growth and strengthening our presence in workplaces and communities across the country.

Between April 2024 and March 2025, GMB Scotland's financial membership increased by 635. Throughout this period, membership remained largely stable with only one month of decline in 2025. This dip was primarily due to the number of lifetime members taken off the system. 72% of new members between April 2024 and March 2025 were Grade 1 and 25% of new members were Grade 2.

Public Services

In public services, we continue to run strong and effective campaigns, despite the challenges that come with year-round wage negotiations. These ongoing discussions can make campaigns more complex – but our teams remain focused and committed. Through constant efforts, member engagement and visible presence in workplaces we ensured members' voices are heard.

Local Government

Pay Negotiations in 2024/25 were again elongated with pay not being resolved until into the Autumn. The pay rise secured was 67p or 3.6% which was marginally better than the NJC pay settlement. It took the threat of industrial action by GMB members in waste across Scotland to put this offer on the table. This pay settlement plus settlements in the previous two years will have seen full time wages for Council workers in Scotland increase by over £5,000.

There has been a reenergised focus on local campaigning across local government in Scotland, taking on the issues that matter most to GMB members in their own workplaces. This has led to a number of successes across the

country especially in job evaluation. Notable successes include the defeat of 'Fire and Rehire' in West Dunbartonshire.

However, in Aberdeen City Council the fight continues against this regressive measure, the campaign to defeat it has enthused and grown the union. The constant campaigning in Glasgow has also seen the introduction of 200 new roles in waste. At a time of relentless council downsizing, this is a major fillip.



NHS

Another year of growth in GMB Scotland for our NHS and SAS membership due to the tenacity of our rep base. Having secured the same 5.5% rise as the rest of the UK in April 2024 work got underway at implementing the reduction in the working week to 37 hours. In early 2025 Scottish Government moved to delay implementation of the next 30 min reduction, while sister unions meekly accepted this situation, GMB were on the front foot putting the Cabinet Secretary under pressure. This pressure has helped us secure a better-than-expected pay offer and we will still see the working week reduced to 36 hours by April 2026. GMB Scotland members in NHS & SAS enjoy higher pay and shorter hours than the rest of the UK, which our reps can really be proud of campaigning to achieve.



Women's Campaign Unit

Since the establishment of the Women's Campaign Unit (WCU) in Scotland, the first of its kind, the team has gone from strength to strength. The unit has led the way on equal pay and job evaluation campaigns and training. Their work extends far beyond equal pay: the team has made significant strides on issues such as maternity / parentally enhancements, access to free period products and broader workplace equality initiatives.

Moray Council – Social Care Assistant – job evaluation grade increase and 2 years backpay – Final Outcome May 2024

North British Whisky –Negotiations to enhance maternity/paternity and family friendly enhancements – Final Outcome May 2024

- Maternity and Adoption Leave and Pay increased for all employees with 6 months service to full pay for 6 months (26 weeks) with a further 13 weeks paid at the statutory rate. Previously it was full pay for 10 weeks and half pay for 29 weeks.
- Paternity Leave and Pay are increasing to full pay for 4 weeks. Previously it was for 2 weeks.

- Two formal flexible working requests in a 12-month period (previously it was one), regardless of length of service.
- Introduction of a week of unpaid leave during any period of 12 months to provide or arrange care for a dependant with a long-term care need.

Barrie Knitwear – Free period products in the workplace toilets – Final Outcome September 2024

Renfrewshire Council Home Carers –Grade increase and 4 years backpay including pension, public holidays and overtime. Agreed to also pay this to sessional staff and ex-employees who were employed 2020-2024 – Final Outcome October 2024.

Renfrewshire Council Home Care Team Leaders – Grade increase and 4 years backpay including pension, public holidays and overtime. – Final Outcome December 2024

Ministry of Defence Beith – Free period products in the workplace toilets – won not only for Beith but employer agreed to roll out to other sites in Crombie and Glen Douglas on initial trial – Final Outcome March 2025

Possibles to be added in the next few weeks:

Falkirk – Personal Carer and SFLA settlement – both roles have had a grade increase through job evaluation however backpay and settlement negotiations are ongoing, but the Council are keen to settle by May 2025.

Clackmannanshire – Our first ever Learning Assistant job evaluation – looks like we have secured a grade increase for the Additional Support Needs schools – we have been advised we will have an outcome by 11th April 2025 however our experience is they don't usually stick to their word!

