GMB
UNION

Final Agenda
GMB Congress 2026

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FINAL AGENDA

GMB CONGRESS 2026
SUNDAY 7TH - THURSDAY 11TH JUNE

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

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

PERIVALE BRANCH
London Region

GMB ZERO TOLERANCE STATEMENT

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

Any such behaviour will not be tolerated within our union.

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

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

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

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

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

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

This statement applies to:

GMB members

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

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

CONGRESS FINAL AGENDA INDEX

	PAGE
REPRESENTATION STATEMENTS	6
GUIDELINES FOR CONGRESS BUSINESS	17
STANDING ORDERS COMMITTEE REPORT NO. 1	22
INDEX OF MOTIONS	25
UNION ORGANISATION	37
EMPLOYMENT POLICY	59
INDUSTRIAL & ECONOMIC POLICY	79
POLITICAL	127
SOCIAL POLICY	136
INTERNATIONAL	152
COMPOSITE MOTIONS	159
CEC POSITIONS ON EXISTING POLICY MOTIONS	171

CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE

GENERAL SECRETARY & TREASURER
SMITH, GARY

NATIONAL SECRETARY
HARRISON, RACHEL

ACTING NATIONAL SECRETARY
BRUMPTON-CHILDS, CHARLOTTE

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

CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (55)

AKBAR, MO (LO)
Public Section

ALI, KAMRAN (NWI)
Private Section

ASHTON, TRACEY (MI)
Public Section

BARWISE, JAMES (MI)
Private Section

BRINKWORTH, GWYLAN (WSW)
Public Section

BUCHANAN, KEVIN (SC)
Private Section

BUOEY, JANET (NWI)
Public Section

BURKE, DIAN (NEYH)
Public Section

BUTLER, MAXINE (WSW)
Public Section

CARR-POLLOCK, LINDA (SC)
Public Section

CLARKE, IAN (MI)
Private Section

CLARKE, MARGI (MI)
Private Section

CLARKE, RICHARD (MI)
Public Section

CLARKSON, CAROL (NEYH)
Private Section

CLEMENTS, DAVE (SO)
Private Section

COLBERT, JOHN (LO)
Private Section

COOPER, ROSEMARY (MI)
Public Section

DALEY, ELAINE (MI)
Private Section

DAVIS, SONYA (SO)
Public Section

DAY, SIMON (MI)
Public Section

DOHERTY, KAY (NWI)
Public Section

DOUGLAS, DAVE (NEYH)
Private Section

DWUM, FRANCIS (SO)
Public Section

ENGLAND, LINDSAY (NWI)
Public Section

FLANAGAN, DAVID (NWI)
Private Section

FOGGIN, CONNOR (NEYH)
Private Section

GIBBS, GORDON (MI)
Public Section

GILLIGAN, DEAN (LO)
Public Section

GUNTER, COLIN (MI)
Private Section

HARRIS, GARY (LO)
Public Section

HUNT, PAUL (WSW)
Private Section

HUTCHINSON, MARY (NEYH)
Private Section

JONES, CATHRINE (LO)
Private Section

JONES, KEVIN (WSW)
Public Section

JUSS, WARINDER (MI)
Private Section

LAMEY-GOLDING, CHRISTINE (MI)
Public Section

LOVATT, DAWN (MI)
Public Section

MACVICAR, GERALDINE (SC)
Public Section

MARINOV, LYUBOMIR (LO)
Private Section

MCCLUSKEY, WILLIAM (SC)
Private Section

MCCUE, STEVIE (SC)
Private Section

MCGAFFIN, LYNETTE (NWI)
Public Section

MEYRICK, PETER (MI)
Private Section

MURPHY, JACQUELINE (MI)
Public Section

OLIVE, JOE (WSW)
Private Section

PITCHFORD, RUTH (NWI)
Public Section

PLANT, BARBARA (SO)
Public Section

RAZA, SYED (SO)
Private Section

ROBINSON, PENNY (LO)
Public Section

SPICER, DONNA (SO)
Public Section

SUTTON, CATH (NWI)
Private Section

TETTEH, NATHANIEL (NWI)
Public Section

THOMSON, SHONA (SC)
Public Section

TURNER, PAUL (NWI)
Public Section

WILLIAMS, MATHEW (WSW)
Private Section

NATIONAL OFFICE

BARNES, ANNA
BARTLAM, WENDY
BARTLETT, MEL
BEAN, EMMA
BEAUMONT, SIMONE
BELBIN, TRACEY
BETTERIDGE, MARK
BOOTH, STACEY
BRANDSTATTER, KEVIN
CALLOW, JOHN
CAMPBELL, ANN
CARTER, GARY
DALTON, WILL
DHESI, MANJEET
FARMER, CASSIE
FISHER, MEGAN
GANNON, PAT
GEORGIOU, GEORGE
GIBSON, JOHN
GILANI, SANGEETA
GRAYSON, NATALIE
HARDING, KERRI
HEMBROM, RIMIL
HOLDEN, ROSS
IRWIN, BILLIE
JULIUS, MONICA
LAWSON-FOLEY, ANNIE
MANN, LYNSEY
NIVEN, ERIN
MARSHALL, SAM
MORAN, MICHAEL
NOSAKHERE, TYEHIMBA
O'HEARN, EAMON
O'NEILL, KEIRAN
PANTON, KEVIN
PARKER-DEAN, JON
PATEL, RHIANNA
PATERSON, LAURA
PHILLIPS, ASHA
ROBERTS, MATT
ROGERS, SCOTT
SAHOTA, PRIYA
SAUNDERS, ELEANOR
SHEARS, DAN
SHORT, STEVE
SIBTHORPE, GAVIN
SINGH, TUSHAR
SMITH, KERRY
SMITH, LACEY
STRAIN, LAUREN
TINNEY, LAUREN
TURTLE, ALISON
WILDE, SHARON
WOLFSON, RHEA

CONGRESS 2026 LAY DELEGATES GENDER BREAKDOWN

REGION	NOMINATED *			ELECTED AND APPOINTED**		
	MEN	WOMEN	PREFER NOT TO SAY	MEN	WOMEN	PREFER NOT TO SAY
LONDON	39	23		39	23	
MIDLANDS	47	21		45	20	
NORTH EAST, YORKSHIRE & HUMBER	35	24		32	24	
NORTH WEST & IRISH	39	11		39	8	
GMB SCOTLAND	19	17		22	20	
SOUTHERN	22	27		21	26	
WALES & SOUTH WEST	24	20		23	22	
TOTALS	225	143		221	143	

*as advised by Regions, as at close of nominations on 31/12/2025
**as advised by Regions, as at 31/03/2026

DELEGATE EQUALITY MONITORING DATA

(BELOW DATA SHOWS SUMMARY, OF ALL REGIONS, OF COMPLETED AND RETURNED MONITORING FORMS - 326 of 363 Delegates completed a monitoring form)

What is your gender?

184	Man
122	Woman
0	Non-binary
	Other – Self Defined
20	Prefer not to say / did not answer

Do you identify as trans or have a trans history?

1	Yes
129	No
196	Prefer not to say / did not answer

What is your sexual orientation?

4	Bisexual
4	Gay Woman / Lesbian
4	Gay Man
178	Heterosexual / Straight
4	Self Define
132	Prefer not to say / did not answer

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

81	Yes
147	No
98	Prefer not to say / did not answer

What is your age group?

1	Under 20
12	20-29
21	30-39
32	40-49
49	50-59
49	60-69
16	Over 70
146	Prefer not to say / did not answer

What is your ethnicity?

3	Asian / Asian British-Bangladeshi
1	Asian / Asian British-Indian
8	Asian / Asian British-Pakistani
2	Any other Asian Background
11	Black / Black British-African
17	Black / Black British-Caribbean
3	Black / Black British- Any other black background
3	Mixed / Multiple ethic groups – White and Black Caribbean
217	White – UK / English / Welsh / Scottish / Northern Irish / British
6	White – Irish
9	Any other White background
46	Prefer not to say / did not answer

LONDON REGION (LO)

REGIONAL SECRETARY
KENNY, WARREN

SENIOR ORGANISERS
BREACH, KEN
DAVIES, GAVIN

MEMBERSHIP DEVELOPMENT OFFICERS
GARELICK, STEVE

ORGANISERS
HUNTBACH, KAY
MARQUES, ANDRE
PARMENTER, DAREN

REGIONAL STAFF
BAJAJ, AMITA
CLEMO, IDA
FRASER, LIZZIE
HALL, PETER
UDEN, EMMA

LAY DELEGATES (62)

ALI, MUHAMMAD B33 BMA
ANDREA, FLAVIU L56 London Logistics
BATTELL, ROBERT B22 Braintree & Bocking
BISHOP, ALIESHA L54 London Stores
BLUNDELL, ALASTAIR E20 Edmonton
BRADSHAW, LEE X20 Labour Party
BRANHAM, GARY K17 Kings Lynn
BROOKS, VAL H30 Hendon
CAMPBELL-WHITE, BEN C30 City of London
CHANA, TARANJIT E10 Ealing
CHATTERTON, DAVID L45 Luton
CHAUDHURY, MIZAN TH1 Tower Hamlets
CHOLERTON, TONY L39 London Zoo
CLARKE, CATHLEEN ML1 Lords Staff
COLES, JONATHAN R27 Redbridge
COUSINS, HANNAH M23 Unite
CRISP, MATT E28 EEAS
DARCI, JAISUCLAL C22 Central Wembley
DAVIES, STEVE B10 Barking
DOLAN, MARTIN A53 Didcot
DSOUZA, SUNIL C47 London NW Healthcare
DUDLEY, GAVIN G56 Professional Drivers
DUDLEY, KAREN B44 Beds County
ELLISON, CAROL R27 Redbridge
ELUM-SMITH, EDDY G43 London Security
FOX, WARREN H46 Hounslow
GILLMORE, LISA ML1 Lords Staff
GOSLING, CORAL B11 Barking & Dagenham
GUNNING, BEV P06 Barnet
HALTON-HUGHES, SIMON P31 Peterborough Food
HENDRY, KIM X34 PCS
HEWITT, ANDREW A37 Aviation
HILLYER, ANNE-LOUISE A36 ASDA Bedford
HOLLAND, CATHY C35 Essex Public Services
IGBINAZAKA, THOMAS GODPOWER F15 Fulham
IKANIK, STELLA N26 Newham
LEVY, DAVE X56 London Central Gen
LIVINGSTONE, MARC X59 NW London
LONGHURST, ZOE P06 Barnet
LUKASIEWICZ, ADRIAN P35 Peterborough
MCCARNEY, CHRIS B14 Banbury
MORRIS, JOHN P17 Plaistow
NWAGAGBO, FUNMI H55 Harrow Pub Serv
OBADINA, OMOTAYO E20 Edmonton
OLALEKAN, KOLA G56 Professional Drivers
PICU, CRISTINA C33 Central West NHS
REYNOLDS, MIKE S71 Stansted Aviation
RONEY, CLIFF E15 Thames General
SABBATINI, CHARLIE M20 Milton Keynes
SIDDALL, ED I36 Islington Apex
SMART, JERMAINE G20 Energy Central
SMITH, JAN E12 East Dereham
SMITH, KIERAN G20 Energy Central
SPENCE, PATRICK I35 Islington & Haringey
TAVERNIER, BEVERLEY X84 Westminster Apex
TECLE, RAHWA X84 Westminster
TIMMINS, DIANE C30 City of London
UDDIN, JAHANARA B11 Barking & Dagenham
WALKER, DEE B44 Beds County
WALKER, JAMIE M23 Unite
WHEELER, ROBERT H30 Hendon
WOOLF, STUART C11 Cambridge 2

MIDLANDS REGION (MI)

REGIONAL SECRETARY
ALLEN, MARTIN

SENIOR ORGANISERS
WAUDBY, LESLEY

ORGANISERS
CLARKE, JIM
DOWNES, DELCAN
GODDEN, ADANA
GORTON, KATE
HACKNEY, KIRSTY
HOOFE, CHRIS

REGIONAL STAFF
ATKISS, ADELE
CASTLEDINE, DAVID
CASWELL, KATE
CLARKE, NATASHA

LAY DELEGATES (64)

ALJABORI, SAIF P42 Professional Drivers
ALMQVIST, JENS C36 Coalville
BARKHADLE, RUWEIDA A25 Amazon Workers'
BROWN, ANTHONY N67 Notts County Trams
BURKETT, IAN R25 GMB Energy & Utilities
BURNETT-PITT, JACQUELINE X53 GMB Unspecified
COOK, BEN A17 ASDA
COOKE, BYRON W60 Wellington
COORE, CHRISTOPHER M50 Midlands Healthcare
COWLISHAW, SAM N67 Notts County Trams
DOHERTY, JAMES W75 Worcester & Hereford Com.
DUDSON, ALAN W18 Walsall Local Authority
EVANS, JASON L50 Leicester Water
FERGUSSON, ROBERT D44 Derbyshire Community
FORSYTH, SAM X10 Birmingham General
FRANCIS, ADRIAN N67 Notts County Trams
GILBERT, DAVID Z63 GMB Nottingham TEC
GILLIVER, RACHAEL M50 Midlands Healthcare
GILRAINE, ANGELA B02 Birmingham Public Services
GREAVES, GEOFFREY A17 ASDA
GREEN, ASHTON S01 Sherwood Forest Hospitals
HARRIS, MARK W60 Wellington
HEELEY, JAKE M15 Mansfield Central
HODGKINS, MARTIN B43 Birmingham City General
HUGHES, ASHLEY G34 Gas Branch West
HUMPHRIES, ANDREW M15 Mansfield Central
HUSSAIN, ARSHAD N67 Notts County Trams
HUSSELBEE, SALLY A02 Ambulance
JAMES, DARREN S85 Sandwell Community
JESSON, ANNA-MARIE B43 Birmingham City Gen
KAPITANEC, ALEX A02 Ambulance
KEIGHTLEY, NATHAN C36 Coalville
KHAN, NAHIRA N81 Midlands Police Staff
LYEW, GORDON X10 Birmingham General
MARSDEN, MANDY L27 Leicester Health Care
MARTIN, SIMON X60 Newcastle Apex
MCCREADY, LISA S75 Stoke Unity
MORRELL, KAREN G50 Grantham Community
MUHAMMED, KHUSHI P42 Professional Drivers
MURPHY, DEREK B95 PH Jones
PALMER, MAGGIE D44 Derbyshire Community
PARKES, KEITH Z63 GMB Nottingham TEC
PICKERILL, PAUL N46 Newcastle & Chesterton
PRINGLE, ANDREW W57 Worksop
RATH, TIMOTHY C80 Dudley
ROCHE, CHRISTOPHER B48 Birmingham Water
SADLER, DAVID R36 Rocester/JCB General
SALT MBE, KATHRYN G50 Grantham Comm.
SANDERSON, MELANIE S30 GMB North Lincs
SHORT, MILES S30 GMB North Lincs
SMART, VIVIEN W99 Wolverhampton
SOMES, HELEN S01 Sherwood Forest Hopitals
STEVENS, GRAHAM W57 Worksop
TAGGART, DARRIN S85 Sandwell Community
TAYLOR, MARTIN R36 Rocester/JCB General
UMAR, IFTKAHAR B02 Birmingham Public S.
VENNELL, SANDI NT1 Nottingham Educational
WADRUP, JANICE B02 Birmingham Public S.
WALKER, DUNCAN S61 Stafford & Stoke Muni.
WALL, BRADLEY N90 NASUWT
WESTWOOD, JOHN-PAUL B76 Brierley Hill
WHILDING, ROBERT B26 Buxton
WILMOTT, PATRICIA C51 Northants Community
YATES, SHARON S75 Stoke Unity

NORTH EAST, YORKSHIRE & HUMBER REGION (NEYH)

REGIONAL SECRETARY
BELFIELD, ANDY

SENIOR ORGANISERS
FLETCHER, KAT

ORGANISERS
COLE, NEIL
FOSTER-WILSON, LOU
GILHESPY, STUART
PRESTON, CHRIS
STOBBART, ETAIN
THOMPSON, CRAIG

REGIONAL STAFF
PALEY, ELIZABETH
PRESTON, JENNY

LAY DELEGATES (56)

AHMED, HAFSHA B24 Bradford District Care
ANDY-JAJA, MARGARETH R40 South Tyne & Wear
ATKINSON, ANDREW N29 Northern Gas Networks
ATKINSON, SUSAN D30 Durham and Teesside
BARRAS, KELLY H40 Northumberland County
BELL, NATHAN H36 EVRi Couriers Branch
BENNETT, ROSS N64 North Tyne LA
BLACKLOCK, JOSH Y30 NEYH Organising
BUTLIN, CLAIRE S15 Smart Energy
CALVERT, TERENCE B24 Bradford District Care
COOK, JACQUELINE W22 Sunderland City LA
COOPER, AITHAN D19 Doncaster Central
CULSHAW, PHILIP H35 Hull No 1
DAMESTANI, KAVAH D43 Durham County LA
DOYLE, HAYLEY L10 Leeds School Support Staff
EQUIANO, ATU HASHIM L27 Leeds Local Gvmt
EVANS, NICOLA R40 South Tyne & Wear General
FOSTER, SUZANNE N39 Durham & Tees Health
FROST, JANINE S38 Sheffield Mun & LT
GARRETT, SAMER S38 Sheffield Mun & LT
GREGSON, JONATHAN B30 Bradford Public Serv.
HART, LUKE P45 Pontefract & Castleford General
HAZELL, SHARMAYNE L18 Leeds Civic
HENSBY, KEVAN Z48 NEYH Retired Members
JACKSON, ANTHONY D30 Durham & Teesside
BALL, IAN K20 Kirklees Branch
JUMMA, FARZANA Y30 NEYH Organising
KEMP, IAN Z22 South Yorkshire & North Derbys
KITCHEN, JACQUELINE N39 Durham & Tees
LEADBITTER, PETER N12 North East Ambulance
LENNON, SHARON W22 Sunderland City LA
MCARTHUR, CONNAN D19 Doncaster Central
MURPHY, COLIN S08 Southside General
MURPHY, LAURA S08 Southside General
NEIL, CRAIG A13 ASDA North
PALMER, EMILY N26 Northern Electric
PHEASBY, MELANIE L10 Leeds School Support Staff
PHILLPOT, CHRIS Y28 Yorkshire Ambulance Serv.
REILLY, NEIL B03 Beverley Branch
RHODES, PAUL W81 West Yorks Police Support
RICE, JOANNE R40 South Tyne & Wear General
RIDDLE, DAVID W22 Sunderland City LA
ROPER, IAN R62 Rotherham Gen and Mun
RYAN, SALLY L18 Leeds Civic
SANTABARBARA, CRISTIAN Y10 York General
SHAW, JULIE H72 Hull Retail & Distribution
TATE, KELSEY D43 Durham County LA
THOMAS, MATHEW K40 Keighley and Airedale
TIMBEY, LES D43 Durham County LA
TUCKER, CRAIG K55 Knottingley Glass
TWEED, SIOBHAN L27 Leeds Local Gvmt Staff
WAITE, MARCUS Z22 South Yorkshire & North Der.
WARREN, JAMES A13 ASDA North
WILLIAMSON, GEMMA K40 Keighley and Airedale
TATE, JAMES N64 North Tyne LA
YOUNG, SARAH S30 Sheffield Health

NORTH WEST & IRISH REGION (NWI)

REGIONAL SECRETARY
WALKER, DENISE

SENIOR ORGANISERS
EVANS, MICHAEL
WEIR, JOHN

ORGANISERS
LEWIS, KAREN
O'DOWN, KELLIE

REGIONAL STAFF
DAVIES, JANET
FARRINGTON, ROSS

LAY DELEGATES (52)

BAUGH, CHRIS P42
BENNETT, WILLIAM P42
BRADY, MICKEY U88
BROPHY, SEAN E76
BURGESS, LEE L06
CLAYTON, MARK W79
COSGROVE, DAVID N45
EBBRELL, CLARE A56
ENABULELE, KELVIN C17
FERGUSON, ALAN A56
FLANAGAN, KEVIN Q22
FORDE, LIBBY W81
FORSHAW, GRAHAM A08
GOULDING, BILLY X24
GREGG, MARGARET X07
GUNN, BOB F72
HALL, MICHAEL A62
HALLIWELL, CHRISTOPHER S66
HOPE, DAVID B19
HOPE, DEREK C17
HUNT, JOSEPH L06
JANUSCHAK, JOHN GMW1
JOHNSON, MELISSA A62
JONES, MARK L34
KILFEDDER, ROBERT S70
KHAN, ZAK L34
LONG, DANIEL W70
MARSHALL, DYLAN HC1
MCARDLE, EILEEN W80
MCCORRY, DAVID B91
MERCER, LINDA A08
MORRIS, JAMES L25
PANDOLFO, CHRIS M15
PARKINSON, CONNOR W87
PAYNTER, WILLIAM S02
PITCHFORD, JO B23
QUINN, PATRICK B85
RAFFERTY, ANDREW A76
RICHARDS, PAUL K28
RIMMER, DEBBIE C15
ROBSON, ROY W70
ROWLINSON, ANTHONY GMW1
SMITH, JOE W87
WEBB, PAUL E76
WELHAM, BOB B16
WHITE, DAVID Q22
WIERZYCKI, JAROSLAW N61

GMB SCOTLAND (SC)

REGIONAL SECRETARY
GILMOUR, LOUISE

SENIOR ORGANISERS
ARKISON, PAUL

ORGANISERS
NIMMO, KIRSTY

REGIONAL STAFF
DUNCAN, STEWART
RICHARDSON, THEO
WILSON, JIM

LAY DELEGATES (42)

AIRNS, ELIZABETH N30 NHS Lanarkshire
ANDREW, CHRISTOPHER S14 Private Care
BALLANTYNE, JACKIE A79 ASDA Branch
BOYD, MARGARET G95 Glasgow Nurses
CARR-POLLOCK, TOM B34 Bathgate
CARSON, BRENDA S34 Clyde Bonding
CHARLTON, MICHAEL D1 Dundee Branch
DAVIDSON, MICHAEL U13 Scottish Gas
DEAN, ANNE S11 Scottish Primary Care Nursing
DOLAN, JOHN Z38 Upper Clyde Engineering
DRYLIE, ANNETTE K53 Fife Public Services
DUNCAN, OISIN G74 Glasgow City Council
FINN, MARY G89 Glasgow NE and SW Health
GRAHAM, ROBERT K53 Fife Public Services
HENNEBRY, NATHAN S04 Shieldhall Diageo
HEPBURN, GRACE G85 Scotland Further Edu.
HILL, NICHOLAS S59 Stirling 1 NHS
IRVINE, JOSEPH Z38 Upper Clyde Engineering
KYLE, DREW K21 East Ayrshire Public Services
LOGAN, LYNNE D61 Dunbartonshire Public Serv.
LOGUE, PAULA G01 Glasgow 1 Branch
MALLON, GERALD S86 East Dunbartonshire PS
MACKAY, LYNSAY H52 Highland Council Branch
MARTIN, ELIZABETH S14 Private Care
MCARTHUR, ROSS G29 Glasgow City Council
MCCROSSAN, JAMES C16 Dumfries & Galloway
MCFARLANE, JILLIAN K53 Fife Public Services
MEYER, MARTIN G85 Scotland Further Education
MULLIGAN, MARY A33 Scottish Ambulance Serv.
NODEN, CAROLINE D71 Dundee Branch
REICHLE, CIORSTAIDH G95 Glasgow Nurses
RITCHIE, KEVIN A23 Aberdeen Public Services
ROSS, DYLAN U11 Scottish Gas
SMITH, RAYMOND S63 Falkirk Public Services
SNEDDON, ALLAN Q19 Edinburgh & Lothians
SNEDDON, ELSIE N30 North Lanarkshire Branch
STOJILKOVIC, FRANCES G01 Glasgow 1 Branch
THOMPSON, ANDREW L11 Scottish Water
WARD, PAULINE S77 NHS Public Health Scotland
WHELAN, DESMOND H11 North Lanarkshire
WILLIS, DAVID A13 Aberdeen City Branch
WILL, TERESA G87 Glasgow Health Service

SOUTHERN REGION (SO)

REGIONAL SECRETARY
HOUGHTON, NADINE

SENIOR ORGANISERS
WHITFIELD, LIB

ORGANISERS
ETCHES, ALEX
GORDON, MICHELLE
MACINTYRE, DECLAN
MCMULLEN, DAVID
PALERMO, NIKI

REGIONAL STAFF
CARLSON, ROB
SHURGOLD, LAUREN

LAY DELEGATES (47)

ADAMS, LOUISE G36 Security
ADJE, CHARLES X98 LFB
ALLAM, TRACEY L32 L.B. Sutton
ASIIMWE, STELLA G38 Surrey County
BARTLETT, DAVID K14 Kent County
BERRY, JENNA E41 ASDA Sussex
BLAIR, STACEY S13 South East Transport
BORLAND, ROB E66 East Sussex County Council
CARNELL, FIONA X17 Medway Council
CHARLES, MARIA L26 Richmond & Wandsworth
COX, WENDY G33 London Ambulance
CROSS, SHIRLEY B50 Sussex
FAIR, EMMA L16 L.B. Greenwich
FERGUSON, MICHAEL B50 Sussex
FREWIN, JANET G38 Surrey County
GILBERT, ANDREA K19 South London General
GRAY, JOHN L26 Richmond & Wandsworth
GROVER, TERENA D11 Southern Healthcare
HACKETT, GERRY E18 East Berkshire Healthcare
HASHI, MAHAMED L09 L.B. Lambeth
HAYDOR, ALI S37 Southampton
HIBBERD, CHRIS W27 Tolpuddle
HUGHES, ADAM K19 South London General
IJIEH, SYLVESTER G50 St Georges NHS
INOKOBA, EBIAKPO JOHN G50 St Georges NHS
KELLY, KARIMAH X17 Medway General
LANGLOIS, TIM J11 Jersey
MALONEY, DONNA B50 Sussex
MAMMANA, ARIEL S69 GMB.ASU South East
MARSHALL, KIM M27 L.B. Merton
MURTON, CLIVE G36 Security
PAYNE, AVA C60 Croydon
PILCHER, HELENA K14 Kent County
POLLARD, LYNN W15 Three Shires
POWELL, MICHELLE L26 Richmond & Wandsworth
PULLEN, ANDREW G38 Surrey County
SAPINSKI, TOMASZ M27 L.B. Merton
SIMON, ALLISON L17 L.B. Lewisham
SMITH, MODESTA L25 L.B. Southwark
SMITH, CAROLINE C60 Croydon
STIRLING, ROB R26 Reading and Berkshire
STYLES, BARBARA W15 Three Shires
TILLEY, MARK S69 GMB/ASU South East SECAMB
UMAR, GEZALA D11 Southern Healthcare
VUOLO, BLANKA L09 L.B. Lambeth
WHITFIELD, MARK E66 East Sussex County Coun.
WILSON, GARETH S68 SGN South East Gas

WALES & SOUTH WEST REGION (WSW)

REGIONAL SECRETARY
BRADY, RUTH

SENIOR ORGANISERS
BAKER, ADIE
HOYLES, TOM
HUGHES, NICK

ORGANISERS
MORGANS, GARETH
HUGHES, GREG
COLEY, HELEN

REGIONAL STAFF
BRADY, JULIA
GORDON, ASHLEY
HAYES-MORGAN, SOPHIE
PETTY, CERI

LAY DELEGATES (44)

BALL, JASON C31
AMOS, NICHOLAS T11
BAKER, ABIGAIL B96
BENDELOW, KATE D24
BETHELL, PAUL M18
BOWLER, MARK R45
CHARD, TOM B86
COLE, ADRIAN W23
DAVEYS, SEAN C55
DAVIES, IAN J15
FELTON, MATTHEW M58
FLOWERS, ALISON C03
FORROW, JAYSON E02
HALLETT, SHARON A55
HARRIS, JAMES N08
HARRISON, SAMANTHA C55
HARRISON, TRACEY A03
HEALY, YVONNE M58
HIATT, ELAINE C03
HUNT, JANE P18
JAGGER, CHARLES D24
JONES, ALLISON P72
JONES, LEON W71
KELLY, SUSAN X12
LEWIS, MARGARET X12
LEWIS, RUDI W17
MARSH, CHRISTOPHER X45
MILLS, ANDY B96
MINARDS, IAN P19
MORGAN, TERENCE B70
NORCROSS, GAVIN A50
O'CONNELL, ANN C10
ORTEGA, MIRANDA F23
PRESCOTT, LEANDER A50
RAYMENT, DIANA T28
SHORTE, JACQUELINE C22
SMALL, JOANNE B70
STRACHAN-TAYLOR, JONATHAN C31
SUTTON, JEFF A55
SWIFT, ROBERT S62
TAYLOR, PHILLIP N15
TIDD, AMBER S62
VRAJITORU, MARTINA H03
WILLIAMS, SUZANNE C48
WILLIAMSON, PETER P18

GUIDELINES FOR CONGRESS BUSINESS

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

1. CONGRESS

Congress is convened and delegates are elected subject to the provisions of the Union Rule Book.

Congress shall conduct its business on the following times:

Sunday 7 June
9.30am - 12.30pm, 2.00pm - 5.30pm

Monday 8 June – Wednesday 10 June*
9.00am - 12.30pm, 2.00pm - 5.30pm

Thursday 11 June
9.00am – Lunchtime

*A campaigning activity is being planned for the afternoon of Wednesday 10 June.

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

2. STANDING ORDERS COMMITTEE

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

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

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

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

3. GENERAL MOTIONS AND RULE AMENDMENTS

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

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

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

1. The Committee shall determine whether or not each Motion is "in order" for debate at Congress i.e.

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

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

2. The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda.

In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.

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

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

The Standing Orders Committee will report the recommendation accordingly to Congress.

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

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

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

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

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

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

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

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

The Standing Orders Committee will report the recommendation accordingly to Congress.

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

4. EMERGENCY MOTIONS

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

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

Emergency Motions can be composited.

5. WITHDRAWAL OF MOTIONS

If a Regional delegation wishes to withdraw a Motion in the name of a branch of the Region,

or in the name of the Regional Committee, the Regional Secretary shall notify the Standing Orders Committee.

6. MATTERS OF URGENCY

Any delegate wishing to bring before Congress "a matter of urgency" not on the agenda shall in the first instance seek the agreement of his/her Regional delegation that the matter is one of urgency.

It shall then be referred to the Standing Orders Committee, which shall recommend whether or not the matter is one of urgency, after taking account of the following points:

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

The Standing Orders Committee shall inform the President of Congress and Congress of its recommendation.

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

7. CENTRAL EXECUTIVE COUNCIL

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

The Central Executive Council shall have the right to submit Motions as "a matter of emergency" to Congress.

The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy.

Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation's policy, he/she shall only do so provided the delegation's policy is not in contravention with Central Executive Council policy.

8. DEBATING PROCEDURE

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

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

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

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

9. TIME LIMITS FOR SPEAKERS

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

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

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

10. VOTING

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

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

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

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

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

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

a. tellers will provide a ballot box for each regional delegation;

b. the President will announce the number of the card to be used – for example: 'Card Vote number 1';

c. delegates will choose the appropriate numbered card, marked either "For" or "Against" from their book of voting cards and place it into the ballot box provided;

d. once the President has announced 'Card Vote completed' tellers will take the ballot boxes to the General Member Auditors;

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

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

11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

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

12. LITERATURE

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

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

13. PREVIOUS CONGRESS DECISIONS

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

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

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

PERIVALE BRANCH
(London Region)

1985 CONGRESS, BLACKPOOL, SPECIAL MOTION CORE RULE 34

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

CENTRAL EXECUTIVE COUNCIL

1993 CONGRESS, PORTSMOUTH, MOTION 144 CONGRESS DOCUMENTS

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

MELTON GENERAL BRANCH
(Midland & East Coast Region)

1999 CONGRESS, BLACKPOOL, MOTION 9 CONGRESS DEMOCRACY

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

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

NORTH WEST LONDON BRANCH
(London Region)

2003 CONGRESS, BLACKPOOL, MOTION 11 UNION DEMOCRACY

Congress calls for delegates to have democratic freedom.

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

New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH
(London Region)

CONGRESS 2017, PLYMOUTH, MOTION 1 CONGRESS PROCEDURES

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

LOWESTOFT BRANCH
(London Region)

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

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

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

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

CONGRESS 2018, BRIGHTON, MOTION 8 SPEAKERS ON MOTIONS

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

Q78 BRANCH
(North West & Irish Region)

STANDING ORDERS COMMITTEE REPORT NO. 1

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

Times for Congress

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

Sunday 7th June
9.30 am – 12.30 pm, 2.00 pm – 5.30 pm

Monday 8th June – Tuesday 9th June
9.00 am – 12.30 pm, 2.00 pm – 5.30 pm

Wednesday 10th June
9:00 am – 12:30 pm, 2.00 pm – 3:30 pm

Thursday 11th June
9.00 am – Lunchtime

*A campaigning activity is being planned for the afternoon of Wednesday 10 June at 3:30pm.

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

Times for Speakers

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

General Motions and Rule Amendments:

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

Officers' Reports:

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

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

Special Reports and CEC Statements:

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

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

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

Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the Congress platform by no later than 5:30 pm on Monday 8 June.

Motions Out of Order

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

Motion 1 Congress Special Reports Time to Speak

This Motion calls on Congress delegates to agree speaking times on CEC Special Reports to Congress through the carrying of this motion rather than through agreeing or amending Standing Orders Committee Report No.1, therefore diverging from process set out in the GMB Rulebook. This Motion would require a consequential rule amendment to GMB Rule 9(1) to give effect to its provisions, as speaking times are part of the constitution reported to Congress at the start of Congress business by the Standing Orders Committee in SOC Report No.1. Congress 2026 is not a Rules Revision Congress.

Motion 3 Strengthening GMB Recruitment Processes

This Motion is regarding the recruitment process to become a member of GMB staff which is a subject for consultation with internal staff union representatives and are not appropriate for Congress to debate.

Motion 14 GMB Organisation Structure Review

This Motion is regarding proposals for changing GMB's staff structure which is a subject for consultation with internal staff union representatives and is not appropriate for Congress to debate

Motion 15 National Education Officer

This Motion is regarding proposals for changing GMB's staff structure which is a subject for consultation with internal staff union representatives and is not appropriate for Congress to debate.

Motion 199 Reforming the NHS Pay Review Body into a Truly Independent Negotiating Body

This Motion relates to an industrial issue with the NHS staff Pay Review Body and calls for changes to how GMB members working in the NHS negotiate their pay. These issues are specific to the members in the NHS and is not a policy matter for Congress. The Motion ought to be dealt with by a more appropriate body, that is through the existing GMB industrial structures for the NHS.

Motion 263 Criminalising Protest and Direct Action, and Removing Democratic Safeguards from the Legal System

This Motion covers more than one subject, namely: (1) the proscription of direct action protest groups; (2) proposals to restrict the use of jury trials in Courts; and (3) the actions of the Israeli government in the Occupied Palestinian Territories.

Motions in line with Existing Policy

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

10. Rekindle the flame: build a class-conscious trade union movement (Scotland)

47. Mental health crisis awareness and de-escalation training for representatives (Southern)

52. Meaningful progression pathways and accredited legal learning opportunities for representatives (Southern)

66. Violence against women (North West & Irish)

80. Discrimination around menopause uniforms (Scotland)

89. Heat of the day (London)

97. State pension age and the reality of frontline work (Wales & South West)

103. Campaign for a 4 day week (Southern)

137. Health and safety in the gig economy (Wales & South West)

148. Third-party pressure within the security industry (London)

155. Retraining in the oil and gas industry (Scotland)

170. Tackling excessive workload and stress in local authority and school workplaces due to budget cuts (London)

173. End compulsory term-time only contracts for school support staff (Southern)

174. Violence in schools (London)

182. Make work fair for carers (Southern)

187. The impact of cost saving on the NHS staff (Scotland)

188. NHS in crisis – put workers, patients and facilities time first (Midlands)

191. Outsourcing in the NHS (Southern)

192. NHS pay for NHS workers (North East, Yorkshire & Humber)

195. Ending medirest contracts and restoring parity within the NHS (Midlands)

216. Exploitation of young workers (Wales & South West)

252. Workers can resist far right ideologies (London)

288. Education on trade unions and workplace rights (Wales & South West)

Composite Motions

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

Mobile Phones

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

Smoke Bombs & Flares

No smoke bombs and/or flares will be permitted during any Congress sessions.

Film Cameras

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

DVDs, Videos etc

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

Bucket Collections

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

Requests must be submitted in writing by the Regional Secretary and must have the support of the Regional Delegation. Priority will be given to requests for bucket collections which concern trade union or related issues.

Where permission is granted, those requesting the collection must organise, count and bank the collection, if necessary, liaising with the Congress office for support from Congress Stewards. They must then notify the Congress office of the amount collected, so that the President can inform Congress.

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

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

STANDING ORDERS COMMITTEE MEMBERS

DUDLEY, KAREN (LO) - CHAIR
JAMES, DARREN (MI) – VICE CHAIR
BARTLETT, DAVE (SO)
BUTLIN, CLAIRE (NEYH)
FINN, MARY (SC)
WELHAM, BOB (NWI)
WILLIAMSON, PETER (WSW)

CENTRAL EXECUTIVE COUNCIL OBSERVERS TO THE STANDING ORDERS COMMITTEE

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

INDEX OF MOTIONS

Motion Number	Motion Title	Region Name
248	A FAIRER AND MORE HUMANE IMMIGRATION SYSTEM	LONDON REGION
109	A GMB WORKLOAD AND STAFFING STANDARD TO END UNPAID HOURS AND UNSAFE WORK INTENSIFICATION	LONDON REGION
214	A NATIONAL FREEPORTS STRATEGY	WALES & SOUTH WEST REGION
243	ABOLITION OF THE MONARCHY	LONDON REGION
269	AFFILIATION AND COMMITMENT TO SUPPORT THE WHITE RIBBON	NORTH EAST, YORKSHIRE & HUMBER REGION
84	AGE IS JUST A NUMBER	NORTH EAST, YORKSHIRE & HUMBER REGION
165	AI AND AUTOMATION IN LOCAL GOVERNMENT	GMB SCOTLAND
200	ALWAYS AVAILABLE, NEVER RESTED: THE CASE FOR ENDING ON-CALL WITHIN NHS EMERGENCY CARE SETTINGS	GMB SCOTLAND
250	ANTI-FAR RIGHT	LONDON REGION
230	ANTI-TRADE UNION LAWS	LONDON REGION
241	APPOINTMENT OF A NEW DISABILITY MINISTER	NORTH WEST & IRISH REGION
185	APPROPRIATE THE BLAME CORRECTLY	GMB SCOTLAND
23	BETTER RECORDING OF PARTICULAR PROTECTED CHARACTERISTICS	MIDLANDS REGION
12	BRANCH ADMINISTRATION SYSTEMS	NORTH WEST & IRISH REGION
237	BRANCH POLITICAL BACKING	MIDLANDS REGION
29	BRANCH WORKING REVIEW	NORTH WEST & IRISH REGION
51	BRANCH YOUTH OFFICER TRAINING	MIDLANDS REGION
103	CAMPAIGN FOR A 4 DAY WEEK	SOUTHERN REGION
193	CAMPAIGN FOR A COMPREHENSIVE REVIEW OF AGENDA FOR CHANGE FOR ALL NON-NURSING STAFF	MIDLANDS REGION
261	CAMPAIGN FOR AMENDMENT TO - FOOTBALL OFFENCES ACT 1991	NORTH WEST & IRISH REGION
76	CAN WE CHANGE THE NARRATIVE, BRING BACK INCLUSION	LONDON REGION
282	CARE HOMES	LONDON REGION
118	CEASE USE OF X	LONDON REGION
45	CLEAR BOUNDARIES BETWEEN LAY REPRESENTATION AND LEGAL RESPONSIBILITY	SOUTHERN REGION

293	CLIMATE CHANGE/JUST TRANSITION	NORTH WEST & IRISH REGION
294	CLIMATE SERVICE	LONDON REGION
98	CLOSING THE PENSION CONTRIBUTION GAP	LONDON REGION
177	COLLEGE FUNDING	GMB SCOTLAND
253	COMMUNITY CAMPAIGNING TO STOP REFORM UK AND THE RISE OF THE FAR RIGHT	LONDON REGION
305	COMPLIANCE WITH INTERNATIONAL LAW	NORTH WEST & IRISH REGION
1	CONGRESS SPECIAL REPORTS TIME TO SPEAK	NORTH EAST, YORKSHIRE & HUMBER REGION
157	CONNECT THE HIGHLANDS TO SUPPORT WHISKY WORKERS	GMB SCOTLAND
166	CONSISTENT NJC PAY RATES	NORTH EAST, YORKSHIRE & HUMBER REGION
311	CONSTANTLY EXPLOITED	LONDON REGION
242	COST OF LIVING CRISIS	WALES & SOUTH WEST REGION
263	CRIMINALISING PROTEST AND DIRECT ACTION, AND REMOVING DEMOCRATIC SAFEGUARDS FROM THE LEGAL SYSTEM	SOUTHERN REGION
112	DECISION MAKERS MUST BE AT DISCIPLINARY/GRIEVANCE HEARINGS	SOUTHERN REGION
220	DEFENSIVE AUTARKY	LONDON REGION
49	DIGITAL ORGANISING PLUS	NORTH EAST, YORKSHIRE & HUMBER REGION
64	DIGITAL TECHNOLOGY INCLUSION	NORTH EAST, YORKSHIRE & HUMBER REGION
80	DISCRIMINATION AROUND MENOPAUSE UNIFORMS	GMB SCOTLAND
272	DISPLAYING THE HUMAN RIGHTS ACT 1998 IN PUBLIC BUILDINGS	LONDON REGION
285	EARLY YEARS MATTER!	NORTH EAST, YORKSHIRE & HUMBER REGION
61	EDUCATION FOR POWER – BUILDING CONFIDENT, ORGANISED YOUNG WORKERS	MIDLANDS REGION
288	EDUCATION ON TRADE UNIONS AND WORKPLACE RIGHTS	WALES & SOUTH WEST REGION

245	ELECTION PROCEDURES	LONDON REGION
31	EMOTIONAL AND WELLBEING SUPPORT FOR MEMBERS DURING RULE 5, RULE 5A AND RULE 6 PROCEDURES	SOUTHERN REGION
101	EMPLOYMENT RIGHTS	LONDON REGION
173	END COMPULSORY TERM-TIME ONLY CONTRACTS FOR SCHOOL SUPPORT STAFF	SOUTHERN REGION
195	ENDING MEDIREST CONTRACTS AND RESTORING PARITY WITHIN THE NHS	MIDLANDS REGION
74	ENDING MISUSE OF CAPABILITY PROCEDURES AND PROTECTING EQUALITY	WALES & SOUTH WEST REGION
169	ENDING SHORT-TERM FUNDING AND INSECURE EMPLOYMENT IN PUBLIC SERVICES	WALES & SOUTH WEST REGION
202	ENDING TOXIC CULTURE IN THE NHS – PROTECTING STAFF WHO SPEAK OUT	GMB SCOTLAND
106	ENDING UNFAIR THIRD-PARTY REMOVALS	SOUTHERN REGION
225	ENERGY COSTS AND THE FUTURE OF GLASS MANUFACTURING	NORTH EAST, YORKSHIRE & HUMBER REGION
75	ENHANCED PATERNITY LEAVE PAY BASED ON NORMAL EARNINGS	LONDON REGION
129	ENVIRONMENTAL IMPACT OF AI	LONDON REGION
62	EQUALITY FOR RETIRED MEMBERS	MIDLANDS REGION
77	EQUALITY, INCLUSION & FAIR TREATMENT IN RESTRUCTURES	LONDON REGION
122	EXCESSIVE VEHICLE SURVEILLANCE	NORTH WEST & IRISH REGION
287	EXPANDING SCHOOL BASED APPRENTICESHIP TRAINING ALONGSIDE A LEVELS	WALES & SOUTH WEST REGION
236	EXPECTATIONS OF GMB SUPPORTED COUNCILLORS	NORTH EAST, YORKSHIRE & HUMBER REGION
216	EXPLOITATION OF YOUNG WORKERS	WALES & SOUTH WEST REGION
179	EXTEND PROTECT THE PROTECTORS BILL	WALES & SOUTH WEST REGION
81	EXTENDING VAT EXEMPTIONS TO ALL MENSTRUAL AND MENOPAUSE PRODUCTS	SOUTHERN REGION
141	FAIR COMMISSION AND CHARGES FOR PRIVATE HIRE DRIVERS	SOUTHERN REGION
181	FAIR JOB EVALUATION FOR PRIVATE SECTOR CARE WORKERS	WALES & SOUTH WEST REGION

172	FAIR TERM-TIME LEAVE FOR SCHOOL SUPPORT STAFF	SOUTHERN REGION
147	FAIRER FUNDING OF STAFF CAR PARKING	LONDON REGION
271	FIGHT CASTE OPPRESSION AND DISCRIMINATION	LONDON REGION
207	FIGHTING TO BE A STEWARD IN THE NHS	GMB SCOTLAND
299	FREE PUBLIC TRANSPORT FOR ALL CARE-EXPERIENCED YOUNG PEOPLE	WALES & SOUTH WEST REGION
292	FREE SOLAR POWER PANELS FOR PENSIONERS — CUT BILLS, DEFEND LIVES	LONDON REGION
128	GENERATIVE AI TOOLS IN THE WORKPLACE	SOUTHERN REGION
26	GMB CASEWORK MANAGEMENT SYSTEM	WALES & SOUTH WEST REGION
7	GMB GOLD BADGE	LONDON REGION
175	GMB GUIDANCE ON PHYSICAL RESTRAINT TRAINING FOR SCHOOL SUPPORT STAFF	GMB SCOTLAND
14	GMB ORGANISATIONAL STRUCTURE REVIEW	SOUTHERN REGION
33	GMB REPRESENTATIVES WELFARE SUPPORT	WALES & SOUTH WEST REGION
290	GMB SEAT ON NEW WATER SUPER REGULATOR	LONDON REGION
8	GMB SUPPORT FOR THE RED FLAG FESTIVAL	LONDON REGION
54	GMB TRAINERS	SOUTHERN REGION
44	GMB UNION AFFIRMED SUPPORT TO THE ANNUAL TOLPUDDLE FESTIVAL	SOUTHERN REGION
13	GOLD MEDAL	MIDLANDS REGION
126	GOVERN AI TO STOP ON DRIVING JOB LOSSES AND PUSHING PEOPLE INTO POVERTY	LONDON REGION
178	GREATER PROTECTION FOR FRONTLINE AND EMERGENCY WORKERS	WALES & SOUTH WEST REGION
206	GREATER SUPPORT FOR NHS WORKERS FACING VIOLENCE AND ABUSE	NORTH EAST, YORKSHIRE & HUMBER REGION
27	HANDLING CASEWORK	LONDON REGION
30	HAVE A SAY	NORTH EAST, YORKSHIRE & HUMBER REGION

137	HEALTH AND SAFETY IN THE GIG ECONOMY	WALES & SOUTH WEST REGION
89	HEAT OF THE DAY	LONDON REGION
91	HEAT STRIKE	LONDON REGION
146	HIDDEN DANGERS TO HEALTH IN AVIATION SECTOR	LONDON REGION
4	HOLDING THE TUC ACCOUNTABLE	NORTH EAST, YORKSHIRE & HUMBER REGION
280	HOSPICE SERVICES	MIDLANDS REGION
262	IMPRISONMENT FOR PUBLIC PROTECTION	LONDON REGION
111	IMPROVED SICKNESS POLICIES	NORTH WEST & IRISH REGION
18	INAPPROPRIATE RECRUITMENT OF SCHOOL SUPPORT STAFF	SOUTHERN REGION
70	INCLUSIVE TRANS, NON-BINARY & INTERSEX WORKPLACES	LONDON REGION
198	INCONSISTENCY OF THE EMERGENCY WORKERS ACT	GMB SCOTLAND
274	INCORPORATING ENGLAND'S MEN'S HEALTH STRATEGY INTO GMB POLICY AND PRACTICE	LONDON REGION
83	INCREASE THE EQUAL PAY DUTY	LONDON REGION
203	INCREASING COST FOR NURSES	GMB SCOTLAND
212	INHERITANCE TAX LOOPHOLES	MIDLANDS REGION
210	INTERFACE NURSING – IS THE FUTURE TO BE VIRTUAL?	GMB SCOTLAND
209	INTRODUCING STRONG AI PROTECTIONS FOR NHS WORKERS AND PATIENTS	MIDLANDS REGION
251	JOINING NATIONAL CAMPAIGNS AGAINST THE FAR-RIGHT	LONDON REGION
130	JUDGES - NEITHER PUNCHBAGS NOR PUPPETS	SOUTHERN REGION
260	JUSTICE FOR THE CHINESE SEAFARERS	SOUTHERN REGION
281	KEEP PROFIT OUT OF CARE IN WALES	WALES & SOUTH WEST REGION
176	KNIFE BLANKETS	LONDON REGION
235	LABOUR PARTY AFFILIATION - CONSULTATION OF MEMBERSHIP	SOUTHERN REGION
59	LANGUAGE ON MIGRANT MEMBERS	NORTH WEST & IRISH REGION

24	LAZY BRANCHES	MIDLANDS REGION
121	LOBBY TO END TAX PAYER SUBSIDISATION OF EXPLOITATIVE WORK	NORTH EAST, YORKSHIRE & HUMBER REGION
283	LOCAL AUTHORITIES TO ACT AS GUARANTORS FOR CARE-EXPERIENCED YOUNG PEOPLE	WALES & SOUTH WEST REGION
164	LOCAL GOVERNMENT	SOUTHERN REGION
156	MAKE IN BRITAIN FOR JOBS, GROWTH AND SECURITY	GMB SCOTLAND
99	MAKE STATE PENSION AND OCCUPATIONAL PENSION TAX-FREE	LONDON REGION
43	MAKE UNION SUPPORT SERVICES WORK FOR MEMBERS	NORTH EAST, YORKSHIRE & HUMBER REGION
182	MAKE WORK FAIR FOR CARERS	LONDON REGION
124	MANAGING TECHNOLOGY, AUTOMATION AND AI IN MULTI-DROP FOOD TRANSPORT AND WAREHOUSING	LONDON REGION
117	MANDATORY BODY CAMS FOR REFUSE WORKERS AND STREET CLEANSING	LONDON REGION
93	MANDATORY COMPANY VAN WEIGHT CHECKS	LONDON REGION
135	MANDATORY MINIMUM PREMIUM PAY FOR UNSOCIABLE HOURS AND OVERTIME	LONDON REGION
119	MANDATORY TRADE UNION RECOGNITION IN SECURITY, FACILITIES MANAGEMENT, AND OUTSOURCED SERVICES	LONDON REGION
134	MAXIMUM 10-HOUR WORKING DAY IN MULTI-DROP TRANSPORT	LONDON REGION
52	MEANINGFUL PROGRESSION PATHWAYS AND ACCREDITED LEGAL LEARNING OPPORTUNITIES FOR REPRESENTATIVES	SOUTHERN REGION
204	MEDICATION ADMINISTRATION TRAINING	MIDLANDS REGION
17	MEMBER INVOLVEMENT IN BRANCHES	MIDLANDS REGION
35	MEMBER TRANSFERS AND THE PROPER APPLICATION OF RULE 37.6	SOUTHERN REGION
22	MEMBERS AND BRANCHES	MIDLANDS REGION
79	MENOPAUSE POLICY AND TRAINING BE ALL INCLUSIVE AND TO INCLUDE DARK THOUGHTS AND SUICIDE	WALES & SOUTH WEST REGION
47	MENTAL HEALTH CRISIS AWARENESS AND DE-ESCALATION TRAINING FOR REPRESENTATIVES	SOUTHERN REGION

162	MENTAL HEALTH CRISIS IN THE POLICE SERVICE	WALES & SOUTH WEST REGION
100	MINIMUM EMPLOYERS PENSION CONTRIBUTION	NORTH EAST, YORKSHIRE & HUMBER REGION
183	MINIMUM SAFE STAFFING LEVELS IN ADULT SOCIAL CARE	SOUTHERN REGION
184	MINIMUM STAFFING RATIOS ACROSS THE CARE SECTOR.	NORTH EAST, YORKSHIRE & HUMBER REGION
37	MODERNISATION OF EXPENSES SYSTEM	NORTH EAST, YORKSHIRE & HUMBER REGION
270	MONEY ISN'T OLD FASHIONED	LONDON REGION
125	MORE GOVERNANCE OVER A.I.	NORTH EAST, YORKSHIRE & HUMBER REGION
247	MOTION IN FAVOUR OF PROPORTIONAL REPRESENTATION	SOUTHERN REGION
15	NATIONAL EDUCATION OFFICER	SOUTHERN REGION
277	NATIONAL MATERNITY AND NEONATAL INVESTIGATION	LONDON REGION
273	NATIONAL PROSTATE CANCER SCREENING FOR AFRO-CARIBBEAN MEN	MIDLANDS REGION
67	NEURODIVERSITY AND OTHER TOOLKITS	WALES & SOUTH WEST REGION
68	NEURODIVERSITY COACHING AND TRAINING FOR GMB REPRESENTATIVES	SOUTHERN REGION
188	NHS IN CRISIS – PUT WORKERS, PATIENTS AND FACILITIES TIME FIRST.	MIDLANDS REGION
192	NHS PAY FOR NHS WORKERS	NORTH EAST, YORKSHIRE & HUMBER REGION
205	NHS STAFF PARKING CHARGES	MIDLANDS REGION
279	NHS UNDER FUNDING IS THE CAUSE OF THE PRIVATE SECTOR TAKING OVER OUR NHS BY STEALTH	NORTH EAST, YORKSHIRE & HUMBER REGION
278	NHS WAITING LISTS AND WORKFORCE IMPACT	WALES & SOUTH WEST REGION
168	NJC SHOULD BE THE HIGHEST STANDARD OF PAY AND TERMS & CONDITIONS	LONDON REGION
60	NO ONE LEFT OUT: RECOGNITION OF HERITAGE AND ANTI-RACIST AWARENESS	SOUTHERN REGION
201	NO PHOTOGRAPHS PLEASE	GMB SCOTLAND

131	ONE PARLIAMENT, ONE EMPLOYER	LONDON REGION
57	ONLINE TRAINING TO HELP REPS ACCESS TRAINING WHEN THEY HAVE FAMILY COMMITMENTS OR CAN'T TRAVEL OR STAY AWAY FROM HOME	LONDON REGION
301	OPPOSING IMPERIALISM AND STANDING FOR INTERNATIONAL SOLIDARITY	SOUTHERN REGION
306	OPPOSING UK SUPPORT FOR NEO-NAZIS IN UKRAINE	LONDON REGION
19	ORGANISING WORKERS IN THE INDUSTRIAL RELATIONS SECTOR	LONDON REGION
58	OUR ZERO TOLERANCE ON RACISM	NORTH EAST, YORKSHIRE & HUMBER REGION
191	OUTSOURCING IN THE NHS	SOUTHERN REGION
227	PAID RELEASE FOR WORKERS TO UPSKILL IN CARBON-INTENSIVE INDUSTRIES	WALES & SOUTH WEST REGION
217	PAYMENT OF NATIONAL LIVING WAGE	WALES & SOUTH WEST REGION
96	PENSION AWARENESS TRAINING FOR REPRESENTATIVES TO SUPPORT MEMBERS AT CRITICAL EMPLOYMENT TRANSITIONS	SOUTHERN REGION
161	POLICE SERVICE TO BE REAL LIVING WAGE EMPLOYERS	WALES & SOUTH WEST REGION
32	POLICIES AND PROCEDURE PROTECTING OUR LAY MEMBERS	NORTH EAST, YORKSHIRE & HUMBER REGION
244	POLITICAL	MIDLANDS REGION
234	POLITICAL AFFILIATIONS	LONDON REGION
231	POLITICAL ALTERNATIVE FOR WORKERS	SOUTHERN REGION
232	POLITICAL REPRESENTATION	NORTH WEST & IRISH REGION
233	POLITICAL REPRESENTATION	LONDON REGION
267	PRECEDENT	LONDON REGION
223	PRIORITISING NON- AGRICULTURAL LAND FOR SOLAR ENERGY DEVELOPMENT	WALES & SOUTH WEST REGION
167	PROMOTING NJC FAIR PRINCIPLES	NORTH EAST, YORKSHIRE & HUMBER REGION
222	"PROPOSAL TO DESIGN OIL AND GAS EXPLORATION CONTRACTS IN THE UK FOR THE BENEFIT OF BRITISH CITIZENS"	NORTH WEST & IRISH REGION

140	PROTECT DRIVERS FROM JOB LOSSES DUE TO DRIVERLESS TAXIS AND PRIVATE HIRE	SOUTHERN REGION
34	PROTECT LAY MEMBER DEMOCRATIC DECISIONS	NORTH EAST, YORKSHIRE & HUMBER REGION
69	PROTECT TRANS AND NON-BINARY WORKERS' RIGHTS IN LAW AND PRACTICE	GMB SCOTLAND
154	PROTECTING GAS INDUSTRY JOBS AND SECURING A FAIR, AFFORDABLE ENERGY TRANSITION	GMB SCOTLAND
211	PROTECTING NHS JOBS BY ENSURING AI IS USED ONLY AS A SUPPORTIVE TOOL	MIDLANDS REGION
142	PROTECTING RETAIL WORKERS AND THE PUBLIC BLEED KITS AND TRAINING IN ALL PUBLIC-FACING WORKPLACES	WALES & SOUTH WEST REGION
108	PROTECTING TERMS AND CONDITIONS DURING CONTRACT CHANGES (TUPE), INCLUDING PENSIONS AND SICK PAY	GMB SCOTLAND
127	PROTECTING WORKERS FROM ARTIFICIAL INTELLIGENCE	GMB SCOTLAND
123	PROTECTING WORKERS FROM EXCESSIVE WORKPLACE SURVEILLANCE AND ALGORITHMIC MANAGEMENT	LONDON REGION
116	PROTECTION FOR FRONT-FACING LOCAL AUTHORITY STAFF, INCLUDING LIBRARY WORKERS, FROM ABUSE	WALES & SOUTH WEST REGION
92	PROTECTION FOR LONE AND NIGHT WORKERS	LONDON REGION
218	PUBLIC INQUIRY INTO THE STEEL INDUSTRY	NORTH EAST, YORKSHIRE & HUMBER REGION
289	PUBLIC INTEREST ENVIRONMENTAL REPORTING - WATER	MIDLANDS REGION
190	PUBLIC SERVICES MINIMUM EMPLOYMENT STANDARD	LONDON REGION
88	RAAC, HOW CAN WE PROVIDE A SAFE NHS WITH UNSAFE BUILDINGS	GMB SCOTLAND
226	REBUILDING LOCAL BUILDING CAPACITY THROUGH DIRECT EMPLOYMENT IN CONSTRUCTION	WALES & SOUTH WEST REGION
21	RECOGNITION AGREEMENTS THAT DELIVER	NORTH EAST, YORKSHIRE & HUMBER REGION
224	REDUCING ENERGY COSTS TO REBUILD UK MANUFACTURING AND CREATE QUALITY JOBS	WALES & SOUTH WEST REGION
286	REFORM UK'S THREAT TO SEND PROVISION IN SCHOOLS	SOUTHERN REGION
199	REFORMING THE NHS PAY REVIEW BODY INTO A TRULY INDEPENDENT NEGOTIATING BODY	MIDLANDS REGION
159	REGULATION	LONDON REGION

10	REKINDLE THE FLAME: BUILD A CLASS-CONSCIOUS TRADE UNION MOVEMENT	GMB SCOTLAND
145	REMINDER OF THE CAMPAIGN AGAINST ABUSE TOWARDS EMPLOYEES/ MEMBERS IN AVIATION	LONDON REGION
114	REMOVAL OF FULL NAME ON SAFETY PAPERWORK	MIDLANDS REGION
259	REMOVAL OF MP FILTER AND LEGAL AID FOR WINDRUSH CLAIMANTS	WALES & SOUTH WEST REGION
120	REPRESENTATION ON NATIONAL INDUSTRY COMMITTEES	GMB SCOTLAND
196	RESTORING AND SUSTAINING PAY PARITY FOR NHS & NIAS WORKERS IN NORTHERN IRELAND	NORTH WEST & IRISH REGION
155	RETRAINING IN THE OIL AND GAS INDUSTRY	GMB SCOTLAND
87	RIDDOR REPORTING OF NHS WORK RELATED STRESS AS A WORKPLACE INJURY	GMB SCOTLAND
265	RIGHT TO JURY TRIAL	LONDON REGION
264	RIGHT TO PROTEST	LONDON REGION
180	SAFEGUARDING STAFF IN SOCIAL CARE	GMB SCOTLAND
136	SAFETY FOR THE "SELF-EMPLOYED": ENDING THE HEALTH & SAFETY LOTTERY	NORTH EAST, YORKSHIRE & HUMBER REGION
295	SAVE OUR COASTLINE	LONDON REGION
163	SAVE OUR LOCAL AUTHORITIES	GMB SCOTLAND
258	SAVE OUR PLAYING FIELDS	LONDON REGION
151	SECTOR PAY, REAL LIVING WAGE, AND FAIR RECOGNITION FOR SECURITY WORK	GMB SCOTLAND
110	SHOW ME THE HOURS!	SOUTHERN REGION
300	SOLIDARITY WITH THE NURSES IN THE USA	GMB SCOTLAND
303	SOLIDARITY WITH THE PEOPLE OF VENEZUELA AND DEFENCE OF THEIR SOVEREIGNTY	GMB SCOTLAND
302	SOLIDARITY WITH TRADE UNIONISTS IN GREENLAND	LONDON REGION
115	STAFF SAFETY IN TEMPORARY ACCOMMODATION	WALES & SOUTH WEST REGION
97	STATE PENSION AGE AND THE REALITY OF FRONTLINE WORK	WALES & SOUTH WEST REGION
3	STRENGTHENING GMB RECRUITMENT PROCESSES	SOUTHERN REGION

2	STRENGTHENING GOVERNANCE THROUGH TRANSPARENCY AND ACCOUNTABILITY IN THE HANDLING OF CONGRESS MOTIONS	WALES & SOUTH WEST REGION
102	STRENGTHENING MORE RIGHTS FOR ALL WORKERS	LONDON REGION
53	STRENGTHENING REPRESENTATIVE TRAINING AND RESILIENCE	SOUTHERN REGION
104	SUPPORT A LEGAL DEFINITION OF WORKPLACE BULLYING.	LONDON REGION
309	SUPPORTING A UNITED IRELAND	LONDON REGION
9	SUPPORTING BLOOD DONATION	LONDON REGION
82	SUPPORTING MEMBERS EXPERIENCING FERTILITY CHALLENGES- ADOPTION OF THE FERTILITY SUPPORT PLEDGE	LONDON REGION
56	SUPPORTING WORKPLACE REPRESENTATIVES THROUGH EQUALITY EXPERTISE	GMB SCOTLAND
170	TACKLING EXCESSIVE WORKLOAD AND STRESS IN LOCAL AUTHORITY AND SCHOOL WORKPLACES DUE TO BUDGET CUTS	LONDON REGION
275	TACKLING THE RISE OF STI'S AMIDST PrEP EXPANSION CALL FOR INCLUSIVE SEXUAL HEALTH STRATEGIES	WALES & SOUTH WEST REGION
133	TB OUTBREAK AT AMAZON COVENTRY	MIDLANDS REGION
186	THE FUTURE OF THE NHS	GMB SCOTLAND
187	THE IMPACT OF COST SAVING ON THE NHS STAFF	GMB SCOTLAND
158	THE IMPORTANCE OF RECOGNISING THE SKILLS OF CERAMIC WORKERS	MIDLANDS REGION
65	THE PATH TO INCLUSIVITY	WALES & SOUTH WEST REGION
219	THE ROLE OF PRIVATE OWNERSHIP AND FINANCIAL MARKETS IN ESSENTIAL INFRASTRUCTURE	NORTH WEST & IRISH REGION
296	THE SOCIAL HOUSING CRISIS AND THE USE OF HOTELS	WALES & SOUTH WEST REGION
148	THIRD-PARTY PRESSURE WITHIN THE SECURITY INDUSTRY	LONDON REGION
138	THOSE WORKING IN THE GIG ECONOMY SHOULD HAVE APPROPRIATE REST FACILITIES FOR USE WHILE WORKING	MIDLANDS REGION
85	TIMELY INVESTIGATIONS INTO WORKPLACE FATALITIES	WALES & SOUTH WEST REGION
132	TRADE UNION ACCESS	MIDLANDS REGION
291	TRADE UNION REPRESENTATION ON WATER COMPANY BOARDS	WALES & SOUTH WEST REGION

11	TRADE UNION SOLIDARITY	GMB SCOTLAND
55	TRAINING AND PROGRESSION FOR OUR MEMBERS	SOUTHERN REGION
143	TRAINING, PROGRESSION AND DEVALUATION OF YOUNG RETAIL WORKERS	WALES & SOUTH WEST REGION
266	TRIAL BY JURY	WALES & SOUTH WEST REGION
105	TUPE AND OUTSOURCING	NORTH EAST, YORKSHIRE & HUMBER REGION
307	UKRAINE, DEFENCE AND THE RISE OF AUTHORITARIANISM AND FASCISM	MIDLANDS REGION
308	UKRAINE, DEFENCE, AND THE RISE OF AUTHORITARIANISM AND FASCISM	LONDON REGION
213	UNFAIRLY TAXING PENSIONERS	LONDON REGION
194	UNIFIED APPROACH ACROSS THE NHS FOR THE APPLICATION OF NO DETRIMENT DUE TO SICKNESS ABSENCE RELATED TO UNSOCIAL HOURS FROM DAY ONE	WALES & SOUTH WEST REGION
46	UNION LEARNING	MIDLANDS REGION
208	USE OF AI IN NHS	GMB SCOTLAND
228	USING EXISTING GMB POLICY TO PROTECT MEMBERS' SECURITY, PAY AND UNION STRENGTH IN A CHANGING ECONOMY	NORTH EAST, YORKSHIRE & HUMBER REGION
304	VENEZUELA	LONDON REGION
310	VETO THE VETO AT THE UNITED NATIONS	SOUTHERN REGION
66	VIOLENCE AGAINST WOMEN	NORTH WEST & IRISH REGION
174	VIOLENCE IN SCHOOLS	LONDON REGION
249	WELCOMING AND SOLIDARITY WITH IMMIGRANTS	LONDON REGION
5	WILL THORNE'S GRAVE	LONDON REGION
252	WORKERS CAN RESIST FAR RIGHT IDEOLOGIES	LONDON REGION

KEY

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

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

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

UNION ORGANISATION: CONGRESS

1. CONGRESS SPECIAL REPORTS TIME TO SPEAK

Every year at congress a number of branch submitted motions throughout the union are deferred, composited or referred in favour of the special report. This has been a way of bringing similar matters together and our union addressing them in one significant report.

Currently every region is given one speaker to address a large report and many points cannot be addressed on the conference floor.

We call upon congress to allow each regional speaker to have the same time they would have to move a motion to speak to the contents of the report. This allows for meaningful responses to the reports content and allow the one regional speaker to address any points not covered.

We ask congress to agree to increasing the two minute time given last year to address the report to up to four minutes.
Please support this motion.

Y30 NEYH ORGANISING BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

2. STRENGTHENING GOVERNANCE THROUGH TRANSPARENCY AND ACCOUNTABILITY IN THE HANDLING OF CONGRESS MOTIONS

This Congress notes that the GMB is a member-led organisation, and Congress motions are a fundamental democratic mechanism through which branches and regions shape union policy and direction. That national guidance relating to the monitoring, implementation, and reporting of Congress motions is currently insufficiently robust or transparent. That branches and regions often receive little or no feedback on motions once they have been carried at Congress, including:

- Who holds responsibility for progressing a motion
- What actions are required
- What timescales apply
- Whether and how motions are used to inform policy development

That there is no consistently applied, auditable process to track outstanding motions year on year. That the absence of a clear feedback and accountability framework undermines confidence in the motions process and weakens effective governance within the GMB.

Congress believes that motions passed by Congress must not disappear into internal processes without clear ownership, transparency, or accountability. That branches and regions are entitled to timely, accurate, and meaningful updates on the progress and outcomes of motions they submit. That effective governance requires a formal system to monitor, audit, and report on the implementation of Congress decisions. That a transparent motions process strengthens member confidence, democratic engagement, and organisational integrity.

Congress resolves to instruct the GMB to update national guidance to establish a clear, robust, and transparent process for the monitoring, auditing, and reporting of Congress motions. To compile and maintain a centralised audit of all Congress motions, covering:

- All motions carried at Congress
- Motions remaining outstanding from previous years
- Assigned responsibility for delivery
- Required actions
- Agreed timescales
- Whether and how motions inform policy or strategic work

To require that any Congress motion remaining outstanding for more than two years must be formally reviewed and accompanied by a written explanation setting out:

- The reasons for delay or non-implementation
- Any barriers identified
- Proposed next steps or recommendations

To establish a transparent pathway for communication and feedback so that branches and regions receive regular, written updates on the status and outcomes of motions. To ensure that branches and regions are kept informed, updated, and advised on Congress motions as a core governance responsibility, recognising the pivotal role motions play in the democratic life of the GMB.

C22 BRANCH
WALES & SOUTH WEST REGION

UNION ORGANISATION: GENERAL

3. STRENGTHENING GMB RECRUITMENT PROCESSES

This Congress notes that recruitment is central to building GMB power, yet our recruitment processes are not always applied consistently across regions.

This Congress believes that a clear, consistent recruitment approach is essential for growing our union and supporting reps and activists.

This Congress calls on the GMB to:

1. Ensure all regions follow an agreed, standardised recruitment process.
2. Provide clear guidance, support, and training to help activists apply this process confidently.
3. Review GMB recruitment procedures to ensure they are effective, transparent, and aligned with our organising priorities.

L16 LB GREENWICH BRANCH
SOUTHERN REGION

4. HOLDING THE TUC ACCOUNTABLE

Congress we are an affiliated union with the Trade Union Congress (TUC) and we work with other unions to have a strong voice to government and industry.

Our members and post holders attend and participate in TUC committees and conferences to make our movement better and represent our union values.

Over the last few years there have been a number of occasions when the TUC have fallen foul to not taking action according to their own code of conduct at meetings, conferences and events. We are deeply disappointed by the way the TUC has handled these matters.

Our GMB members and post holders must feel safe and listened to when distressing incidents occur. Our people should always be treated with dignity and respect when representing our union and their workplace.

We ask congress that we have a clear process to hold the TUC accountable as a large affiliated union

Please support this motion.

Y30 NEYH ORGANISING BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

5. WILL THORNE'S GRAVE

This Congress acknowledges and celebrates the life and legacy of the GMB's founder, William James Thorne (1857 – 1946), who became the first General Secretary of the National Union of Gas Workers and General Labourers in 1889.

In July 2025 members from GMB X59 North West London Branch visited Will Thorne's grave which is in East London Cemetery. The Branch was disappointed to note that Will Thorne's grave was in very poor condition; the burial plot was overgrown, the headstone had severe weather damage, and the inscription was barely legible. Noting the condition of the site, Congress resolves to restore the grave of the founder of this great union.

Congress is calling on the GMB to seek permission from the relevant authorities (i.e. East London Cemetery and the London Borough of Newham) and to seek out any surviving descendants of Will Thorne in order to install a new headstone. Congress also mandates the GMB to ensure the upkeep and the maintenance of Will Thorne's grave; this would include making sure that the headstone and burial plot are regularly cleaned.

X59 NORTH WEST LONDON BRANCH
LONDON REGION

7. GMB GOLD BADGE C1

This Congress says its Gold Badge is only allocated/rewarded to its served Central Executive Council (CEC) Members.

Congress says there are many GMB Members that work tirelessly and are equally as valuable to this Trade Union.

One the basis of Equality, we call on GMB Congress for this to be investigated and report back at 2027 Congress.

E12 EAST DEREHAM BRANCH
LONDON REGION

8. GMB SUPPORT FOR THE RED FLAG FESTIVAL

Congress notes that the Red Flag Festival celebrates the legacy of Jim Connell, Irish trade unionist and author of our movement's anthem, the Red Flag. GMB honours the historical significance of Jim Connell when we sing the Red Flag at the close of each Congress.

Since 1998 the Red Flag Festival has been held each year in County Meath, the birthplace of Jim Connell. The festival stands as a proud celebration of the enduring spirit of the trade union movement. It honours the victories hard-won by workers through collective struggle and solidarity, and it pays tribute to those who continue the fight for fairness, dignity, and justice not only in the workplace, but in the broader struggle for LGBTQ+ equality, migrant and asylum seeker rights, and the protection of all marginalised communities.

Every year the festival concludes with a commemorative event at the monument to Jim Connell in Crossakiel, County Meath; the monument stands as a powerful symbol of our shared struggle for social and economic justice.

Congress also notes that previous contributions that the GMB has made to the Red Flag Festival. The Jim Connell monument in Crossakiel stands as a testament to the dedication of the Jim Connell Society, Battersea and Wandsworth Trades Union Council (BWTUC), Durham Miners Association, SIPTU, Meath Labour Party and the GMB London Region, whose years of fundraising and organising made this permanent tribute possible.

However, for the festival to continue to expand, financial contributions are essential to cover its costs. The festival has a solid foundation of existing support from the British trade union movement; currently ASLEF, BWTUC, GMB Branches, POA National and Local, RMT National and Local, and Unite the Union Branches all make contributions to make this event happen.

Accordingly, Congress instructs all GMB Regions and Branches to promote and support the annual Red Flag Festival. Funding from the GMB will help to ensure the Red Flag Festival continues to inspire new generations of trade unionists and keep our movement's history alive. Any donation, large or small, would make a significant difference in the running of the Red Flag Festival.

Congress also encourages GMB Regions and Branches to sponsor delegates to the Red Flag Festival (particularly young and lower-paid members who would greatly benefit from this unique experience).

X59 NORTH WEST LONDON BRANCH
LONDON REGION

9. SUPPORTING BLOOD DONATION

This Congress believes that:

- Employers should have a duty to make their employees aware of the NHS's need for Blood donors, and make it clear that they will be supported if they choose to donate blood or any other product
- Employers should facilitate workers' wishes to donate blood or any other product via NHSBT (NHS Blood and Transport) through providing flexibility and paid time off
- Workers should never lose out on pay, guaranteed hours or be subject to any unfair pressure or discrimination from employers if they wish to donate blood or any other products during work hours

This Congress resolves:

- To implement this policy within the GMB as a workplace immediately
- To call for a national GMB campaign around encouraging members around the country to consider registering as blood donors

- To work with members and employers to implement policies which support the aims of this motion

- To call for the adoption of this motion at a TUC and at a Labour party level, and for it to be embedded in government policy.

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

10. REKINDLE THE FLAME: BUILD A CLASS-CONSCIOUS TRADE UNION MOVEMENT

This Congress recognises that despite some years of growth, union membership across the trade union movement has creeped on a downward trend for the last four decades, standing at 22% of the workforce, with less than 50% of public sector workers and less than 12% of private sector workers in a union. Younger workers are also less likely to join a union, and new research shows a similar trend with lower-paid workers.

The cause of this hasn't just been the unbridled growth of the gig economy, outsourcing, agency work, or the attitude of individualism. The decline in membership has also come as a result of our movement's failure to adapt to the modern world and recover from deindustrialisation. Members feel isolated from their union, ours included, and simply see it as a form of corporate insurance to take out against their employers – this dangerous attitude puts our union, and others across Britian, in the firing line of becoming irrelevant.

When members are detached from the union, they do not engage with their branch. They do not toy with the idea of becoming a rep. They do not engage in any of the union's democratic bodies. The turnout for general secretary voting is a clear indicator of this – UNISON's recent General Secretary election saw a 7% turnout (98251 votes cast from a possible 1,404,684). Our own union saw a mere 10.6% turnout for the election of Gary Smith.

Branch secretaries, shop stewards, and health & safety reps, are also becoming alienated from the union, and many operate without guidance or coaching in how to build their branch and attract new members and engage older ones. Reps are stepping down, and the struggle to replace them with younger members continues to grow. This, in turn, will leave our members defenceless and our full-time officials overstretched in our union and the wider trade union movement.

This Congress notes:

- The social fabric of Britain continues to be torn into pieces, as well as our trade union movement. A failure to rebuild the strength of our labour movement and the organised society will see victory of the far right over progressive forces.

- In order for GMB branches to survive, in the aftermath of Thatcherism and Labour implemented austerity, we must build stronger link with our Trade Union Councils.

- The trade union movement must be put back where it belongs — rooted in working-class life, organising, educating and fighting for a better standard of living for our people, by building unity and a strong community. This is the only way in which we will be able to lay a foundation in the fight against Britains draconian trade union laws.

This Congress resolves:

- That GMB conducts a review of our branches. Mapping engagement levels of membership and affiliations that these branches have. Following this mapping exercise, the union must aid our full-time officials in organising these branches to affiliate to local Trade Union Councils and encourage involvement in them.

- To work with the Marx Memorial Library in providing educational sessions/ programmes centred around introducing class consciousness to trade union teachings. Drawing on the history and struggles of our union and efforts of our historical giants such as Eleanor Marx.

- That GMB campaigns, alongside other unions, in the fight against the draconian anti-trade union laws and for stronger trade union legislation. Specifically, campaigning for the right to take secondary action.

S04 SHIELDHALL BRANCH
GMB SCOTLAND

11. TRADE UNION SOLIDARITY

This Congress notes that GMB has joint recognition with sister unions across hundreds of employers. Within employers each trade union is independent and will be driven by its members' wants and needs. However, where an employer looks to limit or circumvent a recognised trade union's rights then we should work together to defend those trade union rights.

This congress believes that rogue employers who single out one of their recognised trade unions are anti-trade union and must be collectively challenged.

This congress calls for GMB to lobby TUC and regional TUC to ensure that sister unions are working together when a rogue employer impinges or blocks the rights of an independent trade union. We would specifically call on TUC affiliated unions to be requested by the TUC and regional TUCs to write to employers outlining their support for their sister trade union's rights to be adhered to.

G85 SCOTLAND FURTHER EDUCATION BRANCH
GMB SCOTLAND

12. BRANCH ADMINISTRATION SYSTEMS

This Congress raises concern that the systems provided to Branch Secretaries and the Office 365 Computer systems/GMB emails for Activists and Support Staff, needs to be updated and improved to enable the professional running of branches to enable them to effectively service the membership and branch needs.

Currently, there is no access to any Case Management System or tracking that enables the proper co-ordination of information coming from members and a means by which Officers, and other Branch Activists, can share relevant data and record progress of issues they are dealing with at any given time. It is also true that Officers do not have any direct means beyond emails of informing Branch Secretaries when they have dealt with matters on behalf of members, or activities undertaken within companies on their worksheet. This can lead to duplication of effort and at times confusion.

Regional or Branch Officers can waste a lot of effort in trying to track information or confirm who is handling issues on behalf of the member. Also, a co-ordinated system would allow for information to be available should an Officer or Activist need to cover a case in someone's absence. This also applies to legal cases being handled by Unionline, so that basic information about progress, or the stage it is at, is more readily available.

Equally, there is no means of recording information about companies where we have representation or engage in recruitment, for example, general discussions, policies, procedures and minutes to ensure all parties can share their knowledge related to the most recent actions or engagements.

GMB Activist email access has limited memory capacity and therefore does not lend itself to the storage of data, which is essential for Branch Secretaries to do their job properly. In some instances, Activists' emails have been refused for key Branch admin staff. This forces the use of external emails in order to conduct branch business involving our members. This is not satisfactory and could cause breaches in other ways.

Whilst mindful of the need for systems that are cost effective, the present system is totally inadequate for a forward-looking modern Union, therefore, this needs urgent attention. Other unions have developed the means for effective co-ordination and information sharing as well as online systems related to support for members that can be accessed by Branch Secretaries when dealing with general enquiries or requests for help on a wide range of other issues, e.g. those facing redundancy or employment related support. Branch Secretaries are told we are responsible for all front-line representation but have not been given the professional systems to do this properly. In fact, we have the minimum required and is wasteful in resource time and duplication of effort.

We call upon the CEC to urgency review the administration and computer systems that are available to Branch Secretaries and Support Staff within the next 12 months, with an action plan and proposals to significantly improve the current position.

MANCHESTER CENTRAL Q22 BRANCH
NORTH WEST & IRISH REGION

13. GOLD MEDAL C1

This Congress calls on the GMB to give authority to Regional Secretaries to award the gold medal at their discretion for members services to the GMB.

At present, a member can sit on the CEC for only 4 years and then receive a gold medal. Members who don't sit on the CEC but serve the Union in other ways, maybe for ten, twenty, thirty even forty years can only receive a silver medal.

Z63 NOTTINGHAM TEC BRANCH
MIDLANDS REGION

X 14. GMB ORGANISATIONAL STRUCTURE REVIEW

This Congress, the GMB is experiencing growth, and as a Union, we are proposing that the GMB undertakes a review of its organisational structure. It is standard practice for most organisations to review their structures when significant changes occur within their operations.

The current structure relies heavily on staff being present and in work, but it does not adequately account for aspects such as wellbeing and absence. We believe that it is essential to consider these factors to ensure the Union continues to operate efficiently and effectively.

We recommend that all Senior positions within the organisation are thoroughly reviewed. At the senior level, this could mean considering roles such as an Operations Director or Assistant General Secretary. At the regional level, it may involve the introduction of positions like Assistant Regional Secretary or Operations Manager for each region.

Introducing these positions will not only help to strengthen leadership within the Union but will also provide valuable opportunities for employees to develop and progress within the organisation.

L26 RICHMOND & WANDSWORTH BRANCH
SOUTHERN REGION

15. NATIONAL EDUCATION OFFICER X

This Congress understands that the education of our workplace organiser and members is key to organised workplaces. At present each Region oversees its education programme and delivers it with Regional Education officer (REO) leading. This means that our Workplace organisers across the GMB do not get the same curriculum.

This Congress recognises the great work and importance that each REO brings to the union, but with a National Education officer setting the curriculum then our workplace organisers can ensure that, no matter what Region they belong too, they are receiving the same education program.

This Congress calls on the GMB to have a National Education officer to work with the Regions to deliver the best, unified education programme.

L16 LB GREENWICH BRANCH
SOUTHERN REGION

UNION ORGANISATION: RECRUITMENT & ORGANISATION

17. MEMBER INVOLVEMENT IN BRANCHES

This Congress calls upon the CEC to develop a series of meaningful Branch pilot programmes to improve Union democracy and member engagement.

Congress notes a trend of Branch closures and therefore would want to look towards a series of 'Virtual, Hybrid, Branch, Pilot's' (VHBP's) which could operate across traditional workplace and physical locality boundaries. This would enable those members who have been subject to a Branch closure the opportunity to stay active within the Union structures.

The W60 Branch within the Midlands Region offers themselves for any such pilot helping to improve connectivity across the Union if this motion is supported by Congress.

W60 WELLINGTON BRANCH
MIDLANDS REGION

18. INAPPROPRIATE RECRUITMENT OF SCHOOL SUPPORT STAFF

This Congress notes that the special conference organised by the National Education Union (NEU) on 28 February 2026 is/was an attempt to justify to its members the

recruitment and representation of support staff who are already represented by three TUC affiliated unions. (GMB, UNISON and UNITE).

Consequently, it is further evidence that the NEU is continuing to undermine the existing National Joint Council (NJC) recognition agreement, set up in 1997, for the express purposes of collective bargaining and representation of non-teaching staff.
The NUT was launched in 1889 in order to represent teachers within the state education system. The ATL began life as the Assistant Masters and Mistresses Association and changed its name to the Association of Teachers and Lecturers in 1993. At this point it was a 'non-striking professional association.

As far back as 2003 the TUC had warned ATL and threatened them with potential expulsion if they continued to recruit Teaching Assistants.

In 2017 the NUT and ATL merged to form the NEU. Upon merging in 2017 the NEU voluntarily entered into an agreement explicitly acknowledged that the NJC unions are the recognised unions for school support staff and collectively bargaining on behalf of those workers. In signing this agreement, the NEU committed to not actively organise or recruit school support staff, to avoid undermining existing bargaining arrangements and to ensure the three recognised unions could continue to win for school support staff.
In 2023 the NEU was fined by the TUC for breaching these agreements and was formally censured yet again in 2025.

Congress calls on the CEC to vigorously defend the current recognition arrangements and to vigorously oppose all attempts by the NEU to undermine and subvert them.

Congress endorses the censure of the NEU for its attempts to develop inter union conflicts in our schools as totally divisive in the labour movement. Congress calls on other parts of the movement- both industrial and political wings- to cease fraternal dealings with NEU until it ends this divisive activity. Congress recognises that necessary business with the NEU and the parts of the movement in political office will be necessary, but this should not involve any fraternal links. Congress considers that until the NEU ends this divisive activity fraternal links should not be restored.

L26 RICHMOND & WANDSWORTH BRANCH
SOUTHERN REGION

19. ORGANISING WORKERS IN THE INDUSTRIAL RELATIONS SECTOR

This Congress notes that GMB represents those working for a variety of trades unions including TUC affiliates and non-affiliates. We recognise that such workers must organise and fight for improved pay and conditions like any other.

Yet the GMB also recognises that such organising carries its own unique set of circumstances that requires support and that the GMB should facilitate knowledge sharing and organising priorities between branches in this sector.

Congress resolves:

- to support the establishment of a network for GMB branches representing those who work in the industrial relations sector
- in consultation with this network, establish best practice and priorities for organising in the industrial relations sector

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

21. RECOGNITION AGREEMENTS THAT DELIVER

This congress moves to ensure that the GMB makes quantifiable, true, and meaningful progress on any agreements it creates with employers that fall outside of the traditional bounds of collective bargaining.

The union has made a number of agreements with employers to "get the foot in the door". These agreements can be created without consultation with affected workers which can lead to misalignment which then affects our ability to deliver for our members and organise on the ground.

Congress should note that despite these challenges some workplaces are being officially organised with recognition for the first time in modern history. This is welcome. However, we must get these agreements right to enhance and protect outcomes for members.

If the GMB chooses to represent a workforce, our union should demonstrate ownership, accountability, and appropriately invest, learn, adapt, and understand the workforce it has

autonomously chosen to organise. In short agreements must be backed up by real investment.

Recognition agreements made by the GMB will abide by the principle of being member led. As such:

1. When membership of the workforce reaches 500, and a national bargaining unit is established, the General Secretary will meet with the nationally elected representatives of the recognised workforce twice yearly.

2. Regional Secretaries should regularly coordinate with National Officer(s) to develop integrated strategies for organising these workplaces, ensuring structure, and meaningful engagement.

3. Organisers and front line staff (including but not limited to call handlers) will be given the appropriate training and information to support these workers.

4. Reports detailing the progress made, outcomes for the workforces, and the relative position to the intention of the original agreement will be provided to the membership at 2, 4, and 5 year intervals.

5. A mechanism for intervention, improvement, and termination of agreements will be created by the CEC to ensure members outcomes

Y10 YORK GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

22. MEMBERS AND BRANCHES

This Congress calls upon the CEC to ensure that when a member joins this Union they should be told which Branch they are in, given contact details of the Secretary and advised of meetings.

W60 WELLINGTON BRANCH
MIDLANDS REGION

23. BETTER RECORDING OF PARTICULAR PROTECTED CHARACTERISTICS

This Congress notes the increasing requests made of Branches to work with members with particular protected characteristics. Yet membership records are often incomplete leading to difficulties in accurate identification. Therefore, Conference calls for GMB to develop and promote a model survey which could be used by all Union Branches in order to increase and correct the current baseline of information to:

i. Raise the opportunities to access reasonable adjustments for employers;

ii. Facilitate working with underrepresented and marginalised members and communities;

iii. Provide for powerful and accurate intelligence to help workplace representatives negotiate with employers, and finally;

iv. Encourage Union Activists in their organising and activism by telling them where to start.

D44 DERBYSHIRE COMMUNITY BRANCH
MIDLANDS REGION

UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY

24. LAZY BRANCHES

This Congress calls upon the CEC to ensure that Branches are active and fulfilling the roles of the Union as covered by the rule book.

If Branches are not active, the Branch Secretary and Committee will be given support to ensure this is resolved. If appropriate improvement is not received or the Branch Secretary does not fulfil the role the Branch will be dissolved and Members distributed to Branches that are active.

A Branch Secretary should not decide if they are able to be contacted or not, it is part of the role.

W60 WELLINGTON BRANCH
MIDLANDS REGION

26. GMB CASEWORK MANAGEMENT SYSTEM C2

Congress notes that GMB does not currently have a central, union-wide casework management system which makes the roles

of the Branch Secretary and GMB Workplace Representatives much more of a challenge as casework is largely managed locally by individual reps within branches, using informal or disconnected methods. This causes lack of visibility, meaning branch officials and workplace representatives cannot easily see what cases are being handled by other reps within their branch.

Congress believes that a casework management system would improve coordination, transparency, and continuity of representation, and as such would help ensure consistent standards of case handling across the union. Thereby allowing branches to become more self-sufficient regarding their casework.

Improved visibility of cases would support reps, not replace them, by allowing better handover, peer support, and escalation where needed. A casework management system would strengthen GMB's ability to represent members effectively and demonstrate professionalism and accountability.

Congress resolves to:

1. Instruct the Central Executive Council (CEC) to investigate the development or procurement of a secure, GDPR-compliant casework management system for branches

2. Consult with branches during the design and implementation process.

3. Provide training and guidance to reps to ensure the system is accessible, user-friendly, and supportive of lay representation.

S62 BRANCH
WALES & SOUTH WEST REGION

27. HANDLING CASEWORK C2

As GMB activists, we deal with significant numbers of members enquiries on a regular basis. Often members need to contact the union in significant distress or for urgent representation.

Unfortunately, despite some progress made in recent years, the process for members to be able to get in touch with their branches for advice and representation remains outdated. Often members will call numerous different GMB offices to report the same issue and their case will be passed to the branch several times with incomplete information. As a union we still push too many members to call an office by phone to relay their case rather than enter a case form or contact us online, which is inefficient and requires significantly more resource. The process for passing cases between regions for members who have moved or contacted the wrong office remains inefficient due to different systems being used.

Many other unions operate online forms which help to triage cases and pass queries more effectively directly to the branch with the required information.

We are calling for:

- A review of how we can make the process for members' enquiries more efficient

- A single unified online form, shared across the union for members to be able to contact the GMB

- A single casework system to be adopted to standardise handling queries and track when a member has already contacted the union.

H30 HENDON BRANCH
LONDON REGION

29. BRANCH WORKING REVIEW

This Congress calls upon the CEC to conduct a review of how Branch Secretaries are supported at National and Regional level to identify the resources they need to effectively service the membership and conduct their Rulebook duties.

We are concerned that Branches and Branch Secretaries have seen significant increases in expectations for the servicing of members at a time when resources have been reduced in recent years, especially with the decision to move from 10% to 7.5% share of subscriptions given to branches. We have also seen an increased demand on branches to fund areas of work previously met by the Regions, for example, training Activists and expenses to attend Regional or other activities. Therefore, Branches are starting to face increased financial pressure which is detrimental to effective servicing of membership.

Equally, there are no effective forums in some regions to enable Branch Secretaries and essential Activists to feed back their concerns or to co-ordinate how best to conduct their branch duties. As a result, Branch Secretaries often feel isolated with no real voice to influence changes being implemented at other levels of the Union.

A review of how the responsibilities of full-time Officers and the role of Branch Secretaries are shared in relation to the companies and members under their jurisdiction is required. The current system of passing all responsibility to Branch Secretaries for representational work against a backdrop of employers increasingly acting to thwart and misuse procedures has significantly increased the number of meetings Branch Secretaries are expected to cover.

We recommend the CEC establish a Branch Working Review to deal with the following:

- How best to ensure that Branch Secretaries are fully supported, and that their workloads are realistic against current working practice.
- To review the role of full-time Officers, their duties and responsibilities for servicing members to enable them to give effective branch support when required.
- To ensure that Activists on National Working Groups or conducting duties for groups of members in their region, are fairly rewarded for the tasks they perform, and their work is linked to the branch structures.
- To update and make recommendations to Congress/Rule Revisions in relation to the expenses, Honorarium and payments made to Branch Secretaries, case Support Workers and Activists, to ensure a fair system across all Branches and Regions of the Union.

MANCHESTER CENTRAL Q22 BRANCH
NORTH WEST & IRISH REGION

30. HAVE A SAY

Congress on occasions anyone of us can have a matter about us addressed in our current Rule 5/6 matters including the appeal process. Throughout this process if a matter is being reported that names you or is about you, our procedures do not allow for you to address any comments made, be interviewed or have any input to a proceeding about you in our current procedures.

These matters can have a significant impact on individuals.

We ask congress that we create a clear procedure that allows named individuals to have a say in these proceedings.
Please support this motion.

Y30 NEYH ORGANISING BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

31. EMOTIONAL AND WELLBEING SUPPORT FOR MEMBERS DURING RULE 5, RULE 5A AND RULE 6 PROCEDURES

This Congress notes the significant impact our reps frequently see on individuals' mental health and welfare whilst supporting them through investigatory, disciplinary, grievance and sexual harassment processes in the workplace. With employers generally signposting members to Employee Assistance Programmes, charities and NHS mental health services for support and reps being advised to do similar.

This Congress further notes that the GMB currently do not provide similar signposting or funded support access to members subject to Rule 5, Rule 5A or Rule 6 procedures.

This Congress believes that the GMB should ensure that members, officeholders and activists receive the same level of support that we bargain for with employers and provide to GMB employees when subject to suspension, grievance, investigatory and disciplinary procedures.

This Congress resolves that the GMB must review the existing provision of support afforded to members subject to investigation or suspension under Rule 5, Rule 5A or Rule 6.

Amendments should be made to ensure all members subject to such proceedings are provided with signposting, and that members without access to workplace provided EAP's, including retired, self-employed or unemployed members, full time branch secretaries, and accompanying reps are provided with access to a GMB funded support platform for the duration of and a period of 3

months following the conclusion of any Rule 5, Rule 5A or Rule 6 process.

K14 KENT COUNTY BRANCH
SOUTHERN REGION

32. POLICIES AND PROCEDURE PROTECTING OUR LAY MEMBERS

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

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

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

This motion was referred last year however as no progress has been we feel it needs to be voted on by congress 2026.

We call upon congress to agree to:

- Creating a working group from regional council members across all of our regions to create policies in rule to protect our lay members within two months of Congress 2026.
- Consultation on this must be union wide with regional members being able to feed into this process in a timely manner.
- To report back no later than Congress 2027 with a final policy and procedure keeping the welfare of our members in mind in our rulebook.

Congress please support.

Y30 NEYH ORGANISING BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

33. GMB REPRESENTATIVES WELFARE SUPPORT

Congress, I'm proud to be here today as a GMB Rep and as a Pharmacy Technician working in the NHS in Plymouth.

In my professional role, I care for patients. In my union role, I care for staff. And both roles come with responsibility, pressure, and emotional weight. As an NHS rep, I don't just represent one group of workers. I represent porters, cleaners, admin staff, nurses, AHPs, and pharmacy staff. I represent Band 2 to Band 7. I deal with disciplinaries, grievances, sickness cases, bullying, and people who are genuinely at breaking point.

Many of us do this work while still doing full-time NHS jobs. We come off a ward, a dispensary, or a clinic, and walk straight into a case meeting. We finish a shift and then answer messages from members in crisis. We do this because we care. But caring comes at a cost.

We are exposed to trauma. We hear about suicide attempts, domestic abuse, stress-related illness, and unsafe staffing. And then we go back to our own roles and try to carry on as normal.

Unlike paid union officers, workplace reps are not employed by the GMB union. But we carry the emotional burden of union work every single day. And right now, Congress, there is no dedicated welfare support system for us as GMB representatives. We are trained and expected to help to look after members' wellbeing, but who looks after ours?

If we want strong representation in the NHS, we must look after the people who provide it. Burnt-out reps leave. Overwhelmed reps step down. And when that happens, members lose experienced advocates.

This motion asks GMB to do something simple but powerful; to create a Representative Welfare Support Hub for GMB Union reps; a place for confidential emotional support; a place for trauma-informed listening; a place to be signposted to help when we are struggling. This is not about weakness. This is about sustainability.

If the NHS is serious about staff wellbeing, then GMB must be serious about rep wellbeing. I am proud to be a GMB rep. I am proud to be

an NHS worker, but I want to be able to do both without burning myself out in the process.

Congress, I ask you to support this motion, not just for today's reps, but for the future of representation in our industries, private and public sector.

P19 BRANCH
WALES & SOUTH WEST REGION

34. PROTECT LAY MEMBER DEMOCRATIC DECISIONS

Protect the democratic nominations and collective decisions of lay members by ensuring that lay member decisions cannot be overturned without proper accountability and transparency.

Democracy within the GMB relies on the active participation and representation of lay members. When lay member nominations and collective decisions are overturned or dismissed without transparency, justification, and democratic oversight, it undermines trust in the process and marginalises the voices of those our union seeks to represent.

Ensuring accountability and transparency in these matters is critical to protecting the sanctity of lay members' decisions and maintaining trust in the democratic process. Without a robust mechanism for accountability, the democratic foundation of this congress and the GMB is at stake.

To address this, any decision made by unelected persons in the GMB to overturn collectively formulated lay members' nominations to committees, boards or other structures, or collective decisions must be:

1. Supported in writing and co agreed with another senior role holder.

2. Approved by the Regional Secretary of the lay members GMB Region.

3. Accompanied by a formal explanation given directly to the lay members involved which details the reasoning and justification for the intervention.

Y10 YORK GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

35. MEMBER TRANSFERS AND THE PROPER APPLICATION OF RULE 37.6

This Congress notes that we have a defined process for the transfer of members between branches and regions as outlined in the 2025 Rulebook under Rule 37.6. This includes the branch secretary being aware of and involved in the process where 3 or more members are to be transferred and additionally notified at the point of transfer for interregional transfers.

This Congress further notes that the rulebook procedure is not being followed in all instances, with transfers occurring without the knowledge or consent of branch secretaries or regional committees and transfers being centrally administered by the NAU and regional offices.

This Congress believes that all members, branches, employees, departments and regions should adhere to rule when administering member transfers, and that clear reports of membership transfers both within and between regions should be available to relevant officers and regional committees to ensure good governance and democratic oversight.

This Congress resolves that the GMB should ensure all staff involved in membership transfers are reminded that the rulebook procedure must be followed, with relevant training devised and delivered if necessary. Additionally, the NAU should provide a monthly report to each region detailing the transfer of all members into or out of the region, detailing the branches which each member has been transferred between.

K14 KENT COUNTY BRANCH
SOUTHERN REGION

UNION ORGANISATION: FINANCES & CONTRIBUTIONS

37. MODERNISATION OF EXPENSES SYSTEM

GMB should invest in its lay member expenses process to ensure that members ability to organise and lead is unhindered by unnecessary financial constraints and pressure.

As exploitative practices and precarious work increase, the GMB becomes increasingly reliant on the sacrifice, mental resilience, and emotional bandwidth of its Organic Worker Leaders. Similarly, as more non-traditional workplaces are activated, the management of time release and the associated complexity burdens already stretched regional capacity and tired archaic systems.

Congress should be aware that the most low paid, precarious, vulnerable, and exploited in our membership are commonly waiting 3 months for reimbursement. This leaves us in a situation where activists are choosing between making rent and representing their comrades.

The current systems also require members to have access to a computer, skills in word processing softwares, and the mental capacity to track as well as chase up expenses submitted. These conditions often lead to harmful delays, processing costs, unprocessed claims, and serve as needless barriers to effective organising in the modern age, it is deactivating members and dampening the movement. This cannot continue.

To remove these barriers the current expenses system must be overhauled and modernised with a fit for purpose solution, specifically:

1. Submission of expenses should be integrated into a purpose built user interface in the solution.

2. Notification and authorisation of expenses should happen within the solution.

3. Tracking, detailing, and aggregation of expenses should be native to the solution.

4. Any expense that exceeds 15 working days to process from the date of submission will incur a 20% penalty on the expense, payable to the member, a nominated charity, or the members branch.

Y10 YORK GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

UNION ORGANISATION: UNION BENEFITS & SERVICES

43. MAKE UNION SUPPORT SERVICES WORK FOR MEMBERS

This congress moves to ensure that the GMB embraces innovation and member led initiatives to deliver infrastructure, campaigns, communications, and other activities that improve the lives of all our members.

As time moves forward society, technology, and organising changes, this is not new. If the GMB fails to keep up to date with organising techniques, digital advancements, and emerging opportunities, then we are failing our members. GMB is behind the curve on utilising technology, this is evident in the unions operational patchwork held together by emails, archaic systems, and dwindling midnight oil.

Our whole movement faces these challenges. Overcoming the challenge means utilising all our talents, and that means utilising the experiences and knowledge of our lay members, reps, and officers alike.

Members have innovative ideas and solutions to push our movement forward. They should be taken seriously or we risk losing goodwill and innovation opportunities. Technology advances have always changed how we organise. We should embrace the opportunities they provide.

Congress Believes

1. Where innovation is proposed by the membership, genuine efforts and investigation should be made into the feasibility and opportunities for the union.

2. Engaged activists are freely permitted in all discussions relevant to their organising activities and innovation.

3. Members must always be treated with respect and dignity, negative treatment of

members should not be tolerated and will be appropriately dealt with.

4. A mechanism to challenge non lay member decisions on innovation projects should be established to ensure members can drive change forward.

5. A national committee or working group of lay members and officials should be created to drive forward digital innovation across the union.

Y10 YORK GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

44. GMB UNION AFFIRMED SUPPORT TO THE ANNUAL TOLPUDDLE FESTIVAL

This Congress calls for The GMB Union to implement the 2018 motion F40. That national and regional resources and funding for the Tolpuddle Festival, which was then moved and carried by congress, remains outstanding and un-implemented.

Every year the cost of this has been born solely by the GMB Southern Region Office, despite the imposition of funding having been apparently resolved by Congress in 2018. The motion of 2018 F40 – (Gmb@tolpuddle) was carried and has failed to be implemented to this day and consequently the burden remains with Southern Region.

Every year, GMB secures a field for all of its members at Tolpuddle, and offers free camping, for a week, to every GMB member and their family. Toilets and showers are always provided in the warmest month of the year.

The motion carried in 2018 ensured that adequate national and regional resources are allocated each year to deliver a strong visible and a well supported GMB presence at the Tolpuddle festival. This directive should now be implemented and the Tolpuddle Festival comprehensively supported to ensure a secure and successful future event.

W27 TOLPUDDLE BRANCH
SOUTHERN REGION

45. CLEAR BOUNDARIES BETWEEN LAY REPRESENTATION AND LEGAL RESPONSIBILITY

This Congress recognises the vital role played by workplace representatives in supporting members through workplace disputes, disciplinary processes, grievances, and collective issues.

Congress notes that employment law cases, particularly those involving Employment Tribunal proceedings, statutory limitation dates, legal pleadings, and remedies calculations, are increasingly complex and time-sensitive.

Congress further notes growing concerns from branches that cases involving legal processes have, in some instances, been redirected from Unionline or legal services back to lay representatives, despite these matters requiring professional legal expertise. Congress believes that unclear boundaries between lay representation and legal responsibility:

- place members at risk of receiving incomplete or incorrect advice,
- expose representatives to stress, liability concerns, and unreasonable expectations,
- and create inconsistency in the standard of support provided across the union.

This Congress therefore calls on the CEC to:

1. Develop and publish clear national guidance defining the responsibilities and limits of lay representatives once a case reaches a legal threshold.

2. Establish mandatory handover points where cases involving Employment Tribunal proceedings, statutory deadlines, or legal documentation must be owned and progressed by Unionline or the union's legal services.

3. Provide written reassurance that lay representatives are not responsible for providing legal advice or completing legally technical documentation

4. Introduce a clear escalation route where representatives believe legal responsibility is being inappropriately redirected.

M27 LB MERTON BRANCH
SOUTHERN REGION

UNION ORGANISATION: EDUCATION & TRAINING

46. UNION LEARNING

This Congress calls upon the CEC to ensure that Union courses such as Workplace Representative courses, Health and Safety, and all Union courses are able to be run both in the daytime and also offered as an evening course.

This congress notes that evening courses may take two to three times longer, however this will open up the learning to members who may struggle to get one day for ten weeks at a time off work or even wish to minimise the effect on the working day to avoid unnecessary issues within the workplace or childcare issues.

This union needs to be flexible with learning.

W60 WELLINGTON BRANCH
MIDLANDS REGION

47. MENTAL HEALTH CRISIS AWARENESS AND DE-ESCALATION TRAINING FOR REPRESENTATIVES

EP

This Congress recognises that mental health issues are increasingly prevalent among members seeking union support.