Care

This year saw the end of the National Care Service Bill in all but name. GMB had fought hard to see progress on this bill as we agreed it could have seen momentous change in the sector for the better. However, Scottish Government's initial hyperbole never matched their actions, the bill was too meagre and weak to capture the mettle needed to change the sector.



GMB has continued to endeavour within Scottish Government Fair Work working groups to bring change to the sector. Progress on Sectoral Bargaining has been slow but there is hope that we can have something in place before the Employment Rights Bill has finished its ascent.

However, access to workplaces through Effective Voice has been non-existent and goes to further underline our position to the Scottish Government that most employers in the sector are fundamentally hostile to unions and that if the Scottish Government wants to see unions drive up pay, terms and conditions in the sector then access cannot not be optional.

Private Sector

In the private sector, we continue to achieve phenomenal wins, even in what remains a very challenging environment, this is especially true in the energy sector where we are facing significant pressures. Despite these obstacles, our organisers and reps on the ground are doing outstanding work – securing meaningful outcomes for members and demonstrating the strength and resilience of GMB Scotland in tough conditions.

Energy and Utilities

2024/25 was a positive year for GMB Scotland members in Energy and Utilities sectors. In British Gas, members secured a pay increase of up to 6.5%, reflecting effective and collective bargaining outcomes. In a significant development, GMB Scotland members have also taken steps to extend representation into the Nuclear Energy debate, engaging directly with Scottish Government on the future of the industry.

Additionally, GMB Scotland will gain access to 500 new apprenticeship opportunities in Scottish Water – a first for the union – marking a major step forward in expanding influence and securing long-term employment pathways for members in the sector.

Offshore Oil and Gas

GMB continues to play an active role in representing member across the offshore Oil and Gas sector. Over the past year, union activity has spanned the country from Westminster, where GMB has invoked action on

behalf of members across the Energy sector, to the north of Scotland, including Shetland and the Sullom Voe Oil and Gas terminal.

These efforts have included site visits and engagement with the Labour Party leaders, reinforcing GMB Scotland's commitment to influencing Energy policy and protecting workers' interests at both National and Regional level.

Engineering, Construction and Shipbuilding

In a major development for Shipbuilding on the Clyde, BAE Systems opened a new covered Shipbuilding facility at Janet Harvey Hall in Govan. This investment represents a transformational change in how ships are constructed in Scotland, enhancing capacity, modernising production methods and, hopefully, securing long term employment in the sector.

GMB Scotland welcomes this milestone as a game changer for the future of shipbuilding and continues to advocate further investment and fair employment standards across engineering and construction industries.

GMB also continues to maintain a strong presence at Ferguson Marine, where ongoing engagement with the Scottish Government has helped secure £17m in funding to modernise the Greenock Yard, a significant win for the workforce.

Food and Distribution

GMB Scotland continues to actively engage with workers across the Food and Distribution sector, maintaining a strong focus on improving workplace conditions and securing fair representation.

This year, two new recognition agreements were secured, one with Bakkavor Modernisation and another with Malcolms Haulage. These agreements represent important steps forward in strengthening union presence and improving collective bargaining power within the sector.

Process and Manufacturing

GMB Scotland secured significant gains for members in the process and manufacturing sector through effective campaigning and negotiations. At Anderson Maguire Limited, members achieved a 6.7% pay increase alongside a package of improvements to their Terms and Conditions, notably the extension to Parental Leave.

In major developments, Rolls Royce has committed to a £27.5m investment in new machinery at its site in Scotland. This investment will allow work previously carried out at the companies' Israel site to relocate to Scotland, securing skilled jobs and reinforcing the site's long-term future.



Organising Team

Our Organising Team continue to play a vital role in building our membership base, particularly within the care sector where they have led a series of outstanding campaigns. Their work has not only grown our presence in care homes but also raised the profile of GMB Scotland as the union standing up for frontline workers.

GMB Scotland Membership

Between January and December 2024 GMB Scotland recruited 9650 new members and we had 8699 leavers. GMB Scotland increased membership every month in 2024 and had 831 more members than we did in December 2023.

The main employers where GMB Scotland recruited the most members are as follows:

HC One care homes:	702
Glasgow City Council:	525
Asda Stores:	440
Uber:	290
Scottish Ambulance Service:	275

Scottish Parliament 27 March 2025 – GMB Scotland Care home staff at parliament meet ministers

The rally at Holyrood followed the survey release, highlighting the urgent need for fair pay, proper sick pay, and meaningful improvements to working conditions. Alarming, almost 90% of respondents said their pay remained unchanged since the pandemic.