Congress notes that workplace representatives frequently engage with members who may be experiencing mental health distress, crisis, or emotional dysregulation, often in the context of disciplinary action, grievance processes, sickness absence, or workplace conflict.

Congress further notes that many representatives do not currently receive specific training on recognising mental health crisis indicators, managing difficult or distressed interactions, or protecting their own wellbeing in such situations.

Congress believes that:

- representatives should not be expected to act as clinicians or therapists,
- but should be equipped with appropriate skills to recognise risk, de-escalate situations, and signpost effectively,
- and that the union has a duty of care to ensure representatives are not placed in unsafe or unsupported situations.

This Congress therefore calls on the CEC to:

1. Develop and provide dedicated training for representatives on mental health awareness, crisis recognition, and de-escalation techniques.
2. Include clear guidance on professional boundaries, safeguarding, and appropriate signposting to specialist support.
3. Ensure such training is practical, trauma-informed, and reflects the real situations representatives face.
4. Embed this training within the union's wider commitment to representative wellbeing, support, and retention.

M27 LB MERTON BRANCH
SOUTHERN REGION

49. DIGITAL ORGANISING PLUS

This congress moves to enhance and expand on the 2024 motion "Digital Organising" to develop our movement.

The world around us is evolving rapidly and we must evolve with it. Employers are increasingly ahead of us in utilising digital technology. Gigification of work is on an underestimated, wide ranging, and immensely powerful rise, stripping traditional jobs of terms and conditions like taxi and package delivery. No profession is immune or safe.

It is also the case that digital technologies can be used to our advantage, removing barriers to organising such as manual documentation processing, data extraction, and coordination across lay members and workforces. Leverage of digitalisation could drastically reduce the effort required to bring equal pay-claims, analyse pay/conduct pay disputes, recruit new members, and engage current members.

These would all empower our movement and improve the wellbeing of organisers and reps alike.

The GMB must invest in the digital fight urgently, doing nothing or doing little on digital organising is not an option, and that demands

more than increasing our use of social media platforms and video media.

On this platform we ask congress to mandate that the GMB go further than social media and videos, the GMB needs to genuinely organise our movement digitally, this mandate includes but is not limited to:

1. Establish a digital innovation delivery group that reports directly to the CEC
2. Resource member led digital innovation
3. Pay analysis tools
4. Workplace mapping tools
5. Digital congregation mechanisms
6. Digital forms and processes
7. Recruitment platforms and tools
8. Pay analysis mechanisms
9. Create a digital mechanism whereby organising needs can be voiced and met with modern purposeful solutions

Y10 YORK GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

51. BRANCH YOUTH OFFICER TRAINING

This Congress acknowledges that properly trained Branch Youth Officers are essential for recruiting, representing, and retaining young members. Youth engagement should not depend on individual initiative alone but on systematic support, mentoring and education. Empowering Youth Officers builds stronger Branches, more diverse leadership and a union ready for the future.

If Congress wants to build a Union that reflects and represents the next generation of workers, Congress must invest in those who lead that work. Training Branch Youth Officers is not just about education, it's about ensuring the GMB's future is active, confident and youth led.

This Congress calls on the GMB to develop and implement a standardised training programme for Branch Youth Officers, delivered regionally and supported nationally. The training should include: an introduction to GMB structures and democracy; skills in recruitment, campaigning and communication; guidance on supporting young members in the workplace; opportunities to connect with regional youth networks and mentoring schemes.

This Congress requests that Regional Organisers and Education Officers work with the National Young Members Network to ensure the training is accessible, inclusive, and ongoing, not just a one-off session.

This Congress encourages Branches to actively nominate and support Youth Officers to take part in this training and to recognise the role as a vital part of Branch activity, not an optional extra.

M15 MANSFIELD CENTRAL BRANCH
MIDLANDS REGION

52. MEANINGFUL PROGRESSION PATHWAYS AND ACCREDITED LEGAL LEARNING OPPORTUNITIES FOR REPRESENTATIVES

EP

This Congress recognises the vital contribution made by workplace representatives who support members in increasingly complex employment-related matters.

Congress notes that representatives frequently engage with employment law concepts as part of their role, yet current training provision is largely internal, informal, and does not provide access to externally recognised or accredited qualifications.

Congress believes that offering meaningful, optional progression opportunities:

- supports the development and retention of experienced representatives,
- improves confidence and consistency in representation,
- and reflects the union's commitment to learning, development, and equality of opportunity.

Congress further believes that any enhanced learning or skill development must be properly resourced, clearly defined, and must not be used to transfer legal responsibility away from professional legal services.

This Congress therefore calls on the CEC to:

1. Explore the development of optional, union-supported progression pathways for representatives who wish to deepen their knowledge of employment law.

2. Ensure such pathways include access to externally recognised and accredited qualifications, rather than relying solely on internal or informal training provision.

3. In doing so, consider a range of models, including but not limited to employment law–focused paralegal qualifications, Chartered Institute of Legal Executives (CILEX) pathways, or apprenticeship-style programmes combining structured study, supervised practice, and ethical frameworks.

4. Guarantee that participation in such pathways is voluntary, properly funded, and does not replace or undermine access to professional legal services.

5. Ensure that representatives undertaking such learning are not expected to assume additional legal responsibility without appropriate role definition, safeguards, and support.

M27 LB MERTON BRANCH
SOUTHERN REGION

53. STRENGTHENING REPRESENTATIVE TRAINING AND RESILIENCE

This Congress notes the increasing complexity of the day-to-day challenges faced by workplace representatives, including rising casework pressures, frequent legislative changes, and the growing demands placed on members and reps.

Congress believes that to meet these challenges effectively, reps must be fully equipped with comprehensive and up-to-date training. Strengthening knowledge of legislation, employment law, and case management will empower reps, build confidence, and enhance their ability to support members in more complex situations.

Congress further believes that improved training will: increase resilience and support reps' wellbeing; build strength and capability across the rep network; ensure reps are forearmed with the most current legal and procedural information; provide valuable experience that improves representation outcomes for members.

Congress therefore calls on the union to:

1. Expand and improve training opportunities for workplace representatives, with a focus on resilience, confidence-building, and practical casework skills.

2. Provide regular updates and accessible training on current legislation and employment law.

3. Develop advanced learning pathways for reps who support members with complex cases.

4. Strengthen support structures such as mentoring, peer networks, and refresher training to sustain reps' resilience and ongoing development.

5. Consideration to Nationalise Education & Training to enable good practices across all Regions are shared.

L26 RICHMOND & WANDSWORTH BRANCH
SOUTHERN REGION

54. GMB TRAINERS

This Congress notes that we have a wealth of knowledge from our membership and each member brings their own experience with them.

This Congress calls upon the GMB to identify those members and help support them in becoming trainers for the GMB. GMB knows how important it is to educate our workplace organisers and if we identify those excellent members skills, GMB should have them in the classroom, leading the education of the workplace organisers in all things GMB.

L16 LB GREENWICH BRANCH
SOUTHERN REGION

55. TRAINING AND PROGRESSION FOR OUR MEMBERS

This Congress notes that gaps between roles in GMB limit internal progression.

This Congress believes that our people deserve high-quality training and real pathways into senior roles across the union.

We want to see our lay reps moving their way through the union and reaching their full potential.

This Congress calls on the GMB to:

1. Provide strong, accessible training and development for all.
2. Create clear progression routes into higher roles.
3. Remove unnecessary gaps that prevent internal applicants from stepping up.

L16 LB GREENWICH BRANCH
SOUTHERN REGION

UNION ORGANISATION: EQUALITY & INCLUSION

56. SUPPORTING WORKPLACE REPRESENTATIVES THROUGH EQUALITY EXPERTISE

This Congress notes that being a workplace representative is increasingly challenging. Changes to legislation and guidance are continually evolving, particularly in relation to equality law and the discussions around potential reforms.

We ask GMB to:

- Continue to support and recognise the importance of all equality strands within our union.
- Encourage branches and groups to make full use of the knowledge and experience held within these equality strands.
- Actively engage with the equality strands to ensure workplace representatives receive accurate, up-to-date information that supports them in their roles.
- Request that strands leads contribute their expertise to the GMB@Work program, strengthening its relevance and effectiveness for stewards on the ground.

G95 GLASGOW NURSES BRANCH
GMB SCOTLAND

57. ONLINE TRAINING TO HELP REPS ACCESS TRAINING WHEN THEY HAVE FAMILY COMMITMENTS OR CAN'T TRAVEL OR STAY AWAY FROM HOME

This motion calls for the expansion of high-quality online and blended training to ensure all GMB representatives can access vital training regardless of family, caring, health, or travel constraints.

It recognises that reliance on face-to-face and residential training creates barriers that disproportionately affect women, carers, disabled members, and those in low-paid work.

By investing in accessible, interactive online training as an equal option alongside in-person courses, GMB can strengthen participation, improve equality of access, and build a more inclusive, skilled, and representative activist base.

B22 BRAINTREE & BOCKING BRANCH
LONDON REGION

58. OUR ZERO TOLERANCE ON RACISM

Congress our union continues to make significant progress to address racism through our union and the workplace where we represent our members.

An area we are not always clear on is our affiliation to anti racism organisations.

We ask congress that we publicly join organisations and have our logo on matters pertaining to anti racism organisations, marches or campaigns.

For a number of years our members with lived experiences have felt unsafe and not fully supported when not seeing our unions logo on matters pertaining to anti racism.
Please support this motion.

Y30 NEYH ORGANISING BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

59. LANGUAGE ON MIGRANT MEMBERS

This Congress notes the continuing work being done by GMB through its Zero Tolerance approach and the 2025 Anti-Racism and Combatting Hate Special Report at Congress 2025. However, over the last 12 months,

all major political parties continue to use language that is propping up a rise in terms such as 'illegal' and this is resulting in an increase in hostile, racialist language including in workplaces such as health and social care settings and in front facing roles.

That terms such as "illegal immigrant" and "illegal migrant" are widely used in politics and the media to dehumanise people who move across borders, including many workers our union represents.

That no human being is "illegal"; immigration status is a matter of law and paperwork, not personal worth or humanity and that hostile language contributes to racism, xenophobia and the scapegoating of migrants for low pay, poor housing, underfunded services and other problems caused by political choices and employer practices.

That our union continually models respectful, inclusive language, should educate our members to reject wording that criminalises or stigmatises people because of their migration status and that using accurate terms such as "undocumented", "people seeking asylum" "refuges" "migrant workers", or "people with insecure immigration status" better reflects our values of equality, solidarity and dignity at work.

Action

This Congress therefore resolves a commitment to supporting members and activists to reframe the terms "illegal immigrant(s)" and "illegal migrant(s)" with alternatives such as "undocumented migrant(s)", "migrant worker(s)", or "people with insecure immigration status" in all documents, motions, publicity and communications, except were quoting legal text verbatim and to challenge stigmatising language when it is used in union spaces.

Additionally, to promote further campaigning material that highlights the contribution of migrant workers to our workplaces and communities, and that opposes discriminatory immigration and employment policies.

BOLTON COUNCIL B23 BRANCH
NORTH WEST & IRISH REGION

60. NO ONE LEFT OUT: RECOGNITION OF HERITAGE AND ANTI-RACIST AWARENESS

This Congress notes that within the GMB Union, some heritage months and important cultural or equality days, such as Martin Luther King Day or International Language Day, are not consistently recognised or celebrated.

Some months and days are somewhat forgotten, while others receive timely attention and are well prepared. In such cases, anti-hate and anti-racist awareness month(s) are not highlighted or are only mentioned belatedly and not by every region. This makes some members feel less valued, excluded, and somewhat treated differently. Such inconsistency goes against some of the recommendations set out by Dr Henry.

This Congress resolves to:

- Celebrate heritage & awareness months and important equality or cultural days consistently at both national and regional levels.
- Establish a communications and training plan to raise awareness, highlight the contributions of all communities, and ensure anti-racist and anti-hate initiatives are properly promoted.
- Review progress and report back to key stakeholders within the Union on the implementation and impact of these celebrations and awareness initiatives.
- Set up a dedicated Team to monitor progress, ensure recommendations from Dr Henry's report are fully applied, and provide checks and balances to guarantee inclusivity within the Union.

Outcome Sought:

A Union where heritage months, anti-racist awareness, and important equality or cultural days are fairly recognised and celebrated; where every member feels valued, included, and visible; where no one is left out or treated differently because of their ethnicity, culture, or background; and where the contributions of all members are consistently acknowledged across the Union.

S37 SOUTHAMPTON BRANCH
SOUTHERN REGION

61. EDUCATION FOR POWER – BUILDING CONFIDENT, ORGANISED YOUNG WORKERS

This Congress notes:

1. Working people are under attack – from insecure work, low pay, outsourcing, and employers who feel emboldened to ignore rights with impunity;

2. Young workers are often on the sharpest end of this exploitation, concentrated in precarious sectors with weak organisation and little access to trade union education;

3. A strong union is not built on rhetoric alone, but on informed, confident members who understand their rights, their power and how to use it;

4. Political and trade union education has historically been a cornerstone of working-class organisation – yet too often it has been treated as an optional extra rather than a necessity;

5. Without systematic education, we leave young members isolated, under-prepared, and vulnerable to anti-union narratives in the workplace and wider society.

Congress believes:

1. Education is not an add-on – it is organising;

2. A union that does not educate its members weakens its own ability to win;

3. Young workers do not need lectures; they need practical, accessible education rooted in real workplace struggle;

4. Political education must be about outcomes – winning better pay, stronger rights, safer workplaces and a fairer economy;

5. The labour movement must actively develop the next generation of workplace leaders, reps and organisers – or risk decline.

Congress resolves:

1. To commit to a nationally supported programme of political and trade union education for young GMB Members, focused on building power at work;

2. To ensure this education is practical, workplace focused and includes:

- Organising skills and industrial strategy
- Employment rights and enforcement
- Trade union history rooted in winning change
- Political education that connects workplace struggle to wider economic and social justice

3. To support Regions in developing Young Worker Education Leads and programmes that reflect local industries and conditions;

4. To strengthen links between GMB Young Members and the wider labour movement, including Young Labour, where this supports workplace organising and political leverage;

5. To use digital and hybrid methods to reach young workers wherever they are – not just those already active;

6. To report back to National on delivery, participation and outcomes – because education must be measured by what it helps us win.

S01 SHERWOOD FOREST HOSPITALS BRANCH
MIDLANDS REGION

62. EQUALITY FOR RETIRED MEMBERS

This Congress calls upon the GMB to ensure that we have Equality for Retired Members.

Two Retired Members should be invited to attend all Equality Forums, and indeed, all Meetings side by side of Race, Women, Disabled LGBT+ and young Members.

Age is recognised by the Law. Young and old, we feel that our great Union would gain from the fairness, humanity, and respect that our Retired Members would bring to our Organisation. Congress notes it is time for change.

Congress calls upon the GMB to consider that many Retired Members work long after retirement age. We are the voice for those

members too.

Congress calls upon the GMB to please support this Motion.

A17 ASDA BRANCH
MIDLANDS REGION

64. DIGITAL TECHNOLOGY INCLUSION

The GMB Retired Members Association continues to grow & evidence shows more want to become included in our movement. We actively encourage members & their partners to maintain an interest in the GMB through our Retired Members Committees & Branches. However, an obstacle to this can be the ability to understand or gain access to digital technology.

Digital technology is playing an increasing role in our lives, whatever your age. For many people it is essential to the way that they socialise with family & friends, work, shop, manage their finances, access services, get entertainment or even attend online CEC, Branch, Committee or other meetings. However, not everyone is online & others only use the internet in limited ways.

Although many older people fully embrace the digital world, evidence clearly shows that digital exclusion increases with age. We believe people should be supported & encouraged to get online, but those who cannot, or do not want to do so should be encouraged to access services & support in a way that suits them.

Effective approaches to increase digital inclusion can be simple & does not incur massive expense. It involves providing patient tailored training courses for all those who wish to participate, offering support for using devices such as I pads, lap tops, to a skills level that allows them to access Microsoft teams or Zoom communication platforms, telephones etc. The content should also address the security issues. Colleagues, the training & development arm of the GMB provides numerous training course that give our representatives the skills to support our members within the workplace. Therefore, the National Retired Members Committee collectively agrees to propose that the GMB creates a training course that provides the opportunity to those who wish to take up the offer.

Congress please support this motion

Z48 RMA BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

65. THE PATH TO INCLUSIVITY

This Congress recognises that existing GMB Policy states that as a Union, we have and will continue to follow the social model of disability. This has been the case for many years, indeed, the TUC GMB Reasonable Adjustments Passport was created following work started in GMB London Region by the Ability self-organised group (SOG). This was originally designed for members to have a clear way to have reasonable adjustments carried with them throughout their working lives, be it within an employer or when changing employers.

Despite everyone's best efforts however, barriers remain.

As a Trade Union, it is our job to break down these barriers for our members and set a positive example to employers. In order to improve inclusion for all our members, we need to look at new and innovative ways to improve our offering.

It has come to our attention that at least one other union has started offering access to record reasonable adjustments via a form of the Reasonable Adjustments Passport on their website. We currently do not offer a way of having reasonable adjustments stored centrally except in exceptional circumstances and we are starting to fall behind in our offering.

This Congress resolves:

- To investigate and implement a way for members to voluntarily add any reasonable adjustments on the MyGMB section of the website which can be linked securely to their membership records. This does not need to be a full passport, a recording of relevant information may be sufficient but should be discussed further with the disabled members strand before implementation.

- Ensure any such form is editable by the member if their circumstances or requirements change

- Ensure that relevant staff are able to access the information when members are attending conferences, events or Union business so that they are aware of any recorded adjustments required.

- Ensure that all reasonable adjustments recorded are checked with the relevant member before any conference or event by email confirmation.

- Further check that any member who does not have reasonable adjustments or requirements listed is given the option to give them directly to the relevant staff member ahead of any event as per current process.

A55 BRANCH
WALES & SOUTH WEST REGION

66. VIOLENCE AGAINST WOMEN EP

This Congress recognises the increasing fear among female members when it comes to self-reporting incidents of violence, both within the workplace and in wider society. This fear creates barriers to justice, safety, and support, and leaves too many women without the confidence or protection they deserve.

We call upon Congress to provide dedicated, representative-specific training to ensure that workplace reps are equipped to guide members through the legal process – from the initial reporting of an incident through to court proceedings. Strengthening reps' knowledge and confidence is essential to ensuring that survivors receive informed, consistent, and effective support at every stage.

ASDA A56 BRANCH
NORTH WEST & IRISH REGION

67. NEURODIVERSITY AND OTHER TOOLKITS C3

This Congress is aware that the GMB produces a variety of toolkits to be used by reps and members and which are primarily published on the website, although it is noted that hard copies are available. Unfortunately, these need updating as a matter of priority, and despite having been raised previously, the website remains difficult to navigate or search to find these.

In particular, the Neurodiversity Toolkit has not been updated since it was first launched in 2018 and is using outdated language and references such as "superpower". This does not reflect the scientifically and practically accepted reality and best practice of using language reflecting strengths and weaknesses, as are found in all individuals. It also doesn't reflect the current definitions of Neurodivergence and Neurodivergent.

A 2024 Neurodiversity in Business report states as part of its key findings for neurodivergent workers that wellbeing is at risk, challenges and strengths are perceived differently, psychological safety affects work performance, and there is a distinct view regarding quality of neurodivergent support at work.

Additional, in March 2025, ACAS published a non-affiliated report which mentions in the executive summary "Embedding neuroinclusion proactively – rather than reactively – is key to sustainable workplace change" and goes on to make a number of practical recommendations.

This conference recognises that intersectionality is incredibly important and although this motion focuses on the Neurodiversity toolkit, this does not take away from the need to update the toolkit offering as a whole, across all strands.

Congress resolves to:

- Work with the disabled members strand to update the Neurodiversity toolkit with new best practice that is reflective of latest research and workplace practice, be realistic in language and recognise there are strengths and weaknesses in all people, including the importance of being able to express their true selves and individuality.

- To continue to work against the stigma that neurodivergent members may face in the workplace.

- Update other toolkits as soon as possible, again working with the relevant strands to bring them into line with current legislation, best practice and research.

- Update the GMB website to make the toolkits easy to find and download

R45 BRANCH
WALES & SOUTH WEST REGION

68. NEURODIVERSITY COACHING AND TRAINING FOR GMB REPRESENTATIVES

C3

This Congress notes that many neurodivergent workers – including those with autism, ADHD, dyslexia, dyspraxia and other cognitive differences – face barriers at work due to misunderstanding, lack of reasonable adjustments and stigma. GMB Representatives are often the first point of contact for members seeking support yet currently receive limited training on neurodiversity.

Congress believes that recognising and supporting neurodiversity is vital to GMB's commitment to equality, inclusion and dignity at work.

Congress therefore calls upon the CEC to:

1. Develop and implement a national GMB neurodiversity awareness and coaching training programme for all Representatives and Officers.
2. Establish a network of GMB Neurodiversity Champions within branches and regions.
3. Work with neurodiversity coaches and people with lived experience to co-design the training.
4. Campaign for employers to introduce neurodiversity training in all GMB recognised workplaces.

By doing so, GMB will lead the way in creating fairer, more inclusive workplaces for all.

Supporting Statement:
This motion recognises the growing number of neurodivergent members in our workplaces who often face misunderstanding, stigma and barriers to fair treatment. Too many employers still fail to meet their legal duties for reasonable adjustments. GMB can lead by example through dedicated neurodiversity training and coaching for our Representatives, ensuring they have the confidence and tools to support every member effectively. By creating a network of Neurodiversity Champions and working with lived experience trainers, we will build a more inclusive union and workplace culture where difference is understood, valued, and celebrated—not penalised.

K19 SOUTH LONDON GENERAL BRANCH
SOUTHERN REGION

EMPLOYMENT POLICY: EQUALITY & INCLUSION

69. PROTECT TRANS AND NON-BINARY WORKERS' RIGHTS IN LAW AND PRACTICE

C4

This Congress notes that the Supreme Court ruling in April 2025 on women's representation on public boards has caused serious problems for trans and non-binary people. It has led to unfair treatment, confusion, and in some cases the segregation of trans people at work.

Many employers don't know what to do. Many workers feel anxious. Some trans people are now being told they must use toilets that don't match the gender they live as. This can lead to them being "outed", which increases the risk of harassment. Some avoid using toilets altogether when at work or in public, which is unacceptable.

The ruling has also created confusion around the Health and Safety Act. Some employers may now try to avoid providing gender-neutral facilities, even though they should be doing so.

The problem comes from the law itself. Courts and the EHRC can only interpret what Parliament has written. Trans and non-binary workers deserve dignity and respect, especially in their workplaces.

Access to toilets is a basic human right. Everyone should have facilities that match their identity and meet their needs.

This motion asks GMB to continue to support LGBTQ+ members and:

- Actively lobby the UK Government and devolved governments to update the Equality Act so that its protections apply to all women: trans women, cis women, and non-binary people who identify as female.
- Continue pushing for a simpler, quicker process for obtaining a Gender Recognition Certificate.
- Actively lobby governments across the UK to reform building regulations so that new buildings must legally include gender-neutral toilets.

- Encourage employers to provide gender-neutral toilets in line with the Health and Safety Act.

S77 PUBLIC HEALTH SCOTLAND BRANCH
GMB SCOTLAND

70. INCLUSIVE TRANS, NON-BINARY & INTERSEX WORKPLACES

C4

In October 2025 the EHRC withdrew its interim guidance on the Supreme Court's judgment in For Women Scotland v Scottish Ministers [April 2025] UKSC 16 ("FWS judgment"), which created considerable uncertainty as to how trans people (those with and without a Gender Recognition Certificate (GRC)) could exercise their continued rights under the Equality Act 2010.

The guidance told employers and service providers that they must exclude trans people from accessing spaces and services. Many places implemented this interim guidance with devasting impact on trans people both in the workplace and society.

Congress notes that many workplaces / service providers want to continue to be trans-inclusive and want to know how they can be so, in a lawful way. This also applies to reps in the workplace supporting and representing trans, non-binary, intersex members.

Congress notes this ambiguity from the ruling is still causing confusion to reps who support trans, on binary, intersex members in the workplace and things are unclear.

What is clear however is that trans people are protected from discrimination if treated less favourably by an employer or service provider because they are trans, this is discrimination. It is also clear that trans people are protected from discrimination on the ground of 'gender reassignment', regardless of whether they have a Gender Reassignment Certificate or not.

We call upon Congress to:

1. Ensure that all reps/members are clear on this issue when representing trans, non-binary, intersex members when delivering training on equalities.

2. Campaign to highlight that trans non-binary intersex members are still protected from discrimination under the Equality Act 2010.

E10 EALING BRANCH
LONDON REGION

74. ENDING MISUSE OF CAPABILITY PROCEDURES AND PROTECTING EQUALITY

This Congress notes capability policies are intended to support employees to improve performance through training and reasonable adjustments. Evidence from unions and ACAS shows widespread misuse of capability procedures as a punitive measure, leading to stress, unfair dismissals, and loss of experienced staff. Research and union casework indicate that misuse disproportionately affects protected groups, including ethnic minorities, disabled staff, and women, often due to systemic bias, lack of cultural competence, and intersectional discrimination. Ethnic minority staff are more likely to face capability action linked to subjective performance measures, unconscious bias, and lack of inclusive support structures.

Congress believes misuse of capability procedures undermines equality, diversity, and inclusion commitments and breaches the Equality Act 2010. Intersectional impacts—such as ethnicity combined with gender or disability—magnify vulnerability to unfair treatment. Employers must adopt transparent, fair, and culturally competent processes that actively mitigate bias.

Congress resolves to Campaign for policy reform requiring Mandatory equality impact assessments before initiating capability procedures. Clear evidence of objective performance concerns, not subjective judgments. Informal support and reasonable adjustments offered first, with documented evidence. Union representation at all stages.

Lobby government and regulators to strengthen statutory guidance preventing misuse and mandate reporting on capability actions by protected characteristic. Develop training for managers on cultural competence, unconscious bias, and inclusive performance management. Monitor and publish data on capability cases by ethnicity, gender, disability, and intersectional factors to expose patterns of discrimination. Provide legal and advocacy support for members disproportionately

targeted under capability procedures. Call for employers to commit to zero tolerance of discriminatory misuse of capability policies and embed this in equality strategies.

X12 BRANCH
WALES & SOUTH WEST REGION

75. ENHANCED PATERNITY LEAVE PAY BASED ON NORMAL EARNINGS

This Congress is asking to introduce a proposal to ensure that enhanced paternity pay and other forms of enhanced leave are calculated in line with enhanced holiday pay, based on a worker's normal earnings/ take-home pay rather than basic pay alone. This should include regular overtime, shift allowances, bonuses and other contractual earnings. The aim is to promote fairness and consistency across leave entitlements, better support for workers taking family-related or approved leave and prevent additional and unnecessary financial burdens.

G20 ENERGY GENERAL BRANCH
LONDON REGION

76. CAN WE CHANGE THE NARRATIVE, BRING BACK INCLUSION

We are asking the Government to stop using belittling language when referring to British Citizens over the age of 65.

We are asking the Government to remove the phrase "An Aging Population" from the British Citizenship Application Textbook and it's Queston Bank

The rhetoric used by our government when mentioning anyone over a certain age is degrading. Can we change the rhetoric, can we re-introduce a culture where we respect and value people of all ages.

The compulsory retirement age was scrapped, and people now work well into their 70's and beyond.

The government thinks it is important to brainwash both new and current British Citizens to view people over 65 years as a burden on society. "An Aging Population" this mantra is used at every opportunity. It is belittling and it de-humanises parts of our society. The objective is to devalue British Citizens over the age of 65.

The government, other politicians and the media constantly disrespect a large part of society by claiming folk over 65 years of age cost taxpayers a lot of money.

The government speak of social care costs and the "burden" on the NHS. It is an attack on people who should be respected and appreciated for the services they have given. People over 65 years old are human, with family who love and cherish them. They are not a different species!

Our current Government are more intent on promoting Assisted Dying than supporting people and the Disabled.

People over 65 years old work in the voluntary, public and private sectors.

It is sad to read within the preparation notes and the Textbook of the British Citizenship test: "We have an aging population", the government are imbedding hatred and division.

The constant rhetoric is offensive and an ongoing attack.

GMB should challenge the government to rethink its treatment and its use of a disrespectful mantra. Please can we all stop saying " an ageing population"

Remove the negativity within the British Citizenship test instead add something about desired cultures and respecting each other regardless of age. We are accepting of all! It must include "AGE".

Can we ask politicians to remember all British Citizens have the right to vote once you are 18 years old.

People do not retire once they reach 65 years old. This should be acknowledged, added into the British Citizenship Textbook.

Can we thank people for all their contributions to society and the economy.

People get older every day. We can include and thank people for being part of our community and family, let's not let someone's age keep dividing us.

Can we also note that if you are lucky enough to reach 65 years, then it is more than likely

that you have paid in full your National Insurance contributions and Income Taxes.

Age is a protected characteristic; we need the Government to acknowledge it divides parts of society with its negative narratives; it must take action to change this. Our Politicians must deliver Inclusion with Dignity for all Ages.

C35 ESSEX PUBLIC SERVICES BRANCH
LONDON REGION

77. EQUALITY, INCLUSION & FAIR TREATMENT IN RESTRUCTURES

This Congress, we note with concern the increasing use of restructures in which roles are deemed "suitable alternative employment" without proper consideration of workers' caring responsibilities or existing reasonable adjustments.

We are recognising that in many cases, members are told that failure to apply for or accept such roles will be treated as a resignation, placing workers under pressure to accept unsuitable roles or risk losing their employment.

This motion calls on the union to challenge unfair restructuring practices and to campaign for clear standards requiring employers to fully consider caring responsibilities, reasonable adjustments, health conditions, and equality impacts before roles are deemed suitable alternatives.

Congress affirms that restructures must be conducted in line with equality legislation and the principles of inclusion and fair treatment, and that no member should be forced out of employment because an employer has failed to properly assess suitability.

GMB commits to supporting members affected by such practices and holding employers accountable for discriminatory and unfair outcomes.

I35 ISLINGTON & HARINGEY BRANCH
LONDON REGION

79. MENOPAUSE POLICY AND TRAINING BE ALL INCLUSIVE AND TO INCLUDE DARK THOUGHTS AND SUICIDE

This Congress acknowledges that the menopause is a key health and safety issue in the workplace.

Menopause (which includes, peri and post menopause) does not just negatively impact on women/trans/non-binary and intersex people experiencing menopause systems but can have a ripple effect on partners, husbands, wives, children, family members, friends, work colleagues and the wider community. The ripple effect can cause relationship breakdowns and financial difficulties. Therefore, menopause policies, training, advice and support should be all inclusive to include everyone and anyone. Congress will be aware there is not enough information or research carried out on the menopause and how it can negatively impact on people's lives, especially around neurodiversity and mental health. This was confirmed in research carried out in 2024 by Cardiff University, The Menopause and Mental Health.

The topic of dark thoughts and suicide during menopause is rarely mentioned, included or talked about in menopause policies and training. This should not be a taboo subject and where anyone experiences dark and/or suicidal thoughts during the menopause should have access to appropriate healthcare and also support and understanding in their workplace without fear of being discriminated against.

Congress will be aware there is inadequate health care provision and access to treatment for women experiencing the menopause where there are significant delays and waiting lists to attend a menopause clinic, even with an urgent referral, can take up to three years. Where the retirement age is increasing and an aging population, better healthcare provision and support needs to be available at an earlier stage of the menopause to ensure people have a better quality of life.

This Congress believes that menopause policy and training should be mandatory in all organisations to ensure better understanding, reasonable adjustments are in place to support workers and prevent discrimination.

This Congress notes:

- Not enough research is being carried out in relation to menopause and the neurological effect it has, including dark thoughts and suicide.
- Believes menopause policies and training should be mandatory in every workplace.
- Notes more needs to be done in the workplace by organisations to provide appropriate and adequate policies and training, to include neurodiversity, dark thoughts and suicide support for anyone affected by the menopause.
- Believes menopause policies should be all inclusive as it is not just the person experiencing menopause symptoms but the ripple effect on loved ones, in the workplace and community and the impact on their mental health and relationship.
- Believes better health care provisions should be available for anyone experiencing menopausal symptoms.

Congress resolves to:

- Review and update GMB menopause policy/factsheets and menopause training and materials to ensure they are all inclusive and robust, to include neurodiversity, dark thoughts and suicide.
- Continue to support and promote GMB menopause campaigns in the workplace and these include neurodiversity, dark thoughts and suicide.
- Continue to support GMB representatives in promoting mandatory menopause policy and training in all workplaces and these include neurodiversity, dark thoughts and suicide.
- Ensure GMB Union is the grade union leading the way in supporting its staff and members who are experiencing mental health issues during the menopause and preventing any form of discrimination. This includes support for anyone who may be negatively impacted by a person experiencing menopause symptoms.
- Work with the GMB political team in raising concerns in Parliaments across the UK, around the lack of research, health care provision and long menopause clinic waiting lists and especially for neurodiverse members and those experiencing dark or suicidal thoughts during the menopause.
- Make contact with MP's and Ministers across the UK raising concerns around the poor health care provision for menopausal women and their mental health.

R01 BRANCH
WALES & SOUTH WEST REGION

80. DISCRIMINATION AROUND MENOPAUSE UNIFORMS

This Congress notes that the GMB welcomes the NHS efforts to provide more comfortable uniforms for staff experiencing menopause symptoms. However, the current alternative uniforms do not match the national uniform in colour and shade because the NHS supplier cannot supply an appropriate fabric.

This difference risks identifying menopausal members, causing embarrassment, loss of dignity and discrimination.

We call on congress:

To urge the relevant Government to require Health Boards and Trusts to use uniform suppliers that will provide comfortable garments in acceptable colours and shades of the working uniforms, ensuring that parity will end this form of discrimination.

G87 GLASGOW HEALTH SERVICE (APEX) BRANCH
GMB SCOTLAND

81. EXTENDING VAT EXEMPTIONS TO ALL MENSTRUAL AND MENOPAUSE PRODUCTS

This Congress notes that in 2021, the UK Government took a positive and welcome step by removing VAT on menstrual products, commonly referred to as the "tampon tax". This decision acknowledged that sanitary products are essential healthcare items, not luxury goods.

Since the introduction of the VAT exemption, product innovation has increased, with manufacturers developing new menstrual products that fall outside the original classifications and are still subject to VAT.

Products used to manage the symptoms of menopause — including absorbent products, medical-grade supports, and hygiene aids — remain fully VAT-rated, despite being essential to daily life, dignity, and the ability to work.

Stigma surrounding menstruation and menopause continues to contribute to period poverty, workplace inequality, and barriers to participation in education, employment, and public life.

This GMB further notes that:

Women and people who menstruate do not choose to have periods or experience menopause.

These are natural, biological processes experienced by thousands of women every day, including in workplaces and public settings.

Access to appropriate products — discreetly, safely, and without embarrassment — is fundamental to health, wellbeing, and equality. While menstruation is often described as a private matter, its impacts are public: affecting productivity, attendance, confidence, and dignity.

This GMB believes that:

The original intention of removing the tampon tax was to ensure all essential menstrual products are treated equally and fairly. That intention must now be reiterated and expanded to reflect modern product ranges and the realities of menopause.

It is inconsistent and unjust to remove VAT from some menstrual products while continuing to tax others — and to exclude menopause products entirely.

Essential health-related products should not attract "value added tax" when their use is unavoidable and biologically determined. We formally thank the UK Government for the removal of VAT on menstrual products in 2021.

Now we must call on the Government to: Clarify that the VAT exemption applies to all menstrual products, including newly developed and reusable items.

Extend VAT exemptions to menopause-related products that are essential for managing symptoms and maintaining dignity and participation in daily life.

Support the principle of #TaxFreeFullStopPeriod, recognising menstruation and menopause as essential health issues, not lifestyle choices.

Encourage the provision of free menstrual products in:

Workplaces
Educational settings
All public toilets

to reduce stigma, prevent period poverty, and ensure access without shame or embarrassment.

Write to the Chancellor of the Exchequer, relevant Ministers, and local MPs urging legislative and fiscal action to address these inequalities.

X17 MEDWAY GENERAL BRANCH
SOUTHERN REGION

82. SUPPORTING MEMBERS EXPERIENCING FERTILITY CHALLENGES- ADOPTION OF THE FERTILITY SUPPORT PLEDGE

Congress notes that:

- One in six people experience fertility challenges, meaning many of our members are directly affected.
- Fertility treatment is still heavily stigmatised in the workplace, with 61% of employees afraid to tell their employer they are undergoing IVF.
- 64% of employees are forced to take sick leave to attend fertility treatment, an issue that reflects inadequate workplace policies rather than illness.
- This lack of support has real consequences for workers, with 38% having left or considered leaving their job due to how they were treated while experiencing fertility challenges.
- Fertility treatment can be physically and emotionally demanding, yet workers are too often expected to manage this in silence and at personal cost.

Congress believes:

- Fertility challenges are a workplace issue, not a private problem, and should be treated as such.
- No worker should be penalised, disadvantaged, or pushed out of employment because they are trying to start or grow a family.
- GMB have a vital role to play in breaking stigma, defending members, and securing fair and consistent workplace support
- Proper policies and trained managers reduce discrimination, improve wellbeing, and help retain experienced workers.

Congress additionally notes that the 'Fertility Support Pledge' provides a practical, worker centred framework that GMB can campaign for and negotiate, based on four key principles:

1. Time off for fertility appointments
Including flexible working arrangements and/or paid time off, so members are not forced to misuse sick leave or annual leave.

2. Clear policy and guidance
A transparent, accessible workplace fertility policy, developed with union involvement and clearly setting out rights and support.

3. Awareness and peer support
The establishment of Fertility Ambassadors or Champions to challenge stigma, raise awareness, and support members.

4. Education and training for managers
Mandatory training to ensure managers understand fertility issues and support members with dignity and respect.

GMB Congress resolves to:

- Campaign for the adoption of the "Fertility Support Pledge" across workplaces and sectors.
- Support reps to negotiate workplace fertility policies that protect members and promote equality.
- Raise awareness of fertility challenges as part of GMB's wider equality, health, and wellbeing work.
- Stand with members experiencing fertility challenges and ensure their voices are heard at work.

B10 BARKING BRANCH
LONDON REGION

83. INCREASE THE EQUAL PAY DUTY

Congress notes that pay inequality remains a persistent issue affecting various groups, including women, individuals with disabilities, young workers, members of the LGBTQ+ community, and Black and global majority workers.

Equal pay is not merely a question of fairness; failing to address it perpetuates discrimination.

Employers are required to commit to complete pay transparency, implement fair promotion practices, and conduct regular mandatory audits.

The Government's "Make Work Pay" initiative is central to the objective of stimulating economic growth, enhancing living standards nationwide, and creating new opportunities.

This plan seeks to address low wages, inadequate working conditions, and job insecurity and enable more individuals to remain employed, boost worker productivity, and elevate living standards.

However, efforts to close the pay gap should extend beyond employers with 250 or more employees to include those with 50 or more workers.

We call upon Congress to

1. Consider that the duty applies to those employers with 50 or more employees.
2. Campaign on this issue and continue to highlight the unfairness and potential discriminatory nature, particularly against those groups as set out above.

E10 EALING BRANCH
LONDON REGION

EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT

84. AGE IS JUST A NUMBER

In an ever changing working environment we need to recognise the critical importance of safeguarding every employee young or old, & those with already established health problems. Yet, a startling statistic has emerged from the latest Health & Safety Executive (HSE) report.

The data, drawn from the HSE's Work Related Fatal Injuries in Great Britain 2024 report, indicates that despite making up a small fraction of the workforce, older workers are significantly more likely to have a fatal accident. With a staggering 45 fatal injuries to workers aged 60 & above, compared to 89 fatal injuries to workers aged 16 - 59, it's clear that age is more than just a number when it comes to workplace hazards. Even more concerning is that for those aged 65 & above, the rate quadruples compared to the overall rate.

But why is this the case? Are older workers being subjected to more dangerous tasks? Or is there a lack of targeted safety protocols that consider the unique vulnerabilities of this age group.

It is accepted that some industries are more hazardous than others, working in the construction, transport & agricultural sectors would be more dangerous than working in manufacturing or commercial industry.

Any incidents that occur in the workplace points towards a potential gap in safety measures that are suppose to prevent such tragedies. We need to ask ourselves are current safety standards adequately accommodating the diverse range of physical capabilities present in our aging workforce?

Therefore, it is evident that this is an area that demands our focus. The value of experience that older workers bring into a workplace is irreplaceable & should not come at the cost of their lives or serious injuries. When it comes to workplace injuries older workers are more likely to experience longer recover times or permanent disability.

Therefore colleagues It is time for employers, policy makers, safety professionals & trade unions alike to collectively re evaluate workplace safety through the eyes of the workforce. Ensuring that all workers, regardless of age, can rely on a safe working environment & look ahead towards a healthier retirement whenever that time comes.

Congress please support this motion

Z48 RMA BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

85. TIMELY INVESTIGATIONS INTO WORKPLACE FATALITIES

This Congress notes that in December 2020, we lost a member and three colleagues in an explosion at Avonmouth near Bristol. It has been 5 years and 6 months and still there has been no conclusion to the HSE's investigations.

Investigations by the Health and Safety Executive (HSE) into workplace fatalities often take more than several years to conclude. Extended delays cause unnecessary distress to families, hinder justice, and prevent timely lessons being learned to protect other workers. Every worker deserves a safe workplace, and when a fatality occurs, swift and thorough investigation should be the least that families and colleagues deserve.

I ask Congress to support our motion for The GMB to campaign for the Health and Safety Executive to complete investigations into workplace fatalities within a maximum of three years. To lobby government to provide adequate resources and staffing to the HSE to ensure timely investigations. Also to raise public awareness of the impact of delayed investigations on workers' families and workplace safety.

As always, we remember our colleagues who died on the 20th of December 2020 and the loved ones who are still waiting for answers. Brian, Luke, Mike and Ray forever in our thoughts

X45 BRANCH
WALES & SOUTH WEST REGION

87. RIDDOR REPORTING OF NHS WORK RELATED STRESS AS A WORKPLACE INJURY

This Congress notes that work-related stress,

sometimes known as occupational stress, is a major issue for the UK economy and the wellbeing of the workforce.

When the demands in the workplace make you feel pressured and unable to cope the stress could become unbearable. It's estimated that in the UK alone nearly 18 million working days are lost each year because of stress at work.

Stress, anxiety or depression is now the number 1 cause of work-place illness. When that stress contributes to a mental stress injury, you may need more support to recover. A work-related mental stress injury is a psychological injury or illness caused by one or more substantial sources of stress at a person's work or by one or more work-related traumatic events.

In the NHS, as I am sure across other organisations and industries, work related stress is the biggest cause of absence and is affecting recruitment, retention, delivery of services and ultimately patient care. The impact of work-related stress is not taken seriously enough, with workplaces constantly under pressure to deliver for the public.

Currently, if you have an injury at work, the protections in place are different to if off work due to general illness, extended protections on pay, protections from absence trigger points due to the injury, protections from loss of leave and more.

Injury at work currently tends to be thought of as physical injury such as broken limb, amputation, exposure etc cases of reportable occupational disease such as carpal tunnel syndrome, occupational asthma, occupational dermatitis etc which also have physical presentation, all recognised by the health and safety executive and RIDDOR.

Mental stress injury caused by injury at work is also an injury reportable under RIDDOR, but few people know how to record what is required and what constitutes a reportable injury. To be able to accurately recognise, evidence and report work related stress injuries we need to know what is required and how to effectively report.

Whilst GMB has done excellent work in supporting reps and members around work related stress, more needs to be done when it comes to being able to report this as an injury. Whilst as reps in our organisations we can try to influence policy changes to protect this, we don't necessarily have the knowledge and skills for reporting this type of injury in the same way we might for a physical injury.

This motion calls for GMB to:

- Develop a toolkit to support reps in the workplace around how work-related stress is recognised, recorded, supported and managed through occupational policies and RIDDOR reported, in the same way physical injury at work is.
- Develop and deliver rep learning to ensure reps know what and how to RIDDOR report work-related stress resulting in workplace injury

S77 PUBLIC HEALTH SCOTLAND BRANCH
GMB SCOTLAND

88. RAAC, HOW CAN WE PROVIDE A SAFE NHS WITH UNSAFE BUILDINGS

This Congress notes that Reinforced Autoclaved Aerated Concrete (RAAC) is a lightweight and cost-effective building material used for roofs, walls, and floors. It was employed in the UK from the 1950s to the 1990s

The dangers of RAAC were not outlined until 1994-1996 by the Building Research Establishment. However, it was not until 2018, after a section of a classroom roof collapsed, that inspections began.

Initially, the Government focused on schools, investing millions in assessments and remedial work. Yet, many NHS buildings contain the same RAAC issues. With increasingly wet and windy winter months, the risk of structural failure rises, posing serious health and safety hazards.

This situation endangers patients and staff, leading to disruption, partial closures, or even demolition of buildings—often at increasing costs. Currently, many NHS facilities are in use despite these risks.

We call on congress:

To involve Trade Union Health and Safety representatives in decision-making related to these risks, and to urge the Government to

be more transparent about the extent of the problem.

To lobby politicians to commission a comprehensive, nationwide inspection of NHS buildings for RAAC. A clear plan must be developed to remove RAAC urgently.

Also to urge the Government to be more transparent about the extent of the problem.

G89 GLASGOW NE & SW HEALTH SERVICE BRANCH
GMB SCOTLAND

89. HEAT OF THE DAY EP

This Congress notes that our summers are getting much hotter and will continue to do so. As the GMB knows the UK has no legislation that dictates an exact maximum temperature that is acceptable for outdoor workers.

Knowing how to work safely in hot weather can help prevent heat stress injuries and heat stroke.

According to the National Institute for Occupational Safety and Health (NIOSH), heat stroke is the most serious heat- related disorder and occurs when the body can no longer control its temperature.

Therefore, GMB should work with the HSE for things to change to protect our members who work out in the heat of the day, every working day as climate changes allowances must be made.

K17 KINGS LYNN BRANCH
LONDON REGION

91. HEAT STRIKE

This Congress, every year, new temperature records are broken globally and in the UK. The health of the elderly, infants, pregnant women and disabled people is put at particular risk when it gets hotter more often, but also workers working outdoors with no protection.

We need workers and their trade unions as well as climate justice activists to unite in their struggle to build a mass movement, where the poorest don't pay the price for climate change. The climate crisis is a trade union issue in terms of creating a worker-led transition, defending jobs and defending workers' health and safety.

This Congress welcomes the motion passed by the TUC Congress 2024 calling for a Heat Strike on days when temperatures exceed 36°C, and the declaration of 2025 as a Year of Trade Union Climate Action. Global heating and the burning of fossil fuels are already driving a rise in deaths at work, occupational illnesses and employment disruption and this will only get worse as the climate crisis accelerates.

This Congress, therefore, agrees to campaign for the following demands:

- Set a national maximum working temperature since 2008, unions have been calling for a maximum working temperature, but the UK government still isn't listening. GMB demand that the UK government set a national maximum indoor working temperature of 30°C (27°C for those doing strenuous work).

- Put in place a heat wave furlough scheme heat waves in the UK are only set to get hotter and more frequent. Working people can't afford to bear the cost of climate breakdown, and they shouldn't have to. We demand that the government works with employers and Trade Unions to set up a heat wave furlough scheme for when they can't keep workplace temperatures below 30°C.

- Make a climate action plan The UK government's climate action plan has been ruled illegally inadequate.

People are feeling the heat right now.

We demand that the government make a plan to protect workers and vulnerable people and to avert the worst of climate collapse in the years to come.

This Congress welcomes the idea of organising a Heat Strike when temperatures hit 36°C or more, using the youth climate strikes model.

Heat Strike is not a legal union strike. It involves people taking ambitious workplace action to put pressure on the UK government to meet our demand, organised in collaboration with climate and community groups. Going on Heat Strike could mean people refusing to

work when it becomes unsafe to do so. It could involve working less, working from home, or organising a lunchtime walk-out alongside actions organised by climate groups and communities.

This Congress therefore agrees to:

- Call on members to sign up for Heat Strike.
- Circulate and disseminate information about Heat Strike.
- Download, print and distribute the Heat Strike leaflet in your branches:
- Support campaigns to establish a heat furlough and maximum workplace temperature, including Heat Strike and Cool It.
- Support Health and Safety Reps and Green Reps to negotiate better working conditions in our workplaces during hot weather

L45 LUTON BRANCH
LONDON REGION

92. PROTECTION FOR LONE AND NIGHT WORKERS

This Congress recognises the heightened risks faced by members who work alone or during night-time hours, including increased exposure to violence, harassment, and unsafe travel. These risks are often compounded by inadequate staffing levels and insufficient employer safeguards.

This motion instructs the union to campaign for robust protections for lone and night workers, including mandatory and regularly reviewed risk assessments, the provision of reliable panic alarms or other emergency response systems, and clear procedures to ensure workers can access safe transport home where risks are identified.

No member should be expected to put their safety at risk simply to do their job and commits GMB to holding employers accountable for their duty of care to protect all workers, particularly those in vulnerable roles or working unsocial hours.

I35 ISLINGTON & HARINGEY BRANCH
LONDON REGION

93. MANDATORY COMPANY VAN WEIGHT CHECKS

This Congress is calling for compulsory, employer-led vehicle weight checks for all company vans, with consideration for electric vehicles, which are heavier by design.

Employees are often required to complete routine vehicle checks, we are asking that the responsibility for ensuring vehicles are safe, legal and not overloaded must remain with the employer.

We need to improve safety, ensure legal compliance and protect workers from enforcement penalties and licence points incurred while carrying out their duties.

G20 ENERGY GENERAL BRANCH
LONDON REGION

EMPLOYMENT POLICY: PENSIONS & RETIREMENT

96. PENSION AWARENESS TRAINING FOR REPRESENTATIVES TO SUPPORT MEMBERS AT CRITICAL EMPLOYMENT TRANSITIONS

This Congress recognises that pension-related questions frequently arise when members are facing redundancy, ill-health, reduced hours, flexible retirement, or other significant changes to their employment.

Congress notes that a significant proportion of GMB members are employed in local government, schools, and related sectors, and are members of the Local Government Pension Scheme (LGPS), which is complex and often poorly understood.

Congress further notes that workplace representatives are frequently the first point of contact for members seeking reassurance and guidance at these critical moments, yet many representatives do not receive structured training on how occupational pension schemes operate or how best to support members in understanding their options.

Congress believes that:

- representatives should not be expected to provide financial or actuarial advice,

- but should be equipped with sufficient knowledge to understand pension frameworks, explain available options at a high level, and signpost members appropriately,
- and that improved pension awareness can support better decision-making and reduce anxiety for members during periods of change.

This Congress therefore calls on the CEC to:

1. Develop and provide pension awareness training for workplace representatives, with an initial focus on the Local Government Pension Scheme (LGPS), reflecting the profile of the union's membership.
2. Ensure such training is focused on understanding scheme structures, common member scenarios, and available options at key employment transition points, rather than on providing individual financial advice or benefit calculations.
3. Include clear guidance on professional boundaries, liability, and appropriate signposting to LGPS administrators and regulated financial advisers where required.
4. Ensure that this training is accessible, regularly updated, and aligned with the union's broader commitment to representative development and member support.

M27 LB MERTON BRANCH
SOUTHERN REGION

97. STATE PENSION AGE AND THE REALITY OF FRONTLINE WORK

This Congress notes the continued escalation of the state pension age to 67 and beyond, and that many GMB members work in physically demanding frontline roles involving manual handling and outdoor work in all weather conditions. Many workers are forced to leave employment early due to ill health before reaching retirement age.

Congress believes that a universal pension age fails to reflect the physical demands placed on frontline and manual workers, and that retirement should be reached in health and dignity.

Congress resolves that GMB will oppose further increases to the state pension age, campaign for fairer pension arrangements for frontline workers, and lobby for policies that recognise the physical toll of manual and public service work.

N15 BRANCH
WALES & SOUTH WEST REGION

98. CLOSING THE PENSION CONTRIBUTION GAP

This Congress acknowledges that significant pension contribution inequalities exist between lower-paid and part-time workers and higher earners, and that these inequalities disproportionately affect women.

Congress recognises that current pension scheme rules prevent many lower-paid workers from contributing at the same percentage rates via the tax efficient salary sacrifice route as higher earners because increasing their contributions would take their wages below the National Minimum or Living Wage.

This builds on the longstanding trade union commitment to addressing gender inequality in pay, terms, and retirement outcomes.

This Congress believes that:

- structural factors such as the gender pay gap, occupational segregation and caring responsibilities mean women are more likely to be in roles where pension contribution limits apply

This Congress notes that:

- the UK gender pension gap is estimated at 30-40%, considerably higher than the gender pay gap
- women are twice as likely to work part-time as men (ONS)
- lower-paid staff are most likely to face contribution caps because employers cannot make deductions that reduce pay below minimum wage
- these systemic constraints leave many women unable to save adequately for retirement despite wanting to contribute more

This Congress resolves:

- to campaign for employers to review and change pension scheme rules that restrict lower-paid and part-time workers
- to lobby government to amend pension and minimum-wage regulations so workers can increase contributions without breaching wage thresholds
- to press employers to provide employer-funded pension top-ups where employee contributions are restricted
- to adopt as GMB policy the goal of fair and equitable pension contribution mechanisms for all workers, regardless of income or gender
- to work with employers and pension providers to develop alternative contribution models that do not disadvantage lower-paid staff

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

99. MAKE STATE PENSION AND OCCUPATIONAL PENSION TAX-FREE

This Congress notes that due to the combination of the triple lock in raising the state pension payment and the freezing of the personal allowance, this has caused the state pension to exceed the tax-free threshold of £12,570 until 2031. This means that most pensioners will fall into the payment net which is burdensome to everyone on a state pension, not to even talk of exorbitant rising of energy bills payment on pensioners. Who says that the state pension does not tax people with no other income? they are required to deal with tax assessment demands, leading to confusion and potential penalties if they fail to understand the requirement.

Unexpected tax bills will cause financial difficulties for pensioners who rely solely on state and occupational pensions without alternative means.

We therefore ask the government to waive single-income tax on pensions and give unique substantial energy discount rate to elderly people and relieve their anxiety.

E20 EDMONTON & ENFIELD BRANCH
LONDON REGION

100. MINIMUM EMPLOYERS PENSION CONTRIBUTION

This Congress we call upon the GMB to campaign for all employers to make a minimum Company Pension contributions of 5%.

A13 ASDA NORTH BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

EMPLOYMENT POLICY: RIGHTS AT WORK

101. EMPLOYMENT RIGHTS

This Congress notes:

1. That the impact of significant parts of the Employment Rights Act will be shaped by an implementation process over the coming year.
2. That the legislation itself, measured against the demands of our movement, the needs of working people and the promises of the Labour Party contain very significant weaknesses on, Repeal of anti-strike restrictions, Unfair dismissal rights for all, Preventing fire and rehire & zero hours contracts; union access to workplaces; processes for union recognition; and "Collective bargaining" in social care and for school support staff
3. That the ERA does nothing on:

- Reinstatement for workers dismissed unfairly.
- Creating a single worker status to prevent use of fake self-employment to deny rights.
- Promoting collective bargaining throughout the economy.

Congress believes:

1. That we require a second, stronger Act addressing the problems left or created by the 2025 Act's inadequacies.
2. Workers need the right to strike / take industrial action by a process, at times and for demands of their own choosing, including in solidarity with any other

workers and for broader social and political goals, and to picket freely.

3. In the urgent need for:

   a. In line with TUC Congress policy, repeal of all anti-union / strike legislation, back to 1979, and replacement with a positive legal charter of workers' rights, with strong rights to strike and picket, to include the right to solidarity action with any group of workers.

   b. Strong measures to establish and promote collective bargaining rights and structures, including for sectoral bargaining, throughout the economy;

   c. A strong single worker status and other measures tackling use of fake self-employment to deny rights, and two-tier / multi-tier workforces.

Congress calls on the CEC to:

1. Campaign vigorously around implementation of the Employment Rights Act 2025.

2. Launch active campaigning for a second Employment Rights Act, addressing all issues noted above and with particular emphasis on these three central areas.

3. Encourage branches to campaign on both these fronts, providing materials to help do so.

4. Work with other unions on campaigning for a second ERA, to repeal all anti-union laws and advance workers' rights more broadly; also working with campaign groups including Institute of Employment Rights, and Campaign for Trade Union Freedom.

5. Campaign within the Labour Party, on its NEC, within the National Policy Forum (NPF) and at Conference for a second Employment Rights Act

X58 LONDON CENTRAL GENERAL BRANCH
LONDON REGION

102. STRENGTHENING MORE RIGHTS FOR ALL WORKERS

C6

Congress notes that in December 2025 the long-awaited Employments Rights Bill became law.

This has meant a win for strengthening workers' rights including: Ban on exploitative zero-hours contracts, day-one sick pay for all workers, expanded parental and bereavement leave, stronger protections for pregnant women, whistleblowers, and victims of harassment, etc.

However, Congress notes that there is room for even more strengthening of workers' rights such as an enforceable injunction banning fire and rehire, a statutory right to collective bargaining for all workers, and repealing of all anti-union laws. These further rights for workers can be strengthened in a second Employment Rights Bill.

We call upon Congress to consider and look into a second Employment Rights Bill to further strengthen workers' rights.

E10 EALING BRANCH
LONDON REGION

103. CAMPAIGN FOR A 4 DAY WEEK

EP

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

Over the six-month trial period, stress and burnout for employees both significantly declined with 71% of employees reporting lower levels of burnout. Reported levels of anxiety, fatigue and sleep issues decreased, while mental and physical health both experienced improvements. The vast majority of companies were satisfied that business performance and productivity was maintained. Job retention significantly increased, with the likelihood of an employee quitting reduced by 57%, and there was a 65% reduction in the number of sick days. Following this trial, in January 2025, 200 UK companies signed up for a permanent 4-day week, with more than 5,000 workers to benefit from a reduction in hours without a loss of pay.

This motion builds upon the historic trade union led campaign a century ago – spearheaded by our own co-founder, Eleanor Marx - to reduce working hours to 40 hours a week and give workers the weekend.

We were also pleased to see that in September 2021, the Trades Union Congress

(TUC) reaffirmed its support for a four-day working week with no reduction in pay. The idea of workers being entitled to a 'weekend' off is a relatively recent one, which the union movement fought for well into the 20th century. As the 4-day Week Foundation and numerous studies have shown, the time for another shift to a 4-day week is long overdue, with workers consistently demonstrating they are able to deliver 100% productivity in 80% of the time.

Actions

- That the GMB initiates an ongoing campaign for a four-day working week with no loss of pay, through engagement with employers and through collective bargaining negotiations
- That the GMB affiliates to the 4 Day Week Foundation and the CEC consider a suitable donation to it.

R26 READING & BERKSHIRE BRANCH
SOUTHERN REGION

104. SUPPORT A LEGAL DEFINITION OF WORKPLACE BULLYING.

Congress, there is currently no statutory legal definition of workplace bullying in UK law. Unlike sexual harassment, which is legally defined under the Equality Act 2010, bullying that is not linked to a protected characteristic has no legal standing.

Currently, victims of bullying are forced to rely on harassment law or to resign and claim constructive dismissal, both being inadequate routes.

Workplace bullying is a serious health, safety, and dignity issue that affects wellbeing, retention, and organisational culture.

By embedding bullying within statutory law—including as part of the Equality Act framework and Employment Rights legislation—would raise national awareness and drive consistent behavior standards.

A clear legal route would shift the burden away from subjective interpretation and ensure fair, consistent, enforceable protections for workers.

The Bullying and Respect at Work Bill, introduced by Labour MP Rachael Maskell (July 2023), seeks to close this gap by:

- Creating a statutory definition of workplace bullying.
- Enabling bullying claims to be brought to an Employment Tribunal.
- Establishing a Respect at Work Code to set minimum behavioral standards.
- Granting enforcement powers to the EHRC.

Bullying is widely recognised as hard to define, involving both subjective experience and objective assessment of behaviour. A statutory definition would provide employers, unions, and employees with clarity and consistency.

Congress, please support this motion to:

1. Campaign for the Bullying and Respect at Work Bill, and for bullying to be recognised within the Equality Act 2010 or aligned statutory frameworks.
2. Promote improved workplace culture, by encouraging employers to adopt Respect at Work policies aligned with best practice and the proposed statutory Code.
3. Raise awareness among members about the legislative gap.

We need to address bullying not just because it is incredibly painful for the victim but can often feel that reporting concerns is risky, with fears of retaliation or disbelief.

What we need is a wider awareness of the issue to help people overcome shame and stigma and to speak out.

There needs to be a fundamental shift of what we want and what we should expect from our working lives and relationships.

C30 CITY OF LONDON BRANCH
LONDON REGION

105. TUPE AND OUTSOURCING

Congress believes that in retail, security staff are a key part of the team. They work often long hours and put themselves at risk in order to protect their colleagues. As well as doing their full - supporting staff and customers,

deterring shop lifters, securing premises and liaising with police, they often also support their other colleagues in their duties.

Increasingly these workers are being separated from their colleagues through brewing TUPE'd to other companies. Asda recently told their security staff that they were being transferred without any consultation. This is completely unacceptable.

Congress resolves

- to always defend workers facing TUPE without consultation.
- To launch a national coordinated campaign to resist any TUPE proposals from employers in the Retail sector, including balloting for potential strike action if appropriate.

A10 ASDA NORTH
NORTH EAST, YORKSHIRE & HUMBER REGION

106. ENDING UNFAIR THIRD-PARTY REMOVALS

This Congress notes with concern the growing practice of "third-party removals," where a client company can demand the immediate removal of an outsourced worker (such as security, cleaning or catering staff) from their site without providing a valid reason or following a fair client removal process.

Congress believes that this practice creates a two-tier justice system in the workplace. It allows clients to bypass UK employment law, often leaving loyal workers with no site to work at, reduced hours, or facing "SOSR" (Some Other Substantial Reason) dismissals by their direct employer, despite no fault of their own.

Congress calls on GMB to:

- Campaign for a change in the law to ensure outsourced workers have the same protections against arbitrary removal as direct employees.
- Demand that all GMB recognition agreements with outsourced providers include "Right to Remain" clauses, preventing clients from removing staff without a proven, evidence-based justification.
- Lobby for legislative reform that makes client companies legally liable for unfair dismissal or discrimination claims if they trigger a removal without following a transparent and fair procedure.

G36 SECURITY BRANCH
SOUTHERN REGION

108. PROTECTING TERMS AND CONDITIONS DURING CONTRACT CHANGES (TUPE), INCLUDING PENSIONS AND SICK PAY

This Congress notes that security officers are repeatedly impacted by contract churn, re-tenders and client changes, creating uncertainty and frequent attempts to reduce terms and conditions, disrupt rostering, and weaken pensions, sick pay and other benefits. This Congress believes that stable, skilled security work requires stable employment standards, and that repeated "re-badging" and fragmentation undermines safety and continuity, and retention.

This Congress calls on the CEC to:

- Campaign for stronger protections on contract changeovers to prevent erosion of pay, pensions, sick pay and rostering arrangements.
- Produce national guidance for branches on TUPE consultation standards, information requests, and enforcement routes where employers fail to consult properly.
- Push for contract Clauses (especially in public contracts) requiring continuity of conditions and parity improvements over time, not downgrades.
- Support a GMB organising drive focused on sites with frequent re-tenders to lock in recognition, facility time, and minimum standards across contractors.

X70 SCOTTISH SECURITY BRANCH
GMB SCOTLAND

109. A GMB WORKLOAD AND STAFFING STANDARD TO END UNPAID HOURS AND UNSAFE WORK INTENSIFICATION

Congress notes that:

1. Members across sectors report excessive workloads, unpaid additional hours, chronic understaffing, and "always-on" expectations.

2. Employers increasingly rely on goodwill and unpaid labour to maintain services, leading to burnout, stress-related illness, and high turnover.

3. Workload pressures disproportionately affect women, disabled workers, carers, and racialised workers, worsening inequality at work.

Congress believes that:

1. Excessive workload is a workplace health and safety issue.

2. Employers must properly resource roles rather than relying on unpaid labour.

3. Workers are entitled to safe staffing levels, protected breaks, and enforceable boundaries on working time.

Congress therefore resolves to call on the CEC to:

1. Develop a GMB Workload and Staffing Standard for collective bargaining, including:

- workload assessment tools,
- minimum staffing principles,
- protected rest breaks,
- clear action where unpaid overtime becomes routine.

2. Campaign for workplace agreements that enforce compliance with:

- Working Time Regulations 1998,
- Health and Safety at Work etc. Act 1974 (stress and workload risk),
- Employment Rights Act 1996 where performance is affected by under-staffing.

3. Report annually to Congress on progress, including negotiated workload protections and case studies across sectors.

N26 NEWHAM APEX BRANCH
LONDON REGION

110. SHOW ME THE HOURS!

This Congress notes that many companies and employers advertise jobs as full time without clearly stating the number of weekly hours that constitute full-time work. In some cases, job advertisements refer to unspecified hours.

This motion is not about whether work can or should be flexible, but about ensuring that those applying, or considering applying, know how many hours are defined as full-time for the role.

This Congress further notes that in many similar organisations and sectors, full-time working hours are commonly around 35 hours per week, while still maintaining the same expectations around flexibility and performance.

This Congress is concerned that by failing to display such important information, many members and activists are discouraged from applying for jobs, reducing transparency and fairness in recruitment.

This Congress therefore calls on employers to:

- Clearly state the weekly number of hours that constitute full-time work in all job advertisements.
- Avoid the use of unspecified hours when advertising full-time roles.
- Promote transparency in recruitment to support fair access to employment.

S37 SOUTHAMPTON BRANCH
SOUTHERN REGION

111. IMPROVED SICKNESS POLICIES

This Congress reaffirms its support for the social model of disability and recognises that it is more consistently embedded within the public sector. In contrast, standards across the private sector remain inconsistent and, in many cases, inadequate.

We call upon the government to strengthen legislation to ensure all employers adopt and implement the social model of disability. Too many employers fail to acknowledge the stress, complexity, and wider consequences faced by workers living with terminal illnesses

such as cancer. Many rely solely on basic sickness policies with no additional support, leaving employees without the dignity and security they deserve.

Where employers fail to act, the burden is unfairly shifted onto the state. Stronger legal obligations are essential to ensure that every worker receives appropriate protection and support.

ASDA A56 BRANCH
NORTH WEST & IRISH REGION

112. DECISION MAKERS MUST BE AT DISCIPLINARY/GRIEVANCE HEARINGS

This Congress notes the growing industry of private HR consultancy firms, such as Peninsula, Pure or Cromer, and many others. Congress also notes the growing trend among large employers for there to be a central HR case work team.

Congress notes that there no legal or regulatory requirements for private HR consultants, and registration with the Chartered Institute of Personnel and Development (CIPD) is optional.

Congress notes that even where private HR consultants are CIPD registered, this is not a guarantee of quality or professionalism.

Congress notes the growing trend, especially involving Small and Medium size Enterprises (SMEs), for external private HR consultants to hear grievances (or even disciplinary hearings) without anyone from the SME itself being involved in the meetings. In such cases the HR consultants hold the hearing meeting, at which GMB may be present, and then pass a report with recommendations to the employer.

Congress also notes the growing trend in large employers for the manager holding a disciplinary or grievance meeting to retire for an adjournment after the meeting, and refer their decision making discretion to the central HR case work team, who are the real decision makers.

Congress notes that while s10 of the Employment Rights Act 1999 entitles a worker to be accompanied by a trade union official at a formal disciplinary or grievance hearing, the act does not require that the decision makers from the employer side should be present at the meeting.

Congress also notes that the ACAS guidance does not explicitly require the employer's decision maker to attend the meeting.

Congress believes that it is implicit in the rights for trade union representation in s10 that the trade union official should have the right to present the worker's case to the decision maker on the employer side.

Congress further believes that many SME businesses are using private HR consultancies to frustrate the intent of s10.

Congress resolves that GMB should make representations to ACAS for an update to the ACAS guidance for disciplinaries and grievances that the employer's decision maker should be in the room for the meetings.

Congress further resolves that where there is a recognition agreement with GMB, guarantees should be sought from employers that the central HR casework teams will not impede the discretion of individual hearing managers.

W15 THREE SHIRES BRANCH
SOUTHERN REGION

EMPLOYMENT POLICY: HARRASMENT & ABUSE

114. REMOVAL OF FULL NAME ON SAFETY PAPERWORK

This Congress condemns the recent increase in stalking and sexual harassment incidents targeting our mobile field workers. Customers are using the first and last names listed on paperwork and correspondence to track down these workers on social media, leading to alarming situations where individuals have been found waiting outside their homes. There have been instances where members of the public have shown up outside Engineers' homes and verbally abusing them after attending their properties.

We urge Congress to support the removal of full names on safety paperwork, including landlord gas safety certificates, EICR Safety & Advisory Notices and instead replace with gas safe numbers, NICEIC numbers or pay ID costs

to protect mobile field workers.

G34 GAS BRANCH WEST
MIDLANDS REGION

115. STAFF SAFETY IN TEMPORARY ACCOMMODATION

This Congress notes that frontline workers delivering temporary accommodation services in Wales continue to face unacceptable risks from violent individuals, including incidents involving serious threats and assaults.

In at least one recent anonymised case, a worker had a knife held to their throat; despite the gravity of the incident, there was no clear statutory mechanism to prevent the perpetrator's immediate return to the accommodation.

The current legislative framework under the Renting Homes (Wales) Act 2016 does not provide a reliable, rapid means for local authorities or providers to exclude violent individuals following serious assaults or threats against staff.

Congress believes Employers' duties under the Health and Safety at Work etc. Act 1974—to ensure, so far as is reasonably practicable, the health, safety and welfare of employees—are in direct conflict with the lack of immediate exclusion powers in these circumstances.

No worker should be compelled to face a foreseeable and ongoing risk of violence as a condition of doing their job, and the absence of swift legal remedies undermines both staff safety and the continuity of vital services. GMB has a responsibility to secure a clear mandate to campaign for legislative correction to close this gap without delay.

Congress resolves to instruct the CEC to Campaign for legislative change in Wales—working with the Welsh Government, Members of the Senedd, local authorities, and partners—to amend the Renting Homes (Wales) Act 2016 (and/or associated regulations and statutory guidance) to create a clear, immediate and legally robust power of exclusion or emergency barring following serious assaults or threats against staff in temporary accommodation settings.

Seek the introduction of fast-track civil protection measures (e.g., urgent exclusion orders or equivalent) that can be applied swiftly by landlords/service providers, with proportionate due process and safeguards, to protect staff and residents.

Press for mandatory risk assessment and control measures in all temporary accommodation contracts and commissioning frameworks, including lone-working protocols, incident reporting, and escalation pathways aligned to employer duties under health and safety law.

Develop a GMB model policy for local authorities and commissioned providers covering: zero tolerance for violence and threats; immediate post-incident actions; support for affected staff (including paid time off, counselling, and redeployment where necessary); and liaison with police and legal services to pursue sanctions where appropriate.

Publish a briefing for branches and reps summarising the legal gap, member experiences, and the union's campaign asks, and coordinate a member evidence-gathering exercise to support legislative advocacy.

N15 BRANCH
WALES & SOUTH WEST REGION

116. PROTECTION FOR FRONT-FACING LOCAL AUTHORITY STAFF, INCLUDING LIBRARY WORKERS, FROM ABUSE

This Congress notes that front-facing local authority staff, particularly those working in public libraries, community hubs, reception areas, and customer-facing service points, are increasingly subjected to verbal abuse, harassment, intimidation, aggression, and in some cases physical threats while simply carrying out their duties.

Congress further notes that public libraries and community facilities are vital, inclusive and accessible safe spaces for all residents. However, due to rising social pressures, cuts to public services, mental health challenges, homelessness, and anti-social behaviour, staff are too often left without sufficient staffing levels, training, security support, or escalation procedures to keep them safe.

Congress is deeply concerned that many workers feel unsafe, undervalued, and unprotected, and that reporting systems are inconsistent and sometimes discouraged due to fear of blame, reputational risk, or lack of follow-up. No worker should be expected to tolerate abuse as "part of the job." The right to workplace safety is fundamental.

Congress believes that all employers have a duty of care to maintain safe working environments, and that library and council workers deserve the same respect, protection, and seriousness of response as workers in other public-facing roles such as healthcare, education and transport. Abuse is not customer feedback; it is harm.

Therefore, this Congress calls on GMB to:

1. Campaign for all local authorities to adopt a zero-tolerance approach to abuse, harassment or violence against public-facing staff, with clear and consistently applied consequences.

2. Ensure risk assessments are routinely updated and that appropriate measures — including safe staffing levels, security support, panic alarms, safe exit routes and lone-working protections — are fully implemented across services.

3. Lobby for mandatory trauma-informed and de-escalation training, alongside support pathways including counselling and incident debriefing.

4. Demand guaranteed reporting, recording and follow-up of all incidents, ensuring transparency, accountability, and learning rather than blame or minimisation.

5. Advocate for continued investment in library and community staff, recognising them as skilled, professional public service workers — not voluntary caretakers of underfunded spaces.

Congress asserts that everyone has the right to access public spaces with dignity and safety — and that must include the workers who deliver them.

P18 BRANCH
WALES & SOUTH WEST REGION

117. MANDATORY BODY CAMS FOR REFUSE WORKERS AND STREET CLEANSING

This Congress calls on GMB to campaign to ensure that it is mandatory for all refuse workers, to be provided with body warn cameras.

Refuse workers are increasingly subject of both verbal and physical abuse from members of the public.

Inpatient road users overtaking the refuse lorries put our members at risk. Yet we have no way of capturing these incidents when they occur.

Ensuring the issuing of body worn cameras would help in internal processes when dealing with complaints or potential disciplinaries against our members.

This would also support Local authorities in dealing with claims and our members if they are injured.

L45 LUTON BRANCH
LONDON REGION

118. CEASE USE OF X

This Congress notes the generation of sexualised images of children via the Grok system on the X platform is of grave concern. This material contributes to a culture that normalises and trivialises child sexual abuse, fuels demand for exploitative content and can cause real harm to children and survivors. It is unacceptable for employers to use, promote or advertise on platforms where there is credible evidence of systemic failures to prevent sexualised imagery of children and to respond effectively when it occurs.

We call on the GMB to lobby for employers to:

- Cease using X as a corporate communications, marketing, customer service or recruitment channel, and to end paid advertising, sponsorship, data sharing or other commercial relationships with X, until robust and independently verified safeguards are in place to prevent the creation and circulation of sexualised images of children and to respond swiftly and transparently to any such incidents.

- Adopt clear policies stating that the

organisation will not use or fund platforms or tools that enable or tolerate sexualised images of children, and to embed these policies within procurement, risk, and safeguarding frameworks.

- To provide guidance to staff that no worker will be required, as part of their duties, to maintain an organisational presence on X, and that alternative channels will be provided for any essential communications.

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

INDUSTRIAL AND ECONOMIC POLICY: GENERAL

119. MANDATORY TRADE UNION RECOGNITION IN SECURITY, FACILITIES MANAGEMENT, AND OUTSOURCED SERVICES

This Congress believes that:

1. Workers in security, facilities management, cleaning, maintenance, concierge, and other outsourced services are among the most vulnerable to poor employment practices, despite providing essential frontline services.

2. These sectors are characterised by outsourcing, subcontracting, TUPE transfers, and short-term contracts, which are routinely used to weaken collective bargaining and deny workers a meaningful voice at work.

3. Union recognition is too often limited to public-sector employers, while private contractors delivering the same services are able to operate without recognising a trade union.

4. The lack of mandatory union recognition in these sectors results in:

- Insecure contracts and excessive use of zero-hours arrangements
- Erosion of pay, holidays, pensions, and other terms and conditions
- Inconsistent application of health and safety standards
- Increased workplace stress, bullying, and unfair disciplinary practices

5. Workers performing identical roles on the same site can be subject to different rights and protections purely because they are employed by different contractors.

This Congress notes that:

1. Security and facilities workers are often employed by large multinational companies operating across multiple sites, yet these companies frequently refuse to recognise trade unions.

2. Public bodies, landlords, managing agents, and corporate clients benefit from outsourced services without being held accountable for employment standards within their supply chains.

3. TUPE regulations alone do not protect workers where union recognition is not secured and maintained following contract transfers.

4. International labour standards, including ILO conventions, uphold the right to freedom of association and collective bargaining across all sectors, including private and outsourced employment.

This Congress resolves to:

1. Campaign for legislation requiring mandatory trade union recognition in the security, facilities management, and outsourced services sectors, where workers choose to be represented.

2. Demand that any company:

   a. Providing security or facilities management services, and/or

   b. Operating under outsourcing or subcontracting arrangements, and/or

   c. Holding public-sector, local authority, or major commercial contracts must recognise an independent trade union chosen by its workforce.

3. Call for union recognition to be a mandatory condition of contracts, including procurement frameworks and service-level agreements.

4. Press for stronger protections to ensure that union recognition and collective bargaining rights transfer automatically under TUPE.

Instruct the GMB to:

- Prioritise organising and recognition campaigns in security and facilities management
- Challenge anti-union practices by major contractors and managing agents
- Work with the TUC and other unions to coordinate sector-wide organising strategies

This Congress further calls on the GMB to:

- Hold employers and clients jointly accountable for employment standards in outsourced contracts
- Support members seeking recognition through statutory and non-statutory routes
- Make union recognition a core demand in negotiations, disputes, and political campaigning across the sector

X19 CAMDEN BRANCH
LONDON REGION

120. REPRESENTATION ON NATIONAL INDUSTRY COMMITTEES

This Congress reaffirms its support for national wage negotiations across all industries as the most effective way to protect pay, terms and conditions for GMB members.

Congress recognises that the existence of devolved governments in Scotland, Wales and Northern Ireland means that industrial, economic and employment policies are increasingly shaped at both national and devolved levels.

Congress believes that GMB members in the devolved nations must have a clear and effective voice with a national bargaining and decision-making structures.

Congress therefore instructs the CEC to ensure that GMB representation on all national industrial committees, including appropriate representation from Scotland, Wales and Northern Ireland, reflecting the devolved nature of government and safeguarding the interests of their members across the UK.

A21 EVRI BRANCH
GMB SCOTLAND

121. LOBBY TO END TAX PAYER SUBSIDISATION OF EXPLOITATIVE WORK

This Congress moves to advance measures and campaigns aimed at ending in-work tax-payer subsidised wages by fighting for good jobs with proper conditions, worthwhile hours and meaningful benefits.

The current system leaves many workers choosing between exploitative conditions or dependency on Universal Credit and other in-work benefits. Some are forced to take multiple part-time jobs with unpredictable hours, shifts as short as four hours, unpaid breaks, and no benefits, perpetuating a cycle of insecurity, precarity, and financial dependence.

Congress notes that this issue is a direct consequence of systemic acceptance of low-wage insecure employment, and an under-regulated labor market that fails to prioritize worker well-being.

Congress should be aware of the human cost of this tragedy. Workers are stretched thin, juggling multiple jobs, gruelling hours, which leads to burnout, loss of family time, and diminished life quality. Tax-payer subsidised wages ultimately shift the moral obligation of fair employment away from businesses and burden the tax payer. Without meaningful intervention, this cycle will continue to disadvantage the most vulnerable workers and line the pockets of businesses, ultimately eroding the value of labor.

This Congress recognises that pushing for jobs with fair pay, sufficient hours, and meaningful benefits will reduce reliance on tax-payer subsidies and create a more equitable and sustainable workforce. By supporting policies that hold employers accountable for providing fair wages and conditions, we can ensure that workers are not forced to choose between exploitation and survival.

We therefore ask that Congress adopts as policy to fight for:

1. Ending reliance on in-work tax-payer

subsidies.

2. Campaigns that promote good jobs with fair pay, guaranteed hours, and comprehensive benefits.

3. Undertake legislative and lobbying efforts to ensure employers take responsibility for providing sustainable, equitable employment practices.

Y10 YORK GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

122. EXCESSIVE VEHICLE SURVEILLANCE

This Congress calls on GMB to:

1. To oppose the use of inward facing cameras and voice recording technology in company vehicles across the gas industry, and industry as a whole.

2. To support branches and reps in resisting the introduction of intrusive surveillance systems.

3. To campaign for clear legal protections against video and audio monitoring in workplaces and vehicles.

This motion is about one simple principle: Workers are entitled to privacy and dignity at work

For gas workers, our vans are not just vehicles.
They are our offices.
They are our rest spaces.
They are often the only place we can make a personal phone call, take a break, or decompress between dangerous and demanding jobs.

We often spend time in the vehicle with colleagues.

Now some employers want to turn those vehicles into mobile surveillance units - recording our voices, listening to our conversations, monitoring everything we say, and do.

Let's be clear:
That is not safety.
That is not protection.
That is control.

Gas engineers already work under intense pressure. We deal with hazardous environments, emergency call-outs, and life-or-death situations every day. We are trusted to work alone in people's homes, to make critical safety decisions, and to keep the public safe. Yet at the same time, management says they don't trust us enough to sit in our own vans without being watched and listened to.

That level of surveillance creates stress.
It destroys morale.
It breaks down trust.
And it treats skilled workers like suspects.

No one should have their private conversations or their actions recorded just because they happen to take place in a company vehicle.

No worker should have to wonder whether every word they say every gesture they make is being stored, analysed, ready to be used against them.

We already have cameras monitoring our driving.
We already have telematics.
We already have vehicle tracking.
Now they want our voices as well.

This is not about safety. This is about power, and control.

This has already happened in some companies, that doesn't mean we sit back and accept it. We must resist the introduction and where it already exists campaign to have it removed.

That's why this union must draw a line in the sand.

GMB was built to defend workers from exploitation, intimidation, and unfair treatment. Today, that means standing up to digital surveillance and saying: our members deserve privacy and respect.

Congress, I urge you to support this motion and send a clear message to employers, everywhere.

Hands off our privacy.
Hands off our dignity.
Hands off our voices.

NORTH-WEST GAS L34 BRANCH
NORTH WEST & IRISH REGION

123. PROTECTING WORKERS FROM EXCESSIVE WORKPLACE SURVEILLANCE AND ALGORITHMIC MANAGEMENT

Congress notes that:

1. Employers across many sectors increasingly use digital surveillance and algorithmic management systems, including productivity scoring, electronic monitoring, automated rostering, performance dashboards, and AI-assisted decision-making.

2. These systems are often introduced without meaningful consultation, transparency, or worker consent.

3. Algorithmic management can drive work intensification, stress, bullying by metrics, unfair performance management, and discriminatory outcomes.

Congress believes that:

1. Workers have a right to dignity, privacy, transparency, and fairness at work.

2. Monitoring must be necessary, proportionate, and negotiated—not imposed.

3. Decisions affecting pay, workload, discipline, or dismissal must always involve meaningful human oversight and the right to challenge.

Congress therefore resolves to call on the CEC to:

1. Develop a GMB model agreement on workplace surveillance and algorithmic management, including:

    - mandatory consultation and negotiation,
    - clear limits on monitoring,
    - a ban on covert surveillance,
    - transparency over data use, storage, and decision-making.

2. Campaign for stronger legal protections using existing frameworks, including the UK GDPR and Data Protection Act 2018, Employment Rights Act 1996, and Health and Safety at Work etc. Act 1974.

3. Provide guidance and training for reps to challenge intrusive surveillance, automated decision-making, and unfair performance systems in the workplace.

N26 NEWHAM APEX BRANCH
LONDON REGION

124. MANAGING TECHNOLOGY, AUTOMATION AND AI IN MULTI-DROP FOOD TRANSPORT AND WAREHOUSING

This Congress Notes:

- The growing use of technology, automation and artificial intelligence across multi-drop food delivery, transport and warehousing, including route-planning software, in-cab systems, handheld devices and warehouse automation.
- The vital contribution of GMB members working as drivers, warehouse operatives, pickers, loaders and support staff in maintaining safe and reliable food supply chains.
- That new technologies are often introduced with the stated aim of improving efficiency, safety and service quality.

This Congress Believes:

- Technology can play a positive role in improving health and safety, reducing paperwork, and supporting more efficient operations when introduced responsibly and transparently.
- The experience, skill and judgement of GMB members remain essential and cannot be replaced by technology alone.
- Workers and their union must be fully involved in decisions about how technology is introduced and used.
- Change works best when employers and unions engage in early consultation and meaningful partnership.

This Congress is Concerned that:

- Without proper consultation, technology can unintentionally lead to increased

workloads, unrealistic delivery schedules, heightened stress and fatigue, and confusion around performance measurement and accountability.

- Monitoring technologies risk being perceived as surveillance tools rather than safety aids.

- Automation may create uncertainty around job security, skills and future roles if not managed carefully.

This Congress Resolves To

- Encourage employers to work with GMB representatives to agree clear, jointly developed approaches to the introduction of new technology.

- Promote the use of technology to improve health, safety and wellbeing, support realistic workloads and safe delivery practices and enhance training and skills development.

- Seek fair and transparent agreements covering workload expectations, data use and privacy, pay, hours and job security.

- Support training, upskilling and redeployment opportunities where roles evolve due to automation.

This Congress Calls On:

- Employers to engage in open dialogue and collective consultation with GMB before implementing new systems.

- Government and regulators to ensure clear guidance and protections around the use of AI and monitoring technology in transport and warehousing.

- The GMB Central Executive Council to develop best-practice guidance for branches and reps, support negotiations on technology and change, and share examples of positive partnership working across the industry

L56 LONDON LOGISTICS BRANCH
LONDON REGION

125. MORE GOVERNANCE OVER A.I.

We ask the government to make sure they have more say on what AI can and can't be used on and to put it into statutory law

H72 HULL RETAIL AND DISTRIBUTION
NORTH EAST, YORKSHIRE & HUMBER REGION

126. GOVERN AI TO STOP ON DRIVING JOB LOSSES AND PUSHING PEOPLE INTO POVERTY

This Congress believes that:

- AI should support workers, not replace them.

- AI-driven job losses risk pushing workers into poverty, damaging wellbeing and undermining public services and local economies.

- current UK law does not protect workers from being replaced by AI software.

This Congress calls on GMB:

- To campaign for new UK legislation to prevent jobs being replaced by AI, including mandatory union agreement where jobs are at risk, and guarantees of job protection, redeployment and paid retraining.

- To demand a "Jobs First" approach to AI, ensuring technology improves work rather than destroys jobs.

B22 BRAINTREE & BOCKING BRANCH
LONDON REGION

127. PROTECTING WORKERS FROM ARTIFICIAL INTELLIGENCE

This Congress recognises that the rapid roll out of Artificial Intelligence (AI) in the workplace has had a profound impact on workers. While AI has created some new employment opportunities, it has also created significant risk to workers.

Concerningly, AI is being used as a smoke screen for job losses and worsened Ts&Cs. Many administrative tasks and customer service roles are being taken over by AI, often without the care and attention that skilled

workers bring. Furthermore, the speculation that AI will be able to do the tasks of skilled workers in the near future fuels job losses. Companies are chasing automation that does not yet even exist.

Workers are now vulnerable to decisions made by AI. Companies are using AI in hiring, performance, and dismissal. Algorithms and AI systems have been shown to be vulnerable to bias against protected characteristics.

Against this backdrop, AI poses significant risks to workers and GMB members. Therefore, Congress resolves to campaign for:

- No further job losses as a result of AI deployment.
- Greater oversight and transparency, both by companies and government, in how AI systems operate to protect workers from AI bias.
- Any implementation of AI systems includes full consultation with workers and their unions.

U13 SCOTTISH GAS BRANCH
GMB SCOTLAND

128. GENERATIVE AI TOOLS IN THE WORKPLACE

This Congress notes we are currently experiencing a massive surge in investment into Large Language Models / Generative AI by global tech companies. While there are serious concerns (that fall outside the remit of this motion) around the environmental and economic sustainability and social impacts of this technological craze, it is undeniable that the current boom is resulting in – and at least in the short term will continue to result in – a wide range of new AI-driven systems and solutions adapted for use in workplaces.

Generative AI-based software may in some instances have the potential to meaningfully assist with workflows and genuinely improve productivity when its implementation in the workplace is decided on and put in place by workers themselves. But in cases where its use is imposed by management – either by way of direct mandate, or by enforcing unreasonable workloads which can effectively only be met by use of AI tools – it carries real risks.

AI tools do not have predictable outputs. In particular, they are prone to sometimes "hallucinating" convincing but incorrect answers to questions. There is a danger if AI tools are adopted carelessly that workers could end up being held to blame for "failing to spot" these AI mistakes: this is particularly a risk where AI is used to increase workloads to otherwise unmanageable levels (because in these instances the time may not realistically exist to properly monitor and review the AI system's outputs).

AI systems also bring significant risk of deskilling: both by removing complex decision making responsibilities from more experienced workers (while still leaving them accountable when these decisions are made incorrectly by the AI), and by replacing the entry-level roles where career starters would have previously been able to develop the foundational skills in their sectors.

Congress calls on GMB union to closely monitor the introduction of generative AI tools in the workplaces we organise, and we should support these technologies only where they are implemented under the initiative of workers themselves. Where AI use is imposed from above by management, and where there is sufficient engagement from members on the ground to campaign to oppose it, we should support such campaigns.

L26 RICHMOND & WANDSWORTH BRANCH
SOUTHERN REGION

129. ENVIRONMENTAL IMPACT OF AI

This Congress notes the development, deployment and operation of Artificial Intelligence (AI) systems can have significant environmental impacts, including but not limited to high energy use, water consumption for data centre cooling, demands on critical minerals, increased e waste, and associated carbon emissions. AI is increasingly being embedded into workplaces without consideration for its environmental cost.

We call for:

- A requirement that all Environmental Impact Assessments undertaken by employers and public bodies must explicitly assess the environmental impacts of any current or proposed use of AI, including data centres, cloud services, hardware, and algorithmic systems integral to the project.

- GMB to campaign for changes to UK law and guidance so that statutory EIA regimes and relevant sectoral regulations explicitly require consideration of AI-related environmental impacts.

- The GMB to work with other unions, civil society organisations and experts to promote standards and benchmarks for environmentally responsible AI, including clear limits on energy and resource use.

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

INDUSTRIAL AND ECONOMIC POLICY: PRIVATE SECTION

130. JUDGES - NEITHER PUNCHBAGS NOR PUPPETS

This Congress condemns the increasing tendency of politicians, the media and others to unfairly criticise judges and decisions they make on behalf of Society ("judges" include all members of the judiciary). In everyone's interest, judges must be free to make decisions according to the law and the evidence, free from outside pressure.

Congress notes the Lady Chief Justice's growing concerns about judicial safety. These concerns are shared by members of GMB Judicial Branch.

Congress finds it unacceptable for politicians, the media or anyone else to promote their political agendas by making unfair and inflammatory comments about judges. Sometimes people who hear these comments take matters into their own hands.

Congress reiterates the right of judges, like other GMB members, to be free from threats to them and their families because of the work they do. Congress resolves to campaign against harassment of, and attempts to intimidate, judges.

Congress expects an effective response from the Ministry of Justice and Secretary of State to such unfair criticism, in accordance with the Nauru Declaration on the physical and mental well-being of judges. It instructs national GMB staff in contact with Ministers and MPs to lobby them accordingly.

J25 GMB JUDGES BRANCH
SOUTHERN REGION

131. ONE PARLIAMENT, ONE EMPLOYER

This Congress calls upon Parliament and the Speaker of the House of Commons to end the outdated employment model under which individual Members of Parliament act as 650 separate employers of their own staff.

Congress believes this system is not fit for purpose. It entrenches inequality by subjecting parliamentary staff to inconsistent contracts, terms, protections and treatment based solely on which MP they work for, while placing employer responsibilities on MPs that they did not seek election for and are not equipped to manage.

Congress notes that Parliament operates as a single institution but functions as hundreds of separate workplaces with no effective central accountability, allowing unfairness, insecurity and inequality to persist across a large national workforce.

This Congress adopts the principle of One Parliament, One Employer, under which Parliament should become the legal employer of MPs' staff, while MPs retain control over recruitment and the day-to-day management of their teams.

This Congress therefore calls upon GMB at all levels to campaign for this reform and to press Parliament and the Speaker to establish a single, fair and accountable employment system worthy of a modern democracy.

This Congress also calls for the end of this model in the Scottish Parliament and Welsh Senedd. Across GMB's nations and regions, we believe in fairness and the end to bogus employment models.

ML1 MP AND PEERS STAFF BRANCH
LONDON REGION

132. TRADE UNION ACCESS

This Congress notes that currently the law allows Amazon to bar our Regional Organisers and Activists from access inside Amazon to talk to workers about joining the GMB.

We are only able to access workers on their way to work (though due to harsh sanctions for lateness, many will not engage) and on their way back from work (when feeling extremely exhausted and depleted from their long day).

This Congress believes that because it failed to protect Union activity inside non-union workplaces, the law up until the ERA 2025 helped the employers. Denying unions access to the workplace is a deliberate means of encouraging union busting by exploitative organisations like Amazon. By failing to protect workers and organisers inside the workplace the law has allowed non-union companies to falsely present the GMB as a 'Third Party' from outside the workplace. This in turn has allowed them to reinforce the message to workers that they are more powerful than the collective.

This Congress resolves to use the access provisions that we gain in the new Employment Rights Act 2025 to prioritise an organising drive in Amazon Warehouses across all regions and nations. We further resolve to ensure that access is on a level playing field and Amazon are not able to run ten 'captive audience' anti-union meetings with the workforce for everyone meeting the GMB is allowed. This happened during the recognition battle at Coventry in 2024 and should not be allowed to be repeated.

A25 AMAZON WORKERS' BRANCH
MIDLANDS REGION

133. TB OUTBREAK AT AMAZON COVENTRY

This Congress notes that towards the end of 2025, Amazon BHX4 in Coventry faced a Tuberculosis outbreak.

During the busiest and most profitable period of the year, Amazon exposed its workforce to a serious and preventable infection by failing to act promptly and carefully. The workforce at Amazon BHX4 is made up largely of ethnic workers who commute from Birmingham, the Black Country, Leicester and surrounding areas.

This Congress believes that there are two issues at hand: one element being the cynical exploitation of migrant workers using methods verging on modern slavery; and the other being Amazon's blatant disregard for the Health and Safety of their workers and the wider community.

Further, Congress believes that the issue of ruthless companies like Amazon putting profits over the health, safety and welfare of workers needs to be dealt with.

The handling of the TB outbreak demonstrates a serious failure of duty of care.

There is a racist element to Amazon's employment practices, with ethnic minority and migrant workers disproportionately exposed to unsafe conditions. The exploitation by Amazon of workers on visas and marginalised communities is unacceptable and needs to be challenged.

Since GMB started organising in Amazon Coventry, the company have deliberately switched their recruitment practices to recruiting mainly from outside of the UK. They seek to find workers who are not fully aware of their rights and can be easily exploited. Many of the workers at Amazon are insecure migrants on temporary visas living in cramped accommodation such as Houses of Multiple Occupancy (HMOs), exactly the kind of environment where TB can flourish. Yet at the same time, Amazon's punitive attendance policy and refusal to pay full sick pay from day one forces these workers (many of whom are GMB members) into work even though they are unwell.

To make this situation worse, many of the workers are from countries where there is a higher level of TB in the population than in the UK. This created the situation where Coventry Amazon became the engine room for a TB outbreak that risked spreading across the whole Midlands area.

This Congress resolves to press for the creation of a direct and formal channel of communication between trade unions and the Health and Safety Executive, allowing us to directly raise urgent and genuine concerns for workers – like a workplace TB outbreak - to ensure that inspections can be done as soon as a matter arises. This would put pressure on Amazon to end its reckless treatment of workers and ensure that they are properly investigated.

This Congress also resolves to demand that the Fair Work Agency launches an enquiry into Amazon's exploitative use of migrant workers as it verges on modern day slavery.

A25 AMAZON WORKERS' BRANCH
MIDLANDS REGION

134. MAXIMUM 10-HOUR WORKING DAY IN MULTI-DROP TRANSPORT

This Congress calls for the adoption of a maximum 10-hour working day (including all work, driving, waiting, and paperwork) in the multi-drop transport and logistics sector, with no loss of pay. This proposal is grounded in health and safety, and long-term sustainability.

Why This Matters
Excessive working days of 12–15 hours have become normalised across multi-drop logistics. These long days increase fatigue, injury risk, stress, and road danger. Workers are routinely expected to absorb delays caused by poor planning and customer waiting times.

Waiting Time Is the Real Issue
The length of the working day is driven less by driving time and more by inefficiency. Drivers routinely lose hours waiting to load, waiting to tip, or dealing with unrealistic route plans. A 10-hour working day forces accountability onto employers to fix broken systems rather than exploiting labour.

Our proposal will:

- Set a clear national GMB policy position.
- Strengthen collective bargaining at workplace level.
- Protect earnings by insisting on no loss of pay.
- Focus on workload and planning, not individual overtime choice.

Congress, this motion will not be looking to:

- Ban voluntary overtime.
- Dictate local negotiations.
- Reduce jobs or earnings.
- Ignore sector differences.

Congress notes some common Objections and Union Responses

"Drivers want the overtime" -Drivers want decent pay. Excessive hours hide low rates and poor planning.

"This will cost jobs" -Long hours drive workers out. Shorter days improve retention and recruitment.

"Customers demand it" -Safety and health must come first. Customers adapt to clear standards.

"We already have Working Time Regulations" -WTRs are minimum legal limits, not best practice.

L56 LONDON LOGISTICS BRANCH
LONDON REGION

135. MANDATORY MINIMUM PREMIUM PAY FOR UNSOCIABLE HOURS AND OVERTIME

This Congress Notes:

1. Transport and warehousing workers keep the UK economy functioning and are routinely required to work nights, Sundays, bank holidays and excessive overtime.
2. Employers increasingly rely on unsociable hours as standard working time while failing to pay fair premium rates.
3. Fatigue caused by long hours and night work is a recognised contributor to workplace accidents, road traffic incidents, and serious ill health.
4. The absence of mandatory national standards enables bad employers to undercut union agreements and drive down pay and conditions.

Congress Believes:

1. Unsociable hours must never be treated as normal working hours.
2. Overtime must always attract enhanced pay and must not be disguised within flat or annualised salaries.
3. Proper premium payments are essential to protecting health, safety, and work-life balance.
4. National minimum standards strengthen collective bargaining and defend union-negotiated agreements.

Congress Resolves:

1. To campaign for mandatory minimum premium payments across transport and warehousing as follows:
   - Night work: time plus 33%
   - Sunday working: time plus 50%
   - Night work on Sundays: time plus 50%
   - Bank holidays: double time
   - Overtime beyond contracted hours: time plus 50%
2. To oppose unpaid overtime and any contractual arrangements that normalise excessive working hours.
3. To support GMB regions and branches in negotiating, enforcing, and defending these standards in all agreements.
4. To campaign for UK legislation establishing these rates as legally enforceable minimum standards.
5. To challenge and expose employers who profit from fatigue, insecurity, and unsafe working practices.

L56 LONDON LOGISTICS BRANCH
LONDON REGION

136. SAFETY FOR THE "SELF-EMPLOYED": ENDING THE HEALTH & SAFETY LOTTERY

Many companies operating in the delivery market operate a model that relies almost exclusively on self-employed delivery drivers and sorting staff. By utilising this model, the often huge employers systematically abdicate their Health and Safety responsibilities, claiming that because these workers are "not employees," the company is not responsible for their basic safety.

GMB members at companies such as Evri are expected to handle hazardous and dangerous goods daily - including hydrochloric acid, industrial cleaning products, butane gas, car batteries, sharp items and 17kg parcels - without being provided with the most basic safety equipment. It is a disgrace that in a multi-million-pound company, workers are forced to provide their own safety boots and eye protection while handling substances that could cause life-altering injuries.

A parcel does not care about the employment status of the person carrying it. A chemical spill or a crush injury is just as devastating to a self-employed contractor as it is to a direct employee. "Self-employed" must not be used as a legal loophole to bypass the Health and Safety at Work Act.

The GMB should:

1. Directly challenge companies like Evri to demand that they provide training and full PPE (including safety boots and glasses) to all workers handling hazardous or heavy goods, regardless of their employment status;
2. Launch a "Safety First" campaign within the delivery industry to document and publicise the dangerous items being carried without adequate training or equipment;
3. Work with the TUC to lobby the government for a "Worker" status that automatically triggers full Health and Safety protections, ending the bogus "self-employment" excuse;
4. Support GMB members in pursuing legal claims against delivery companies where the failure to provide equipment and training has resulted in injury.

H36 EVRI COURIERS BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

137. HEALTH AND SAFETY IN THE GIG ECONOMY EP

This Congress condemns the disregard for health and safety regulations being removed by government in the self-employed sector which has opened up a loophole for companies to exploit within the gig economy.

Self-employed workers especially within the courier network are being forced by courier companies to ignore health & safety within the workplace hidden under the title of self-employed. Companies are exploiting the self-employed with no legal repercussions or responsibility & are putting the worker in jeopardy of injury & liability. This is in turn, putting the public in danger as the worker is being forced to cut corners due to unwilling participation from the company.

E02 BRANCH
WALES & SOUTH WEST REGION

138. THOSE WORKING IN THE GIG ECONOMY SHOULD HAVE APPROPRIATE REST FACILITIES FOR USE WHILE WORKING

This Congress believes that it is fundamentally unfair that those working in the Gig Economy are deprived of rest facilities. GMB Gig Economy Members are often working long hours with no guaranteed income, and they are not provided with toilets, prayer facilities, seating, shelter from the weather, or a secure place to leave their tools for the job e.g., bikes, phones, etc.

Congress notes that this issue stems from appalling conditions for drivers at the Uber waiting area run by NCP at Birmingham Airport, as well as thefts and attacks on food delivery couriers working in Midlands' city centres. Members report being followed because their bikes and phones are targeted by groups of thieves. At Birmingham Airport, Uber drivers: have to pay NCP to wait for hours for jobs; they are having to pray on cold, wet, and dirty floors; there is no seating or security; and the condition of the toilets is disgusting.

Congress adopts, as policy, to campaign for the relevant authorities to provide necessary facilities suitable to our Gig Economy Members' needs. This would include all airports where taxi and private hire drivers work; and councils to provide hubs for food delivery couriers in city centres. This would improve the safety and wellbeing of our members while at work.

P42 PROFESSIONAL DRIVERS' BRANCH
MIDLANDS REGION

140. PROTECT DRIVERS FROM JOB LOSSES DUE TO DRIVERLESS TAXIS AND PRIVATE HIRE

This Congress notes that driverless taxis and private hire services are being tested and rolled out in London. While this technology may have future benefits, it poses a serious threat to the jobs and earnings of taxi and private hire drivers.

This Congress resolves to:

- Call on the government to introduce laws and measures to protect taxi and private hire drivers from job losses or reductions in earnings caused by the rollout of driverless vehicles.
- Ensure support schemes are in place, including retraining, financial safeguards, or compensation, to help drivers adapt to changes in the industry.
- Require the government to engage with the GMB Union and its members to monitor the impact of driverless services and actively advocate for workers protections.

Balanced Outcome:

Any rollout of driverless services in London and across the UK must be properly planned and regulated, with full engagement with the GMB Union and its members, and must include clear safeguards to protect taxi and private hire drivers' jobs, pay, and conditions, ensuring no worker is unfairly disadvantaged or forced out of the industry.

S37 SOUTHAMPTON BRANCH
SOUTHERN REGION

141. FAIR COMMISSION AND CHARGES FOR PRIVATE HIRE DRIVERS

This Congress notes that some private hire operators are now openly advertising commission or service charges they took take (close to 50%). This is deeply unfair, as drivers cover the full cost of their vehicles, insurance, fuel or charging, maintenance, licensing, and day-to-day running expenses. Allowing operators to take such a high share of fares leaves drivers struggling to earn a living.

This Congress demands:

1. That private hire commission and service charges are reasonable, fair, and transparent, reflecting the real costs drivers bear.
2. Opposition to excessive fees, including charges approaching 50% of fares.
3. Engagement between operators, drivers, and the GMB Union to ensure fees are fair and protect drivers' livelihoods.
4. Regulation where necessary, including calling for a possible cap on commission rates to prevent exploitation and safeguard drivers' pay.

Outcome:
A private hire industry where commission

and service charges are fair, transparent, and sustainable, ensuring drivers can earn a proper living and are not exploited by excessive fees.

S37 SOUTHAMPTON BRANCH
SOUTHERN REGION

142. PROTECTING RETAIL WORKERS AND THE PUBLIC BLEED KITS AND TRAINING IN ALL PUBLIC-FACING WORKPLACES

This Congress notes that violence and abuse against retail workers in the UK has reached record levels, with more than 2,000 incidents of violence and abuse reported every day, and an average of 70 weapon related incidents daily, according to the British Retail Consortium.