GMB home care members met with Scottish ministers outside the Scottish Parliament, protesting in what they described a continued abandonment and portrayal of care workers following the COVID-19 pandemic.

This demonstration coincided with the GMB Scotland survey, which revealed that the vast majority of care staff do not believe conditions in Private Care homes have improved since the pandemic, in fact, many reported that conditions for staff and residents remain the same or worse, despite repeated promises of reform.

Political Campaigning

Our political officer is fully involved in all the political issues in Scotland and no other union in Scotland raises as many issues with the politicians in Scotland.

Winning in the Scottish Parliament

Despite attacks on the Ferguson Marine shipyard in Port Glasgow, over £14m was secured to invest in and upgrade the publicly owned yard to make it more efficient, productive and competitive. Members have made clear to all politicians that they will not be used as a political football and are building support across Parliament for Scottish ships to go to Scottish shipyards.

GMB Scotland was also successful in scrapping plans in their Heat in Buildings Bill which would have forced new homeowners to rip out their gas boilers and replace them with alternative heating systems with limited financial support. Our message of 'plans not bans' has cut through to Ministers. The gas production and supply workforces are skilled and can have their skills utilised in a hydrogen revolution. Gas boilers are cheaper to run and more reliable. The cost-of-living crisis has emphasised the need for energy affordability and security in an increasingly unstable world.

Investment in our energy future is vital. This year's Scottish Budget secured a long overdue £300m to anchor renewable energy supply chains in Scotland in addition to other funding from the UK Government. Progress is being made here and members in nuclear continue to push the Scottish Government to overturn its ideological ban to new nuclear despite the skills, security and salaries it brings. Nuclear in Scotland means jobs in Scotland.

Also, in the Scottish Budget was finally a commitment to lift the Council Tax freeze which has starved local government services and workers for years. This will be an opportunity to invest and recover from years of neglect and potentially look at new powers and ways to raise local taxation more fairly.

Again, GMB Scotland forced the Scottish Government to scrap its proposals for a National Care Service which would have created another expensive quango with little to no benefits to social care workers or those being cared for.

Significant progress on sectoral bargaining across social care has been reached – well ahead of the rest of the UK – and we continue to press for the bargaining table to be convened.

Attacks on Scotland's highly successful brewing, whisky and spirits industry have been dampened following our members' intervention. As a result, plans to limit alcohol advertising have been recanted and certification of 'English single malt' has been denied. Members are celebrating their work and contributions and continue to progress their campaign to reintroduce alcohol back into Scottish football.



Media Wins 2024/25

Not a week goes by that we are not in the press. When an issue arises, media come to GMB Scotland for comment based on credibility.

GMB Scotland has been making plenty of headlines since Congress 2024 winning coverage and driving campaigns on the airwaves, in print and online, locally, regionally and nationally.

Raising the voice of our members across the media, the coverage piled pressure on employers and helped leverage wins for the union.

From the parks of Glasgow to the shipyards of the Western Isles; from food delivery drivers in Edinburgh to distillery workers in Caithness; from the scandalous threat of fire and rehire at one council to outrageous secrecy at another, we commandeered the media to raise the issues that matter to our members.

Our campaigning inspired front page reporting, as we harnessed the experience of our members to tell their stories and highlight issues like the crisis of violence in schools and the harassment of delivery drivers. Talking of drivers, a raucous rally of Uber drivers in Glasgow raised some noise on the evening bulletins.

We ensured the yards owned by Harland & Wolff in Methil and Stornoway remained front and centre in the campaign to secure jobs in coverage stretching from BBC Scotland and The Stornoway Gazette to STV and The Scotsman. More stories helped combat negative headlines around Scotland's troubled ferries and tell a new story about Ferguson Marine and its skilled and blameless workforce. We were back on the front pages accusing ministers of scapegoating council workers for austerity cuts while a series of stories detailed our governments' failure to deliver on promised green energy jobs while stoking uncertainty offshore.

The rolling crisis in social care remained high on our news agenda after Scotland's new National Care Service collapsed as we called out the repeated but empty promises of politicians.

From hard fought workplace campaigns to the most important policy debates, GMB Scotland's footprint has been all over the country's media this year, with news reports, features hard-hitting opinion, raising the voice of our members from coast to coast.

Thank you to our activists

The GMB Senior Management Team in Scotland would like to extend their thanks to all of our lay activists for their hard work and dedication to campaigning across the Region.