Retail workers are increasingly exposed to serious violent incidents involving knives and other weapons, often linked to organised retail crime, placing workers and members of the public at risk of life threatening injuries.

Immediate access to bleed control equipment, combined with the correct training, can be the difference between life and death in incidents involving catastrophic bleeding. A GMB representative in ASDA Whitchurch successfully secured the introduction of bleed kits as a workplace safety measure. Through fundraising and donations.

Through the work of Brenda Wright, GMB Representative at Whitchurch ASDA, this initiative has now been expanded across ASDA stores throughout the UK, demonstrating how union action can deliver improved safety even in workplaces without formal recognition.

Congress believes that protecting our members from harm is a core trade union responsibility, particularly in sectors where violence is a foreseeable and escalating risk. No member of GMB should attend work without their employer taking all reasonable steps to mitigate the risk of serious injury or death.

The provision of bleed kits without proper, employer funded training places undue responsibility and risk on workers and is therefore unacceptable. Employers have a clear duty of care to anticipate and prepare for violent incidents, including through life saving emergency equipment and training.

The success of GMB reps in ASDA demonstrates that collective union pressure saves lives and must be built into a wider, national workplace safety approach.

Congress resolves to commit GMB to campaigning for the mandatory provision of bleed kits in:

- retail stores,
- other public facing workplaces,
- and high footfall public spaces.

Demand that the introduction of bleed kits is always accompanied by:

- proper, accredited and employer funded training,
- regular refresher training,
- and clear emergency protocols that prioritise the safety of our members.

Use GMB's industrial and political influence to lobby for national standards on bleed kits and haemorrhage control training in public facing workplaces. Support GMB reps and health and safety officers to negotiate bleed kits and training as a core part of protecting members from workplace violence, regardless of recognition status. Publicly promote and share best practice, including the work of Brenda Wright and GMB ASDA representative, as evidence of the union delivering real, life saving protections for its members and the wider public.

A50 BRANCH
WALES & SOUTH WEST REGION

143. TRAINING, PROGRESSION AND DEVALUATION OF YOUNG RETAIL WORKERS

This Congress notes that large retail employers, including ASDA, employ significant numbers of young workers, many of whom enter retail as their first job.

In workplaces where unions operate without formal recognition and rely on partnership arrangements, decisions on training, grading and progression remain largely employer controlled.

Young retail workers are frequently described

as "unskilled" despite regularly carrying out work requiring:

- cash handling and financial responsibility,
- conflict management and customer safety,
- regulatory compliance, including age restricted sales.

Many young retail workers experience minimal training and limited or unclear progression routes and are treated as temporary or disposable labour rather than workers to be developed.

Congress believes that retail work is skilled work, and the continued misclassification of retail roles devalues workers, suppresses pay and restricts progression. The lack of structured training and transparent progression entrenches inequality, particularly for young workers from working class and marginalised backgrounds. Partnership only arrangements are insufficient to guarantee fair access to training, skills recognition and career development.

Congress resolves to campaign for national retail training standards that recognise the skills required in retail work. Press major retail employers, including ASDA, to provide:

- paid, structured training,
- clear and age neutral progression pathways,
- transparent criteria for development opportunities.
- Promote the recognition of retail skills within pay frameworks and grading structures.
- Resource GMB to organise young retail workers around training, skills and progression, and to use these issues to strengthen the case for collective bargaining rights in the retail sector.

A50 BRANCH
WALES & SOUTH WEST REGION

145. REMINDER OF THE CAMPAIGN AGAINST ABUSE TOWARDS EMPLOYEES/ MEMBERS IN AVIATION

We welcome the support from Congress last year supporting the aviation sector against Abuse to Airport Workers. This was a national campaign leading to a meeting with a Labour Minister at Westminster.

Unfortunately, a year later our members are still suffering from violence and abuse which continues daily. We have recently reported 6 physical assaults on staff working for Ryanair Stansted.

Congress, London Region calls for much stronger punishment when physical assaults take place.

We believe police prosecution should be mandatory resulting in a lifetime ban across all UK airports rather than a community order.

We note that the Crime and Policing Bill going through Parliament protects retail and emergency workers. It seeks to introduce a new standalone offence of assaulting a retail worker which will have a maximum penalty of 6 months in prison and/or an unlimited fine and upon first conviction and the courts can impose a Criminal behaviour order (CBO) We need GMB to fight for parity for all our customer-facing members across the Union.

S71 STANSTED AIRPORT BRANCH
LONDON REGION

146. HIDDEN DANGERS TO HEALTH IN AVIATION SECTOR

This Congress notes that our members nationwide in UK airports are risking their health and wellbeing on a daily basis providing underwing services to airlines, many are doing this unaware of the risk of cancer.

Working outside in all weathers throughout the year for up to six hours or longer has a consequence from UV radiation and constant aviation fuel fumes in the air.

Our own employers do not recognise the dangers from their own vehicles which emit various diesel particles whilst members are working next to the equipment. All this is a cocktail of chemicals and carcinogens by ingestion as well as taking in fine particles via skin contact.

We urge GMB to work with the HSE and employers on ways to safeguard workers and campaign to make our members aware of

these dangers to their health.

S71 STANSTED AIRPORT BRANCH
LONDON REGION

147. FAIRER FUNDING OF STAFF CAR PARKING

This Congress notes that on the 14th of December 2023, one week before Christmas, with only two weeks' notice, GMB Members were informed by Heathrow Airport that Staff car park charges would increase by 198%.

At the 2024 GMB Congress, we passed a motion to petition, lobby, and campaign to have this reversed, via Heathrow, the Civil Aviation Authority, and Parliament.

After 2 years of petitioning, lobbying, and campaigning charges have reduced by less than 20%.

- Critics of our union say that this is both a poor result, and absolutely nothing to do with our campaign.
- It has become clear that significant change can only be achieved from the top-down; from Government and CAA regulations. Heathrow can otherwise always claim that the charges are out of their control.

We call on GMB to lobby the government and CAA to change the funding formula for staff carparking to a fairer model; from an extortionate monthly charge that pays no regard to part-time workers, the sick, or those on leave, to a daily/per hour charge based on usage.

A37 AVIATION SECURITY BRANCH
LONDON REGION

148. THIRD-PARTY PRESSURE WITHIN THE SECURITY INDUSTRY

Congress notes that the Employment Rights Bill has received Royal Assent and is now law as the Employment Rights Act 2025. While the Act introduces long overdue reforms to UK employment law, it fails to address a serious and systemic injustice facing workers in the security and wider service provider industries: dismissal driven by third party pressure.

In the security industry, employers are routinely pressured by clients to remove workers from sites or terminate employment, often without misconduct, capability issues, or any fair process. These decisions are frequently taken not on merit, but to appease commercial interests. This practice undermines the principles of natural justice, erodes employment protections, and leaves workers exposed to arbitrary and unfair dismissal.

Employers placed under such pressure are forced into an impossible position—either to comply with client demands or risk losing contracts and livelihoods across their workforce. However, it is workers who pay the price, losing their jobs through no fault of their own. The continued use of "Some Other Substantial Reason" to justify such dismissals has become a mechanism to legitimise injustice rather than prevent it.

Congress, we assert that employment rights must not be overridden by commercial convenience. Redeployment clauses and contractual discretion offer only limited and inconsistent protection and fail to address the root cause of the problem. Without explicit statutory safeguards, workers will continue to be sacrificed to protect commercial relationships.

Congress, we therefore condemn the failure of the Employment Rights Act 2025 to confront third party pressure and calls for urgent legislative reform to prohibit dismissals driven solely by client demands. We demand enforceable protections to ensure that no worker can be dismissed or disadvantaged because of third party influence, particularly within the security and service provider sectors.

Congress, please instruct GMB union to campaign for this protection to be enshrined in law.

G43 LONDON SECURITY BRANCH
LONDON REGION

151. SECTOR PAY, REAL LIVING WAGE, AND FAIR RECOGNITION FOR SECURITY WORK

This Congress notes that security officers are frequently paid at or near the minimum rates despite performing safety-critical work, managing conflict, protecting high-value assets, and supporting public safety often on unsociable hours

This Congress believes security work should be treated as a skilled occupation with pay structures that reflect the risk, responsibility and professionalism, and that poverty pay drives high turnover, skills loss, and poorer safety outcomes.

This Congress calls on the CEC to pursue:

- A GMB-wide campaign for Real Living Wage (and above) rates across security contracts, including enhancements for nights, weekends and public holidays.
- National guidance for branches on building pay claims using comparators (risk, responsibility, contract value, inflation, retention).
- A push for sectorial bargaining/fair pay agreements in the security industry, bringing unions, employers, and major clients to the table.
- Procurement rules in public-sector and publicly funded contracts that require fair pay, union access, and decent sick pay as a minimum conditions.

X70 SCOTTISH SECURITY BRANCH
GMB SCOTLAND

154. PROTECTING GAS INDUSTRY JOBS AND SECURING A FAIR, AFFORDABLE ENERGY TRANSITION

This Congress notes the vital role that gas and hydrogen will play in the UK's future energy mix, and that thousands of GMB members rely on secure employment in the gas industry.

Congress believes that the transition to cleaner energy must protect skilled jobs, maintain energy security, and ensure all households can heat their homes affordably and adequately. Congress is concerned that current policies risk job losses, fuel poverty, and underinvestment in hydrogen and essential gas infrastructure.

Congress resolves to campaign for:

1. A national commitment to hydrogen ready boilers for all future installations.
2. Ongoing investment to maintain and prepare the gas network for hydrogen and blended fuels.
3. Accelerated approval and funding for hydrogen trials in Scotland and across the UK.
4. Responsible use of domestic oil and gas resources to ensure UK energy security during the transition.
5. A national affordable heating guarantee, protecting households from rising energy costs.
6. A clear job security and skills plan for gas workers in the transition to hydrogen and cleaner energy.

Congress instructs the GMB to lobby government and industry to embed hydrogen and gas in future energy planning, protect skilled jobs, and campaign for realistic, affordable home heating solutions.

U11 SCOTTISH GAS BRANCH
GMB SCOTLAND

155. RETRAINING IN THE OIL AND GAS INDUSTRY EP

This Congress notes with concern the ongoing changes and energy policy and the transition within the energy sector, which are having a direct impact on members working in the offshore oil and gas industry.

Congress believes that transition to a lower carbon economy must be a just transition one that protects jobs, pay, skills and communities and does not leave offshore workers behind.

Congress further notes with concern that there is currently no clear, funded, or agreed plan for retraining and redeploying oil and gas workers as part of this transition.

Congress therefore calls on the CEC to make strong political representation to government demanding that any just transition plans include retraining and reskilling proposals, must be developed in partnership with trade unions and must involve GMB at every stage to ensure our members interests are fully protected.

UPPER CLYDE ENGINEERING SHIPBUILDING BRANCH
GMB SCOTLAND

156. MAKE IN BRITAIN FOR JOBS, GROWTH AND SECURITY

This Congress believes the recent offshoring of contracts to build the Royal Navy's support fleet exposes everything that is wrong with British procurement policies and urges the UK and Scottish Governments to work together to deliver industrial strategies for jobs, growth and security.

Nationalised Ferguson Marine is the last remaining commercial shipyard on the Clyde and has, for more than a century, successfully built small, specialist ships. These are exactly the kind of tugs, barges and pilot ships needed to support operations at UK navy bases at Devenport, Portsmouth and Faslane, home to our country's nuclear submarines and just eight miles from Ferguson Marine.

Why, when there is a shipyard owned by British taxpayers a few miles from Faslane, will the Defence Maritime Services Vessel Replacement Programme be completed in Vietnam, Poland, Romania, anywhere but here? Why were UK yards not informed of the work never mind asked to tender? Why was Serco, the private contractor being paid £1billion to supply naval port services, allowed to award this contract to Damen, a Dutch defence giant under investigation for alleged corruption and sanction-busting, without, reportedly, having to discuss it with ministers never mind secure their approval?

This contract exposes a fatally flawed procurement system that needlessly allows the off shoring of contracts without supervision or strategic consideration. In an uncertain world, we can no longer rely on others for our security or manufacturing firepower. We must build a new industrial strategy on ambition, support and workers' experience, commitment and skills.

This Congress urges governments on both sides of the border to stress test procurement rules to ensure they do not needlessly drive contracts out of the UK. This Congress wants Scotland to make again.

PORT GLASGOW NO 4 ENGINEERING BRANCH
GMB SCOTLAND

157. CONNECT THE HIGHLANDS TO SUPPORT WHISKY WORKERS

This Congress believes urgently improving the transport infrastructure across the Highlands and Islands is essential to support one of the Britain's most essential industries, Scotch whisky.

The "water of life" supports around 11,000 jobs in the region, 50,000 more across the UK, and adds £7billion to the British economy every year. Meanwhile, two million tourists travel to 150 distilleries every year making them Scotland's top attraction.

Like any successful industry, whisky depends on swift and efficient routes to suppliers and markets but, with so many important distilleries in the north, that presents particular challenges and demands priority support. That has been sadly lacking for decades when communities and businesses across the Highlands and Islands have been failed by old and failing ferries and glacial progress towards upgrading the most important roads.

Almost unbelievably, it has taken more than a decade to dual just 11 miles of the A9, the busiest and most important road to the Highlands, with optimistic estimates now suggesting the work will not be completed for another ten years. That is not only a national embarrassment but an epic act of economic self-harm.

Communities and businesses across the Highlands and Islands, including all our members working in the whisky industry across the region, deserve more than empty promises and platitudes. The upgrading of strategic transport infrastructure is an economic necessity and must become a political priority.

This Congress urges the Scottish and UK Governments to work together to ensure improvements to roads, railways, ferries and ports across the Highlands and Islands secure every possible support and delivered as a matter of urgency.

CLYDE BONDING BRANCH
GMB SCOTLAND

158. THE IMPORTANCE OF RECOGNISING THE SKILLS OF CERAMIC WORKERS

This Congress acknowledges that the ceramic industry is going through extremely difficult times with a number of issues.

Members that work within the industry are highly skilled but over the years many Ceramic Workers have continued to be deskilled. This leads to unfairness and low pay as they only have a job title as a production operative and not the job for example, a guilder, a lithographer or a cup handler.

We need to change this and reinstate the job titles that they deserve and to gain equality within the workplace. The pottery industry is known around the world for its highly skilled jobs so our members should be recognised for this on their job title.

Please support.

S75 STOKE UNITY BRANCH
MIDLANDS REGION

INDUSTRIAL AND ECONOMIC POLICY: PUBLIC SERVICES

159. REGULATION

This Congress demands GMB Interpreters to become a recognised stakeholder in the field and part of its regulation. Regulation recognised by the government.

As the Ministry of Justice promised in response to the Public services Committee's inquiry into court interpreting in May 2025, a regulatory board:

to "govern and oversee" qualifications; monitor performance; and administer the registers with MOJ interpreters as well as complaints.

The regulation has to cover and be able to act on all occasions where an interpreter has not been booked for a court hearing, including all cancelled bookings, along with the reasons for the cancellation.

But the ministry then went back on their word and instead created a "Pipeline Advisory Group" for the stakeholder interpreter organisations but still limiting them to "providing insights" ONLY in regard to Qualifications again! As it was.

Without transferring any REAL regulatory powers, it renders that hardest task of all impossible. The exodus of top interpreters from the profession continues. It may instead have been named "Down the Drain Group".

The only so-called regulator of the field, NRPSI (National Register of Public Service Interpreters) is voluntary. No voluntary regulation could be effective in a professional environment, let alone a public service.

The organisations in that board have to work along the Ministry towards protection of title for the top layer of interpreters and to be recognised as regulators within the government list of professions.

IT1 GMB INTERPRETERS & TRANSLATORS BRANCH
LONDON REGION

161. POLICE SERVICE TO BE REAL LIVING WAGE EMPLOYERS

This Congress notes that:

The Real Living Wage, Living Wage Foundation, reflects the actual cost of living and is essential to tackling in-work poverty.

Only a small number of the 43 police forces in England and Wales are currently accredited Real Living Wage employers.

Some forces, including South Wales Police, have already achieved Real Living Wage accreditation and demonstrate that this commitment is both achievable and beneficial.

An increasing number of police staff across the country face rising living costs, and those police staff working, in often extremely challenging roles, earn just 12p more an hour than the National Minimum Wage. This Congress believes that no police staff member should earn less than the Real Living Wage.

Paying the Real Living Wage improves morale, productivity, recruitment, retention, and workforce wellbeing.

Police forces should lead by example as public

sector employers, setting fair pay standards across the workforce.

This Congress resolves, by supporting GMB representatives in police forces to negotiate, campaign, and organise around Real Living Wage accreditation, to:

- Work with the other Police Service Trade Unions, recognised by the Police Staff Council, to campaign locally for all police forces to become accredited Real Living Wage employers.
- Encourage police forces that are already accredited, including South Wales Police, to actively share best practice, evidence, and support with forces that are not yet accredited.

S62 BRANCH
WALES & SOUTH WEST REGION

162. MENTAL HEALTH CRISIS IN THE POLICE SERVICE

This Congress notes with deep concern that there is a growing mental health crisis within the Police Service, with evidence showing that over 100 police officers and staff in England and Wales are known to have taken their own lives between 2022 and 2025, and more than 200 attempted to do so during that period — figures that are likely undercounted due to inconsistent reporting.

Congress further acknowledges that in England and Wales the overall number of people taking their own lives among the general population remains a significant public health concern, with 350 deaths reported in the year to March 2024, at a rate of approximately 12.4 per 100,000 people. Despite these concerning trends, there is currently no statutory requirement for the police service to record death by suicide or attempted suicides among serving officers and staff, meaning the true scale of the problem is not accurately measured or understood.

This Congress believes that policing must prioritise the mental health and wellbeing of its workforce as a matter of urgency, recognising that traumatic exposure, chronic work-related stress, and organisational pressures place officers and staff at elevated risk of mental illness, distress, and suicide.

The GMB Union commits to working with other Police Service Trade Unions and the Police Federation to address this increasing crisis within the Police Service.

Congress therefore calls on the relevant authorities and Government to:

- Introduce mandatory recording and transparent reporting of all suspected and confirmed deaths by suicide and suicide attempts involving serving police officers and staff, to ensure accurate data is available for analysis and prevention planning;
- Ensure access to independent, trauma-informed mental health support services for all police officers and staff, including proactive counselling, peer support, and psychological risk assessments, with protected time to attend these services;
- Implement a statutory framework for early intervention and ongoing mental health care, including mandatory debriefs and evidence-based support following exposure to traumatic incidents and stressful operational duties;

This Congress asserts that the mental health and safety of those who serve must be treated with the same seriousness as physical safety, and that proactive, structured support will save lives and strengthen policing for both staff and the communities they serve.

S62 BRANCH
WALES & SOUTH WEST REGION

163. SAVE OUR LOCAL AUTHORITIES

This Congress should save our local authorities by demanding that the government takes responsibility for ensuring that our councils are funded correctly, run correctly and not privatised and outsourcing jobs to private companies that can be done in-house like many other public service providers.

Councils are at the heart of every community up and down our country whether you are in Scotland, England, Northern Ireland or Wales, so why are so many of them miss managed, poorly run and failing the people who live in them and work in them?

The reason is because there are too many at

the top end (the bosses/the fat cats) of local authorities and not enough frontline workers, the guys and gals on the ground delivering services from cutting grass, emptying bins to looking after our children in schools, or our parents and grandparents in their own homes, or in care homes.

Congress, how do we fix this problem for our children and grandchildren? Simple really, make ALL local authorities up and down the length and across the breadth of our country have a fixed standard operating model. What I mean by this is cut the levels of management. There should be six layers of employees below the Chief Executive and up to 12 grades/bands. Having six layers would mean less money wasted on the highest earners and more money to employ staff to do the important front-line services and serve our communities.

Having a standard operating model in all authorities would mean that all councils would work the same just like what was promised in previous generations with single status. To make all councils the same, I would suggest that incremental changes should be made to do away with the first 18 points on the spinal columns and the spinal columns to align with the real living wage, which should be paid by all local authorities.

By reorganising the first 18 increments, this would be mean that the lowest paid workers will be paid for the jobs they do. There are some instances where grade 1 workers and grade 2 workers are paid the same rate of pay because the incremental scales are flawed and no longer fit for purpose. This would mean that workers are recognised and paid for the responsibility level they have, which has been evaluated through job evaluation and whichever scheme is used by that area's local authority.

Workers would progress on the incremental scale gradually earning a wee bit more for their length of service, which in turn will have a morale-boosting effect on workers and as you know workers that are happier will be more productive, stay longer at the organisation, and have fewer sick days, which in turn will save the councils money.

So, Congress, please fight for the future of every council in the UK. Acting today will save jobs for the future – not just present jobs, but jobs for our children and our children's children.

D61 DUMBARTONSHIRE PS BRANCH
GMB SCOTLAND

164. LOCAL GOVERNMENT

This Congress notes:

Local government finances are strained after years of Austerity imposed on local government.

65% of the public sector employees are women.

The lack of local authority funding is leading to an increase in redundancies and restructures in both councils and schools.

Facility time for reps and branch officials in the public sector is being restricted and reviewed due to the argument of lack of funding.

Outsourced workers are finding it more difficult to secure decent pay rises due to the lack of local authority funding to put towards pay offers on top of the company's offer.

Congress believes:

Campaigns in the public sector could be defined as equality campaigns due to the large number of women workers.

Austerity has not saved the UK economy money or reduced the UK national debt as it was claimed to do.

Public services and schools are in dire need of additional funding to deliver for working class communities.

NJC pay awards should be funded by central government.

Existing facility time for the majority of local government reps does not cover the caseload that is required to service the members.

Austerity has destroyed public services that many of our members use and rely on.

Congress resolves:

Make local government funding a central issue for any NJC pay campaign.

Use lobbying, campaigning, protests and industrial action to pressure the government into putting more money into local government.

Work with local government and schools activists to set up an action group to coordinate a campaign for an increase in local government funding

L26 RICHMOND & WANDSWORTH BRANCH
SOUTHERN REGION

165. AI AND AUTOMATION IN LOCAL GOVERNMENT

This Congress notes:

- The rapid expansion of Artificial Intelligence (AI), machine-learning systems, and automated decision-making within local government services, including HR processes, welfare assessments, customer service interactions, rostering systems, and resource planning tools.
- That councils across the UK are increasingly adopting automation technologies without adequate workforce consultation, impact assessments, or guarantees on data protection, transparency, and accountability.
- That AI systems—if unregulated—risk embedding bias, reducing service quality, undermining professional judgement, intensifying workloads, and potentially leading to job loss or a deterioration of pay, terms, and conditions.
- That workers and communities must be at the center of any digital transformation, and that trade unions have a vital role in negotiating safeguards, standards, and ethical frameworks.

This Congress believes:

- Technology should enhance—not replace—the human workforce and must never be used to undermine collective bargaining, degrade jobs, or increase precarity.
- AI must remain a tool under human control, with accountability ultimately lying with the employer, not with automated systems.
- Workers must have the right to:
  - understand how AI systems operate,
  - challenge automated decisions,
  - be informed when automation is used in management processes,
  - refuse unfair or unsafe technology-driven workloads.
- Public services depend on human empathy, experience, and democratic oversight—qualities that cannot be replicated by automation.

Congress asks the Union to:

- Campaign nationally for:
  - statutory regulation of AI in the public sector,
  - protection of workers from automated decision-making,
  - inclusion of AI within all collective bargaining frameworks,
  - public ownership and democratic control of emerging technologies.
- Provide training and resources for reps on:
  - negotiating digital and AI policies,
  - challenging unsafe or unfair technology,
  - understanding algorithmic management.
- Build alliances with community groups, digital rights organisations, and other unions to ensure that automation strengthens—not undermines—public services and workers' rights.

In short: AI and automation must work for workers and communities—not against them. This union demands transparency, accountability, and negotiation at every stage of digital transformation.

FIFE PUBLIC SERVICES BRANCH
GMB SCOTLAND

166. CONSISTENT NJC PAY RATES

In Doncaster council employees have been paid 2.5% below NJC pay rates for over a decade. This has led to difficulties in recruitment and retention of staff as well as local government workers feeling the extended effect of austerity long after it was claimed it was over.

NJC pay rates should be consistent across the whole country. GMB has a duty to our members to ensure that the national agreements are honoured in full for all Local Authority workers.

Congress calls for a full audit of all LA pay agreements to ensure that all councils are paying the full NJC pay rates and to launch pay restoration campaigns wherever workers are being short changed.

D19 DONCASTER CENTRAL
NORTH EAST, YORKSHIRE & HUMBER REGION

167. PROMOTING NJC FAIR PRINCIPLES

We believe that NJC pay and conditions remain essential for fairness, recruitment and retention across local government and related services.

We believe that workers delivering publicly funded services — including those employed in organisations where public bodies hold a majority share — should have access to fair, consistent and transparent employment standards aligned with NJC principles.

We ask congress to:

1. Reaffirm GMB's commitment to strong NJC bargaining.
2. Promote NJC aligned standards across publicly influenced employers.
3. Provide guidance to regions on supporting members working in non NJC but publicly owned or controlled organisations.
4. Work with elected regional Mayors to give members working for the public that don't receive NJC terms and conditions the chance to receive them.

D30 DURHAM AND TEESSIDE GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

168. NJC SHOULD BE THE HIGHEST STANDARD OF PAY AND TERMS & CONDITIONS

This Congress calls on the GMB to ensure any future NJC pay claims substantially award those on the bottom run of the pay scales. For too long GMB Members employed in the public sector on the bottom pay scales have had to survive on just above the national minimum wage.

With recent awards been given just to ensure Local Government Workers do not fall under the statutory minimum, NJC should be the highest standard of pay and terms & conditions

L45 LUTON BRANCH
LONDON REGION

169. ENDING SHORT-TERM FUNDING AND INSECURE EMPLOYMENT IN PUBLIC SERVICES

This Congress notes the increasing dependence of local authorities on short-term, single-year funding settlements from central government, and the damaging impact this has on long-term service planning, workforce stability, and value for public money. This has led to a growing number of GMB members being employed on insecure, short-term contracts.

Congress believes that public services cannot be planned or sustained on the basis of annual uncertainty. Frontline services rely on skilled, experienced, and permanent staff, and the overuse of short-term contracts traps workers in insecurity while representing a false economy.

Congress resolves that GMB will campaign for an end to single-year funding settlements, lobby for multi-year guaranteed funding for local authorities, press for permanent employment as the default for trained frontline staff, and challenge the misuse of public funds that undermines service quality.

N15 BRANCH
WALES & SOUTH WEST REGION

170. TACKLING EXCESSIVE WORKLOAD AND STRESS IN LOCAL AUTHORITY AND SCHOOL WORKPLACES DUE TO BUDGET CUTS

This Congress, we note with serious concern the impact of ongoing budget cuts on Local Authority and school workplaces, leading to chronic understaffing, excessive workloads, and unmanageable pressures on staff.

We recognise that reduced funding has resulted in job losses, increased responsibilities, and the erosion of support services, leaving remaining staff to carry unsustainable workloads. This has contributed to rising levels of stress, burnout, sickness absence, and declining mental and physical wellbeing among members.

This motion calls on the union to campaign for manageable workloads, adequate staffing levels, and proper funding for Local Authorities and schools.

Congress further instructs GMB to challenge employers who fail to assess and address workplace stress, to demand robust workload and stress risk assessments, and to support members affected by excessive workloads arising from budget-driven cuts.

No member should be expected to sacrifice their health and wellbeing to compensate for funding shortfalls and we commit GMB to holding employers and government accountable for the consequences of underfunding on workers and the services they provide.

I35 ISLINGTON & HARINGEY BRANCH
LONDON REGION

172. FAIR TERM-TIME LEAVE FOR SCHOOL SUPPORT STAFF

This Congress notes that school support staff (predominantly women, the lowest paid in schools) face inconsistent, discretionary and sometimes punitive approaches to term time leave, causing distress and undermining wellbeing, retention and equality.

Representative case evidence from support staff reps shows inconsistency, hostile responses and disciplinary threats linked to discretionary leave decisions.

That the NJC 2026–27 pay claim includes "the ability of all school support staff to take a day of paid leave during term time" — an important step that nevertheless does not bind academy trusts or other non NJC schools and may still be treated as discretionary.

That current GMB policy already supports greater flexibility around leave to enable parents to take annual leave outside term time and routinely mandates model policies/charters where employer practice is inconsistent — providing a clear route for national action in schools.

This Congress believes:

- That one guaranteed paid term time personal day per year for school support staff should be a universal minimum, not subject to headteacher discretion, and should apply across all school types (maintained, VA/VC, academies, and MATs
- That discretionary leave abuse and opaque processes damage morale, retention and equality outcomes (especially for women and carers) and contradict existing GMB policy on fair leave and respect at work.
- That the union should convert the NJC claim into formal GMB Congress policy: a national charter, a model policy, and a coordinated industrial/political campaign to normalise a guaranteed paid term time day and end discretionary leave abuse in schools.

This Congress resolves that GMB will:

- Publish a GMB School Discretionary Leave Charter and an accompanying Model Discretionary Leave & Personal Day Policy for schools/MATs
- Make the guaranteed paid personal day a standard GMB bargaining claim in schools (maintained and academies/MATs), aligning with the NJC claim but not dependent on NJC coverage.
- Campaign for statutory or DfE mandated guidance guaranteeing at least one paid term time personal day for school support staff, and for DfE/Ofsted to monitor and report on staff wellbeing/employment practices including discretionary leave processes.

- Establish a national evidence log (via Regions) to record discretionary leave decisions, appeals, and related detriment; publish an annual report highlighting systemic issues and best practice; and provide specialist training for education reps on negotiating the model policy and supporting members through disputes.

- Run a national campaign, with member stories (anonymised), branch resources, and media/MP engagement; coordinate Days of Action to highlight employers/MATs who adopt or resist the Charter.

- Report progress to the CEC and back to Congress each year (consistent with existing Congress reporting practice), including the number of employers adopting the model policy/charter and the coverage of guaranteed personal days achieved.

C60 CROYDON BRANCH
SOUTHERN REGION

173. END COMPULSORY TERM-TIME ONLY CONTRACTS FOR SCHOOL SUPPORT STAFF

This Congress please note:

1. GMB represents thousands of school support staff across maintained schools, academies and multi-academy trusts.

2. Many GMB members are employed on compulsory term time only contracts and are unpaid during school holidays.

3. School closures during holiday periods are determined by employers and government policy, not by school support staff

4. Teachers pay is annualised and protected year round, while school support staff who are often on lower pay are denied the same security

5. The majority of school support staff are women, meaning term time only contracts disproportionately worsen gender pay gap inequality, in work poverty and financial insecurity.

GMB believes that:

It is fundamentally unfair for workers to lose pay during enforced breaks they did not choose.

Compulsory term time only contracts amount to a hidden pay cut and undermine the principle of fair pay for essential work.

Insecure contracts damage recruitment, retention, and service quality in schools.

Flexible working must be voluntary and fairly compensated, not imposed as a cost cutting measure.

GMB resolves to:

1. Campaign to end compulsory term time only contracts for school support staff

2. Demand annualised year round pay as the default contractual arrangement for school support staff

3. Ensure any term time or part year working are strictly voluntary, transparent and do not reduce real hourly pay

4. Pursue collective bargaining with local authorities, academy trusts and employers to secure fair contracts.

5. Lobby UK and devolved governments to provide sufficient ring fenced funding to enable schools to implement fair pay structure.

6. Support GMB branches and members to challenge unfair contracts through negotiation, campaigning and industrial action where necessary.

7. Work with GMB equality structures to highlight the disproportionate impact on women workers and low paid members.

L26 RICHMOND & WANDSWORTH BRANCH
SOUTHERN REGION

174. VIOLENCE IN SCHOOLS

This Congress recognises that Schools are becoming very difficult workplaces with many schools having high levels of Violence against support staff.

Our reps are often being called to represent members who are either injured or who are being accused by parents or the school of issues around a pupil.

There are also issues around parents

WhatsApp groups where parents will gang up on the member and accuse them of all sorts of things many of which are unfounded. Schools will take on these children because they will come with extra income which helps with dwindling budgets.

Academisation has come with extra admin leading to budgets being stretched even further

We must lobby the Government for realistic budgets after all Academies were founded by the government.

C35 ESSEX PUBLIC SERVICES BRANCH
LONDON REGION

175. GMB GUIDANCE ON PHYSICAL RESTRAINT TRAINING FOR SCHOOL SUPPORT STAFF

This Congress notes school support staff face increasing incidents of violence and aggression in schools, yet they are expected to manage such situations without legal protection or adequate training.

There is no legal requirement for school support staff to be trained in physical restraint techniques. This training is voluntary, and employers cannot mandate staff to undergo restraint training or require them to physically intervene in incidents.

Staff who decline restraint training or refuse to intervene physically must not face disciplinary action. Employers must respect that restraint training is voluntary and cannot be imposed as a condition of employment.

The legal responsibility for any restraint incident falls entirely on the individual staff member. In cases where an incident results in injury or an allegation of assault, the worker—not the employer—may face suspension, dismissal, criminal prosecution, or civil action.

Employers provide unclear and inconsistent guidance on restraint use, leaving staff uncertain about their rights and responsibilities, increasing legal risks, and leading to inconsistent decision-making.

Employers must prioritise alternative de-escalation strategies, ensuring robust behaviour management policies and staff training to safely handle violent or aggressive situations without resorting to physical restraint.

Congress believes GMB must take the lead in ensuring that members understand that physical restraint training is not mandatory. Employers must take full responsibility for ensuring a safe working environment and provide clear policies that protect staff. There must be an explicit commitment that school support staff cannot be penalised for refusing to engage in physical restraint training.

Congress resolves to call on GMB to:

1. Issue clear guidance to all school support staff, stating that:
    - Physical restraint training is strictly voluntary, and staff cannot be required to participate.
    - Any decision not to undergo training or use restraint must not lead to disciplinary action.
2. Educate members on the legal risks of physical restraint, including:
    - The potential for criminal prosecution, disciplinary action, or civil claims.
    - The lack of employer-provided legal protection in such cases.
    - The physical and psychological risks are associated with using restraint.
3. Campaign for legal protections for school support staff, ensuring that:
    - Staff cannot be held personally liable for restraint-related injuries or allegations.
    - Clear, enforceable policies govern when restraint can be used, if at all.
4. Demand that employers prioritise de-escalation and behaviour management training rather than placing the burden on staff to use physical restraint.
5. Provide legal and professional support to any GMB member facing allegations related to physical intervention and to those experiencing discrimination for refusing to participate in restraint training.

This motion seeks to ensure that school support staff are fully informed of their

rights, protected from undue legal risks, and supported in their workplace.

HIGHLAND COUNCIL BRANCH
GMB SCOTLAND

176. KNIFE BLANKETS

This Congress seeks to secure national recognition that support staff working in LA Schools, academies, Pupil Referral Units (PRUs), SEND settings, and alternative provision face heightened risks of encountering knives or bladed objects as part of their everyday duties.

Support staff in these environments frequently manage challenging behaviour, respond to safeguarding crises, undertake de escalation work, and provide frontline care to pupils with complex needs—yet they are often expected to do so without appropriate protective equipment.

We call for the establishment of clear national standards requiring all academy trusts, local authorities, and specialist education providers to provide knife resistant blankets wherever risk assessments identify potential exposure. This includes integrating knife blankets into behaviour policies, safeguarding frameworks, crisis response procedures, and specialist provision operating models.

We also ask that support staff receive consistent training on when and how knife resistant blankets should be used, with an emphasis on safety, de escalation, and trauma informed practice. The aim is to prevent staff from being placed in avoidable danger during violent incidents, emergency interventions, or situations involving pupils in crisis.

This motion also seeks to empower GMB branches to negotiate for knife blanket provision across all education settings—including academies, PRUs, SEND schools, and alternative provision—and to position GMB as the leading union championing practical, preventative safety measures for the protection of education support staff nationally.

R27 REDBRIDGE BRANCH
LONDON REGION

177. COLLEGE FUNDING

The Congress notes that the UK College sector is in a crisis that many in the college sector saw emerging for over twenty years. The FE sector is critical to the UK economy bringing much needed, highly skilled people into the workforce and functioning as anchor institutions in local communities.

The UK and devolved governments continue to prioritise schools and universities at the expense of investment in colleges which train and educate predominantly working-class and marginalised learners. College employers, for their part, continue to get themselves into recurring financial difficulty and putting their hands out for bailouts while resisting any/all efforts to make them more transparent and accountable to the taxpayer.

Some of these employers are obscenely overpaid but have failed to successfully fight for FE funding. They have instead simply managed decline and compliantly implemented cuts to access-level provision and frontline student support while threatening jobs and using scarce funds to pursue their own vanity projects and mismanaging the rest. The lack of transparency and poor governance has resulted in the most flagrant abuses of public funds. This misuse of funds undermines the sector's efforts to lobby for more funds from the public purse.

The college sector is a long-suffering victim of underfunding and needs a significant cash injection to keep afloat let alone improve and thrive. Any new money should though be ring-fenced for its intended purpose with guarantees of full transparency and proper scrutiny of spending. Unions should be invited to be part of national finances and spending reviews to understand why there are chronic financial problems in colleges.

This congress calls for the GMB General Secretary to write to the UK Minister for Education and those the devolved regions to meet with the GMB to discuss additional ringfenced funds for the college sector and the creation of a joint body to scrutinise college funding and how it used in the college sector.

G85 SCOTLAND FURTHER EDUCATION BRANCH
GMB SCOTLAND

178. GREATER PROTECTION FOR FRONTLINE AND EMERGENCY WORKERS

C7

This Congress is concerned with the Incidents of verbal abuse, threats, intimidation, and physical violence against emergency workers and frontline staff continue to rise across the UK. Workers in sectors such as ambulance services, healthcare, social care, policing, local government, education, and public-facing roles are disproportionately exposed to aggression in the course of their duties.

Existing legislation — including the Assaults on Emergency Workers (Offences) Act — does not sufficiently cover all frontline roles, nor does it adequately deter persistent offenders. Many employers fail to provide consistent reporting mechanisms, post-incident support, or meaningful sanctions against perpetrators.

Congress Believes:

- Every worker has the right to carry out their duties free from fear, abuse, and violence.
- Verbal aggression, harassment, and threats can be as psychologically damaging as physical assault.
- Employers have a legal and moral duty to ensure safe working environments, including robust prevention measures, training, and support systems.
- Stronger national standards and enforcement are essential to protect workers who serve the public.

Congress calls on the CEC to:

1. Campaign for strengthened legislation that expands legal protections to all frontline and public-facing workers, ensuring verbal abuse, harassment, and threats are treated as serious offences.
2. Lobby government to increase penalties for assaults — verbal or physical — against emergency workers and frontline staff and ensure consistent enforcement across all regions.
3. Demand employers implement mandatory incident reporting systems, with clear escalation routes, zero-tolerance policies, and guaranteed follow-up action.
4. Push for comprehensive training for staff on de-escalation, personal safety, and recognising early signs of escalating aggression.
5. Ensure access to post-incident support, including counselling, occupational health, paid time to recover, and representation for affected members.
6. Launch a national awareness campaign highlighting the impact of abuse on workers and promoting respect for those delivering essential services.
7. Monitor employer compliance and publish annual reports on violence and abuse against members, using data to drive further campaigning.
8. To Lobby for a National Government Compensation Scheme for victims of "Front line workers abuse"

R45 BRANCH
WALES & SOUTH WEST REGION

179. EXTEND PROTECT THE PROTECTORS BILL

C7

Congress notes:

That the Protect the Protectors legislation was introduced to increase protection for emergency service workers facing violence and abuse in the line of duty.

However, it currently only covers so-called "blue light" staff — such as paramedics, police, and firefighters — leaving many other frontline public service workers without the same legal safeguards.

Congress further notes:

That GMB members across local government, social care, health, education, refuse collection, housing, and other sectors regularly face intimidation, aggression, and physical assault while simply doing their jobs.

These workers deliver essential public services and deserve equal protection under the law.

This Congress believes:

- Every worker has the right to carry out their duties free from threat or harm.

- The current legislation unfairly excludes many staff who face similar risks.
- Extending the Protect the Protectors provisions would send a powerful message that abuse of any worker providing public services will not be tolerated.

Congress therefore calls on GMB:

- To campaign for an extension of the Protect the Protectors Bill to cover all frontline and public-facing workers, not just blue light staff.
- To lobby MPs, devolved administrations, and local authorities to support this change in law.
- To raise public awareness of the abuse faced by non–blue light staff and the need for stronger legal protection.

W66 BRANCH
WALES & SOUTH WEST REGION

180. SAFEGUARDING STAFF IN SOCIAL CARE

This Congress notes that while it is appreciated that any allegation of abuse requires investigation and reporting to relevant bodies when a proven false allegation is made by a service user there is very little or no support for the staff member and no consequences for the service user, meanwhile the staff member remains under investigation by SSSC and the police despite employer finding allegation to be false.

While many employers have Zero Tolerance Policies these policies are usually aimed towards protection of service user, families and visitors very rarely is there any mention of consequences towards staff, social care staff are frequently subjected to physical violence and unable to use restraint to protect themselves, when incidents are investigated it frequently turns on staffs approach or behaviour that caused the trigger for physical violence again distressing for staff member and no consequences for service user.

We ask GMB to support and campaign for social care providers to implement a specific policy – Safeguarding Staff.

S14 PRIVATE CARE BRANCH
GMB SCOTLAND

181. FAIR JOB EVALUATION FOR PRIVATE SECTOR CARE WORKERS

This Congress notes that care workers across the UK deliver essential, skilled, and emotionally demanding work that underpins the health and social care system.

Many care workers employed by private, voluntary, and outsourced providers undertake roles directly comparable to those employed in public sector settings, particularly local authority and NHS-owned care services.

Public sector care workers benefit from nationally recognised job evaluation schemes, such as Agenda for Change and local authority grading systems, which provide transparent, consistent, and fair assessment of roles, responsibilities, skills, and pay.

Private sector care workers are frequently excluded from robust job evaluation frameworks, resulting in lower pay, reduced progression, weaker recognition of skills, and poorer terms and conditions.

This disparity disproportionately affects women and migrant workers, reinforcing inequality and contributing to recruitment and retention crises across social care.

Congress believes that equal value work should be recognised and rewarded equally, regardless of whether care is delivered in the public or private sector.

The lack of proper job evaluation in private care undermines professional recognition, workforce morale, and quality of care.

A fragmented and unequal system benefits employers who compete on low pay rather than quality, stability, and workforce development.

GMB has a responsibility to champion fair job evaluation and pay justice for all care workers, not only those in publicly owned services.

Congress calls on GMB to campaign nationally for the extension or development of fair, transparent, and sector-wide job evaluation frameworks that apply to private and outsourced care workers. Actively compare private care roles with equivalent public sector roles to expose inequities in pay, grading, and recognition. Support branches and regions to

pursue collective bargaining, job evaluation claims, and equal value challenges in the private care sector. Lobby government for funding models that require private care providers to implement fair job evaluation and pay structures aligned with public sector standards. Work with care workers to ensure their skills, responsibilities, and lived experience are central to any job evaluation process.

Congress asks that GMB will continue to organise, campaign, and negotiate to secure dignity, fairness, and equal recognition for private sector care workers, ensuring that care work is properly valued wherever it is delivered.

M18 BRANCH
WALES & SOUTH WEST REGION

182. MAKE WORK FAIR FOR CARERS EP

This Congress, we ask you to support this motion.

In Tower Hamlets we have 42 care agencies that provide care, only six of which have local authority approved status.

All care providers operate zero-hour contracts, and when tendering for work it is a race to the bottom. This impacts our community and our members through their suffering and poverty.

We are calling for Congress to endorse a policy whereby we have a minimum framework for local authorities to use when awarding care contracts to agencies. This will achieve a basic standard in the short term for our members.

TH1 TOWER HAMLETS CARERS BRANCH
LONDON REGION

183. MINIMUM SAFE STAFFING LEVELS IN ADULT SOCIAL CARE C8

This Congress notes that there is currently no legislation that sets mandatory minimum staff-to-resident ratios in adult social care, and the Care Quality Commission does not prescribe fixed numerical staffing levels across care homes or care settings. Instead, staffing levels are regulated through the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014, which require providers to deploy sufficient numbers of suitably qualified, competent, skilled and experienced staff to meet people's assessed needs safely. While this needs-led approach is appropriate in principle, it lacks clarity and consistency in practice. It also gives unscrupulous home providers the opportunity to manipulate the system for their own financial benefit.

The absence of clearly defined minimum safe staffing standards, combined with chronic underfunding, workforce shortages and commissioning pressures, has resulted in staffing levels that are frequently unsafe. Care workers are increasingly expected to support unmanageable numbers of residents, including individuals with complex physical, cognitive and behavioural needs, while also maintaining dignity, administering medication, responding to accidents and managing safeguarding risks.

Unsafe staffing levels place residents at significant risk of harm, including missed or delayed care, medication errors, increased falls, neglect and safeguarding failures. They also represent a serious health and safety issue for workers, contributing to burnout, stress, injury, moral distress and high staff turnover. A system that allows staffing decisions to be driven by cost rather than care need fails both workers and the people who rely on care services.

Safe staffing levels are fundamental to the dignity, safety and human rights of people who receive care, and to the wellbeing and protection of the workforce delivering that care. Leaving staffing levels largely to provider discretion, without enforceable minimum standards, creates inconsistency, normalises unsafe practice and undermines public confidence in the care system. Reliance on regulatory action only after harm has occurred is not an adequate safeguard.

This motion therefore calls on GMB to make minimum safe staffing in adult social care a national campaigning priority, to actively campaign for the introduction of legally enforceable safe staffing standards based on dependency, acuity and risk, and to lobby government for the funding required to make those standards deliverable in practice. It further calls on GMB to press for stronger regulatory oversight and clearer enforcement of staffing requirements under Regulation 18, and to strengthen support, protection and representation for members who raise concerns about unsafe staffing levels, ensuring that staffing is treated as a

fundamental health and safety issue across the sector.

S13 SOUTH EAST TRANSPORT BRANCH
SOUTHERN REGION

184. MINIMUM STAFFING RATIOS ACROSS THE CARE SECTOR.

C8

The current way care to resident staffing is arranged is not fit for purpose.

A lack of minimum ratios of carers to residents means that many companies are cutting corners on staffing levels. This inevitably means that safe care is not always provided, particularly where residents have dual dependency issues.

Equally the lack of safe staffing levels outs additional physical and mental pressures on staff, leading to exhaustion, increased sickness and a disaffection with the profession.

Elsewhere in the world there are minimum staffing ratios in the care profession - as are used in childcare. It's time the UK did the same.

Congress resolves

- to launch a national campaign for minimum staffing ratios across the care sector.
- to establish a link with unions across the world where minimum ratios are in place to gather evidence as to their impact on care provision.
- to lobby the Secretary of State to bring forward ratio minimums in legislation.

N39 DURHAM AND TEES HEALTH AND SOCIAL CARE
NORTH EAST, YORKSHIRE & HUMBER REGION

185. APPROPRIATE THE BLAME CORRECTLY

This Congress notes that NHS management repeatedly blames the systemic failings to the COVID-19 pandemic. While the pandemic had real impact, persistent use of it as a blanket explanation risk obscuring management failures, chronic workforce shortages, and funding shortfalls. This retrospective blame needs to stop.

The NHS needs to acknowledge the full range of causes behind current service failures, including staffing shortfalls, resource allocation, infrastructure deficits, and leadership decisions.

We call on congress to:

Publish transparent, evidence-based reviews distinguishing pandemic effects from pre-existing or management-driven problems.

Commit to clear, time-bound improvement plans with measurable targets, regular public reporting, and independent oversight.

Prioritise staff wellbeing, recruitment, and retention measures rather than relying on pandemic-related explanations to justify inaction.

Encourage the Government to ensure accountability, restore public trust, and secure the resources and reforms needed for a safe, resilient NHS.

Protect staff from punitive responses when they raise concerns and supporting lawful industrial action where management fails to address serious patient-safety or staffing issues.

We ask congress to call on the government to action all the above.

S11 SCOTTISH PRIMARY CARE NURSING BRANCH
GMB SCOTLAND

186. THE FUTURE OF THE NHS

This Congress notes that an increasing number of NHS staff are choosing to retire and then return to work part-time.

While this helps retain valuable experience, it also contributes to an ageing workforce and reduces the number of available full-time posts.

A balance must be struck that allows new staff to join the service while preserving the skills and knowledge of more experienced colleagues. Experience and enthusiasm are both essential: established staff must be able to pass on skills and advice, and newer staff must be able to learn and contribute fresh perspectives.

The NHS should therefore implement provisions to support and retain experienced staff without limiting opportunities for new entrants or further increasing the workforce's average age.

We call on congress:

To urge the Government to recognise the importance of this balance and to ensure the NHS supports this mutually beneficial relationship to secure its future.

G89 GLASGOW NE & SW HEALTH SERVICE BRANCH
GMB SCOTLAND

187. THE IMPACT OF COST SAVING ON THE NHS STAFF

This Congress notes that across the country, Health Boards and Trusts are being instructed to reduce expenditure. While efficiency is important, these cuts are affecting frontline staff and undermining the quality and safety of NHS services.

Catering services for staff have had hours cut back and reduced availability, while canteen prices continue to rise. This impacts staff welfare, breaks, and the ability to remain on-site during long shifts.

Items essential to safe, including clinical aids, consumables, and basic tools—are no longer routinely supplied. Staff are being forced to source equipment themselves or work without increasing stress and potential safety risks. Staff are not receiving the number of uniforms specified in policy and are being denied replacements. This has hygiene, safety, and morale implications.

Savings are sometimes achieved through frontline cuts while simultaneously creating new senior management roles or non-clinical positions, creating unfairness and poor prioritisation.

The effect of these measures reduces staff capacity, increases burnout and risks service delivery, and undermines patient care.

Across the country, Health Boards and Trusts are having to reduce expenditure. While efficiency is important, these cuts are affecting frontline staff and undermining the quality and safety of NHS services.

The cumulative effect of these measures reduces staff capacity, increases burnout and turnover, risks service delivery, and undermines patient care.

We call on congress to:

Advocate for adequate NHS funding and hold management accountable.

Urge political affiliates and Ministers to prioritise long-term, sustainable funding for the NHS that protects frontline services and staff welfare.

Promote funding models that are transparent, predictable, and aligned with demand and demographic pressures.

Ask the Government to ensure that cuts do not compromise patient safety or essential staff support.

Call for Health Boards and Trusts to consult with unions and staff representatives before implementing savings that affect frontline staff and services or employment terms.

G95 GLASGOW NURSES BRANCH
GMB SCOTLAND

188. NHS IN CRISIS – PUT WORKERS, PATIENTS AND FACILITIES TIME FIRST.

This Congress notes:

1. The NHS remains in a state of crisis, driven by chronic underfunding, workforce shortages, outsourcing and political failure;

2. NHS Workers are exhausted, overstretched and underpaid, holding together a system that is close to breaking point;

3. Cuts to corporate and non-clinical services including: HR, Estates, Admin, IT and Facilities are undermining the safe and effective functioning of NHS organisations;

4. These cuts are having a direct and damaging impact on trade union facilities time, reducing the ability of workplace reps to support member, resolve disputes early and maintain safe workplaces;

5. Restricting facilities time does not save money – it pushes problems underground, escalates conflict and ultimately, costs the NHS more;

6. While a Labour Government has raised expectations among NHS Workers, progress has been too slow and too limited;

7. The Secretary of State for Health, Wes Streeting, must urgently engage with NHS Unions and NHS Workers, not impose top-down solutions.

This Congress believes:

1. The NHS crisis is political;

2. You cannot deliver safe patient care while hollowing out the workforce and the system that support it;

3. Corporate and Facilities Services are not 'back-office extras', - they are essential to patient safety and service delivery;

4. Strong trade union representation, backed by proper facilities time, is a critical part of a functioning NHS;

5. Support for Labour does not mean silence when NHS Workers are being failed;

6. The Labour Movement has a responsibility to speak clearly and act decisively in defence of public services.

Congress resolves:

1. To demand urgent action from the Labour Government to stabilise and rebuild the NHS, starting with workforce capacity and support services;

2. To lobby the Secretary of State for Health to:

- Reverse cuts to corporate and non-clinical NHS services;
- Protect and expand trade union facilities time across NHS employers;
- Deliver fair pay and safe staffing levels to retain and recruit staff;
- End the creeping privatisation and fragmentation of NHS services;

3. To support GMB Regions and NHS Branches in resisting cuts that undermine facilities time and workplace representation;

4. To continue organising, campaigning and taking industrial and political action where necessary to defend NHS Workers and patient safety;

5. To report back to Congress on progress made and tangible outcomes secured for NHS Workers.

S01 SHERWOOD FOREST HOSPITALS BRANCH
MIDLANDS REGION

190. PUBLIC SERVICES MINIMUM EMPLOYMENT STANDARD

This Congress notes that in Peterborough and similar local authority areas, essential public services are increasingly delivered by a mixed workforce of directly employed council and NHS staff alongside outsourced and contracted workers.

Congress recognises that many workers delivering frontline public services-including cleaners, catering staff, porters, facilities workers and school support staff are employed by private contractors operating within council buildings, schools and NHS sites.

Congress is concerned that despite being funded through public budgets, these workers are frequently employed on lower pay, inferior sick pay, weaker pension provision and insecure contracts compared to colleagues doing comparable work under direct public employment.

Congress further notes that contractors delivering NHS and local authority services, including facilities management and catering services, are often subject to repeated retendering processes that drive down terms and conditions rather than improve service quality.

Congress believes this has created a fragmented and unfair workforce, where employment standards are determined by contractual arrangements rather than the public value of the work being done.

Congress is alarmed that in-work poverty is rising among outsourced and school-based workers, many of whom rely on overtime, second jobs or state support despite delivering vital public services.

Congress believes that public money must

not be used to subsidise poverty pay, insecure work or the erosion of collectively bargained standards.

Congress calls on the GMB to:

- Campaign for a single minimum employment standard for all workers delivering publicly funded services, regardless of employer.
- Demand that all public sector contracts include mandatory and enforceable requirements on pay, sick pay, pensions, job security and trade union recognition.
- Oppose the awarding or renewal of public contracts where employers fail to meet these minimum standards.
- Support branches organising outsourced and contracted workers, including those working within NHS and local authority settings, to achieve parity, dignity and collective bargaining rights.

Congress affirms that one service must mean one standard, and that all workers delivering public services deserve fairness, respect and security

P35 PETERBOROUGH LA BRANCH
LONDON REGION

191. OUTSOURCING IN THE NHS EP

This Congress notes that outsourcing within the NHS has increasingly been criticised for creating a two-tier workforce that risks exploiting already vulnerable workers. GMB members strongly believe that the decision by an NHS Foundation Trust, such as St George's Hospital, to outsource essential services like catering and cleaning has contributed to the erosion of fair employment practices. These departments are integral to patient safety, infection control, dignity, and the smooth running of hospital services, yet they are often the first to be outsourced. This raises serious questions about why such critical roles are excluded from direct NHS employment while remaining central to care delivery.

A key concern is that outsourcing appears to be driven by cost-saving measures that undermine Agenda for Change (AfC) principles. Although the Trust has stated that outsourced workers' terms and conditions are "not different" from AfC, GMB members argue that, in practice, there are significant discrepancies. One major issue identified is the alteration of pay arrangements. The outsourced company, Mitie, has allegedly introduced a system whereby workers are paid two weeks in hand after completing their contractual 150 hours. This practice, according to GMB, deviates from agreed terms and creates financial hardship for workers who rely on predictable pay dates to meet rent, bills, and other essential expenses.

These changes have reportedly resulted in delayed payments, effective pay cuts, and mounting financial strain. Workers have described falling into arrears, struggling to cover living costs, and in some cases facing eviction due to sudden changes in payment schedules. Beyond the financial impact, these practices have had a profound effect on morale, dignity, and well-being. Low morale among catering and cleaning staff does not exist in isolation; it directly affects workplace culture, staff retention, and ultimately patient experience.

A particularly troubling factor is that a large proportion of the outsourced workforce is made up of migrant workers. Migrant staff may be disproportionately affected due to language barriers, limited awareness of employment rights, insecure immigration status, and fear of retaliation. These vulnerabilities can discourage workers from raising concerns or challenging unfair practices. GMB members believe that this power imbalance contributes to a culture of silence, where exploitative conditions persist without adequate scrutiny or intervention. The perception that the Trust has remained silent on these issues has intensified feelings of injustice among workers. From a moral and ethical standpoint, NHS organisations have a responsibility not only to patients but also to all staff who contribute to care delivery, regardless of their employment status. Allowing disparities to continue risks contradicting NHS values of fairness, equality, and compassion.

GMB believes that these practices must stop with immediate effect. There is a clear call for transparency, accountability, and the reinstatement of fair pay arrangements that genuinely reflect AfC principles. Ending the two-tier workforce, bringing outsourced staff back in-house, and ensuring migrant workers

are protected from exploitation are essential steps toward restoring trust, safeguarding wellbeing, and upholding the values the NHS is meant to represent.

G50 ST GEORGES NHS BRANCH
SOUTHERN REGION

192. NHS PAY FOR NHS WORKERS

For too long many workers in the NHS have been employed by subcos on poorer pay, terms and conditions.

These workers are often the lowest paid in the service and are disproportionately women and from global majority backgrounds.

Workers at Airedale hospital recently took on the battle for NHS pay for all NHS workers. Through industrial action they won improvements in pay and leave, but the battle for pension equality goes on.

Congress welcomes the Secretary of States announcement that subcos should only be used in the NHS as a last resort, but it's now time to go further and call for all those who work for NHS trusts to be given full NHS pay and conditions.

Congress resolves

- To lobby for an end to subco contracts in the NHS
- To push for this to be included in a future Labour manifesto
- To coordinate a cross regional campaign group made up of activists and officers from all the sub co workforces fighting for full NHS pay and conditions to develop a national strategy on this work.

K40 KEIGHLEY AND AIREDALE GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

193. CAMPAIGN FOR A COMPREHENSIVE REVIEW OF AGENDA FOR CHANGE FOR ALL NON-NURSING STAFF

This Congress recognises that many non nursing NHS staff groups, including administrative, estates, facilities, AHPs, ambulance, healthcare science, technical, and support staff report that Agenda for Change (AfC) no longer reflects the complexity, responsibility and workload of their roles. These professions are essential to safe patient care and NHS services, yet their pay, banding and progression structures often lag behind the realities of their work.

Congress notes that significant changes in job responsibilities, professional standards, service pressures and new technology have left many AfC profiles outdated. Staff frequently face unclear banding pathways, slow progression, inconsistent job evaluation outcomes and widening pay gaps between roles. A modern NHS requires fair, national terms and conditions that recognise all professions, not only clinical roles traditionally prioritised.

Congress therefore resolves to:

1. Campaign for a full, independent review of Agenda for Change specifically addressing the needs and experiences of non nursing NHS staff groups;
2. Call on the UK Government and NHS Employers to modernise job evaluation, banding, progression and pay structures to reflect the actual responsibilities and professional growth of these roles;
3. Ensure unions and frontline non nursing staff are fully involved in shaping any reforms, guaranteeing their voices and expertise guide the process;
4. Demand protections for national terms and conditions, preventing down banding or erosion of roles, and improving recruitment and retention across all non nursing professions;
5. Push for AfC to properly value essential non clinical and clinical support roles, ensuring fair pay that matches the workload and pressures these staff face daily.

L27 LEICESTER HEALTHCARE BRANCH
MIDLANDS REGION

194. UNIFIED APPROACH ACROSS THE NHS FOR THE APPLICATION OF NO DETRIMENT DUE TO SICKNESS ABSENCE RELATED TO UNSOCIAL HOURS FROM DAY ONE

This Congress notes that the NHS and Ambulance staff are underpaid and feel under appreciated. Our NHS is in a crisis of recruitment and retention, and staff and

members are looking elsewhere for better pay, terms and conditions. Out members on Agenda for Change Bands 2-6 have lost on average one third of their pay in real terms since 2010 and now rely on unsocial hours payments on top of their base pay to make ends meet. When employers remove these payments in the event of sickness absence it can take weeks or months to reinstate or back pay them. The application of no detriment in relation to unsocial hours varies across the UK – when absent due to sickness in England no unsocial hours are paid. In Wales, currently there is a loss of one week's unsocial hours payments in place, while Scotland and Northern Ireland there is not detrimental loss.

Congress believes this is a punitive measure applied to individuals who are not fit to work which is causing harm to our members and has a negative effect on their mental and physical health as well as a concrete financial detriment. The threat of loss of income means some feel pressured to attend work when unfit, putting themselves, other staff and patients at risk. NHS management claim to practice compassionate management yet these policies are an obvious contradiction to that. These policies, amongst other punitive measures are driving the churn of attrition and fuelling the recruitment and retention of crisis and costing NHS and Ambulance employers millions. That as a matter of principle there should be no detriment or a loss to be repaid at a later date in cases of industrial injury and any absence related to sexual safety.

Congress resolves to launch a campaign for no loss of unsocial hours payments from day one of sickness absence for NHS and Ambulance staff. To ensure that this demand is considered in any negotiations with NHS and Ambulance employers and to lobby governments both national and devolved to ensure that this demand is included and any future relevant legislation involving workers' rights.

W17 BRANCH
WALES & SOUTH WEST REGION

195. ENDING MEDIREST CONTRACTS AND RESTORING PARITY WITHIN THE NHS

This Congress notes that Medirest (a subsidiary of Compass Group) continues to make profits from hard-working GMB Members across the UK.

Congress believes that this two-tier system must end, returning Medirest Workers to Agenda for Change terms and conditions. This would benefit our members in pay, sick pay, annual leave and improved pensions. Congress calls on GMB to demand that these contracts are ended, bringing vital services back in-house, beginning with a campaign for National GMB recognition in Medirest.

S01 SHERWOOD FOREST HOSPITALS BRANCH
MIDLANDS REGION

196. RESTORING AND SUSTAINING PAY PARITY FOR NHS & NIAS WORKERS IN NORTHERN IRELAND

This Congress
This Branch/Committee/Conference notes:

- That Northern Ireland health staff have historically fallen behind colleagues in England, Scotland, and Wales due to delays or failures in applying national NHS Pay Review Body (PRB) recommendations.
- That on 6 November 2025, the Northern Ireland Health Minister confirmed that pay parity with UK mainland NHS staff is to be restored, with uplifts backdated to 1 April 2025 and expected to be paid in February 2026.
- That the Minister has also stated that future pay awards should be funded and applied at the start of each financial year to prevent future delays.

This Branch/Committee/Conference believes:

- That all NHS and NIAS employees in Northern Ireland deserve fair, equitable, and timely pay awards fully aligned with those received by colleagues across the UK mainland.
- That sustained pay parity is essential for retention, recruitment, morale, and safe staffing across Health & Social Care (HSC).
- That failure to deliver parity places Northern Ireland staff at a disadvantage and contributes to the ongoing workforce crisis.

This Branch/Committee/Conference therefore resolves to:

- Call upon the Northern Ireland Executive and Department of Health to fully implement all NHS PRB recommendations simultaneously with the rest of the UK.

- Demand that the Executive maintains permanent pay parity, including timely implementation of all future uplifts, backpay, and any non-consolidated payments awarded elsewhere in the UK.

- Urge the Department of Health to ensure that NHS & NIAS pay awards are funded in full at the start of each financial year and that no further delays or disparities occur.

- Mandate our union to engage with other health unions, political representatives, and public campaign partners to secure long-term equality in pay and conditions for all Northern Ireland health workers.

- Support members in NI NHS and NIAS taking appropriate collective action, where necessary and democratically agreed, to defend and maintain full pay parity

NHS – IRELAND E76 BRANCH
NORTH WEST & IRISH REGION

198. INCONSISTENCY OF THE EMERGENCY WORKERS ACT

C9

This Congress notes that The Emergency Workers (Scotland) Act 2005, the Assaults on Emergency Workers (Offences) Act 2018 (England and Wales), and the Emergency Workers (Northern Ireland) Act 2006, are intended to protect police, fire, ambulance and NHS staff from aggression and assault.

That said, in practice, these laws are not always used: members report incidents where prosecutions are discouraged or dropped and assaults are effectively ignored.

We therefore call on congress to speak to all:

Employers to fulfil their duty of care by providing robust support to employees who are assaulted or abused while performing emergency duties.

To urge the UK Government to publicly reaffirm these Acts and promote their use as a deterrent to assaulting emergency workers.

For the GMB to write to the relevant government ministers, police chiefs and employer bodies setting out and seeking a commitment to improved enforcement and support.

Ask the GMB to run a public awareness campaign highlighting the protections these laws provide and how incidents should be reported and prosecuted.

G87 GLASGOW HEALTH SERVICE (APEX) BRANCH
GMB SCOTLAND

199. REFORMING THE NHS PAY REVIEW BODY INTO A TRULY INDEPENDENT NEGOTIATING BODY

X

This Congress recognises that the current NHS Pay Review Body (PRB) is not truly independent because Government remit letters and political constraints undermine its ability to deliver fair pay for NHS workers.

NHS staff need a credible, evidence based pay mechanism that reflects real workload pressures, recruitment and retention needs, and the cost of living—free from Government interference.

Congress therefore resolves to:

1. Call on the UK Government to transform the PRB into a fully independent statutory negotiating body;

2. End Government direction of the PRB, including remit letters that restrict fair outcomes;

3. Ensure unions and NHS workers have a central role in pay negotiations through a strengthened, transparent process;

4. Campaign for a fair, independent national pay system that protects NHS staff and supports safe patient care.

L27 LEICESTER HEALTHCARE BRANCH
MIDLANDS REGION

200. ALWAYS AVAILABLE, NEVER RESTED: THE CASE FOR ENDING ON-CALL WITHIN NHS EMERGENCY CARE SETTINGS

This Congress notes that many NHS employers operate on-call arrangements under which designated groups of staff are rostered to be

available for work outside the normal working hours, as and when required. Staff impacted include ambulance personnel, midwives, and cardiac specialists who deliver emergency and life-saving care. These provisions negatively impact work-life balance and are significant contributors to fatigue among the affected staff members. In addition to the burden placed on our members, there is also a risk to patient safety due to call out delays, fatigued staff and reduced coverage following the necessity to take compensatory rest after a period of on call working.

This Congress believes that on-call working in the NHS should be eradicated in settings where emergency care and life saving treatments are provided. Workers and patients deserve better and should not be harmed by practices aimed at saving money and getting frontline healthcare on the cheap.

This Congress calls on GMB to prioritise the wellbeing of members who work on-call arrangements in emergency care settings by campaigning for its removal and by conducting further research into the wider impact of these unsafe practices.

A33 SCOTTISH AMBULANCE SERVICE BRANCH
GMB SCOTLAND

201. NO PHOTOGRAPHS PLEASE

This Congress notes that NHS staff have the right to carry out their duties without being photographed, filmed, or posted on social media and without their knowledge or consent.

Signs asking visitors not to take photographs or videos in clinical areas are increasingly ignored.

The routine practice of uploading images and videos to social media can cause real harm to staff, patients and service delivery.

NHS Health Boards and Trusts have a duty to protect their staff and to enforce existing policies.

We therefore call on congress to:

Encourage NHS Boards and Trusts to enforce non-photography/no-filming policies and to take appropriate action where policies are breached.

Work with NHS employers and trade unions to raise public awareness of the consequences of unauthorised recording and sharing, including signage and communications campaigns and clear reporting pathways.

Seek guidance and, where necessary, legal advice on further measures to deter, prevent and remedy unauthorised social media exposure of NHS staff.

G87 GLASGOW HEALTH SERVICE (APEX) BRANCH
GMB SCOTLAND

202. ENDING TOXIC CULTURE IN THE NHS – PROTECTING STAFF WHO SPEAK OUT

This Congress recognises that despite repeated commitments to improving workplace culture, NHS staff continue to operate under environments where fear of reprisal, bullying, and intimidation discourage them from raising safety and staffing concerns.

Congress notes the 2024 NHS Staff Survey found 17.6% of staff experienced bullying or harassment in the past year, with 9.5% citing bullying by managers.

- Whistleblowers report that staff remain "terrified due to a culture of bullying", and 87% of doctors say they face obstacles when speaking out.

Congress believes that this level of bullying not only damages staff wellbeing and psychological safety but also undermines patient care and trust in the NHS.

Congress therefore resolves to:

- Campaign for mandatory psychological safety and anti-bullying training for NHS leaders and managers.
- Lobby for stronger enforcement of whistleblowing protections, including anonymous digital reporting systems and independent oversight.
- Press for transparent reporting of bullying investigations and outcomes within NHS Trusts.
- Collaborate with unions and stakeholders to ensure regular, publicly published culture

audits of NHS workplaces.

- Hold all UK governments accountable for delivering cultural change in the NHS by demanding national action plans, annual progress reports, and independent audits.
- Demand legislative change to:
  - Strengthen whistleblowing laws with statutory protections against retaliation.
- Introduce legal requirements for NHS organisations to demonstrate compliance with anti-bullying standards.
- Mandate independent investigations into workplace bullying and harassment.
- Support members who raise concerns by providing clear guidance, legal assistance, and GMB advocacy.

LANARKSHIRE HEALTH BRANCH
GMB SCOTLAND

203. INCREASING COST FOR NURSES

This Congress notes that the Nursing and Midwifery Council (NMC) is proposing an increase to the annual registration fee for nurses. The current fee is £120 per year, paid in full by individual registrants. Conference further notes that since 2015 the NMC implemented a freeze when the fee rose by £20, creating ongoing uncertainty for nurses about the extent and cost of any future increase.

The NMC attributes the proposed rise to increasing costs associated with disciplinary hearings. While disciplinary processes are necessary, not all nurses will be subject to such proceedings during their careers, yet all registrants would bear the cost through an increased annual fee.

We ask that congress:

Monitors closely any proposed increases to the NMC registration fee and assess their impact on members.

Take appropriate action, including representation and campaigning with affected members, if any increase is disproportionate or unjustified.

To lobby the Government to ensure that the NMC conducts any public consultation on registration fees in a fully transparent and accountable manner and that responses from stakeholders are properly considered.

G95 GLASGOW NURSES BRANCH
GMB SCOTLAND

204. MEDICATION ADMINISTRATION TRAINING

This Congress notes:

- That supervised administration of some medicines during training is essential to the development of safe, competent paramedic practice and to the protection of patient safety;
- That paramedics play a critical and expanding role within modern English Healthcare, routinely delivering time-critical pharmacological interventions.

This Congress believes:

- That Schedule 17 of the Human Medicines Regulations 2012 is outdated and applied inconsistently between healthcare student groups, permitting midwifery students to administer medicines under supervision whilst excluding student paramedics;
- That requiring newly qualified paramedics to administer medicines, including via parenteral routes, without prior supervised experience during training presents an avoidable clinical risk. For example, student paramedics are required to learn how to gain intravenous and intraosseous access, a vital part of these skills is to flush the adjunct with saline, under current legislations, this is illegal for a student to perform.

This Congress resolves to:

- Campaign for the amendment or authoritative clarification of Schedule 17 of the Human Medicines Regulations 2012 to explicitly permit student paramedics to administer medicines under appropriate supervision;
- Lobby the Department of Health and Social Care, the MHRA and relevant professional regulators to address this regulatory inequality;

- Work with ambulance trusts, higher education institutions and professional bodies to establish safe, standardised supervision and competency frameworks for medication administration by student paramedics;

- Support Branches and Student Members in challenging policies and practices that prevent student paramedics from gaining supervised experience in medicines administration.

A02 WEST MIDLANDS AMBULANCE BRANCH
MIDLANDS REGION

205. NHS STAFF PARKING CHARGES

This Congress notes parking changes for staff in the NHS vary greatly.

Congress instructs the CEC to propose all NHS staff are treated equally and provided with free public transport in their local area, a free bus pass or train travel to and from work and to possibly include out of work time.

The aim of this motion is to encourage sustainability and free up parking for patients and visitors. This would also ensure parking for those on call which could then be allocated as on-call staff arrive at work.

Parking spaces should be free at all NHS premises.

With more public transport use, better public transport for health services, in turn this would be better for staff, patients and the environment. The lottery of who gets a parking permit would stop.

B43 BIRMINGHAM CITY BRANCH
MIDLANDS REGION

206. GREATER SUPPORT FOR NHS WORKERS FACING VIOLENCE AND ABUSE

C9

Incidents of violence and abuse against staff across the NHS are increasing. Often, nothing is done to support staff and keep them safe even when violent episodes are reported. Congress calls on the GMB to campaign to Nationally raise awareness and demand Trusts to put staff safety and wellbeing at the forefront of their priorities.

Many trusts have zero tolerance policies in place, but when staff are abused at work, these policies are often not upheld, leaving workers vulnerable and undervalued.

Congress further calls on GMB to consult with NHS Reps to build a campaign plan and produce materials needed to address this issue as a matter of urgency.

K40 KEIGHLEY AND AIREDALE GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

207. FIGHTING TO BE A STEWARD IN THE NHS

This Congress notes that GMB NHS Stewards come from many different backgrounds and occupations. As a general union, we are proud to advocate for all members, as our diverse knowledge and experiences contribute to well-rounded and effective representation. We take pride in this inclusivity.

The decision to become a GMB Steward in your workplace is a positive step. However, why does the NHS need to make this process so difficult, particularly depending on your job role?

Facilities agreements are recognised policies, so why are we not receiving the appropriate time to attend to members?

Partnership time is acknowledged as vital, and NHS boards agree on its importance. Yet, Stewards are often not provided with the necessary time to fulfil their roles by Trusts and Health Boards who are ignoring this situation. Unions should be present at meetings, but Stewards are not always given dedicated time to attend.

We call on congress:

To recognise the pressures involved in balancing work, home life, and steward responsibilities when not being given adequate union time by management.

We urge discussions with the Government to clarify the current NHS facilities and partnership agreements to prevent any misunderstanding in the policies.

We request that the GMB support regions in assisting branches to ensure NHS Stewards are provided with equitable time, regardless of job title, banding, or role.

S11 SCOTTISH PRIMARY CARE NURSING BRANCH
GMB SCOTLAND

208. USE OF AI IN NHS

This Congress notes that artificial intelligence (AI) is increasingly used within the NHS for tasks such as transcribing meetings and preparing presentations. While AI can be a positive and efficient tool when used responsibly, we are concerned about over-reliance on AI and the potential erosion of individual judgement and critical thinking.

This conference further notes that AI-generated outputs are not always accurate and that responsibility for verification lies with the individual user. In a fast-moving environment where AI is used to increase speed and productivity, it is unclear whether adequate proofreading and validation routinely take place.

This conference believes that AI use in the NHS, currently at an early stage, must be monitored and understood across the sector before it is more widely relied upon.

We call on congress to:

Hold Health Boards and Trusts accountable for AI used in public services by monitoring its deployment and assessing its impact.

Empower GMB representatives to challenge the adoption or use of AI where they feel it is inappropriate or unsafe.

Require all Health Boards and Trusts to develop— in partnership with trade unions, staff and service users—clear policies governing AI use to ensure it is appropriate, transparent and accurate.

G95 GLASGOW NURSES BRANCH
GMB SCOTLAND

209. INTRODUCING STRONG AI PROTECTIONS FOR NHS WORKERS AND PATIENTS

This Congress recognises that AI is increasingly being used across the NHS, from triage tools to diagnostic support and without proper regulation, it can risk patient safety, data privacy, fairness and workers' rights. The EU has introduced the world's first comprehensive legal framework for AI (Regulation (EU) 2024/1689) to ensure AI systems are safe, trustworthy and respectful of fundamental rights.

The EU AI Act bans unacceptable risk AI and places strict controls on high risk systems, including those used in healthcare, requiring strong data governance, human oversight and clear documentation to prevent harm.

The Act also mandates transparency for general purpose and generative AI models to protect the public.

Congress therefore resolves to:

1. Call on the UK Government to introduce NHS specific AI regulation aligned with the EU AI Act, ensuring patient safety, clinical accountability and workforce protection;

2. Lobby for legally required human oversight of AI supported clinical decisions and to prevent unsafe reliance on algorithms in diagnostics, triage and HR systems;

3. Press for transparency standards so NHS staff and patients always know when AI is being used and how decisions are made.

L27 LEICESTER HEALTHCARE BRANCH
MIDLANDS REGION

210. INTERFACE NURSING – IS THE FUTURE TO BE VIRTUAL?

This Congress notes that virtual healthcare is increasingly being promoted as the future of Health and Social care services. It is crucial to understand what this means in practice and how it will affect our members, patients, and the wider healthcare system.

What does this transformation mean for employment, job security, and professional roles?

With the rise in nursing vacancies in non-facing, administrative, or remote roles, what are the potential risks to nursing registration, professional standards, and patient safety?

The NHS already employs non-facing assessments with varied success rates, often resulting in more negative than positive outcomes.

The Government's focus on waiting list figures overlooks broader changes at the front lines.

We call on congress:

To hold the Government to account by asking: how are employees included in this future vision? Will our members be adequately supported, protected, and involved in decision-making processes?

For politicians to use their influence to emphasise the importance of job security, fair employment practices, and safeguarding our members' rights during these rapid changes.

As virtual healthcare becomes more prominent, it is vital to ensure that our workforce is protected, appropriately trained, and engaged in shaping this future.

We must advocate for policies that priorities both innovative care and the well-being of our members.

G89 GLASGOW NE & SW HEALTH SERVICE BRANCH
GMB SCOTLAND

211. PROTECTING NHS JOBS BY ENSURING AI IS USED ONLY AS A SUPPORTIVE TOOL

This Congress recognises that AI technologies are increasingly being introduced across the NHS in areas such as diagnostics, workforce planning, administrative tasks and clinical decision support. While these tools can improve efficiency and patient care, they must never be used to justify reducing staffing levels or replacing skilled NHS workers.

Congress notes that a safe ethical and effective AI deployment depends on professional judgement, human oversight and appropriate staffing levels. NHS workers' skills, compassion and expertise cannot be replicated by automated technologies. AI should enhance clinical and operational practice, not undermine jobs, terms and conditions or workforce morale.

Congress therefore resolves to:

1. Campaign for a clear national guarantee that AI in the NHS will only be used as a supporting tool and will not replace staff roles or reduce workforce numbers;

2. Lobby the UK Government and NHS Leaders to establish binding safeguards ensuring human oversight for all AI assisted decision making.

3. Call for full national consultation with unions and staff before introducing any AI systems that affect job roles, workloads or patient care;

4. Demand that AI deployment focuses on improving working practices, reducing unnecessary administrative burden and supporting—not replacing—the NHS workforce;

5. Develop GMB guidance for NHS branches on negotiating AI use in Trusts, ensuring protections for jobs, equality and professional autonomy.

L27 LEICESTER HEALTHCARE BRANCH
MIDLANDS REGION

INDUSTRIAL AND ECONOMIC POLICY: TAXATION

212. INHERITANCE TAX LOOPHOLES

This Congress supports the payment of inheritance tax on assets passing from 'sovereign to sovereign' and instructs the CEC to lobby Government for an urgent change in the law.

W60 WELLINGTON BRANCH
MIDLANDS REGION

213. UNFAIRLY TAXING PENSIONERS

This Congress notes and welcomes that Chancellor Rachel Reeves has said that people whose only income comes from the state pension will not have to pay tax.
The state pension is set to rise above the normal level for paying tax in April 2027, due to increases in payments and tax thresholds being frozen.

But Reeves has confirmed that anyone who receives the state pension, but no other income will not have to pay income tax before 2030.

The announcement has raised questions over the fairness of such a policy. Some pensioners have other pension payments or savings which means they already unfairly have to pay tax.

The GMB believe that after years of paying tax

on their earnings the government should be doing more to protect pensioners hard earned savings and personal pensions from the tax man.

For this reason, GMB demand that the Labour party commits to reforming pensions tax relief that ensures that Pensioners with modest savings and personal pensions will not be disadvantaged and taxed for saving for their retirement.

B14 BANBURY NO1 BRANCH
LONDON REGION

INDUSTRIAL AND ECONOMIC POLICY: TRADE

214. A NATIONAL FREEPORTS STRATEGY

By establishing a clear and robust Freeports Strategy, GMB can lead the way in shaping future developments that protect workers, strengthen local economies, and ensure public investment delivers public good.

Congress notes:

- The UK Government has expanded the number of Freeports, with many now operating across all nations and regions of the UK.
- Freeports are promoted as drivers of investment, innovation, and job creation, but there are serious concerns about labour standards, trade union recognition, and public accountability within them.
- Many Freeports operate with limited coordination between local authorities, employers, and unions, creating inconsistencies in pay, conditions, and training opportunities.

Congress believes:

- GMB must ensure that Freeports deliver good, secure, and unionised jobs rather than becoming exploitative low-regulation zones.
- There is a vital need for a national industrial framework that places workers' rights and collective bargaining at the heart of Freeport development.
- A coordinated strategy is needed to maximise the potential for decent, Skilled work.

Congress therefore calls on GMB to:

- Develop a Freeports Strategy setting out the union's position, priorities, and engagement approach.
- Demand that UK Government and the devolved administrations embed trade union consultation and recognition in all Freeport governance structures.
- Campaign for all Freeport employers to sign up to negotiated agreements on pay, conditions, apprenticeships, and environmental standards.
- Work with regions and branches to map membership, influence policy within each Freeport, and organise new members across the supply chain.

M58 BRANCH
WALES & SOUTH WEST REGION

INDUSTRIAL AND ECONOMIC POLICY: PAY

216. EXPLOITATION OF YOUNG WORKERS EP

This Congress condemns the economic exploitation of young workers. This includes paying well below the National Living Wage. A young worker (16–21-year-old) can work side by side with someone who is earning the full National Living Wage, doing the same job, same hours, same conditions but because of their age, is earning a lot less. Gigs with no contract or zero-hour contract or no protections opens the door for age restricted jobs which is a breeding ground for exploitation.

An 18-year-old is classed in law as an adult, can vote, drink, smoke, drive, do the lottery (gamble) have a family, sign legal documents/contracts, be convicted of a criminal matter as an adult but cannot be paid as an adult.

This balance of pay needs to change.

E02 BRANCH
WALES & SOUTH WEST REGION

217. PAYMENT OF NATIONAL LIVING WAGE

This Congress notes that current Government guidance allows employers to delay implementation of the annual Living Wage increase until the beginning of the next pay period, even when the statutory rise takes effect on 1 April.

We are concerned that while this delay has limited impact on weekly-paid workers, it can result in significant financial loss for monthly-paid workers. Where 1 April falls mid-way through a monthly pay period, workers can effectively miss out on up to three and a half weeks of the increase. With a rise of 50p per hour, a full-time worker on a 40-hour week could lose approximately £70 — a substantial amount for those already on the lowest incomes.

Congress believes that this practice is unfair and undermines the purpose of the Living Wage, particularly for those who are least able to absorb such a shortfall.

Congress therefore calls on the union to campaign for the Living Wage increase to be applied to all workers from 1 April, regardless of pay-period start dates, and to press the Government to amend its guidance accordingly.

W71 BRANCH
WALES & SOUTH WEST REGION

INDUSTRIAL AND ECONOMIC POLICY: INVESTMENT & INFRASTRUCTURE

218. PUBLIC INQUIRY INTO THE STEEL INDUSTRY

This Congress re-affirms the GMBs support of the British Steel Industry, it condemns the way that, despite being a strategically important industry the Steel Industry has been brought to its knees.

We need to get to the bottom of how this has happened, how to improve the industry and how to prevent collapse.

To this end, Congress calls for a public inquiry into the British Steel Industry. We need to find out who and what caused the collapse of the industry and to ensure it never happens again.

Z22 SOUTH YORKSHIRE BOILERMAKERS
NORTH EAST, YORKSHIRE & HUMBER REGION

219. THE ROLE OF PRIVATE OWNERSHIP AND FINANCIAL MARKETS IN ESSENTIAL INFRASTRUCTURE

This Congress calls on GMB to continue to support our long-standing policy towards the full public ownership and nationalisation of essential infrastructure. However, with the refusal of successive governments to implement full public ownership we propose an interim measure which will give some benefits to the country and our people.

Essential infrastructure underpins every aspect of modern life and future prosperity.

By infrastructure we mean:

- Energy generation and distribution
- Water and sewerage
- Communications networks
- Other essential utilities relied upon by citizens and industry

Citizens and businesses have no choice but to pay for these services from privatised monopolies, the costs of which make up a significant proportion of household and business expenditure.

The high cost of infrastructure services means:

- Reduced disposable income for households
- Increase production costs for businesses
- Damage to companies' competitiveness and employment

This motion reinforces our belief: That while full nationalisation remains the correct and necessary long-term objective, the current political conditions mean it may not be immediately achievable.

In the meantime, an interim position is required to protect consumers, workers, and the wider economy. This policy will also provide energy security for the country and importantly affordable energy for all.

Most of the UK infrastructure was originally built using public funding or publicly backed borrowing. Therefore, once infrastructure

assets are paid for, logic and fairness dictate that prices should fall to reflect only the cost of running and maintaining the asset.

Instead, private owners are extracting profits by:

- Selling paid-off assets at inflated values based on future profits
- Loading companies with debt to fund dividends
- Paying interest to owners or shareholder-linked lenders
- Holding the nation to ransom through financial and accounting practices that enrich shareholders while harming citizens, workers, and British industry.

Whilst these practices are legal, they are immoral, unjust and economically harmful. Which leads to prices being kept artificially high. This has the effect of…

- Allowing owners to profit multiple times from the same asset
- Leaving workers and consumers paying the price
- Causing poverty and hardship to working people and putting businesses into jeopardy with costs that mean they cannot compete fairly on the international markets

Until full nationalisation is achieved, this Congress calls on GMB to promote a policy whereby:

All future licences for essential infrastructure must include binding conditions that:

- Prevent excessive debt loading
- Prohibit the extraction of value through shareholder loans
- Ensure that once the original construction or upgrade costs are repaid, prices are reduced to reflect only genuine operating and maintenance costs
- Where regulators or other bodies deem it appropriate to increase tariffs or other charges to enable businesses to upgrade, maintain, build infrastructure or any other reason; that the value of such investment, paid for by consumers whether industrial or domestic be wholly owned by the public and treated as if it were an investment by any other venture. The Labour Party has introduced a National Wealth Fund, which is ideally placed to be the vehicle to bank the governments share of the profits whilst, having the control to influence prices and generate wealth for the country.

All existing licences should, within the next five years or at the point of licence renewal, variation, or alteration (whichever is sooner) be brought into line with these same conditions.

Infrastructure pricing must be based on:

- Actual costs
- Long-term maintenance
- Investment in service quality and workforce safety — not financial engineering or speculative returns

The public must directly benefit from infrastructure assets that they have funded.

Essential infrastructure should serve the public interest — not financial institutions and markets.

NORTH-WEST GAS L34 BRANCH
NORTH WEST & IRISH REGION

220. DEFENSIVE AUTARKY

This Congress notes that UK Government spending on Defence is currently 2.4% of GDP, and due to reach 3.5% by 2035, due in no small part to increasing instability and threats from around the world that shake the foundations of the post-World War II international rules-based order that we have sheltered under for so long.

- When Russia invaded Ukraine, Europe exchanged dependency on Russian oil and gas, to dependency on American oil & gas.
- In the UK, our energy mix is increasingly provided by renewables; from wind to nuclear, but our oil & gas industry is still significant.
- The current US administration threatens

Europe, NATO, and the economies of allies and foes alike – They are no longer reliable allies, and it is clear the 'special relationship' is an abusive one.

We need to invest in and develop a level of 'Autarky' in the areas of Defence and Energy; boosting our Defences faster, investing in a diverse and clean Energy mix, and building the industries and creating jobs in Defence and Energy so that we can stand on our own two feet, and remain a beacon of light in a sea of darkness.

We call on GMB to support a faster increase in defence spending, investment in defence jobs and industries, and diversification and growth in the energy sector, so that we may stay strong in the face of any global headwinds.

A37 AVIATION SECURITY BRANCH
LONDON REGION

222. PROPOSAL TO DESIGN OIL AND GAS EXPLORATION CONTRACTS IN THE UK FOR THE BENEFIT OF BRITISH CITIZENS

This Congress calls on GMB to continue with our current policy of full nationalisation of the energy industry, however, until the political climate is ready to move towards full public ownership, GMB should be ready to adopt an interim position.

Should the current ban on new licenses for oil and gas exploration in UK waters be subject to review; We call for this done on a full public ownership model, nationalisation. This would maximise any benefits for the peoples of the UK.

Unless and until this is possible, we believe it is imperative that any future licenses for oil and gas exploration and production are designed to ensure that the benefits are equally shared with British citizens. The successful model established by Norway highlights the potential for such arrangements to significantly benefit the UK population.

Individual investors, shareholders, companies and offshore businesses have historically reaped the majority of the rewards from oil and gas operations, rather than reinvesting in infrastructure or supporting the average workers, they have profited higher management and paid high dividends. With what little tax is generated, not significantly benefiting the government or British people. There exists a pressing need for policies that prioritise ordinary working people and invest in long-term infrastructure that reduces costs for consumers and energy intensive industries alike.

We believe any revenues generated from oil and gas extraction should be directed towards the greater good, focusing on the prosperity of our citizens and fostering businesses, that are responsible employers.

On that basis we ask that GMB congress calls for:

1. Promoting a policy whereby all future licenses for oil and gas exploration mirror or improve upon the fiscal frameworks of Norway, thereby ensuring that substantial benefits are directed to the British people.

2. Further, that with immediate effect this should apply to existing licenses or apply when licenses are renewed or altered.

3. The effective utilization of the National Wealth Fund to administer and maximize profits derived from oil and gas production, with the express purpose of enhancing the welfare of all citizens.

4. A commitment from the government to ensure that a significant portion of the generated revenue is reinvested into energy-intensive industries, thereby securing high-quality, well-paying, and unionised jobs for the workforce.

5. An emphasis on establishing sustainable practices and long-term infrastructural investments that align with the best interests of British citizens, ensuring that they are not left behind as the nation pursues alternative energy resources.

NORTH-WEST GAS L34 BRANCH
NORTH WEST & IRISH REGION

223. PRIORITISING NON- AGRICULTURAL LAND FOR SOLAR ENERGY DEVELOPMENT

This Congress notes:

The urgent need to expand the UK's green energy capacity in order to meet climate commitments, reduce reliance on fossil fuels, and secure long term energy resilience. Solar

power is a key component of this transition.

Congress further notes:

That large scale solar installations are increasingly being proposed on productive agricultural land. This raises concerns about food security, rural employment, biodiversity, and the long term sustainability of farming communities.

Congress believes:

That the UK can significantly expand solar generation without sacrificing farmland. Existing built environments — including commercial and public buildings, warehouses, schools, hospitals, transport hubs, car parks, and brownfield or previously developed sites — offer extensive untapped potential for solar deployment. Prioritising these areas protects agricultural land while still enabling rapid growth in renewable energy.

Congress therefore calls on the GMB

1. To campaign for national and local government policy that prioritises solar installations on rooftops, car parks, brownfield sites, and other non agricultural land before any consideration of productive farmland.

2. To lobby for investment, incentives, and regulatory frameworks that make rooftop and brownfield solar the default option for developers.

3. To work with employers, local authorities, and industry bodies to identify suitable sites within the built environment for solar expansion.

4. To oppose large scale solar developments on high quality agricultural land where viable alternatives exist.

Congress resolves:

That the GMB will champion a green energy transition that protects both the environment and the nation's capacity to produce food, ensuring that renewable energy growth does not come at the expense of workers, communities, or the countryside

A55 BRANCH
WALES & SOUTH WEST REGION

224. REDUCING ENERGY COSTS TO REBUILD UK MANUFACTURING AND CREATE QUALITY JOBS

C10

This Congress notes:

- That UK manufacturing continues to face some of the highest industrial energy costs in Europe, placing British firms at a competitive disadvantage.

- That rising energy bills have forced many employers to scale back production, delay investment, or reduce staffing levels.

- That high energy costs hit workers twice: first through pressure on wages and job security, and again through the cost of living crisis at home.

- That a strong manufacturing base is essential for national resilience, regional growth, and long term, skilled employment.

This Congress believes:

- That reducing industrial energy costs is essential to revitalising UK manufacturing and securing the next generation of skilled, unionised jobs.

- That a fair, stable, and affordable energy system is a cornerstone of any credible industrial strategy.

- That investment in clean, reliable energy infrastructure—alongside support for energy intensive industries—is vital to protect existing jobs and create new ones.

- That workers must not be asked to pay the price for energy market failures or short term policy decisions.

This Congress resolves to call on the Government to:

- Introduce a long term industrial energy plan that guarantees competitive energy prices for manufacturers.

- Expand support for energy intensive industries, including targeted reliefs and incentives tied to job protection and job creation.

- Accelerate investment in domestic energy generation—renewables, storage, and grid

upgrades—to stabilise prices and reduce reliance on volatile global markets.

- Work with unions and employers to ensure that any savings from reduced energy costs are reinvested into skills, apprenticeships, and secure, well paid jobs.
- Embed affordable energy as a core pillar of the UK's industrial strategy, ensuring manufacturing remains a driver of economic growth and regional opportunity.

This Congress further instructs the GMB to:

- Campaign nationally and locally for fair energy pricing for industry.
- Lobby employers to reinvest energy cost savings into workforce development and job creation.

A55 BRANCH
WALES & SOUTH WEST REGION

225. ENERGY COSTS AND THE FUTURE OF GLASS MANUFACTURING

C10

Congress notes the findings of the CEC Special Report on Industrial Strategy and Infrastructure, which identifies high and volatile energy costs as a serious threat to UK manufacturing, energy security, and good unionised jobs. Congress further notes GMB's recent campaigning in the ceramics sector, which has shown how uncompetitive energy pricing places energy-intensive industries at risk of contraction, closure, or offshoring. Congress recognises that glass manufacturing is a strategically important and energy-intensive industry, essential to construction, food and pharmaceutical supply chains, and the wider UK economy, and that sustained high energy costs now pose an immediate risk to jobs, skills, and regional manufacturing capacity within the glass sector.

Congress believes that without sector-specific action, the risks identified in the CEC Special Report will continue to materialise across energy-intensive industries such as glass manufacturing. Congress believes that workers in these industries should not be expected to bear the consequences of energy market failures or policy decisions over which they have no control. Congress further believes that a credible industrial strategy must actively protect existing manufacturing capacity and skilled jobs, while supporting transition and decarbonisation in a way that strengthens, rather than undermines, domestic industry.

Congress resolves to instruct the GMB to explicitly include glass manufacturing within its ongoing industrial strategy and energy-cost campaigning, building on the work already undertaken in the ceramics sector. Congress further resolves to campaign for fair and predictable industrial energy pricing that enables glass manufacturers to remain viable while protecting jobs and skills. Congress also resolves to ensure that any transition or decarbonisation measures affecting glass manufacturing are planned with workers and trade unions, do not accelerate job losses or offshoring, and support long-term industrial sustainability in the UK.

K55 KNOTTINGLEY GLASS
NORTH EAST, YORKSHIRE & HUMBER REGION

226. REBUILDING LOCAL BUILDING CAPACITY THROUGH DIRECT EMPLOYMENT IN CONSTRUCTION

This Congress notes

- The widespread decline of in house construction and maintenance teams across local authorities over recent decades.
- The increasing evidence that outsourcing and reliance on private contractors often leads to higher costs, reduced accountability, and inconsistent quality of work.
- The growing number of councils that are now re establishing Direct Labour Organisations (DLOs) or bringing services back in house to improve service delivery and value for money.

Congress believes

- Councils have a responsibility to ensure that public money is spent efficiently, transparently, and in ways that support local communities.
- Directly employed construction staff provide greater control over quality, safety, and workforce standards.

- In house teams strengthen local skills, create stable employment, and support apprenticeships and training pathways.
- A directly employed workforce is better placed to deliver long term maintenance, rapid response repairs, and capital projects without the profit driven pressures of outsourced contracts.

Congress further believes

- Bringing construction work back in house supports fair pay, secure employment, and union recognition.
- Councils with strong DLOs are better equipped to meet housing needs, maintain public buildings, and deliver climate resilient infrastructure.

Congress resolves

- To campaign for all local authorities to expand or re establish directly employed construction and maintenance teams.
- To lobby national and local government to provide funding and policy support for councils wishing to rebuild in house capacity.
- To promote the benefits of Direct Labour Organisations across the union, highlighting best practice and successful case studies.
- To support GMB members in organising, recruiting, and strengthening union presence within newly established or existing in house construction teams.

A55 BRANCH
WALES & SOUTH WEST REGION

227. PAID RELEASE FOR WORKERS TO UPSKILL IN CARBON-INTENSIVE INDUSTRIES

Congress recognises the need to deliver a just transition to a low-carbon economy that safeguards the planet and the livelihoods of workers.

Frontline workers in carbon-intensive industries—energy, steel, cement, and manufacturing—possess the skills and expertise essential for the transition to a net-zero future.

Without dedicated support for training and upskilling, these workers risk being left behind. Congress believes that if GMB members are to benefit from Green jobs, they need to be trained for Green jobs and should have the right to paid time off to retrain and upskill for the green economy.

Congress calls on GMB union to:

1. Campaign for a statutory right to paid release for workers in carbon-intensive sectors to access accredited training and upskilling opportunities.
2. Engage with employers, sector bodies, and trade unions to develop sectoral just transition training plans that identify future skills needs and ensure accessible routes into green jobs.
3. Advocate for the creation of a Green Skills Fund to finance paid release, jointly supported by public and employer contributions.
4. Advocate for the UK government to utilise public procurement to ensure that employers in receipt of public money prioritise training to retain jobs in Wales.
5. Work with affiliated unions to highlight examples of best practice where paid release for skills development supports job security and climate action.

H03 BRANCH
WALES & SOUTH WEST REGION

228. USING EXISTING GMB POLICY TO PROTECT MEMBERS' SECURITY, PAY AND UNION STRENGTH IN A CHANGING ECONOMY

This Congress notes that:

1. The GMB has a long and proud record of defending members' pay, terms and conditions, and providing workplace representation and protection.
2. Congress has already agreed policy on:

- worker-led Just Transition
- public ownership of essential services
- industrial strategy and investment

- opposition to unmanaged deindustrialisation

3. Economic change, including automation, restructuring, outsourcing and the energy transition, is reducing labour input in some sectors and shifting where decisions affecting members' jobs, pay and security are made.

4. While the GMB has clear policy positions on these issues, there is currently no consolidated internal framework setting out how this policy is to be used in practice to:

    - strengthen collective bargaining leverage
    - protect members during transition and restructuring
    - Support financial membership growth and retention

5. Rising costs of essentials such as energy, housing and transport continue to undermine members' real pay and security, even where wage increases are achieved.

This Congress believes that:

1. The GMB's primary purpose remains the protection and advancement of members at work, and this must remain central to all union activity.

2. Existing GMB policy on Just Transition, industrial strategy and public ownership is essential to protecting members' long-term security, but must be clearly linked to organising, bargaining and membership outcomes.

3. Strengthening union power in the 21st century requires the GMB to operate effectively both at the workplace and at the system level where key economic decisions are made.

This Congress resolves to instruct the CEC to:

1. Produce a consolidated internal framework, setting out how existing GMB policy on:

    - Just Transition
    - workforce transition protections
    - system-level and sector-wide bargaining

2. is to be used in order to:

    - strengthen collective bargaining on pay and conditions
    - protect members facing redundancy, restructuring or transition
    - improve membership retention and stability of subscription income

3. In developing this framework, draw on the expertise of relevant GMB structures, officers and lay members, and appropriate worker-led expert bodies, including Climate Jobs UK, while retaining CEC ownership, oversight and accountability for the final output.

4. Ensure that this framework:

    - complements, and does not replace, workplace bargaining and representation
    - supports organisers and reps in negotiations with employers, regulators and public bodies
    - reinforces the value of GMB membership to working people

5. Use this approach, where appropriate, within sectors experiencing significant restructuring or transition, including energy, manufacturing and infrastructure.

6. Report back to Congress on:

    - the effectiveness of this framework in supporting bargaining outcomes
    - its impact on member security and membership retention
    - any recommendations for further development

Please support this motion

GMB Energy Branch S15
NORTH EAST, YORKSHIRE & HUMBER REGION

POLITICAL: THE LABOUR PARTY

230. ANTI-TRADE UNION LAWS

This Congress notes after its election in July 2024, The Labour government has failed to fulfil its pledge and GMB policy to repeal in full the Trade Union Act 2016, or lift the ban on secondary action, voted on at GMB Congress 2025. Although Labour's Employment Rights Act receiving royal ascent on 18 December 2025.

While The Labour government proclaims that the vast majority of the Tories' 2016 Trade Union Act has been repealed. What it doesn't put in its press briefings is that the most restrictive aspect of that legislation, the undemocratic 50% strike ballot turnout threshold, still remains.

If they wanted to The Labour government with its 160+ seat majority could have passed emergency legislation on day one of office, abolishing not just the 2016 laws, but all the anti-trade union laws on the statute books.

This congress calls on the CEC and the senior management team to fully re-commit to working in collaboration with our likeminded Sister Unions and the TUC, to take appropriate actions, to help to persuade and pressurise the Labour party into implement further legislation as a matter of urgency, that will help strengthen rights and freedoms for Unions and workers, and will mean the repeal of remaining anti-union laws.

B14 BANBURY NO1 BRANCH
LONDON REGION

231. POLITICAL ALTERNATIVE FOR WORKERS

This Congress notes the brutal anti-worker attacks carried through by this Labour government since taking office in July 2024. Almost 18 months since its election, Labour has failed to fulfil its pledge (and GMB policy) to repeal the Trade Union Act 2016 or lift the ban on secondary action (carried at GMB Congress 2025). Its latest betrayal is to renege on its manifesto commitment that all workers have unfair dismissal rights from day one. New austerity measures continue the long, painful driving down of British workers' living standards. Vicious job and budget cuts in Labour-controlled councils also continue, as do attacks on the trans community and migrant workers, and ongoing complicity in the genocide in Gaza.

This branch recognises that with ongoing Labour austerity and the rising threat of Reform, more and more people are looking for a political alternative. The founding of Your Party, as well as the thousands who have joined the Greens in recent months, demonstrate the opportunities for the building of a genuine party of the working-class. However as of yet no political party exists which represents the collective voice of the working class and trade union movement.

In our view, a new political voice for the working-class based in the trade union movement - campaigning on a socialist programme of anti-austerity, anti-racist and anti-war policies - has the best potential to undercut Reform and the rise of the populist right.

With motions passed at Unite policy conference and UCU conference opening up discussions in those unions about their political strategy, and many other unions meeting to debate these issues, it is vital that GMB members are not left behind in the discussions developing across our movement.

Therefore, this Congress agrees to:

1. Launch a discussion at all levels of GMB about our relationship with Labour, and the need for a political strategy that supports our members to take action on the basis of agreed GMB policies.

2. Encourage Regional Councils / Committees to organise members meetings at which members of the GMB Parliamentary Group, as well as Jeremy Corbyn, Zarah Sultana, and other Independent Alliance MPs, are invited to speak. This should include reviewing to what extent an MP's voting record has been in line with GMB policy.

3. Launch a union-wide consultation about the best use of our union's political fund, including the question of funding candidates outside the Labour Party who will fight to implement GMB policies.

4. Convene a special policy and rule amendment conference in 2026 to discuss and draw political and organisational conclusions. This would potentially

include the building of a new workers party, standing and supporting workers candidates, and calling for a conference across unions to build a political alternative for workers based on a pro-worker, socialist programme.

S37 SOUTHAMPTON BRANCH
SOUTHERN REGION

232. POLITICAL REPRESENTATION

This Congress notes the brutal attacks on the working-class, disabled and elderly carried out by the Labour government since taking office in July 2024, including cutting winter fuel allowance and disabled benefits. In the 18 months since its election, Labour has tried to strike break against the Birmingham bin workers, reneged on its election pledge to remove the Tory's 50% threshold in industrial action ballots – under pressure from Starmer's business friends, and at a time when it faces growing levels of industrial action – and ditched day one protection from unfair dismissal.

Labour government austerity measures and the ongoing cost of living squeeze continue the long, painful driving down of our members' living standards. Vicious job and budget cuts in Labour-controlled councils also continue, as do government attacks on the trans community and migrant workers, ongoing complicity in the genocide in Gaza, and most recently Starmer's refusal to condemn Trump's imperialist attack on Venezuelan sovereignty. This Congress recognises that Labour austerity and attacks on the working-class perpetuate the economic hardship which fuels support for Reform.

The initial enthusiasm for 'Your Party', and a flock of new members to the Green Party under Zack Polanski's leadership, prove the appetite for a left-wing political alternative to the pro-austerity agendas of all the mainstream political parties, including Starmer's Labour as well as Farage's Reform. However, no political party as yet exists which represents the collective voice of the working class and trade union movement.
This Congress believes that a new political voice for the working-class based in the trade union movement – campaigning on a socialist programme of anti-austerity, anti-racist and anti-war policies – has the best potential to undercut Reform and reverse the rise of the populist right. To defeat racist, anti-migrant narratives not just with words but with economic and social policies demanding Jobs and Homes, not Racism.