The role you play in building our membership and improving our members' terms and conditions is vital, and it does not go unnoticed

SOUTHERN REGION

I joined the region at the end of March and have re-established longstanding friendships. It is a joy and a privilege to be back here, having worked in the region as an activist when I was 19, back in 1996. At the point of writing this report, the region has had a record 32-month growth, which is testament to the hardworking people on the ground. Whether officers, staff, branches or reps, everyone has played their part in this success story. Since Congress 2024, we have won battles, supported members in their struggles and kicked off many successful campaigns across the region, from Dover to Dorchester. A few of them are highlighted below.

Area 1 Report

Frimley & Wexham Park Hospitals

Frimley Health Foundation Trust has been the centre of a number of issues and campaigns. We successfully prevented the outsourcing of MRI services at Wexham Hospital to a private provider, InHealth. As this goes to press a further attempt to outsource all non-clinical staff to a Wholly-Owned Subsidiary (WOS) is in the process of being launched. GMB was at the forefront of opposing this when they tried it in 2019 and we are leading the opposition again. Crucially, the members are with us and joining in their droves. We have sought and won uplifts to the grades of two groups of workers and negotiated backpay for them. This continued activity led 87 joiners across the period of July to December 2024.

BCP Council

Since 2019, GMB had been involved in negotiations with the employer as it sought to harmonise four smaller authorities into a unified structure and a move to the Hay Job Evaluation Scheme. Following a rejection of a third offer GMB had previously secured full transparency for all staff who were given their job evaluation outcome. Negotiations continue around making sure that large tranches of staff do not lose out financially as part of the proposals. A further 77 BCP employees joined the GMB between July and December on the back of this strong campaigning.

Southampton City Council

An equal pay campaign began in early 2024 following confirmation that Southampton City Council had requested funding from central government due to a potential liability. Refuse workers employed by the Council had been working on a "job and finish" basis, meaning they continued to receive pay after completing their duties and leaving for the day. GMB immediately took action by visiting staff in predominantly female workplaces to inform them of the importance of lodging equal pay claims. Negotiations on the scope and amount of any settlement are ongoing.



Environment Agency

Members have highlighted ongoing poor resourcing and lack of staff relating to those staff who are lock keepers on the River Thames. The reality is that there is more than enough money within the Agency to properly fund safe staffing levels, and we have raised this with management, to little effect. An industrial action ballot is pending and do watch this space for some very public campaigns to come this summer!

SERCO Great Western Hospital

The company applied to the government for the 2024 NHS pay rise and were declined despite other similar companies having it agreed such as NHS Property Services. Members having decided they wanted Serco to cover the payments took several days of industrial action in November 2024. Negotiations with the employer continue regarding this.

Area 2 Report

Adur and Worthing District Council

Reps on the ground have been very active and run some very successful and active campaigns including menopause awareness. This has resulted in a recognition agreement.

Brighton & Hove City Council

We currently have an ongoing Equal Pay campaign with Brighton and Hove City Council, involving hundreds of women who have been underpaid for years. We are calling on Congress to join us in this campaign, including a march and demonstration later this week.

ASDA St Leonards on Sea

We have been rolling out culture surveys across the region in Asda stores to gauge how are members are and what can be improved. This was first rolled out in the St Leonards store in East Sussex, where the reps were keen to make work better. Many members were recruited and, as importantly, the culture in the store is well on the way to being permanently changed for the better.



South East Coast Ambulance Service

As you may have seen on the national Sky News Coverage, we have an ongoing campaign in SECAMB which has seen an increase in membership and representatives. Hundreds of members have joined in with our We Stand With GMB SECAMB and you can too on our regional website.

Area 3 Report

Serco Lambeth

After long and protracted negotiations including reaching the threshold and mandate for a ballot for industrial action. Members have been offered and accepted a two-year deal which consists of 5.1% uplift on base pay for all on the contract as a £300 payment for all staff on London Living Wage from April 2024 and a 4% uplift on base pay from April 2025. We believe that drivers on this contract are now the highest paid on an outsourced waste contract in London.

Serco Wandsworth and Cory Environmental

Following workplace ballots, members across both contracts have accepted a pay uplift (4.8% and 4.5% respectively) and additions to bonuses and Christmas pay.



Lambeth Schools

The Branch and the Officer have conducted indicative strike ballots at schools that were threatened with closure, which were all positive. As a result of this pressure and the work that the Branch has undertaken lobbying against these changes, the amalgamations and closures have been changed.

Wandsworth MOA

After a number of years of hard work by the Branch, workers in Wandsworth on inferior MOA terms and conditions have been moved onto SSA terms and conditions which will see a significant improvement to pay, holiday, sick pay entitlement and a reduction in the working week from 40 hours to 36 with no loss of pay. This comes after notice was given for a ballot for strike action after delays to the process.