With motions passed at Unite policy conference and UCU conference opening up discussions in those unions about their political strategy, and many other unions meeting to debate these issues, it is vital that GMB members are not left behind in the discussions developing across our movement.

Therefore, this Congress instructs the Central Executive Council (CEC) to:

1. Encourage Regional Councils / Committees to organise members' meetings at which members of the GMB Parliamentary Group, as well as Jeremy Corbyn, Zarah Sultana, Independent Alliance MPs, and Green MPs, are invited to speak. This should include reviewing to what extent each MPs voting record has been in line with GMB policy.

2. Launch a discussion at all levels of GMB about our relationship with the Labour Party, and the need for a political strategy that supports our members to take action on the basis of agreed GMB policies. This should also include discussing how we draw political and organisational conclusions, potentially including the building of a political alternative for workers based in the organised working class and with an anti-austerity, anti-racist, and anti-imperialist programme.

3. Launch a union-wide consultation about the best use of our union's political fund, including the question of funding candidates outside the Labour Party who will fight to implement GMB policies.

ASDA A62 BRANCH
NORTH WEST & IRISH REGION

233. POLITICAL REPRESENTATION

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In the 18 months since its election, Labour has tried to strike break against the Birmingham bin workers, reneged on its election pledge to

remove the Conservative government's 50% threshold in industrial action ballots – under pressure from Starmer's business friends, and at a time when industrial action is on the rise again – and ditched day one protection from unfair dismissal.

Labour government austerity measures and the ongoing cost of living squeeze continue the long, painful driving down of our members' living standards, as do Labour-controlled councils with their vicious job and budget cuts. We are also seeing government attacks on the trans community and migrant workers, ongoing complicity in the genocide in Gaza, and most recently Starmer's refusal to condemn Trump's imperialist attack on Venezuelan sovereignty.

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This Congress believes that a new political voice for the working-class – based in the trade union movement, and campaigning on a socialist programme of anti-austerity, anti-racist and anti-war policies – has the best potential to undercut Reform and reverse the rise of the populist right. To defeat racist, anti-migrant narratives not just with words but with economic and social policies demanding Jobs and Homes, not Racism.

Therefore, this Congress:

1. Instructs Regional Councils / Committees to organise members meetings at which members of the GMB Parliamentary Group, as well as Jeremy Corbyn, Zarah Sultana, Independent Alliance MPs, Green MPs, and other MPs who claim to support GMB policies, are invited to speak. This should include reviewing to what extent each MP's voting record has been in line with GMB policy.
2. Agrees that GMB will consider supporting candidates of other political organisations where these candidates are committed to fighting for GMB policies and who support our core values.
3. Instructs the CEC and GMB leadership to launch a consultation at all levels of GMB about:
   a. our relationship with the Labour Party, including the potential for building a political alternative for workers based in the organised working class and with an anti-austerity, anti-racist, and anti-imperialist programme.
   b. The best use of our union's Political Fund, including how we can support candidates outside the Labour Party who will fight to implement GMB policies.

X34 GMB@PCS BRANCH
LONDON REGION

234. POLITICAL AFFILIATIONS

This Congress notes:

- That the GMB has a long and proud tradition of supporting political candidates that stand in the tradition of the labour movement.
- That the Labour Party has always been the expression of that political voice.

Congress believes thousands of members are leaving the Labour Party due to its shift to the right, complicity in the ongoing genocide in Gaza and for pursuing an agenda that is at odds with its core Labour values.

That other political parties better represent the interests of GMB members and should be considered as alternative affiliates.

Congress resolves to investigate and report to the next Congress the rule changes necessary to allow the GMB to affiliate to political parties in addition to the Labour Party and to vote on if they should be adopted.

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

235. LABOUR PARTY AFFILIATION - CONSULTATION OF MEMBERSHIP

This Congress calls on the CEC to undertake a consultation of the membership regarding whether to continue affiliation to the Labour Party.

R26 READING & BERKSHIRE BRANCH
SOUTHERN REGION

236. EXPECTATIONS OF GMB SUPPORTED COUNCILLORS

GMB supports elected representatives in a variety of ways, including through political campaigning, engagement, and shared values around improving the lives of working people.

We note that elected representatives often participate in decisions that directly affect workers, including matters relating to employment practice, workplace justice, and the fair treatment of staff.

We believe that GMB supported councillors and elected representatives should uphold standards that reflect the union's values, including fairness, respect, and the consistent consideration of workers' interests.

We ask congress to agree that we

1. Develop clear standards outlining GMB's expectations of supported councillors and elected representatives in relation to workplace fairness and decision making.

2. Provide guidance and training to GMB supported representatives to ensure they fully understand the union's values and the importance of fair employment practices.

3. Introduce a process for reviewing adherence to these standards, with the ability for GMB to reconsider support where conduct is inconsistent with union principles.

4. Report on this framework annually to ensure transparency and continuous improvement.

D30 DURHAM AND TEESSIDE GENERAL
NORTH EAST, YORKSHIRE & HUMBER REGION

237. BRANCH POLITICAL BACKING

This Congress calls upon the CEC to ensure that Union and Branch backing, endorsement and support requests from political candidates for devolved nations and including MP's, Lords and Councilors, will only be agreed if the recipient is to attend Branch meetings and / or provide regular updates of how their position and activities have promoted and / or supported Union activities and campaigns.

Should this criteria not be met upon the next request for backing, endorsement and support, the Union and Branch will deny any further backing.

W60 WELLINGTON BRANCH
MIDLANDS REGION

POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM

241. APPOINTMENT OF A NEW DISABILITY MINISTER

This Congress calls on the Government to appoint a new Disability Minister.

The Government appointed Sir Stephen Timms as Minister of Social Security and Disability, this Minister's sole purpose is directed at social security, making cuts to the most in need. These proposals reduce disability choice and autonomy and will create more poverty and isolation.

The Government has ignored evidence from disabled people's advocacy organisations of the damage this will cause and has instead adopted the same blame narrative as the Tories.

We call on Congress to put pressure on the Government to appoint a Minister who will focus solely on the needs of disabled people and the services they rely on, who will find solutions to the issues facing them rather than attacking social welfare.

WIGAN W79 BRANCH
NORTH WEST & IRISH REGION

242. COST OF LIVING CRISIS

This Congress notes, the UK continues to face an ongoing cost of living crisis, with inflation, housing costs, childcare expenses, and energy bills placing unbearable pressure on working people and their families. Millions of households are struggling to make ends meet, while local authorities and charities face rising demand for support with fewer resources.

Congress believes, this crisis cannot be left to patchwork responses across government departments. Working people deserve a dedicated, high-level champion within government to drive coordinated action and ensure that policy decisions put affordability, fairness, and living standards at their core.

GMB commends the Labour government's work so far to tackle the cost-of-living crisis, but without central leadership, efforts to tackle inequality and insecurity will remain fragmented and slow.

Congress resolves to call on the UK Government to create the position of a Cost-of-Living Crisis — a senior, cross-departmental role reporting directly to the Prime Minister. This role should be responsible for coordinating national strategy on affordability, overseeing inter-departmental collaboration, monitoring the impact of policy on low- and middle-income households, and ensuring accountability across government for improving living standards. To lobby for the Czar to be supported by a national advisory panel including representatives from trade unions, local government, consumer organisations, and anti-poverty charities.

Congress further resolves that GMB will raise this demand publicly, campaign with allies to build support across civil society and Parliament and hold the government to account for real progress in tackling the cost-of-living crisis.

X12 BRANCH
WALES & SOUTH WEST REGION

243. ABOLITION OF THE MONARCHY

Congress recognises that the monarchy is an anachronistic and undemocratic institution which entrenches inequality and unearned hereditary wealth and privilege.

Recent scandals have damaged the monarchy's credibility amongst the general public.

Congress therefore calls for the GMB to support the abolition of the monarchy, and its replacement with an elected head of state.

X59 NORTH WEST LONDON BRANCH
LONDON REGION

244. POLITICAL C11

This Congress notes that we see many times MPs crossing the floor to join other party's which is grossly unfair to their constituents.

This motion is asking GMB to campaign for change.

Any MP who crosses over to another political party, it should generate a by-election in that area.

B43 BIRMINGHAM CITY GENERAL BRANCH
MIDLANDS REGION

245. ELECTION PROCEDURES C11

This Congress asks that the Labour government makes it law that if any elected MP or councillor defects to another political party from that which they were selected into, then a by election is triggered.

B44 BEDS COUNTY BRANCH
LONDON REGION

247. MOTION IN FAVOUR OF PROPORTIONAL REPRESENTATION

This Congress supports a form of proportional representation for UK parliamentary elections that maintains the constituency link with MPs and supports proportional representation for mayoral elections.

The Labour Government has announced plans to scrap First Past the Post for mayoral elections in England and we support this renewal of our democracy.

The latest British Social Attitudes survey shows that 60% of the British public now support proportional representation (PR).

There has never been a clearer need to change the First Past the Post (FPTP) voting

system in Westminster elections too. 2024 was the most distorted election result on record, delivering the most unrepresentative UK Parliament in British history.

Most voters got neither the person they voted for as their local MP (58%), nor the party they backed in government (66%). When most people know their vote makes little difference, it undermines confidence in our political system and our democracy.

FPTP is producing unrepresentative results and is at crisis point. With politics more fragmented than ever, FPTP could hand power to any party – even an extreme party – on less than a third of the vote. This is unsustainable and dangerous.

We agree with Labour members, Constituency Labour Parties, trade unions, annual conference, and the dozens of Labour MPs who support PR for general elections.

This Congress resolves to:

- Reject First Past the Post for mayoral and UK Parliamentary elections and support the introduction of a form of Proportional Representation that maintains the constituency link with MPs and in which all votes count equally and seats match votes.
- Call for the Government to hold an independent Commission for Electoral Reform
- Call on our trade union to do both of the above.

B50 SUSSEX BRANCH
SOUTHERN REGION

POLITICAL: IMMIGRATION & MIGRATION

248. A FAIRER AND MORE HUMANE IMMIGRATION SYSTEM

Congress notes according to the United Nations, 122 million people are forcibly displaced worldwide, with 8 million asylum seekers overall.

The refugees' charity RAMFEL reported that up to now, refugees claiming asylum in Britain could be granted a 5-year visa and qualify for indefinite leave on completion. Now, the Home Secretary, Shabana Mahmood is introducing the principle of an expensive 2.5-year Visa, to be subsequently renewed 4 times, so that indefinite leave may only be granted in 20 years' time. And throughout the 20 years, the government will keep reviewing whether it is safe to deport the person.

Congress notes in the estimation of the British Refugee Council, the extra costs of this change be 872 million, adding an enormous burden of work on a government that already takes a year to process the more straightforward applications of people in the UK on Family Visas.

Congress notes that the right of refugees to family reunion was severely curtailed by Yvette Cooper in September, with family reunification being denied to anyone "not earning enough". Now, the government takes its cue from the "Danish model", a highly restrictive policy aimed at 'zero asylum seeker'. The practice of 'offshoring' is now in force in Britain and 4 other countries, and the 'pushbacks at sea' were only dropped due to objections and opposition.

Congress also notes that in these matters, Nigel Farage accused Shabana Mahmood of stealing the policies of his Reform Party; and that Stephen Yaxley-Lennon sees in them "common sense plans to restore control and order to our borders".

Congress believes that, as migrants flee wars, persecution, famine and climate shocks, the desperate people will not be deterred by the growing cruelty and brutality against them in Europe or the UK. The pain inflicted on them will not make the refugees disappear.

Congress believes that these reforms (those already in force and the proposed new ones) are not only shocking and draconian, but self-defeating and prejudicial to the social cohesion of the country.

Above all, we believe that the 'Danish model' that inspires these new attacks on refugees, has shown that cruel policies do not placate the anti-migrant politicians and the racist elements in society. Far from it, these will shift to meet the rotten ground opened by our present government's proposals. And then, there will always be another step to take us

down deeper into the abyss where Tommy Robinson, Farage and international Finance capital are taking us.

Congress calls on the CEC to stand not only against the growing attacks on immigrants, but also against the nazifying forces – national and international – that want us to believe the working class has no policy other than theirs.

The GMB can bring its considerable weight behind the forces that want to defend a fairer and more humane immigration system. And help organise activities among the population, up and down Britain.

X59 NORTH WEST LONDON BRANCH
LONDON REGION

249. WELCOMING AND SOLIDARITY WITH IMMIGRANTS

Congress notes the white paper and the November announcement on immigration and citizenship.

Congress believes that this is an intensification of the hostile environment done for reasons of appearance rather than policy effectiveness.

Congress reiterates its belief that immigrants for the purpose of work do not negatively impact wages levels.

Congress believes that both the White Paper and the November announcement conflict with the need for an immigration policy based on dignity and welcome.

In particular the prohibition of families for researchers, the extending of the time required before obtaining indefinite leave to remain, the residence longevity before access to citizenship, and the visa costs are discriminatory, cruel and counterproductive.

Congress believes that it is in the best interests of all citizens that immigrants become citizens as soon as possible so that they can act in solidarity without fear of deportation.

Congress believes that the movement cannot outperform Reform UK and that we and the Labour Party must stand for an immigration and refugee policy based on dignity and welcome.

X58 LONDON CENTRAL GENERAL BRANCH
LONDON REGION

POLITICAL: RACISM & FASCISM

250. ANTI-FAR RIGHT

Our Branch believes:

On 13 September 2025 we experienced a watershed moment when a demonstration organised by fascists such as 'Tommy Robinson' (aka Stephen Yaxley-Lennon) and with the support of Elon Musk was able to bring 150,000 onto the streets of London on a racist, hate filled and violent mobilisation. This was the largest mobilisation achieved by fascists in British history.

While the anti-racist movement was able to bring out 20,000 on the streets to send a message that the fascists will not take our streets without challenge, it is clear that we need a much greater level of mobilisation.

Our Branch notes:

- The launch of the TOGETHER alliance - www.togetheralliance.org will call for major "TOGETHER AGAINST THE FAR RIGHT" unity mobilisations
- That this initiative is backed by a number of celebrities: Lenny Henry, Paloma Faith, Fontaines DC, Kneecap, Paul Weller and many others.
- That this initiative is backed by several major trade unions and campaign organisations and Stand Up to Racism.
- That the TUC and Stand Up To Racism (SUTR) will co-host an annual 2026 trade union conference in February: "Workers Against The Far Right"

Our Branch resolves to:

- Publicise and promote all future demonstrations by all means possible.
- Fund members to attend any such demonstration and ensure they use our union banner.
- Support "Stand Up To Racism" and any future mobilisations
- Affiliate to "Stand Up to Racism".

We call on Regions and the CEC to publicise any Together demonstration and SUTR & TUC trade union conference to all branches

C35 ESSEX PUBLIC SERVICES BRANCH
LONDON REGION

251. JOINING NATIONAL CAMPAIGNS AGAINST THE FAR-RIGHT

This Congress acknowledges with deep concern the continuing rise of the far-right, with Reform UK currently topping the polls and far-right led marches mobilising in growing numbers.

This Congress notes that:

- it is an ongoing GMB priority to oppose these attacks on employment rights, union rights and public services, with Reform UK seen as a direct threat (GMB National Policy 2025)
- the GMB is committed to playing "a leading and visible role opposing the far-right in our communities alongside other trade unions, anti-fascist and anti-racist organisations" (GMB's CEC Special Report: Anti Racism and Combatting Hate), yet the GMB has fallen behind over 120 civil society organisations and trade unions (including Trade Union Congress, UNISON, Unite the Union and Stand up to Racism) uniting against the far-right in joining the Together Alliance.

This Congress believes that:

- The GMB's absence as a member of the Together Alliance, or other future national campaigns alliances and initiatives, compared to other major trade unions risks casting doubt in our solidarity against the far-right and commitment to anti-racism.

This Congress resolves to:

- Take a proactive role in joining national alliances, campaigns and initiatives with shared goals against the rise of the far-right, immediately starting with the Together Alliance (if this has not been actioned by the time of debating the motion)
- Notify its members on the decision to join such national demonstrations, campaigns and initiatives against the far right in alignment with GMB's policies
- Provide members with an explanation if the decision has been taken not to join such national demonstrations, campaigns and initiatives that members have requested the GMB to join

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

252. WORKERS CAN RESIST FAR RIGHT IDEOLOGIES

Congress notes that all workers play a vital role in opposing the far right. The trade union movement is essential in fostering a more just and equitable society.

Congress expresses concern over the alarming rise of far-right ideologies both in the UK and globally, much of which manifests in our workplaces.

These ideologies are divisive and characterised by racism, misogyny, ableism, homophobia, lesbophobia, and transphobia.

Congress acknowledges that millions of working individuals are struggling to meet their financial obligations. The far right exploits this situation by inciting hate and division, scapegoating specific groups of workers and communities for the inability to pay bills.

The far right is undermining public discourse by disseminating misinformation, particularly through social media and digital technology. Congress highlights that the trade union movement has a longstanding history of combating fascism and the politics of division.

We call upon Congress to:

1. Continue to campaign and highlight counter far right narratives by strengthening current training and education to reps and members.
2. Consider updating and promoting any guidance on the rise of the far right.
3. Continue circulating and producing resources and materials that support workplace reps to resist the far-right ideologies.

4. Collaborate with civic society organisations to resist far right ideologies.

E10 EALING BRANCH
LONDON REGION

253. COMMUNITY CAMPAIGNING TO STOP REFORM UK AND THE RISE OF THE FAR RIGHT

The world we live in is framed by multifaceted crises, from raging wars and genocide to climate and ecological crisis and the threat of the far right. A decade of austerity has led to historic cuts in our wages and conditions. It is shocking that in the 21st Century the phrase 'workplace poverty' has become a normalised term to describe those in work who can't afford to survive.

The Labour Government is failing to tackle division and polarisation, instead of delivering for the people. In Britain and Europe, the far right is positioning themselves to be the benefactors of the collapse of governments' attempts to do the bidding of the bosses. Working people did not vote for more of the same. They expected real change so that our lives are not one continuous struggle to make ends meet. A change in government had brought hope and the opportunity for real change. However, that hope has quickly diminished and rather than a Labour Government countering the racist attacks on immigrants by the far right, they appear to be trying to outdo Reform by repeating the same lies.

GMB and the labour movement need to challenge the misinformation being circulated by Far-Right groups and work closely in local communities to prevent them gaining political traction.

To succeed GMB, need to adapt the Anti-Racism, Anti-Fascism (ARAF) strategy to take into consideration that there are no longer clear lines of 'us' and 'them' because people who were 'us' before are now listening to Reform UK. This is because they have been failed by a two-party system that has kept us in poverty and misery. At protests we are seeing women with children attending to support the other side, they are not all racists, they are angry that they are not being listened to by the people elected to represent them. Through education and community engagement we can oppose the far right and unite our communities over racism and bigotry.

We need to stand ready to oppose the politics of the Far Right!

We call upon GMB:

1. To support Stand up to Racism's campaign to "Stop Racist Reform" in future elections by:

   i. highlighting their racist and pro-business agenda.

   ii. Exposing their racism which shapes the idea of who is welcome in the UK and helping to build effective campaigns to reshape the narrative on migration

   iii. Continue to support initiatives, both educational and cultural, that support a multicultural and peaceful society.

2. Support the rights of migrant workers, their safety and dignity at work, an end to exploitation and valuing the contributions that they bring.

3. GMB must focus on delivering ARAF training that upskills reps and members to have difficult conversations, challenge racism in workplaces, family gatherings and communities' groups.

X34 GMB@PCS BRANCH
LONDON REGION

SOCIAL POLICY: GENERAL

258. SAVE OUR PLAYING FIELDS

This Congress is appalled that our government is considering removing Sport England as a statutory consultee for planning applications before a playing field is built on.

We are aware that the Government has to meet its housing targets of building 1.5 million new homes by 2029, but this should not be at the expense of spaces which are used by our grassroots sport's organisations and communities.

We call on GMB to lobby to protect parks, playing fields and sports facilities from development for the health of our future generations

W61 WALTHAMSTOW 1 BRANCH
LONDON REGION

SOCIAL POLICY: JUSTICE

259. REMOVAL OF MP FILTER AND LEGAL AID FOR WINDRUSH CLAIMANTS

This Congress notes:

I rise today on behalf of Justice 4 Windrush to address two urgent issues that continue to deny justice to victims of the Windrush scandal:

- The outdated MP filter, which forces complainants to submit cases to the Parliamentary and Health Service Ombudsman (PHSO) via Members of Parliament.
- The absence of legal aid, leaving claimants to navigate a complex compensation scheme alone.

The MP filter, introduced under the Parliamentary Commissioner Act 1967, was intended as a temporary measure. Yet nearly six decades later, it remains in place, adding delay, complexity, and distress. The PHSO's September 2024 report revealed systemic failures in the Windrush Compensation Scheme, awarding over £430,000 in extra compensation after uncovering wrongful denials. Victims deserve direct access to this vital redress mechanism just as complainants already have in NHS cases.

Importantly, removing the MP filter would not only benefit those impacted by Windrush. It would open the door for all individuals seeking justice through the Ombudsman, ensuring a fairer, more accessible system for everyone, not one dependent on political gatekeeping.

This is not new. Multiple reviews have called for reform:

- 2000 Colcutt Review "–The MP filter can no longer be sustained."
- 2007 Regulatory Reform Committee "–Long overdue for reform."
- 2010 Law Commission – Recommended a dual-track system.
- 2011 PHSO Consultation – Supported direct access.

The human cost is devastating. One Windrush claimant described the process as "Like being tortured slowly, repeating your pain over and over again.". And then there is the legal aid gap. The government claimed legal advice was unnecessary, yet evidence shows otherwise:

- Self-represented claimants average £11,400.
- With legal help, awards soar to £83,200, sometimes hundreds of thousands more.

Victims of the Post Office Horizon and Infected Blood scandals have legal aid. Windrush victims do not. This is a profound inequality. Therefore, we call on Congress to demand:

- Removal of the MP filter, allowing direct complaints to the PHSO.
- Introduction of legal aid for Windrush claimants, ensuring fair access to justice.

This is not just administrative reform—it is a moral imperative. The Windrush generation gave their labor to build Britain. They should not have to fight for the dignity of a fair process.

C22 BRANCH
WALES & SOUTH WEST REGION

260. JUSTICE FOR THE CHINESE SEAFARERS

This Congress notes that thousands of Chinese seafarers had played an important and often overlooked role in the UK's maritime force during World War II. Many worked on the British merchant ships transporting essential food, fuel and wartime supplies. They had risked their lives through dangerous Atlantic routes with many killed along the way. Despite this, their salary was less than their British counterparts with worse terms and conditions.

We further note hundreds of Chinese seafarers were secretly earmarked post-WWII by the Home Office and shipping firms for removal. They were removed for demanding fair pay and equal treatments. The deportations happened in 1946 and 1947 without warning, fair process and the chance to let their partners or children know.

It was not a 'strike' as we know it - the men refused to sign on again once they completed their contract.

In May 1942, they almost had equal pay as they received an increase. They were also banned from looking for work onshore. By 1943, they had equality of pay. At the end of the war, most finished their contracts and wanted to go home - some of whom had been away from their families for 6 years.

It was mostly the Shanghai men who were unionised and considered troublemakers by Blue Funnel Line in particular. In 1946, Home Office staff, working alongside Liverpool Police and the shipping companies, arrested and deported them on a one way ticket.

The deportations had been kept as a secret, partially due to the illegality of the operations. The plan had been to eject the Chinese seafarers and not to tell them they were legally able to stay. According to the law, only those who were dismissed due to criminal convictions could face deportation. There were only a few among the Chinese seafarers who had been charged during their service durations.

We believe these Chinese seafarers should never have been deported. When Britain had depended on their work and sacrifice, they had been abandoned and silenced.
We further believe proper recognition, acknowledgement and accountability are long overdue.

We therefore call on the CEC to:

- Lobby the UK Government to issue a formal, public apology to the families of the deported Chinese seafarers for the deportations
- Call for better access to past immigration and Home Office records to enable living relatives to discover what happened to their loved ones
- Support the current works of families, campaigners and community organisations in uncovering records, finding out the deported seafarers' names, documenting their experiences and sharing the truth of what happened
- Work with the TUC and heritage organisations to promote education and commemoration. Examples include memorials, exhibitions, educational materials and awareness campaigns
- Re-affirm GMB Union's commitment to challenging racism and exploitation in the maritime sector and in all workplaces, past and present

Congress resolves that the GMB Union will play an active role in getting justice, recognition and remembrance for the Chinese seafarers and their families.

K19 SOUTH LONDON GENERAL BRANCH
SOUTHERN REGION

261. CAMPAIGN FOR AMENDMENT TO - FOOTBALL OFFENCES ACT 1991

This Congress notes:

1. The Football (Offences) Act 1991 currently makes it an offence to engage in "racialist chanting" at a designated football match.
2. While this type of abuse is explicitly covered, the legislation does not explicitly name or define other forms of targeted hate speech, such as homophobic, biphobic, or transphobic abuse.
3. Incidents of anti-LGBT+ abuse, discrimination, or chanting, are persistent problems within football grounds, creating

a hostile environment for supporters, players, and stadium workers who identify as LGBT+ or allies.

4. Our union is committed to creating diverse, inclusive, and safe workplaces for all members, and this commitment extends to the venues where our members are employed.

5. Explicitly naming these forms of hate crime in the Act would provide police, prosecutors, and the courts with stronger legal clarity to address and prevent these offences and enable the imposition of Football Banning Orders (FBOs).

Resolution / Background

1. Hate crime, including homophobia, biphobia, and transphobia, has no place in football or the workplace.

2. The existing term "racialist" is insufficient.

3. Amending this Section of the Act to explicitly include "in relation to abuse aimed at a person's sexual orientation or gender reassignment " this is a vital step in modernising the legislation to reflect current anti-discrimination standards and the severity of these offences.

4. Having these offences covered, courts can consistently apply the most serious penalties, including Football Banning Orders, thereby improving the working environment for our members responsible for safety and security.

Action needed/ commitment

1. To formally campaign nationally for an amendment to Section of the Football (Offences) Act 1991 to explicitly classify chanting of a "homophobic, biphobic, or transphobic nature" as an offence, alongside "racialist"

2. To write to the Secretary of State for Digital, Culture, Media and Sport (DCMS) and the Home Secretary

3. To commit to work with Just A Ball Game? and football anti-discrimination organisations to build a broad coalition of support for this statutory change.

4. To ask local branches to lobby all local Members of Parliament (MPs) to raise this issue in Parliament and support Government amendments aimed at achieving this legislative update.

BOLTON COUNCIL B23 BRANCH
NORTH WEST & IRISH REGION

262. IMPRISONMENT FOR PUBLIC PROTECTION

Imprisonment for public protection (IPP) sentences were introduced in 2005 and abolished in 2012. The application of this law was not backdated, so thousands are still behind bars indefinitely. Those released live with the threat of a return to indefinite incarceration for misdemeanour offences or more concerning if a relapse in their mental health proves a perceived risk to the public.

Without adequate access to rehabilitation and in the latter case denial of care provision in the most appropriate place (hospital than prison), The European Court of human rights ruled in 2012 that this practice violated of human rights under Article 5. It is time this practice decried by the United Nations as "inhumane" was ended.

We call upon the Government to:

1. Prioritise the review, and re-sentencing of all prisoners currently under an IPP, noting that around 70% have served 10 years more than the sentencing tariff.

2. Take all reasonable steps to ensure that prisoners under an IPP have access to adequate support and appropriate healthcare provision to reduce their risk to the public allowing safe release.

3. Allow urgent re-sentencing and risk assessment of those for whom the continuation of the IPP sentence has been deemed by a medical professional to be a specific barrier to the delivery of effective health care provision and recovery.

X58 LONDON CENTRAL GENERAL BRANCH
LONDON REGION

263. CRIMINALISING PROTEST AND DIRECT ACTION, AND REMOVING DEMOCRATIC SAFEGUARDS FROM THE LEGAL SYSTEM

X

This Congress notes the Labour government

has taken a number of actions to repress and criminalise political protest, and to pursue politically motivated prosecutions

This Congress notes, in particular, that this has occurred directly in response to lobbying by Israel's largest armaments manufacturer Elbit Systems, and officials from the Israeli state. This has crossed the fresh hold of constitutional legitimacy, with meetings held between Israeli state officials and agents, representatives of Elbit Systems and British state officials, the British police, and the attorney general.

This Congress notes the governments escalating use of counter-terror laws to target those engaged in protest and direct action not seeking to endanger human life, and the intended restriction of the right to trial by jury.

This Congress believes that a number of actions have been pro-actively taken by the British government in order to ensure the supply of weapons to conduct genocide in Gaza and to facilitate ethnic clearing of Gaza and the West Bank in Palestine, did not continue to be effectively disrupted by direct action and protest.

This Congress believes the criminalisation of environmental protest, resulting in jail sentences of up to four years, for involvement in direct action protests to highlight the lack of meaningful action by the fossil fuel industry and by government and multinational corporations, to urgently take action to address climate change and environmental pollution and environmental asset stripping.

This Congress resolves to condemn the Labour government's repression of protest and direct action not intended to harm human life, and the undermining of democratic safeguards in the judicial system.

This Congress notes the holding on remand, well beyond the statutorily allowed custody time limit of 182 days of people accused of seeking to take direct action try to prevent acts of genocide in Gaza through the disruption manufacture and supply of arms to the Israeli government. Some have been imprisoned for nearly two years. This is a deliberate abuse of power, used to punish prisoners before they have even faced a court or been convicted of any crime, severely restricting their ability to access legal support and resources in order to prepare for their defence. Their right to a fair trial must include the right to prepare for it in freedom.

This Congress notes the recent hunger strikes by several of those imprisoned, taken to protest at their unconstitutional and inhumane treatment, and the refusal of the Labour party leadership to meaningfully engage with this and against the continued collusion of the British state with the Israeli state in pursuing genocide in Gaza, and ethnic clearing of Palestinians from Gaza and the West bank, in particular in the continued facilitation of Elbit weapons and security systems manufacture and supply from the UK.

This Congress resolves: that GMB should call upon the Labour government:

- To grant immediate bail to all prisoners on remand who are accused of non violent direct action.
- To de-proscribe and decriminalise protest groups and protestors engaging in direct action protest that does not seek to endanger human life, such as those opposing racism, genocide or environmental pollution and destruction.
- To defund all contracts with Elbit Systems and its subsidiaries, and to revoke all arms licences to these organisations.
- The release of all documentation relating to the British states security and military involvement in supporting of the IDF's genocide in Gaza, and a declaration of the financial costs of this.
- The release of all documentation relating to with meetings held between Israeli state officials and/or agents, and/or representatives of Elbit Systems with British state officials, and /or representatives of the British police, and/or the attorney general.
- To abandon or reverse the actions taken to restrict the use of juries in legal trials.

B50 SUSSEX BRANCH
SOUTHERN REGION

264. RIGHT TO PROTEST

This Congress notes the right to protest and to express political views is a fundamental democratic freedom and an essential part of trade unionism.

Many workers do not take part in demonstrations or community organising due to fear of disciplinary action by their employer. This culture of fear around lawful political activity undermines participation, diversity of views and workers' confidence to speak up about injustice.

We also acknowledge that some forms of political activity are discriminatory, hate based or incite violence, and which are therefore fundamentally at odds with equality, dignity and respect at work.

Employers must strike a clear balance between allowing lawful political expression and protest and upholding robust standards against harassment, discrimination, and hate.

We call on the GMB to lobby employers to create policies clarifying that rights of employees to participate in political activity and to ensure that equality, diversity and inclusion policies explicitly cover conduct linked to political expression – including on social media – where it amounts to bullying, harassment or discrimination against colleagues or service users.

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

265. RIGHT TO JURY TRIAL C12

This Congress notes that the right to jury trial is a legal principle that underpins our democratic rights and must be defended at all costs.

GMB will oppose any and all proposals to remove this fundamental right.

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

266. TRIAL BY JURY C12

This Congress notes the recent announcement by the Justice Secretary that criminal cases carrying an expected sentence of three years or less will no longer be eligible for trial by jury.

Congress believes that this proposal poses a significant threat to the fairness, transparency, and integrity of the justice system in England and Wales. Trial by jury is a long-established safeguard against the concentration of judicial power, and it forms a core principle of a system that has been widely emulated across democratic nations.

We further believe that transferring sole responsibility for determining guilt or innocence to a single judge increases the risk of miscarriages of justice and undermines public confidence in due process.

This Congress therefore calls on the Labour Party to oppose and seek to reverse this decision, and to uphold the fundamental right to trial by jury wherever possible.

J15 BRANCH
WALES & SOUTH WEST REGION

267. PRECEDENT

This Congress asks GMB to file a claim to the High Courts of Justice to rule on when interpreting for court hearings needs to be provided face-to-face and cannot be executed remotely.

IT1 GMB INTERPRETERS & TRANSLATORS BRANCH
LONDON REGION

SOCIAL POLICY: EQUALITY & INCLUSION

269. AFFILIATION AND COMMITMENT TO SUPPORT THE WHITE RIBBON

This Congress

This Congress we request for GMB to commit to working with and have and accreditation to White Ribbon UK.

White Ribbon UK is the leading charity engaging men and boys to prevent violence against women and girls.

Ultimately, they want all women and girls to live free from the fear of violence, their approach is to focus on the primary prevention of violence and is key to ending violence against women.

Y28 YORKSHIRE AMBULANCE SERVICE BRANCH
NORTH EAST, YORKSHIRE & HUMBER REGION

270. MONEY ISN'T OLD FASHIONED

This Congress notes that Cash Machines (ATM's) are not accessible to all.

Access to cash machines is a legal right in the UK under the Equality's Act 2010.

Time and Time again wheelchair users find it almost impossible to access ATM's.

Disabled people are very reluctant to use cash machines, knowing they have no privacy.

Many disabled people find cash machines daunting; some avoid using them at all without help or rely on a trusted family member or friend.

We have many GMB members Nationally and their families and friends find this a frustrating task.

We need to ensure that this barrier needs to be user-friendly for ALL.

K17 KINGS LYNN BRANCH
LONDON REGION

271. FIGHT CASTE OPPRESSION AND DISCRIMINATION

This Congress notes:

1. That sections of the UK's South Asian communities are subjected to caste-based discrimination in employment, service provision and education.

2. That following campaigning by affected communities, the Labour government in April 2010, inserted a ministerial 'power' (Section 9 (5)(a)) in the Equality Act 2010 to make caste a protected characteristic under its section on race but ministers did not act on this provision, despite pressure from UN High Commissioner for Human Rights.

3. That the UN Committee on the Elimination of Racial Discrimination reiterated again in 2024 that the UK should outlaw caste discrimination.

4. That a number of jurisdictions in the US and Canada have recently outlawed caste discrimination, and the Australian Human Rights Commission is developing a national anti-racism framework that includes caste discrimination.

5. That this principal has been adopted at other unions hence precedent has been set and the GMB should follow suit.

Congress resolves to:

i. Use appropriate opportunities to campaign for the Equality Act to be amended so caste becomes a protected characteristic.

ii. Raise the issue with the Labour Party.

iii. Work with the Anti Caste Discrimination Alliance (ACDA) to develop educational/training courses and materials for GMB activists that would increase understanding of caste oppression and discrimination.

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

272. DISPLAYING THE HUMAN RIGHTS ACT 1998 IN PUBLIC BUILDINGS

The Human Rights Act 1998 (HRA) incorporates fundamental rights and freedoms into UK law, ensuring protections such as freedom from discrimination, freedom of expression, the right to a fair trial, and the right to privacy.

This Congress notes that public awareness of these rights remains limited, despite their central role in safeguarding individuals against abuse of power. Workers and the public should have easy access to clear information about their rights under the HRA.

Displaying the full list of HRA articles in public buildings would promote transparency and strengthen civic understanding. Many public buildings already display statutory information (e.g., health and safety notices), demonstrating the feasibility of mandated public information displays.

This Congress resolves to:

1. Call on the UK Government, devolved administrations, local authorities, and all public bodies to display a poster outlining all Articles of the Human Rights Act 1998 in publicly accessible areas of their buildings.

2. Produce a clear, accessible, and GMB

branded poster summarising the Articles of the HRA for distribution across public sector workplaces.

3. Campaign publicly for greater awareness of the Human Rights Act, including through social media, workplace organising, and collaboration with civil society organisations.

5. To ensure all GMB offices display the poster as a model of good practice.

M20 MILTON KEYNES CITY BRANCH
LONDON REGION

SOCIAL POLICY: NHS & HEALTH ISSUES

273. NATIONAL PROSTATE CANCER SCREENING FOR AFRO-CARIBBEAN MEN

This Congress calls on the GMB for National screening for black men.

Racial disparities in prostate cancer (black vs white). Higher risk for black men: black men are twice as likely to develop and die from prostate cancer compared to white men.

There is screening now for both black and white men who carry the BRCA12 mutation. We would wish for all black men to be added to this.

Z63 NOTTINGHAM TEC BRANCH
MIDLANDS REGION

274. INCORPORATING ENGLAND'S MEN'S HEALTH STRATEGY INTO GMB POLICY AND PRACTICE

Context:

The Department of Health and Social Care has launched Men's Health: A Strategic Vision for England, the first national strategy aimed at improving health outcomes for men and boys. The strategy identifies six key levers for change, including improving access to services, supporting healthier behaviours, and—critically—addressing societal norms that discourage men from seeking help or engaging with health services.

As a union representing workers across diverse sectors, GMB has a unique opportunity to lead by example in embedding this vision into workplace culture, health initiatives, and member support.

This Conference Notes:

- Men in England have a shorter life expectancy and higher rates of preventable illness and suicide compared to women.
- Workplace conditions, cultural expectations, and stigma around help-seeking contribute significantly to these outcomes.
- The strategy calls for action across sectors, including employers and representative bodies, to challenge harmful norms and promote health equity.

This Conference Believes:

- GMB can play a pivotal role in improving men's health by integrating the strategy into its policies, campaigns, and member services.
- Addressing societal norms requires proactive engagement, mentoring, and cultural change within workplaces and union structures.

This Conference Resolves:

- To establish a GMB Men's Health Working Group tasked with:
    - Reviewing the national strategy and identifying practical steps for implementation across sectors represented by GMB.
    - Developing guidance for branches and reps on promoting men's health and wellbeing in workplaces.
    - Liaising with employers to incorporate men's health initiatives into occupational health programs.
- To create a Mentor Programme or Support Function within GMB focused on:
    - Challenging harmful stereotypes and stigma around health and help-seeking.

- Providing peer support and signposting for members facing health-related challenges.
- Encouraging positive role models and champions for men's health across the union.
- To report back to the next GMB Conference with recommendations and progress updates.
- Developing a de-radicalisation component to help members resist harmful online influences, extremist narratives, and toxic ideologies that can impact mental health and workplace harmony.

P17 PLAISTOW BRANCH
LONDON REGION

275. TACKLING THE RISE OF STI'S AMIDST PrEP EXPANSION CALL FOR INCLUSIVE SEXUAL HEALTH STRATEGIES

This Congress notes the increasing use of HIV Pre-Exposure Prophylaxis (PrEP) as a vital tool in reducing HIV transmission, particularly among LGBTQ+ communities, sex workers, and other vulnerable groups.

Congress further notes that while PrEP has been transformative in HIV prevention, recent data from the UK shows a concerning rise in other sexually transmitted infections (STIs), including gonorrhoea, chlamydia, and syphilis, particularly among men who have sex with men (MSM) and trans persons who have sex with men (TPSM).

Congress believes that the rise in STIs is linked to behavioural changes associated with PrEP use, such as reduced condom use, and that this trend must be addressed through inclusive, non-judgmental public health strategies.

Congress resolves to campaign for holistic sexual health education that promotes condom use alongside PrEP and challenges stigma around STI testing and treatment. Lobby for increased funding for sexual health services, ensuring accessible and regular STI screening for all PrEP users. Advocate for intersectional outreach that includes LGBTQ+ people, sex workers, migrants, and other marginalised groups in sexual health campaigns. Work with NHS and local authorities to ensure PrEP rollout is accompanied by robust STI prevention strategies, including behavioural support and community-led initiatives and push for data transparency and inclusive research that reflects the lived experiences of diverse communities affected by STI trends.

This Congress reaffirms its commitment to sexual health equality and calls on GMB nationally to support efforts that protect the full spectrum of sexual wellbeing for all workers.

A55 BRANCH
WALES & SOUTH WEST REGION

277. NATIONAL MATERNITY AND NEONATAL INVESTIGATION

Baroness Amos's interim report on National Maternity and Neonatal Investigation released on the 9 December 2025, raises serious concerns around maternal care afforded to Black & Global Majority women. Baroness Amos shared that "nothing prepared me for the unacceptable maternity care in England".

Congress is concerned that we are once again seeing the racial inequity of maternity and neonatal care disproportionately impacting black and global majority women, who are being failed by embedded systemic racism, cultural incompetence, and lack of accountability.

UK's leading health organisation on Black maternal health: FivexMore conclude that black women are five times likely to die.

There needs to be an end to racial assumptions which are causing harm to Black & Global Majority women accessing maternity and neonatal care.

We call upon Congress to:

1. Continue to campaign for the implementation of robust workplace initiatives & policies that protect Black & Global Majority mothers.
2. Continue to campaign for mandatory anti racism training and cultural responsive and safety in maternal healthcare.
3. Continue to promote workplace policies

including enhanced maternity leave and improved access to healthcare resources.

E10 EALING BRANCH
LONDON REGION

278. NHS WAITING LISTS AND WORKFORCE IMPACT

This Congress notes excessive NHS waiting times for vital treatments and the direct impact of delayed treatment on workers' health, job security, and financial stability, alongside the increased sickness absence costs to public services.

Congress believes that long waiting lists place workers' livelihoods at unnecessary risk and weaken the public sector workforce.

Congress resolves that GMB will campaign for urgent action to reduce NHS waiting lists, lobby for increased NHS funding and capacity, and defend members whose employment is adversely affected by delays beyond their control.

N15 BRANCH
WALES & SOUTH WEST REGION

279. NHS UNDER FUNDING IS THE CAUSE OF THE PRIVATE SECTOR TAKING OVER OUR NHS BY STEALTH

The Torys over the last decade have underfunded the NHS in order to privatise and sell off our NHS, the Jewell in the crown of our Great Britain.

We call on our Labour government to save our NHS by funding it realistically by 4% per annum and go down in history as the government that saved the NHS

H72 HULL RETAIL AND DISTRIBUTION
NORTH EAST, YORKSHIRE & HUMBER REGION

280. HOSPICE SERVICES

This Congress are aware that in times of need, hospice services for adults and children are vital, for example: end of life care, palliative care, respite care and a whole lot more services to the public.

This Congress has seen years of cuts to these vital services, like bed closures etc. under the Conservative Government and it is sad to say there is no change under this Labour Government. There are still bed closures throughout the UK. So, what is the solution?

This Congress is asking the GMB to campaign to bring all Hospice Services, both adults and children, to be fully funded and fully integrated into the NHS Services for all.

B43 BIRMINGHAM CITY GENERAL BRANCH
MIDLANDS REGION

SOCIAL POLICY: SOCIAL CARE

281. KEEP PROFIT OUT OF CARE IN WALES

This Congress notes that social care in Wales is overwhelmingly funded through public money but is increasingly delivered by private, for profit providers. That significant sums of public funding intended for care are extracted as profit and, in many cases, leave Wales entirely through complex ownership structures. That care work is predominantly carried out by women, migrant workers and racially minoritised workers, many of whom face low pay, insecure contracts and poor terms and conditions.

That profit driven care provision has been linked to high staff turnover, workforce instability and reduced continuity of care for service users. That Wales has committed to principles of social partnership, fair work and the well being of Future Generations (Wales) Act, all of which are undermined by profit extraction from publicly funded care.

Congress believes that care is a public good and a fundamental human right, not a commodity. That public money for care should be used to improve care quality, workforce pay, training and conditions — not to generate profit for shareholders. That profit extraction from care exacerbates gender, race and disability inequality. That not for profit publicly owned, and community based models of care are better aligned with the values and policy direction of Wales. That transparency and accountability are essential wherever public money is used.

Congress calls on GMB to campaign for a clear commitment from the Welsh Government to end the use of public funding for for profit care provision over time and prioritise public, not for profit and co operative

models. Lobby for full financial transparency requirements for all care providers receiving public funds, including ownership structures and profit extraction. Work with sister unions, community organisations, older people's groups and the voluntary sector to build a broad coalition for care not for profit.

Support GMB members in the care sector by campaigning for secure contracts, fair pay, adequate staffing levels, meaningful social partnership in care commissioning decisions, use GMB's political and industrial influence to ensure that public care money stays in care, is reinvested locally, and improves outcomes for workers and service users.

M18 BRANCH
WALES & SOUTH WEST REGION

282. CARE HOMES

Congress deplores:

The selloff of 20 care homes with elderly and vulnerable residents to a private health provider by Norfolk County Council agreed by their Cabinet below the line Monday 26th January 2026

This is a sale of the County funded Norse Care Company, which the Norfolk public have paid for.

This is a fire sale to cover up gross failures in oversight and investment and is simply asset stripping to reduce debts.

This is sale to a US healthcare conglomerate (CGEN) with a network of care and property companies in the UK

This Company is structured like a private equity company that will cherry pick and increase costs to "successful "properties; and sell off those they decide not to fund where work needed or sell off for redevelopment

Congress is concerned :

- At how standards and care quality is prioritised over profit
- How will risks be identified, managed and escalated should staffing or quality concerns arise
- How reinvestment in staffing, training, buildings and residents outcomes will be safeguarded
- At how any consultation has or will take place with affected staff and trade unions and as required under TUPE

These actions can be mirrored anywhere in the UK

In Norfolk there will be no in-house capacity left and such care will be left entirely at the mercy of the market

Congress also notes:

the national scandals in some homes involving poor care and abuse

Congress notes that this decision just at the start of Local Government Reorganisation takes away any options for new Unitary Authorities

Congress believes:

- that the market has no place in health and social care
- that the market model has failed and run its course
- that the Government should work towards a return to in-house models of care, properly funded and with genuine oversight and accountability, including involving patient and advocacy groups

Congress recognises the steps Government has made a start on pay of care staff in the sector but must go faster
Congress resolves:

- to ask Government (Secretary of State for the Ministry of Housing, Communities and Local Government MHLG) to ensure that at least until any Unitary Authorities are established that there will be a moratorium nationally on any disposal of Council Care Homes
- to ask Government to ensure that no contracts are placed with any private provider of care homes unless there is a union recognition agreement in place
- recognising the part time and fragmented nature of the work force Congress also

asks that such union recognition is not by exception dependent on the usual qualifying criteria by percentage of workforce, either by Care home or by Company Group

- to ask Government to urgently bring FORWARD their reviews of Social Care and not wait until 2028, and to drive forward the proper integration of Health and Social Care (MHLG and DHSC) Department of Health & Social Care.

E12 EAST DEREHAM BRANCH
LONDON REGION

283. LOCAL AUTHORITIES TO ACT AS GUARANTORS FOR CARE-EXPERIENCED YOUNG PEOPLE

This Congress notes that care-experienced young people face significant and unfair barriers when attempting to secure safe, stable and appropriate housing. Many private landlords require a financial guarantor or substantial deposit, something that most young people would normally receive from a parent or close family member. For care-experienced young people, who have been raised by the state, this form of parental safety net is too often missing.

Congress further recognises that local authorities frequently refer to themselves as corporate parents, yet in practice this often results in a narrow, procedural, administrative approach rather than the warm, protective, unconditional and aspirational approach that a caring parent would naturally provide. A good parent does not leave their child unsupported when entering adulthood or searching for a secure home. A caring parent would step in, provide reassurance and act as guarantor where needed.

Congress believes that local authorities must treat care-experienced young people with the same love, concern, and commitment that any responsible parent would give their own child. This includes meeting emotional, social, financial and practical needs — not just statutory minimums. A true caring-parent approach means ensuring that a young person is never left at risk of homelessness, exploitation or exclusion simply because they were brought up by the state.

Therefore, this Congress calls on GMB to:

1. Campaign for all UK local authorities to formally adopt a caring-parent standard, committing to act as guarantor — or fund an equivalent guarantor scheme — for care-experienced young people up to at least age 25, or beyond where required.

2. Lobby national and devolved governments to provide statutory guidance, duties and ring-fenced funding to make this national policy, not a postcode lottery.

3. Ensure that housing departments, children's services and leaving-care teams are fully resourced and trained to deliver this responsibility safely, compassionately and consistently.

4. Promote a culture shift where care-experienced young people are treated not as service users, but as sons and daughters of the state — people who deserve support, dignity, equality and the protection any loving parent would provide.

Congress asserts that to claim the title of corporate parent is not enough; local authorities must act as caring parents — guiding, supporting and standing beside care-experienced young people into adulthood, not walking away when they turn 18.

P18 BRANCH
WALES & SOUTH WEST REGION

SOCIAL POLICY: EDUCATION & TRAINING

285. EARLY YEARS MATTER!

This Congress is asked to support a national campaign for Early Years/Nursery recognition within the union and within the wider education work force.

The Nursery/Early years Sector is chronically underfunded, undervalued and overlooked despite its vital role in children's development and family support.

The government funded childcare hours are delivered on a term-time basis whilst Nursery settings are open all year round. This is creating funding shortfalls and hidden costs for parents.

There is no automatic SEND funding within the Early Years Foundation Stage which leaves settings to fight for basic support for children with additional needs.

Staffing pressures are severe, with burnout, high agency costs, and a growing recruitment and retention crisis across the sector.
Early intervention services have been cut back which include children's centres, speech and language support, and access resources such as Makaton Training.

These services have been significantly reduced.

Early years workers within GMB are often grouped with school staff such as TA'S who solely work within school and we are inaccurately coded, limiting effective representation and organisation.

Early education is skilled, professional work that lays the foundations for every child's future. That children with SEND deserve early, properly funded support.

Early years staff deserve fair pay, recognition, and incentives to remain in the sector.
Early Years members require clear visibility and distinct representation within the GMB.

This Motion calls for Congress to:
Establish a dedicated Early Years members' forum within GMB.

Correct membership coding and systems to accurately identify Early Years Workers.

Actively support recruitment, organising, and campaigning across the Early Years staff.

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

286. REFORM UK'S THREAT TO SEND PROVISION IN SCHOOLS

This Congress notes that since the introduction of the Children and Families Act 2014, the number of children and young people identified with Special Educational Needs and Disablities (SEND) has risen from 1.3 million to 1.7 million.

Congress notes that there are three levels of provision, i) everyday adjustments, ii) SEN support, and iii) Education, Health and Care statements (EHC) plans.

in 2019 there were 354000 children and young people with Education, Health and Care statements, and by 2024/25 this had risen to half a million.

Congress notes that there had already been a 35% increase in the number of EHC plans from 2013/24 to 2018/19, and that the trend continues upwards. The parliamentary select committee for education linked this to a rise in autism diagnoses in a report in September 2025, especially since the Covid lockdowns.

Congress notes that funding EHC is covered by schools up to the first £6000, and funding beyond that is the responsibility of local authorities. The total funding from local authorities for SEND provision is over £10.5 billion for the financial year 2024/25. The 2025/26 budget is predicted to be over £12 billion.

Congress notes that the cross party parliamentary select committee for Education described the current SEND system as broken and unsustainable.

Congress notes that on the ground, in schools, SEND children and children with EHC plans are supported by school support staff, often GMB members, usually working with great skill and dedication.

Congress also notes that in too many cases, school support staff are thrown in at the deep end, where because of squeezed school budgets they are not given the support to do their job safely or effectively, and there is a distressingly high level of violence against GMB members.

Congress notes that Reform UK deputy leader, Richard Tice, describes the SEND system as "out of control" and "hijacked by parents". Plans by Reform UK suggest that they are contemplating a wholesale reduction of local authority funding, as they argue the problem is over-diagnosis.

Congress believes that the SEND system does need change, but any changes must safeguard vulnerable children. Any changes must also take into account the real world experiences and the interests and safety of school support staff on the front line of SEND and EHC provision.

Congress believes in particular that the issue of school support staff experiencing violence in schools must be addressed.

Congress believes that the current Labour government must urgently to address the crisis in SEND and EHC provision, to set the roadmap now, thus reducing the risk of the agenda being set by Reform UK in the future.