London Weighting Needs Inflating Campaign

The campaign to increase London Weighting for our members employed by Greenwich and Merton Councils is continuing with a huge event outside Merton Civic Centre followed up by collective grievance submission and discussion and negotiations with elected members and Council Officials. Merton members will be balloted shortly, with the Greenwich campaign to kick on in the autumn.

Caterlink – Eltham Hill School

The Greenwich branch initiated a dispute with Caterlink who have not been uplifting our members pay in line with the NJC but providing pay rises in line with the London Living Wage. This led to a ballot and, on a 77.7% return, a 100% vote to strike in the New Year.

ISS Croydon University Hospital

Lunchtime protests over multiple issues have taken place by our members including incorrect pay, bullying, inferior cleaning products, changes in pension provider. Significant increase in membership and new reps identified.

ISS SLAM NHS Trust

Protests undertaken at the Maudsley, Bethlem and Lambeth Hospitals early in October 2024 over an ignored pay claim. Now resolved.

ISS Lewisham Hospital

Protests organised week commencing 16th September 2024 over the ignored pay claim. Now resolved.

APCOA Parking

After a significant amount of challenging work to bring APCOA to the negotiating table by the Branch and the Officer, there has not been a satisfactory pay offer forthcoming from the employer. This is after multiple meetings and promises of such. Further to running a ballot for industrial action, members have taken multiple days of industrial action and at the time of writing an improved offer is due to be tabled along with recognition on contracts which haven't enjoyed collective bargaining before.



Regional Organising Team (ROT) Report

In the 12 months from March 2024 to March 2025, Southern Region recruited 16,865. Our membership now totals 85,371, a net gain of 2,594 for the year.

We are consistently retaining and growing our Region and in March 2025 Southern Region saw our 30th month of consecutive net growth

The Regional Organising Team contributed by organising and recruiting around national pay campaigns and also Local Pay Campaigns in Kent and Surrey Councils, Equal Pay in Brighton, London Weighting in Merton and Greenwich and NHS Health re-banding campaigns in Frimley. We have been attending and recruiting new members at formal inductions such as SERCO as well as supporting members taking industrial action around the region.

Please see below list of the top 25 employers for the period March 2024 – end of March 2025, Membership growth in these areas has largely been down to organising around workplace ballots, industrial action and inductions.

KENT COUNTY COUNCIL 755

ASDA STORES LIMITED 616

UBER 560

HAMPSHIRE COUNTY COUNCIL 474

SOUTH EAST COAST AMBULANCE NHS FOUNDATION TRUST 409

SURREY COUNTY COUNCIL 354

EVRI 318

BRIGHTON & HOVE CITY COUNCIL 297

LONDON BOROUGH OF WANDSWORTH 270

APCOA PARKING UK LTD 243

SERCO UK LIMITED 224

LONDON BOROUGH OF MERTON 223

G4S FORENSIC & MEDICAL SERVICES 214

EAST SUSSEX COUNTY COUNCIL 207

LONDON BOROUGH OF LEWISHAM 201

THE GRAHAM CARE GROUP 182

LONDON BOROUGH OF CROYDON 182

G4S SECURE SOLUTIONS LTD 179

BRITISH GAS SERVICES – CENTRICA 179

LONDON BOROUGH OF LAMBETH 176

WILTSHIRE COUNCIL 170

ISS UK LTD 162

BOURNEMOUTH CHRISTCHURCH & POOLE COUNCIL 151

FRIMLEY HEALTH NHS FOUNDATION TRUST 143

SGN 139

Our Regional Organising Team consists of our Senior Organiser and MDO, plus 2 experienced core Organisers, and we have also been training all new Organisers, Organising Assistants and any secondees for a minimum period of 6 – 12 months.

All additional resources are helping to cover big campaigns faster and more thoroughly – as an example we are capitalising on greater access to larger numbers of support staff specifically on INSET days, Southern Region recruited 281 new members and more than a dozen of Reps on the first two days of the Autumn 2024 term (40 more than September 2023).

We also recruited 80 new members and 10 new reps on the January INSET days. In addition to the recruitment, we would have seen hundreds of existing members which only strengthens our retention. Our combined Schools and Academies recruitment during that time period was 6,512 which is 38% of all new members recruited within the Region and which we are particularly proud of.

ROT continues to deliver impactful recruitment and campaigning sessions during Induction 2 for Reps, focused on strengthening membership levels and deepening engagement across workplaces. This session is designed to build strong relationships with Reps, enhance their understanding of workplace organising, and reinforce the importance of membership growth. These sessions focus on campaigning as a key organising tool. ROT deliver practical tools through the sessions on how to identify relevant workplace issues, engage members, grow the membership and lead collective action.

ROT members are participating in different campaign working groups across all areas to share best practices to maximise potential recruitment. The data shows Southern Region's average recruitment has remained steady through this period – to maximise coverage with large spread out employers such as HC-One and ASDA etc. we have been organising Region wide schedules that include all Officers and Organising assistants to campaign, survey and ballot which is a mode that is working very well for us.

Workplace meetings around pay surveys, inductions and ballots are now taking place

at a higher frequency than ever before – the result being that as the Region pulls together as a team we are achieving growth. We continue to face challenges but we are confident that we can continue to build GMB.

Equalities Report

We have been as a region growing our equality networks and building a strong, self-sufficient Regional Equality Forum, plus our Southern Race Network which goes from strength to strength. We very proudly hosted our first Regional Race Conference, which is hopefully the first of many to come.

Our Regional Networks have been very visible on social media, aiding our visibility and online reputation as a union for all working people.

Education Department Report

412 reps were taken through training in 2024-25. The courses they undertook varied widely, from Induction for Reps, to Health and Safety, to Congress Explained courses to help many first time delegates who will be in attendance in Brighton. We also ensured our staff and officers were fully trained, putting on a range of courses including on IT software and programmes, right through to cultural training, such as menopause awareness and training on other sorts of discrimination.



WALES & SOUTH WEST REGION

Once again, it's my honour and privilege to be writing 2025's report on behalf of the Wales & South West region. May I take the opportunity in thanking all staff, the Regional Committee, Regional Council, CEC members and all our activists for what we have achieved throughout 2025.

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

The membership growth within the Wales and South West region has been continuous month on month, and it is with great pride that we acknowledge the substantial contribution from our dedicated staff and activists across all structures. Their unwavering commitment and tireless efforts have been pivotal in driving this growth, reflecting a collective determination to advance our union's campaigning.

Our commitment to staff development has remained a top priority within the region. We have placed support/ and staff on IT development courses. Through tailored programs and initiatives, we have continuously invested in enhancing their skills and enhancing career progression, ensuring that they are equipped with the knowledge and expertise necessary to personally plan a pathway for their career within the GMB. It is their dedication and commitment that lie at the heart of our success, and we remain deeply grateful for their ongoing contributions.

Congratulations to those members of staff who have gained promotion through their self-development, Sophie Hayes-Morgan, promoted to Productions and communication officer, Jo-Ann Todd, promoted to Organising Assistant, Amelia Dowrick, promoted to Support Worker, Ashley Gordon promoted to Deputy finance officer, and Ceri Petty, my New PA. Well done to them all, for their dedication and motivation to self-development and strive. We also welcome, new members of staff Melissa Perry, Emma Prosser, Jamie Collins, Sarah Jenkins, Rachel Rowlands, Amelia Jones, and Nicola Morley.



Our thanks to the National President Barbara Plant and Vice President Malcolm Sage for their steadfast leadership. Also, to the CEC for their commitment in moving the union forward.

Our thanks to our General Secretary Gary Smith. Gary reminded us, that if we wanted to protect everything this union has built over the past, and if we want the GMB to thrive and prosper, we need to come together and respectfully work together to campaign, to listen to our members, to fight for our members.

During 2025, we have had the privilege of celebrating the outstanding careers of several dedicated colleagues who have retired from our region, collectively contributing an incredible 136 years of service. Rob Gibbs, organiser, Julie Parry, Secretary, Karen Morley, Deputy Finance Officer; and my PA, Carole Whyman, have each left a lasting legacy through their unwavering commitment, professionalism, and loyalty.

Their hard work and steadfast dedication have been the backbone of our success over the years, and they will be greatly missed. We thank them sincerely for their years of outstanding service and support, and we wish them happiness, health, and fulfilment in the years ahead.

Political

Since the last report we have had a new First Minister in Wales, Eluned Morgan, and Labour has begun its legislative process in Westminster.

New Deal For Working People

Labour's landmark Employment Rights Bill is speeding through parliament.

After a clear commitment by Keir Starmer. We are in consultation with the government to make each of these actions into legislation.

SSSNB and Care Fair Pay Agreements

A key part of the New Deal legislation was the reinstatement of the SSSNB, school support staff bargaining system, and a fair pay agreement to drive up the standards of work in care.

After much negotiation, and to our disappointment, we were hoping for an England and Wales agreement, but both commitments will now continue at a Wales level. Whilst we have concerns about the implications this will throw open, both bodies will be a major step forward for thousands of our members and improve the world of work for them.

West of England metro mayor

There will be a vacancy for the West of England metro mayor, covering the combined authority area of Bristol, South Gloucestershire, and Bath and North East Somerset.

Senedd Selections

The 2026 Senedd election race is already underway. After Welsh Labour chose to change the electoral system, we are moving into the stage of selecting Labour's 96+ candidates. As this is a completely new system, the development of the new selection procedures has been essential, and GMB has been at the forefront of ensuring that we and other unions have a critical say on who are candidates are.

Local Elections

Across Southwest England there will be local council elections this year. Gloucester, Exeter, Devon County Council, Bristol and Cornwall are among the councils going out. GMB has a presence in all these councils and will be doing our best to get as many Labour councillors returned as possible.

Welsh Labour November 2024

We focused our motion and event around the development of a nuclear strategy for Wales, particularly around maximising the potential of any new nuclear build at Wylfa.

Conferences

As a union we should recognise and be proud of ourselves for our hard work over the last few years and reflect the fact that from the rostrum we heard lists of GMB campaigns, aspirations and goals being repeated as policy positions from the Labour Party. Our hard work is paying off, and whilst there is more to do, our goals are now Labour's goals.

Equality

The Regional Equality conference that was held in November was a resounding success with one of our highest attendances to date. Feedback from the conference was positive with many enjoying the hands-on learning experience that we did through Neurodiversity and British Language.

The baby loss charter has been circulated to all officers and branches with a push to get this into workplaces through pay, negotiations and campaigns. This is an important charter as it supports the workforce who have lost a pregnancy before 26 weeks. We had our Women's Conference in May, the conference included imposter syndrome training, Equal Pay updates, a presentation on the Ferndale house campaign and introduction of the new baby loss charter.





Industrial

Asda Retail

Regular visits are ongoing to every store within the region to support local reps and listen to members/identifying local workplace leaders. The equal pay claim remains a massive focus for our visits and then number of members who have now lodged equal pay claims in our region has increased significantly and now stands at over 2,000.

Evri

There has been challenges with new pay bandings introduced by Evri, that our members are claiming have brought in a reduction in earnings. This will be raised at the upcoming pay talks for 2025. Regionally we've starting a pilot 2-day training program for workplace contacts of self-employed members within Evri. This took place on 28th to 29th April, it was a great success, with the intention to roll this out this out nationally

Uber

Uber membership continues to grow, and we are now up to members who are mainly based in Bristol and Cardiff. A new Uber driver hub has recently opened in Swansea, and we attended an open day which gave us a great chance to engage with new drivers that are using the Uber driver App for the first time. We have now a national/local rep in place, Majid

Khan, who is doing a great job of supporting our members, attending the driver hubs to recruit new members.

Wales & West Utilities

A series of pay survey roadshows have recently taken place across the region to listen to members and understand what their priorities are for submitting a pay claim over the next few weeks. There are now active reps in every department across WWU in both the Field and Staff collectives and membership currently stands at, Staff – 386, Industrials – 910. The region recently sent a delegation of senior reps to Parliament to engage with MP's regarding the important role that the gas industry must play to secure a safe, sustainable and affordable energy future. We have also met several times with OFGEM and the HSE to ensure that we have both a strong regional and national gas industry voice

Water Industry

Reps from our four regional water companies (Wessex Water, Bristol Water, Southwest Water & Welsh Water) have combined to create a regional water forum which will help to shape future campaigns, trade organising ideas and assist in the negotiations of future pay and conditions.

Police Service

GMB Police Staff members in England and Wales voted by a large majority to accept the employers 4.75% pay offer for 24/25. 83% voted to accept the pay offer on a turnout of 41%. The pay award also saw a 4.75% increase in standby allowance from £34.49 to £36.13. The region will be looking at creating a Regional Police Committee to move forward with campaigning and organising across the forces within the region.

Shipbuilding

Workplace reps across Devonport Dockyard, Appledore and Falmouth continue to work with the CSEU on the Breathe Safe campaign. The Appledore campaign has been one where the fight has been about keeping the shipyard open. The protection of 250 jobs in an area of Devon where they are one of the biggest employers will have an impact on generations going forward. The Navantia group completed its takeover earlier this year and have met with the representatives from trade unions.

Hinkley Point C

The Branch continues to develop, organise and campaign. With effective membership communication both in the workplace and via its Branch website and App, ensuring that members receive important GMB information and updates, driving engagement as well as making it easier for members to contact the Branch Reps.



NJC Pay & Local Government

Local authorities continue to struggle with years of underfunding and a high demand on services. This year we have unprecedented numbers of schools and councils come to us with budget issues and having to restructure and reduce staff numbers because of affordability. We have been taking every opportunity in visiting all local government workplaces wherever we can get access to talk to them about the various campaigns to do with pay and conditions.

A programme of visits has been undertaken across in schools and MAT academies and remains ongoing. There has been a considerable build in membership across the region. Our hope is to increase our density and our reps base to ensure that the SSSNB, and whatever its Welsh equivalent becomes, has a strong GMB voice. In line with organising policy, where a workplace is subject to TUPE we check they have been visited and follow up visits are being done to organise membership and data cleanse with every member contact. We continue to campaign for our support staff members and challenge MATs who do not follow the NJC.

NHS

We are engaging with members regarding the 2024 pay campaign. We have been holding information stalls in health trusts in the South West where we have been updating members, cleansing data and talking to them about the 2024 claim. The dispute at North Bristol NHS Southmead Hospital regarding incentive payments for midwifery support workers, housekeepers and receptionists is ongoing.

South Western Ambulance Service

The campaign is based around rest breaks for ambulance workers continues with an outcome to the collective grievance being that the members are now being consultatively balloted for industrial action. The ballot opened at the beginning of April. The campaign for recognition continues with planned coordinated visits across sites in WSW/SO



Social Care – HC One

The pay offer was accepted by the majority of those who voted in England and Wales and has therefore been accepted nationally. The pay campaign was accompanied by the launch of the Sick of SSP campaign, which aims to win full sick pay through organising.

Training

In the 6 months between July 2024 and December 2024 177 Workplace Organisers (WO's) attended courses across the Region in Plymouth, Bristol, HPC Campus, Cardiff and Online.

WULF Project

The WULF Project / Learning Team provided direct learning opportunities to 396 learners in the period July – December 2024 and all WULF Targets have been met. Learners in 19 different organisations delivering 96 different learning courses. New organisations supported in this period include Numatic, Mediquip and Cardiff Wales Airport.

In December 2024 the WULF Project was confirmed for a further 3 years funding (from April 2025 – March 2028). The delivery budget is being reinstated to its previous level, following a 40% cut to the Year 3 budget. Requests for support continue to relate to Health & Safety, Mental Health Courses and our Mental Health Toolkit Programme and BSL. And in this period,

we have also had requests for Construction Industry Safety Courses, which we are currently compiling.

Learner of the Year

In September 2024, Stephen Reynolds was awarded the Institute for Learning's Adult Learner of the Year Award, following a nomination from the GMB Learning Team. Stephen's award recognised the incredible devotion he has given to learning and the many barriers he has had to overcome to be able to read and write for the first time in his life. Through the WULF Project a specialist Dyslexic adult tutors made this achievable and changed Stephen's life.

Online Learning Platform

We committed to a further 2 years (minimum) to the Online Learning Platform that provides the offer of over 650 online courses for all members. Additionally, this has been started to be used a recruitment tool in Learning Events and other promotional events the team attend.

Equal Pay

Equal Pay campaigning has been underway for some time in Bristol with a number of claimants adding to the claim. Visits having been taking place across children's centres, schools and nursing homes / care facilities. In Swansea we have seen over 1000 members join the claim for equal pay. We are currently in discussions with the employer on job evaluation and in Cardiff we've seen well over 800 members join GMB from January to April of this year, following the continuation and ongoing schedule of school's visits. Organisers and branches are identifying where they think there may be equal pay campaigns in other areas, and we are working closely with the women's campaign unit on this. Our thanks to the WCU and the great work they do on behalf of our members. Thank You.

Transport for Wales

Recognition agreement signed in principle. Meeting with CEO arranged for April 2025 to establish recruitment dates and access to all TFW sites. Two reps appointed.



Ferndale House

Amazing work undertaken by our reps by fighting Rhondda Cynon Taff Local Authority to keep Ferndale house care home open.

They fought on behalf of the residents, they marched on behalf of the residents, they stayed determined, and they WON!!!!!!

Ferndale house remains their home.

Wales & South West Staff, Members & Regional Council

Kevin Jones – Regional President
Ruth Brady – Regional Secretary

**Join GMB now online at
www.gmb.org.uk/join**

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