Congress resolves that GMB should produce a special report for Congress 2026 on the experience of school support staff implementing SEND and EHC provision, providing real world evidence of how the interests of those staff should be considered in any proposed SEND reform, whichever party seeks to implement it.

W15 THREE SHIRES BRANCH
SOUTHERN REGION

287. EXPANDING SCHOOL BASED APPRENTICESHIP TRAINING ALONGSIDE A LEVELS

This Congress notes that too many young people who are not naturally academic are being failed by a post 16 education system that forces them to choose between A levels or vocational training. This rigid divide leaves many students disengaged, under supported, and without a clear pathway into skilled, secure employment.

Congress further notes that employers across the UK continue to report shortages of work ready young people, while schools struggle to provide meaningful vocational options that combine practical experience with academic progression.

Congress believes that a blended model — enabling schools to act as accredited training providers for apprenticeships while students also study A levels — would create a fairer, more flexible system. Such a model would allow young people who are not suited to purely academic study to gain real work experience, industry relevant skills, and recognised qualifications without being pushed out of mainstream education.

Congress recognises that this approach would:

- Support students who learn best through practical, hands on experience
- Strengthen links between schools, employers, and local communities
- Improve access to skilled careers for working class young people
- Reduce dropout rates and disengagement
- Help address national skills shortages
- Ensure that vocational learners are not treated as second class students

Congress calls on the GMB to campaign for:

1. Government investment to allow schools to become registered apprenticeship training providers.
2. A national framework enabling students to combine A levels with structured, high quality work placements.
3. Stronger partnerships between schools, employers, and unions to guarantee fair treatment, proper safeguarding, and high quality training for young people.
4. A review of post 16 pathways to ensure that non academic learners have equal access to opportunity, progression, and decent work.
5. Recognition that vocational and academic routes should complement each other, not compete.

Congress instructs the CEC to lobby government, engage with education bodies, and work with GMB regions to promote this blended apprenticeship and A level model as a key part of building a fairer, more inclusive skills system.

A55 BRANCH
WALES & SOUTH WEST REGION

288. EDUCATION ON TRADE UNIONS AND WORKPLACE RIGHTS

This Congress notes that GMB exists to protect and advance the interests of workers through collective representation, negotiation, and support. That understanding workplace rights, health and safety, and the role of trade unions is an important part of preparing people for working life. That many young people enter employment without sufficient knowledge of

employment rights, representation, or how to access advice and support at work. That GMB has a strong record of promoting learning, skills, and education for members and the wider workforce.

This Congress believes that education about workplace rights and the role of trade unions supports safer, fairer, and more productive workplaces. That learning about trade unions, including their role in representation and collective bargaining, is consistent with good employment practice and informed citizenship. That providing accurate and balanced information about trade unions helps workers make informed choices about representation. That early awareness of trade unions can support engagement, confidence, and respect at work.

This Congress resolves to support the inclusion of education on workplace rights, health and safety, and the role of trade unions within relevant areas of the school and college curriculum. To encourage dialogue between education providers, awarding bodies, and trade unions to ensure materials are accurate and appropriate. To continue developing GMB-led learning and outreach activity that improves understanding of workplace rights among young people and new entrants to the workforce. To promote the value of trade union learning as part of GMB's ongoing commitment to skills, safety, and representation.

P18 BRANCH
WALES & SOUTH WEST REGION

SOCIAL POLICY: THE ENERGY & UTILITIES MARKET

289. PUBLIC INTEREST ENVIRONMENTAL REPORTING - WATER

C13

This Congress notes with the Water Industry in England and Wales due to soon be regulated by a new Water Commission 'Super Regulator', the time is right for us to seek a reporting line for our Water Workers and other interested parties, to securely report pollutions and incidents which are in the public interest. All too often, our Water Workers are put under pressure to put their health and safety and employment at risk in order to manipulate reporting methodology.

This Congress instructs the CEC to campaign to ensure the new Super Regulator provides a safe means for reporting incidents which might otherwise slip under the radar through coercion and manipulation.

L50 LEICESTER WATER BRANCH
MIDLANDS REGION

290. GMB SEAT ON NEW WATER SUPER REGULATOR

C13

This Congress recognises 37 years of total ineptitude and failure of OFWAT to regulate the water industry across the UK. Failing to take responsibility and act on huge bonuses for CEOs and Directors has cost billpayers hundreds of thousands of pounds over the years.

GMB has been instrumental in calling for the abolition of OFWAT so that a new single powerful super regulator can be established. Now this is in progress, it is vital that the GMB Union, as the biggest Union in the water sector, has a permanent worker seat on the board to safeguard from future failures, in particular, CEO and Director bonuses, funding for infrastructure and to protect customers who have been let down year after year.

GMB has had a trade union seat on other government regulators or independent industry bodies such as the HSE and the Low Pay Commission, so this continuity will ensure that the workers' voice will never be silenced. One of the most recent terrible failures is Southeast Water where over the Christmas period and early in the new year they failed to supply thousands of customers safe drinking water, causing school & nursery closures and cancelled hospital appointments. This is just one case of which there have been many and sadly there will be many more major ones to come.

Congress, please support this motion. We have over 10,000 members in the water sector who now more than ever need our 100% support.

E15 THAMES GENERAL BRANCH
LONDON REGION

291. TRADE UNION REPRESENTATION ON WATER COMPANY BOARDS

C13

This Congress notes I speak in support of this motion because the findings of the Sir

John Cullcliffe Report could not be clearer: governance within water companies is failing. These failures have led to environmental damage, declining public trust, and decisions that put profit before people.

But let's be honest—when decisions are made behind closed doors, without the voice of workers, accountability suffers. The people who keep these companies running—the engineers, the maintenance teams, the frontline staff—are completely absent from the boardroom. And yet, they are the ones who understand the real challenges, the risks, and the solutions.

Trade union representation on water company boards is not just a matter of fairness—it's a matter of public interest. Workers' voices bring practical insight, ethical oversight, and a commitment to safety and sustainability. Without that voice, we get short-term thinking, cost-cutting, and, ultimately, crises that harm communities and the environment.

This Congress must send a clear message: we will not stand by while governance fails and workers are ignored. We will lobby the government to legislate for mandatory trade union representation on water company boards. Because accountability should not be optional. Transparency should not be negotiable. And workers should never be silenced.

Colleagues, this is our chance to lead the fight for better governance, stronger accountability, and a future where workers have a seat at the table—not just a voice from the sidelines. I urge you to support this motion.

X45 BRANCH
WALES & SOUTH WEST REGION

292. FREE SOLAR POWER PANELS FOR PENSIONERS — CUT BILLS, DEFEND LIVES

Congress notes that pensioners are particularly vulnerable to rising energy costs, with average household bills remaining unaffordable for many and over 1.36 million pensioner households in Great Britain reliant on Pension Credit as an indicator of low income.

While rooftop solar panels could reduce energy bills by up to £440–£500 per year for low-use households, high upfront installation costs place this beyond the reach of most pensioners.

Congress therefore resolves to call on GMB to campaign for a nationally funded programme to provide free solar power, and where necessary battery storage, to low-income pensioner households—prioritising those on Pension Credit, fixed incomes, and in social housing—and to demand that this programme is publicly funded, supported by employer contributions and green levies, and delivered through accredited, non-profit installers.

B22 BRAINTREE & BOCKING BRANCH
LONDON REGION

SOCIAL POLICY: CLIMATE CHANGE

293. CLIMATE CHANGE/JUST TRANSITION

This Congress recognises the threat posed by climate change. To supplement GMB policies and campaigns on the issue, Congress agrees the following:

The CEC is instructed to consult with branches, regions and young member groups on the setting up of a network of GMB reps interested in campaigning on the issue of climate change. The network of reps to be open to accredited GMB reps. This would not have any formal decision-making powers but could act as an advisory body to the CEC or Regions. The network would supplement the work of GMB structures in the energy and manufacturing sector.

The CEC is instructed to produce proposals for consideration at Congress 2027.

PRESTON P42 BRANCH
NORTH WEST & IRISH REGION

294. CLIMATE SERVICE

This Congress recognises that over the years there has been extensive criticism of Trade Unions defending "dirty jobs "like GMB's promotion of the fracking industry and defence of North Sea Oil sector in Scotland. The problem is not the Trade Unions promote and prioritise jobs per se, but that they have failed to identify and articulate broader long-term interests of workers and how jobs can be sustainable. To achieve this, workers need to have a say over the nature and type of work that they do and play a role in determining the future of their industry.

The recent growth and utilisation of AI technologies across many industries comes with additional environmental challenges that need to be considered. AI requires powerful computer processors to operate, and these require cooling and temperature regulation which takes a lot of energy resource which will impact on climate change.

GMB have not yet made climate change a major area of bargaining and negotiation on behalf of its members. GMB has approached climate and environmental issues as non-adversarial and separate from core industrial relation issues. British labour law does not allow for workplace climate action i.e. the right to strike is limited to a narrow range of employment issues. However, GMB can challenge these constraints through building campaigns which link climate and employment demands together.

Therefore, this Congress calls on the GMB to:

- Build climate campaigns and bargaining models that embed employment security as a key climate and sustainability demand.
- Include, where applicable, the impact of the use of AI on climate change as part of those models, and ways to mitigate such impact.
- Build further understanding through Workers' political education as a crucial step in developing a climate bargaining approach.
- Ensure that development of the political education programme develops concrete understanding of the ways in which workers, firms and sectors are exposed to present and future climate impacts and the development of worker-led strategies.
- Put climate bargaining at the Centre of everything GMB does including channeling greater resources to research climate impacts on sectors, members, and to climate campaigning.

X34 GMB@PCS BRANCH
LONDON REGION

295. SAVE OUR COASTLINE

This Congress calls for a campaign through its GMB MP's to bring weight to the Government to invest URGENTLY to save our Norfolk Coastline and compensate the Residents that have had to evict their homes due to the corrosion of the cliffs.

E12 EAST DEREHAM BRANCH
LONDON REGION

SOCIAL POLICY: HOUSING

296. THE SOCIAL HOUSING CRISIS AND THE USE OF HOTELS

This Congress notes the severe shortage of social housing across the UK and the increasing reliance on hotels to accommodate vulnerable homeless individuals and families, often placing people outside their local authority areas.

Congress believes that hotels are wholly inappropriate accommodation for vulnerable people, that out-of-area placements disrupt employment, healthcare, and family support networks, and that this represents a false economy with public funds diverted into costly private provision.

Congress resolves that GMB will campaign for sustained investment in social housing, oppose the routine use of hotels to house homeless people, and press for local, secure, and appropriate housing solutions.

N15 BRANCH
WALES & SOUTH WEST REGION

SOCIAL POLICY: TRANSPORT

299. FREE PUBLIC TRANSPORT FOR ALL CARE-EXPERIENCED YOUNG PEOPLE

This Congress notes that care-experienced young people face significant and long-term barriers in accessing education, employment, training, social support networks and essential services. Many young people leaving care or transitioning into independence face financial hardship and are often disproportionately affected by transport costs, particularly in rural and economically deprived areas.

Congress further recognises that stable access to public transport is vital not only for securing and maintaining employment, apprenticeships, work placements and further

education, but also for staying connected to their communities, families, support services and peer networks. Without free and reliable transportation, many care-experienced young people are placed at a disadvantage through no fault of their own, resulting in greater risk of isolation, unemployment, mental health challenges and homelessness.

Congress believes that as corporate parents, Government and public bodies have a moral, social and legal responsibility to ensure that care-experienced young people have every opportunity to thrive, succeed and remain connected. Providing free public transport is a practical, meaningful and cost-effective intervention that would significantly improve life outcomes and support long-term equality.

Therefore, this Congress calls on GMB to:

1. Campaign for the UK Government, devolved Governments and local authorities to provide universal free public transport for all care-experienced young people up to at least age 25.

2. Lobby policymakers, transport authorities and corporate parenting boards to prioritise this as a statutory entitlement nationally.

3. Work collaboratively with organisations representing care-experienced communities, including charities, youth voice networks and advocacy groups, to amplify lived experience and ensure policy design is equitable.

4. Promote awareness of this issue among GMB members, particularly across public services and education, ensuring that support for this policy becomes part of wider campaigning for social justice and equality of opportunity.

This motion seeks to deliver fair access, reduce inequality and uphold our collective duty to those who have been in care.

P18 BRANCH
WALES & SOUTH WEST REGION

INTERNATIONAL: INTERNATIONAL

300. SOLIDARITY WITH THE NURSES IN THE USA

This Congress notes that nursing has long been recognised as a professional occupation and remains so in the United Kingdom.

Unfortunately, the American government has failed to recognise this and has removed professional status from nursing positions in the United States.

Nurses are highly skilled workers and deserve to be treated with respect, not cast aside for the sake of governmental financial gain.

We ask that the GMB:

To send a message of solidarity to nurses in the United States, as well as to our fellow trade unions, and to encourage them to continue their fight for recognition and fairness.

G95 GLASGOW NURSES BRANCH
GMB SCOTLAND

301. OPPOSING IMPERIALISM AND STANDING FOR INTERNATIONAL SOLIDARITY

This Congress notes:

That powerful countries, including the United States and its allies, continue to interfere in other nations through war, sanctions, economic pressure and regime change. That these actions are often justified in the name of democracy or security, but in reality cause huge suffering for ordinary working people.

That sanctions and military intervention in countries such as Venezuela, Iraq, Afghanistan and others have damaged public services, worsened poverty and destabilised whole regions.

That the UK Government frequently supports or follows U.S. foreign policy instead of standing up for international law and peaceful solutions.

Congress believes:

a. Imperialism, in all its forms, is wrong and should be opposed by the trade union movement.

b. Working people should not be punished through sanctions, war or economic warfare for decisions made by governments.

c. International solidarity means standing with workers and communities across the world, not with powerful states or military interests.

Congress resolves:

To oppose military intervention, sanctions and regime-change policies wherever they occur.

To call on the UK Government to condemn illegal and aggressive actions by any country, including the United States, and to support diplomacy and peace instead.

To reaffirm GMB's commitment to international solidarity, peace and opposition to imperialism.

To share this position with the wider labour movement and encourage unions to speak out against war and economic injustice globally.

L26 RICHMOND & WANDSWORTH BRANCH
SOUTHERN REGION

302. SOLIDARITY WITH TRADE UNIONISTS IN GREENLAND

This Congress notes that the GMB and the trade union movement are inherently internationalist in their outlook.

We recognise the commonality between the working class across all nations. Furthermore, we recognise that an injury to one is an injury to all.

Greenland is under sustained and unwarranted pressure from one of its neighbours threatening their right to self-determination.

Congress resolves to:-

- Send a message of solidarity and support to the people of Greenland via the National Confederation of Trade Unions of Greenland
- Correspond with the National Confederation of Trade Unions of Greenland to ascertain what further support they may require

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

303. SOLIDARITY WITH THE PEOPLE OF VENEZUELA AND DEFENCE OF THEIR SOVEREIGNTY

This Congress notes that Venezuela has faced relentless external pressure, including unilateral coercive measures (so-called 'sanctions') and an economic blockade led by the United States and supported by the UK government.

These measures are a form of collective punishment, deliberately designed to cripple the Venezuelan economy, cause widespread hardship, and force political change. Independent UN experts have condemned them for violating international law and human rights, exacerbating the country's economic challenges.

The people of Venezuela have the right, under international law, to self-determination and to choose their own political and economic system free from foreign interference and sabotage.

The GMB has a proud history of international solidarity, opposing blockades and sanctions that hurt ordinary working people, as seen in past campaigns against the blockade of Cuba.

We ask congress to:

- Publicly condemn the sanctions, to issue a statement condemning the UK-backed economic blockade on Venezuela and calling for its immediate end.
- Lobby Political Representatives and to write to local our MP and the Foreign Secretary, demanding the UK government lift all sanctions and extra-territorial measures against Venezuela.
- Request that the GMB National International Department to establish or strengthen fraternal relations with Venezuelan trade union.
- Launch a branch collection for medical aid or to support a specific trade union

project in Venezuela, channelled through a reputable solidarity organisation with proven links to the Labour movement.

G87 GLASGOW HEALTH SERVICE (APEX) BRANCH
GMB SCOTLAND

304. VENEZUELA C14

This Congress notes:

That the US government launched an unjust military attack on Venezuela, bombing the capital of Caracas and kidnapping President Nicolas Maduro.

- That the US president has repeatedly stated the US will "run the country" and boasted about using the invasion as an excuse to expand US oil operations in Venezuela.
- That Trump has also repeatedly made threats to the governments of Colombia and Cuba
- That the Maduro government has been a deeply unpopular, de facto military regime, which relies on the suppression of opposition and falsifying elections.

Congress Believes:

- That Venezuela, like all nations, has a right to self-determination, and the US is denying that right by kidnapping the country's president and enforcing their own rule.
- That sanctions on Venezuela are unjust and harm the Venezuelan working class and should be removed.
- That there are no grounds for Maduro and his wife to be tried in American courts, and they should be released.
- That the people of Venezuela should have the right to elect their own leader, free from imperialist intervention.
- That the US plan to force Venezuela to accept its dictated policies is unjust and must be opposed.
- That workers' movements worldwide are the force we should look to for social change, not authoritarian leaders
- That the current Venezuelan constitution gives undue power to the president, which has been used to crack down on dissident political voices.

Congress Resolves:

- To call for the US to get out of Venezuela.
- To promote the voices of the independent, anti-Maduro left in Venezuela.
- To support calls for:
  - The release of all Venezuelan political prisoners
  - Free trade unions, freedom of the press and freedom to protest
  - Freedom for left parties to operate
  - An end to sanctions on Venezuela

B33 GMB@BMA/BMJ BRANCH
LONDON REGION

305. COMPLIANCE WITH INTERNATIONAL LAW

This Congress is concerned regarding recent actions of the USA – the kidnapping of a Sovereign Head of State and the seizure of oil tankers in international waters.

The assistance of the Royal Navy in one of these incidents, makes the UK complicit and guilty of a breach of international law. Congress asks that the CEC demands that the UK complies with UN and international law.

BLACKBURN B16 BRANCH
NORTH WEST & IRISH REGION

306. OPPOSING UK SUPPORT FOR NEO-NAZIS IN UKRAINE

This Congress notes that Britain has given £7.8bn of military assistance and made a commitment for £3bn in military aid to Ukrainian armed forces for 'as long as it takes'. Congress further notes that:

- In 2014, the neo-Nazi Azov Battalion was absorbed into the Ukrainian government forces becoming a regiment in the National Guard. Its insignia features popular neo-

Nazi symbols: the Wolfsangel (a runic double hook) and the Sonnenrad (sun wheel).

- In September 2021, the National Guard reported that it had held meetings with British military commanders to discuss joint training work.
- Azov fighters have been photographed with British manufactured weaponry.
- In 2010, the battalion's founder, Andriy Biletsky, said that Ukraine should "lead the white races of the world in a final crusade … against Semite-led Untermenschen."
- The Azov battalion has spawned a 'social movement' which is widely seen to be growing in influence in Ukraine and aiming to play a key role in Ukraine's future and has growing connections with far right and neo-Nazi movements across Europe, the US and Canada.
- In 2016, Biletsky hosted a conference of Eastern European far-right groups in Kyiv aimed at reviving the idea of a central European 'Intermarium', an ethno-nationalist vision of 'true Europe', 'liberated' from migrants, liberals and 'cosmopolitans''.
- Polls in Ukraine show growing support for a negotiated peace.

Congress is deeply concerned that British aid to Ukraine is being channelled towards the growth in military and political power of a neo-Nazi organisation committed to a vision of an ethnically cleansed Europe and the destruction of democratic freedoms. The longer the war continues, the more powerful this movement will become.

This Congress reiterates the GMB's policy of calling for a peaceful end to the war. Congress condemns the growth of fascism and neo-Nazism in Ukraine and calls upon the GMB to campaign to end UK military aid/support to the Ukrainian Government.

Additionally, Congress calls on the CEC to produce a briefing for all GMB Regions and Branches on the new European far-right, including its connections to Ukrainian neo-Nazism.

X59 NORTH WEST LONDON BRANCH
LONDON REGION

307. UKRAINE, DEFENCE AND THE RISE OF AUTHORITARIANISM AND FASCISM

This Congress reaffirms GMB's unwavering support for the Ukrainian People and their trade unions in their courageous resistance to Russian aggression. Against formidable odds, and despite being denied the full international assistance they deserve, Ukraine has prevented Russia from achieving its objective: the destruction of Ukrainian sovereignty and national independence.

GMB has consistently and unequivocally condemned Russia's invasion and continues to call for an end to the war that upholds Ukraine's territorial integrity, through an agreement supported by Ukrainians, including the Ukrainian labour movement, and accompanied by a progressive reconstruction programme.

GMB has been at the forefront of campaigning for adequate military and humanitarian support to strengthen Ukraine's defence and bring an end to the occupation. Together with the Ukraine Solidarity Campaign, we have delivered direct assistance to Ukrainian trade unions.

We condemn attempts by Trump and Putin to impose externally drafted 'peace plans' that would reward aggression, partition Ukraine, and consolidate Russian occupation. Such plans cannot form the basis of a just and lasting peace in Ukraine or Europe.

GMB recognises that such an imposed 'peace' would embolden the rise of fascism and authoritarianism globally, heighten the risk of future wars, and accelerate nuclear proliferation. Putin has already launched multiple wars during his rule, the same factors that drove Russia to war would remain.

Congress notes with alarm the new U.S. 'National Security Strategy', which signals a rapprochement with Russia and threatens democracy through support for fascist and authoritarian forces in Europe—who are already actively assisted by Russia.

GMB resolves that the British and European labour movement cannot be passive observers. Support for Ukraine is integral to the defence of democracy in the UK and across Europe.

In response to repeated appeals from Ukrainian trade unions, we call on the Labour Government, in coordination with European allies, to recognise that occupation is not peace. We demand a firm commitment to re-arm Ukraine with all it needs, alongside full sanctions on Russia, to ensure Ukraine can effectively resist aggression and secure a just peace.

With this primary objective, GMB further calls on the Labour Government to reorient defence policy towards a stronger collective security with Europe's democracies. A fully socially owned defence industry must be developed and expanded, alongside investment in jobs, housing, and public services. Just as we demand a socially just reconstruction for Ukraine, our own defence must also be grounded in social justice if we are to effectively resist the rise of authoritarianism.

GMB will pursue these objectives both through the Labour Party and the European trade union federations to which we are affiliated.
We will raise awareness among members to counter disinformation and hybrid warfare, ensuring the truth about Russia's war on Ukraine and its attempts to undermine democracy in the UK and across Europe is widely known.

This Congress resolves that with or without any deal manufactured by Putin and Trump, GMB will continue to provide direct solidarity to the Ukrainian trade unions and, together with them, to campaign for Russian Troops Out and for a Free and United Ukraine—free from oligarchs and occupiers.

N90 NASUWT BRANCH
MIDLANDS REGION

308. UKRAINE, DEFENCE, AND THE RISE OF AUTHORITARIANISM AND FASCISM

Congress notes:

1. GMB reaffirms its unwavering solidarity with the Ukrainian people and Ukrainian trade unions in their courageous resistance to Russia's invasion and occupation of Ukraine.

2. Despite being denied the full international assistance required, Ukraine has prevented Russia from achieving its objective of destroying Ukrainian sovereignty and national independence.

3. GMB has consistently and unequivocally condemned Russia's invasion and has called for an end to the war that upholds Ukraine's territorial integrity, through an agreement supported by Ukrainians themselves, including the Ukrainian labour movement, and accompanied by a progressive reconstruction programme.

4. GMB has been at the forefront of campaigning for adequate military and humanitarian support for Ukraine, and (working with the Ukraine Solidarity Campaign) has delivered direct assistance to Ukrainian trade unions.

5. Attempts by Donald Trump and Vladimir Putin to impose externally drafted 'peace plans' would reward aggression, partition Ukraine, consolidate Russian occupation, and cannot form the basis of a just or lasting peace in Ukraine or Europe.

6. An imposed 'peace' would embolden fascism and authoritarianism internationally, heighten the risk of future wars, and accelerate nuclear proliferation.

7. Russia has launched multiple wars under Putin's rule, and the political and strategic factors driving this aggression would remain intact under such a settlement.

8. The new U.S. 'National Security Strategy' signals a dangerous rapprochement with Russia and threatens democracy through support for fascist and authoritarian forces in Europe, many of which are already actively supported by the Russian state.

Congress believes:

1. The British and European labour movement cannot be passive observers in the face of imperialist aggression and the global rise of authoritarianism.

2. Support for Ukraine is integral to the defence of democracy, workers' rights, and peace in the UK, across Europe, and internationally.

3. Occupation is not peace, and any settlement imposed against the wishes of the Ukrainian people and their trade unions is illegitimate.

4. Collective security and defence must be grounded in social justice, democratic accountability, and public ownership, not profiteering or militarism.

Congress resolves:

1. To continue GMB's full solidarity with Ukrainian trade unions and the Ukrainian people in their struggle for a free, united, and democratic Ukraine.

2. To call on the Labour Government, in coordination with European allies, to:

   - Re arm Ukraine with all the defensive capabilities required to resist Russian aggression.

   - Maintain and strengthen full sanctions on Russia.

   - Reject any imposed settlement that rewards occupation or aggression.

3. To demand a reorientation of UK defence policy towards strengthened collective security with Europe's democratic states, including the development and expansion of a fully socially owned defence industry, alongside investment in jobs, housing, and public services.

4. To pursue these objectives through GMB's engagement with the Labour Party and the European trade union federations to which we are affiliated.

5. To raise awareness among GMB members to counter disinformation and hybrid warfare, ensuring the truth about Russia's war on Ukraine and its attempts to undermine democracy in the UK and across Europe is widely understood.

6. To continue providing direct solidarity and material support to Ukrainian trade unions and, together with them, to campaign for Russian Troops Out and for a Free and United Ukraine; free from oligarchs and occupiers, regardless of any deal manufactured by Putin and Trump.

B10 BARKING BRANCH
LONDON REGION

309. SUPPORTING A UNITED IRELAND

GMB Congress believes in a united Ireland. The division of Ireland is the legacy of 350 years of British colonialism and the exploitation of Ireland and the Irish people. Due to changing demographics, increased secularisation and the decision of Britain to leave the European Union, the prospect of Irish unification is now stronger than at any point since partition in 1921.

Congress notes that the 1998 Good Friday Agreement provides the democratic and peaceful means to achieve reunification through the provision of unity referenda. The facilitation of Irish unity, consistent with democratic principles and international law, should be the policy of the GMB. Congress, therefore, commits the GMB to supporting the unification of Ireland.

Congress calls upon the GMB to support grassroots initiatives, promote cultural exchanges, and encourage political dialogue with a view to achieving a united Ireland. Congress also mandates the GMB to campaign for a united Ireland in any future unity referendum.

X59 NORTH WEST LONDON BRANCH
LONDON REGION

310. VETO THE VETO AT THE UNITED NATIONS

This Congress notes that the veto power held by permanent members of the United Nations Security Council allows a single state to block action, even where there is broad international agreement.

This Congress believes that the use of the veto undermines democratic principles, weakens international cooperation, and prevents timely action on issues of peace, security, and humanitarian crises.

This Congress further believes that the veto has historically been used to protect national interests rather than the interests of global peace, often resulting in inaction in the face of conflict, human rights abuses, and violations of international law.

This Congress is concerned that the continued use of the veto damages the credibility and legitimacy of the United Nations and limits the voice of the wider international community.

This Congress therefore calls for:

- The abolition or significant reform of the veto power within the United Nations Security Council.
- Greater democratic accountability and equality among UN member states.
- Decision-making processes that reflect the collective will of the international community.
- Support for international efforts to reform the United Nations to better uphold peace, justice, and human rights.

S37 SOUTHAMPTON BRANCH
SOUTHERN REGION

RETIRED MEMBERS ASSOCIATION: CONFERENCE MOTION

311. CONSTANTLY EXPLOITED

Conference says that I and many other good people of all ages have tried to highlight all the issues within our Water Companies constantly polluting our waterways and the number of days there is good clean water running down the road after a burst water main is a serious problem getting nowhere.

It is now time to take a different approach as we cannot keep letting these Water Companies increase our water bills only to give it away to big Corporate investors and not spending on stopping clean water escaping and sewage polluting our waterways.

Ofwat are not helping or looking after our Members. Residents/our Members struggle to pay their heavy water bills it needs to be remembered there is no form of competition within this industry. "Water is free it comes from the sky".

There are 260 GMB MP's within the Government Conference calls on the GMB for a Campaign to get the Law changed to stop the exploitation of unfit for purpose Water Companies.

Following any Legal Prosecutions following pollution and flooding a percentage of the yearly extortionate increases must be reduced accordingly.

RMA CONFERENCE
LONDON

COMPOSITE MOTIONS INDEX

Composite	Motions	Title
1	7, 13	GMB Gold Badge
2	26, 27	GMB Case Management System
3	67, 68	Neurodiversity Coaching, Training and Other Toolkits for GMB Representatives
4	69, 70	Protect Trans and Non-Binary Workers' Rights in Law and Practice and Inclusive Trans, Non-Binary & Intersex Workplaces
5	99, 213	Make State Pension and Occupational Pension Tax-Free, Not Unfairly Taxing Pensioners
6	101, 102	Employment Rights and Strengthening More RIghts for All Workers
7	178, 179	Extend the Protect the Protectors Bill for Frontline and Emergency Workers
8	183, 184	Minimum Safe Staffing Levels or Ratios in Adult Social Care Sector
9	198, 206	Inconsistency of the Emergency Workers Act and Greater Support for NHS Workers Facing Violence and Abuse
10	224, 225	Reducing Energy Costs to Rebuild UK Manufacturing and Create Quality Jobs and the Future of Glass Manufacturing
11	244, 245	Political and Election Precdures
12	265, 266	Right to Trial by Jury
13	289, 290, 291	Public Interest Environmental Reporting, GMB Seat on New Water Super Regulator, and Trade Union Representation on Water Company Boards
14	303, 304	Solidarity with the People of Venezuela and Defence of Their Sovereignty

COMPOSITE MOTIONS

C1. GMB GOLD BADGE

This Congress says its Gold Badge is only allocated/rewarded to its served Central Executive Council (CEC) Members. At present, a member can sit on the CEC for only 4 years and then receive a gold medal.

Members who don't sit on the CEC but serve the Union in other ways, maybe for ten, twenty, thirty even forty years can only receive a silver medal.

Congress says there are many GMB Members that work tirelessly and are equally as valuable to this Trade Union.

This Congress calls on the GMB to give authority to Regional Secretaries to award the gold medal at their discretion for members services to the GMB.

One the basis of Equality, we call on GMB Congress for this to be investigated and report back at 2027 Congress.

Regions MI, LO
Motions Affected 7, 13

C2. GMB CASEWORK MANAGEMENT SYSTEM

Congress notes that GMB does not currently have a central, union-wide casework management system which makes the roles of the Branch Secretary and GMB Workplace Representatives much more of a challenge as casework is largely managed locally by individual reps within branches, using informal or disconnected methods.

As GMB activists, we deal with significant numbers of members enquiries on a regular basis. Often members need to contact the union in significant distress or for urgent representation.

This causes lack of visibility, meaning branch officials and workplace representatives cannot easily see what cases are being handled by other reps within their branch.

Unfortunately, despite some progress made in recent years, the process for members to be able to get in touch with their branches for advice and representation remains outdated. Often members will call numerous different GMB offices to report the same issue and their case will be passed to the branch several times with incomplete information. As a union we still push too many members to call an office by phone to relay their case rather than enter a case form or contact us online, which is inefficient and requires significantly more resource. The process for passing cases between regions for members who have moved or contacted the wrong office remains inefficient due to different systems being used.

Many other unions operate online forms which help to triage cases and pass queries more effectively directly to the branch with the required information.

Congress believes that a casework management system would improve coordination, transparency, and continuity of representation, and as such would help ensure consistent standards of case handling across the union. Thereby allowing branches to become more self-sufficient regarding their casework.

Improved visibility of cases would support reps, not replace them, by allowing better handover, peer support, and escalation where needed. A casework management system would strengthen GMB's ability to represent members effectively and demonstrate professionalism and accountability.

Congress resolves to:

1. A review of how we can make the process for members' enquiries more efficient
2. A single unified online form, shared across the union for members to be able to contact the GMB
3. A single casework system to be adopted to standardise handling queries and track when a member has already contacted the union.
4. Instruct the Central Executive Council (CEC) to investigate the development or procurement of a secure, GDPR-compliant casework management system for branches
5. Consult with branches during the design and implementation process.

6. Provide training and guidance to reps to ensure the system is accessible, user-friendly, and supportive of lay representation.

Regions WSW,LO
Motions Affected 26,27

C3. NEURODIVERSITY COACHING, TRAINING AND OTHER TOOLKITS FOR GMB REPRESENTATIVES

This Congress notes that many neurodivergent workers – including those with autism, ADHD, dyslexia, dyspraxia and other cognitive differences – face barriers at work due to misunderstanding, lack of reasonable adjustments and stigma.

GMB Representatives are often the first point of contact for members seeking support yet currently receive limited training on neurodiversity.

Congress believes that recognising and supporting neurodiversity is vital to GMB's commitment to equality, inclusion and dignity at work.

This Congress is aware that the GMB produces a variety of toolkits to be used by reps and members and which are primarily published on the website, although it is noted that hard copies are available. Unfortunately, these need updating as a matter of priority, and despite having been raised previously, the website remains difficult to navigate or search to find these.

In particular, the Neurodiversity Toolkit has not been updated since it was first launched in 2018 and is using outdated language and references such as "superpower". This does not reflect the scientifically and practically accepted reality and best practice of using language reflecting strengths and weaknesses, as are found in all individuals. It also doesn't reflect the current definitions of Neurodivergence and Neurodivergent.

A 2024 Neurodiversity in Business report states as part of its key findings for neurodivergent workers that wellbeing is at risk, challenges and strengths are perceived differently, psychological safety affects work performance, and there is a distinct view regarding quality of neurodivergent support at work.

Additional, in March 2025, ACAS published a non-affiliated report which mentions in the executive summary "Embedding neuroinclusion proactively – rather than reactively – is key to sustainable workplace change" and goes on to make a number of practical recommendations.

This conference recognises that intersectionality is incredibly important and although this motion focuses on the Neurodiversity toolkit, this does not take away from the need to update the toolkit offering as a whole, across all strands.

Congress therefore calls upon the CEC to:

1. Develop and implement a national GMB neurodiversity awareness and coaching training programme for all Representatives and Officers.

2. Establish a network of GMB Neurodiversity Champions within branches and regions.

3. Work with neurodiversity coaches and people with lived experience to co-design the training.

4. Work with the disabled members strand to update the Neurodiversity toolkit with new best practice that is reflective of latest research and workplace practice, be realistic in language and recognise there are strengths and weaknesses in all people, including the importance of being able to express their true selves and individuality.

5. Update other toolkits as soon as possible, again working with the relevant strands to bring them into line with current legislation, best practice and research.

6. Update the GMB website to make the toolkits easy to find and download.

7. Campaign for employers to introduce neurodiversity training in all GMB recognised workplaces.

8. To continue to work against the stigma that neurodivergent members may face in the workplace.

By doing so, GMB will lead the way in creating fairer, more inclusive workplaces for all.
Supporting Statement:
This motion recognises the growing number

of neurodivergent members in our workplaces who often face misunderstanding, stigma and barriers to fair treatment. Too many employers still fail to meet their legal duties for reasonable adjustments. GMB can lead by example through dedicated neurodiversity training and coaching for our Representatives, ensuring they have the confidence and tools to support every member effectively.

By creating a network of Neurodiversity Champions and working with lived experience trainers, we will build a more inclusive union and workplace culture where difference is understood, valued, and celebrated—not penalised.

Regions WSW,SO
Motions Affected 67,68

C4. PROTECT TRANS AND NON-BINARY WORKERS' RIGHTS IN LAW AND PRACTICE AND INCLUSIVE TRANS, NON-BINARY & INTERSEX WORKPLACES

This Congress notes that the Supreme Court ruling in April 2025 on women's representation on public boards has caused serious problems for trans and non-binary people. It has led to unfair treatment, confusion, and in some cases the segregation of trans people at work.

In October 2025 the EHRC withdrew its interim guidance on the Supreme Court's judgment in For Women Scotland v Scottish Ministers [April 2025] UKSC 16 ("FWS judgment"), which created considerable uncertainty as to how trans people (those with and without a Gender Recognition Certificate (GRC)) could exercise their continued rights under the Equality Act 2010.

The guidance told employers and service providers that they must exclude trans people from accessing spaces and services. Many places implemented this interim guidance with devasting impact on trans people both in the workplace and society.

Many employers don't know what to do. Many workers feel anxious. Some trans people are now being told they must use toilets that don't match the gender they live as. This can lead to them being "outed", which increases the risk of harassment. Some avoid using toilets altogether when at work or in public, which is unacceptable.

The ruling has also created confusion around the Health and Safety Act. Some employers may now try to avoid providing gender-neutral facilities, even though they should be doing so.

The problem comes from the law itself. Courts and the EHRC can only interpret what Parliament has written. Trans and non-binary workers deserve dignity and respect, especially in their workplaces.

Access to toilets is a basic human right. Everyone should have facilities that match their identity and meet their needs.

Congress notes that many workplaces / service providers want to continue to be trans-inclusive and want to know how they can be so, in a lawful way. This also applies to reps in the workplace supporting and representing trans, non-binary, intersex members.

Congress notes this ambiguity from the ruling is still causing confusion to reps who support trans, on binary, intersex members in the workplace and things are unclear.

What is clear however is that trans people are protected from discrimination if treated less favourably by an employer or service provider because they are trans, this is discrimination.

It is also clear that trans people are protected from discrimination on the ground of 'gender reassignment', regardless of whether they have a Gender Reassignment Certificate or not.

This motion asks GMB to continue to support LGBTQ+ members and:

- Actively lobby the UK Government and devolved governments to update the Equality Act so that its protections apply to all women: trans women, cis women, and non-binary people who identify as female.
- Continue pushing for a simpler, quicker process for obtaining a Gender Recognition Certificate.
- Actively lobby governments across the UK to reform building regulations so that new buildings must legally include gender-neutral toilets.
- Encourage employers to provide gender-

neutral toilets in line with the Health and Safety Act.

- Ensure that all reps/members are clear on this issue when representing trans, non-binary, intersex members when delivering training on equalities.

- Campaign to highlight that trans non-binary intersex members are still protected from discrimination under the Equality Act 2010.

Regions SC,LO
Motions Affected 69,70

C5. MAKE STATE PENSION AND OCCUPATIONAL PENSION TAX-FREE, NOT UNFAIRLY TAXING PENSIONERS

This Congress notes that due to the combination of the triple lock in raising the state pension payment and the freezing of the personal allowance, this has caused the state pension to exceed the tax-free threshold of £12,570 until 2031. This means that most pensioners will fall into the payment net which is burdensome to everyone on a state pension, not to even talk of exorbitant rising of energy bills payment on pensioners.

Who says that the state pension does not tax people with no other income? they are required to deal with tax assessment demands, leading to confusion and potential penalties if they fail to understand the requirement.

Unexpected tax bills will cause financial difficulties for pensioners who rely solely on state and occupational pensions without alternative means.

This Congress notes and welcomes that Chancellor Rachel Reeves has said that people whose only income comes from the state pension will not have to pay tax.
The state pension is set to rise above the normal level for paying tax in April 2027, due to increases in payments and tax thresholds being frozen.

But Reeves has confirmed that anyone who receives the state pension, but no other income will not have to pay income tax before 2030.

The announcement has raised questions over the fairness of such a policy. Some pensioners have other pension payments or savings which means they already unfairly have to pay tax.

The GMB believe that after years of paying tax on their earnings the government should be doing more to protect pensioners hard earned savings and personal pensions from the tax man.

For this reason, GMB demand that the Labour party commits to reforming pensions tax relief that ensures that Pensioners with modest savings and personal pensions will not be disadvantaged and taxed for saving for their retirement.

We ask the government to waive single-income tax on pensions and give unique substantial energy discount rate to elderly people and relieve their anxiety.

Regions LO
Motions Affected 99, 213

C6. EMPLOYMENT RIGHTS AND STRENGTHENING MORE RIGHTS FOR ALL WORKERS

Congress notes that in December 2025 the long-awaited Employments Rights Bill became law.

This has meant a win for strengthening workers' rights including: Ban on exploitative zero-hours contracts, day-one sick pay for all workers, expanded parental and bereavement leave, stronger protections for pregnant women, whistleblowers, and victims of harassment, etc.

However, Congress notes that there is room for even more strengthening of workers' rights such as an enforceable injunction banning fire and rehire, a statutory right to collective bargaining for all workers, and repealing of all anti-union laws. These further rights for workers can be strengthened in a second Employment Rights Bill.

This Congress notes:

1. That the impact of significant parts of the Employment Rights Act will be shaped by an implementation process over the coming year.

2. That the legislation itself, measured against

the demands of our movement, the needs of working people and the promises of the Labour Party contain very significant weaknesses on, Repeal of anti-strike restrictions, Unfair dismissal rights for all, Preventing fire and rehire & zero hours contracts; union access to workplaces; processes for union recognition; and "Collective bargaining" in social care and for school support staff

3. That the ERA does nothing on:

- Reinstatement for workers dismissed unfairly.
- Creating a single worker status to prevent use of fake self-employment to deny rights.
- Promoting collective bargaining throughout the economy.

Congress believes:

1. That we require a second, stronger Act addressing the problems left or created by the 2025 Act's inadequacies.
2. Workers need the right to strike / take industrial action by a process, at times and for demands of their own choosing, including in solidarity with any other workers and for broader social and political goals, and to picket freely.
3. In the urgent need for:
   a. In line with TUC Congress policy, repeal of all anti-union / strike legislation, back to 1979, and replacement with a positive legal charter of workers' rights, with strong rights to strike and picket, to include the right to solidarity action with any group of workers.
   b. Strong measures to establish and promote collective bargaining rights and structures, including for sectoral bargaining, throughout the economy;
   c. A strong single worker status and other measures tackling use of fake self-employment to deny rights, and two-tier / multi-tier workforces.

Congress calls on the CEC to:

1. Campaign vigorously around implementation of the Employment Rights Act 2025.
2. Launch active campaigning for a second Employment Rights Act, addressing all issues noted above and with particular emphasis on these three central areas.
3. Encourage branches to campaign on both these fronts, providing materials to help do so.
4. Work with other unions on campaigning for a second ERA, to repeal all anti-union laws and advance workers' rights more broadly; also working with campaign groups including Institute of Employment Rights, and Campaign for Trade Union Freedom.
5. Campaign within the Labour Party, on its NEC, within the National Policy Forum (NPF) and at Conference for a second Employment Rights Act

Regions LO
Motions Affected 101,102

C7. EXTEND THE PROTECT THE PROTECTORS BILL FOR FRONTLINE AND EMERGENCY WORKERS

Congress notes:

That the Protect the Protectors legislation was introduced to increase protection for emergency service workers facing violence and abuse in the line of duty.

However, it currently only covers so-called "blue light" staff — such as paramedics, police, and firefighters — leaving many other frontline public service workers without the same legal safeguards.

This Congress is concerned with the Incidents of verbal abuse, threats, intimidation, and physical violence against emergency workers and frontline staff continue to rise across the UK. Workers in sectors such as ambulance services, healthcare, social care, policing, local government, education, and public-facing roles are disproportionately exposed to aggression in the course of their duties.

Existing legislation — including the Assaults on Emergency Workers (Offences) Act — does not sufficiently cover all frontline roles, nor does it adequately deter persistent offenders. Many

employers fail to provide consistent reporting mechanisms, post-incident support, or meaningful sanctions against perpetrators.

GMB members across local government, social care, health, education, refuse collection, housing, and other sectors regularly face intimidation, aggression, and physical assault while simply doing their jobs.
These workers deliver essential public services and deserve equal protection under the law.

Congress Believes:

- Every worker has the right to carry out their duties free from fear, threat, harm, abuse, and violence.
- Verbal aggression, harassment, and threats can be as psychologically damaging as physical assault.
- Employers have a legal and moral duty to ensure safe working environments, including robust prevention measures, training, and support systems.
- Stronger national standards and enforcement are essential to protect workers who serve the public.
- The current legislation unfairly excludes many staff who face similar risks.
- Extending the Protect the Protectors provisions would send a powerful message that abuse of any worker providing public services will not be tolerated.

Congress calls on the CEC to:

1. Campaign for strengthened legislation that expands legal protections to all frontline and public-facing workers, ensuring verbal abuse, harassment, and threats are treated as serious offences.
2. To campaign for an extension of the Protect the Protectors Bill to cover all frontline and public-facing workers, not just blue light staff.
3. To lobby MPs, devolved administrations, and local authorities to support this change in law.
4. Lobby government to increase penalties for assaults — verbal or physical — against emergency workers and frontline staff and ensure consistent enforcement across all regions.
5. To raise public awareness of the abuse faced by non–blue light staff and the need for stronger legal protection.
6. Demand employers implement mandatory incident reporting systems, with clear escalation routes, zero-tolerance policies, and guaranteed follow-up action.
7. Push for comprehensive training for staff on de-escalation, personal safety, and recognising early signs of escalating aggression.
8. Ensure access to post-incident support, including counselling, occupational health, paid time to recover, and representation for affected members.
9. Launch a national awareness campaign highlighting the impact of abuse on workers and promoting respect for those delivering essential services.
10. Monitor employer compliance and publish annual reports on violence and abuse against members, using data to drive further campaigning.
11. To Lobby for a National Government Compensation Scheme for victims of "Front line workers abuse

Regions WSW
Motions Affected 178,179

C8. MINIMUM SAFE STAFFING LEVELS OR RATIOS IN ADULT SOCIAL CARE SECTOR

The current way care to resident staffing is arranged is not fit for purpose.

A lack of minimum ratios of carers to residents means that many companies are cutting corners on staffing levels. This inevitably means that safe care is not always provided, particularly where residents have dual dependency issues.

Equally the lack of safe staffing levels outs additional physical and mental pressures on staff, leading to exhaustion, increased sickness and a disaffection with the profession.

Elsewhere in the world there are minimum staffing ratios in the care profession - as are used in childcare. It's time the UK did the same.

This Congress notes that there is currently no legislation that sets mandatory minimum staff-to-resident ratios in adult social care, and the Care Quality Commission does not prescribe fixed numerical staffing levels across care homes or care settings. Instead, staffing levels are regulated through the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014, which require providers to deploy sufficient numbers of suitably qualified, competent, skilled and experienced staff to meet people's assessed needs safely. While this needs-led approach is appropriate in principle, it lacks clarity and consistency in practice. It also gives unscrupulous home providers the opportunity to manipulate the system for their own financial benefit.

The absence of clearly defined minimum safe staffing standards, combined with chronic underfunding, workforce shortages and commissioning pressures, has resulted in staffing levels that are frequently unsafe. Care workers are increasingly expected to support unmanageable numbers of residents, including individuals with complex physical, cognitive and behavioural needs, while also maintaining dignity, administering medication, responding to accidents and managing safeguarding risks.

Unsafe staffing levels place residents at significant risk of harm, including missed or delayed care, medication errors, increased falls, neglect and safeguarding failures. They also represent a serious health and safety issue for workers, contributing to burnout, stress, injury, moral distress and high staff turnover. A system that allows staffing decisions to be driven by cost rather than care need fails both workers and the people who rely on care services.

Safe staffing levels are fundamental to the dignity, safety and human rights of people who receive care, and to the wellbeing and protection of the workforce delivering that care. Leaving staffing levels largely to provider discretion, without enforceable minimum standards, creates inconsistency, normalises unsafe practice and undermines public confidence in the care system. Reliance on regulatory action only after harm has occurred is not an adequate safeguard.

This motion therefore calls on GMB to make minimum safe staffing in adult social care a national campaigning priority, to actively campaign for the introduction of legally enforceable safe staffing standards based on dependency, acuity and risk, and to lobby government for the funding required to make those standards deliverable in practice. It further calls on GMB to press for stronger regulatory oversight and clearer enforcement of staffing requirements under Regulation 18, and to strengthen support, protection and representation for members who raise concerns about unsafe staffing levels, ensuring that staffing is treated as a fundamental health and safety issue across the sector.

Congress resolves

- to launch a national campaign for minimum staffing ratios across the care sector.
- to establish a link with unions across the world where minimum ratios are in place to gather evidence as to their impact on care provision.
- to lobby the Secretary of State to bring forward ratio minimums in legislation.

Regions SO,NEYH
Motions Affected 183,184

C9. INCONSISTENCY OF THE EMERGENCY WORKERS ACT AND GREATER SUPPORT FOR NHS WORKERS FACING VIOLENCE AND ABUSE

Incidents of violence and abuse against staff across the NHS are increasing. Often, nothing is done to support staff and keep them safe even when violent episodes are reported. Many trusts have zero tolerance policies in place, but when staff are abused at work, these policies are often not upheld, leaving workers vulnerable and undervalued.
This Congress notes that The Emergency Workers (Scotland) Act 2005, the Assaults on Emergency Workers (Offences) Act 2018 (England and Wales), and the Emergency Workers (Northern Ireland) Act 2006, are intended to protect police, fire, ambulance and NHS staff from aggression and assault. That said, in practice, these laws are not always used: members report incidents where prosecutions are discouraged or dropped and

assaults are effectively ignored.

We therefore call on congress to speak to all: Employers to fulfil their duty of care by providing robust support to employees who are assaulted or abused while performing emergency duties.

To urge the UK Government to publicly reaffirm these Acts and promote their use as a deterrent to assaulting emergency workers.

For the GMB to write to the relevant government ministers, police chiefs and employer bodies setting out and seeking a commitment to improved enforcement and support.

Ask the GMB to run a public awareness campaign highlighting the protections these laws provide and how incidents should be reported and prosecuted.

GMB to consult with NHS Reps to build a campaign plan and produce materials needed to address this issue as a matter of urgency.

Congress calls on the GMB to campaign to Nationally raise awareness and demand Trusts to put staff safety and wellbeing at the forefront of their priorities.

Regions SC,NEYH
Motions Affected 198,206

C10. REDUCING ENERGY COSTS TO REBUILD UK MANUFACTURING AND CREATE QUALITY JOBS AND THE FUTURE OF GLASS MANUFACTURING

Congress notes the findings of the CEC Special Report on Industrial Strategy and Infrastructure, which identifies high and volatile energy costs as a serious threat to UK manufacturing, energy security, and good unionised jobs. Congress further notes GMB's recent campaigning in the ceramics sector, which has shown how uncompetitive energy pricing places energy-intensive industries at risk of contraction, closure, or offshoring. Congress recognises that glass manufacturing is a strategically important and energy-intensive industry, essential to construction, food and pharmaceutical supply chains, and the wider UK economy, and that sustained high energy costs now pose an immediate risk to jobs, skills, and regional manufacturing capacity within the glass sector.

Congress believes that without sector-specific action, the risks identified in the CEC Special Report will continue to materialise across energy-intensive industries such as glass manufacturing. Congress believes that workers in these industries should not be expected to bear the consequences of energy market failures or policy decisions over which they have no control. Congress further believes that a credible industrial strategy must actively protect existing manufacturing capacity and skilled jobs, while supporting transition and decarbonisation in a way that strengthens, rather than undermines, domestic industry.

Congress resolves to instruct the GMB to explicitly include glass manufacturing within its ongoing industrial strategy and energy-cost campaigning, building on the work already undertaken in the ceramics sector.

Congress further resolves to campaign for fair and predictable industrial energy pricing that enables glass manufacturers to remain viable while protecting jobs and skills. Congress also resolves to ensure that any transition or decarbonisation measures affecting glass manufacturing are planned with workers and trade unions, do not accelerate job losses or offshoring, and support long-term industrial sustainability in the UK.

This Congress notes:

- That UK manufacturing continues to face some of the highest industrial energy costs in Europe, placing British firms at a competitive disadvantage.
- That rising energy bills have forced many employers to scale back production, delay investment, or reduce staffing levels.
- That high energy costs hit workers twice: first through pressure on wages and job security, and again through the cost of living crisis at home.
- That a strong manufacturing base is essential for national resilience, regional growth, and long term, skilled employment.

This Congress believes:

- That reducing industrial energy costs is essential to revitalising UK manufacturing and securing the next generation of skilled, unionised jobs.
- That a fair, stable, and affordable energy system is a cornerstone of any credible industrial strategy.
- That investment in clean, reliable energy infrastructure—alongside support for energy intensive industries—is vital to protect existing jobs and create new ones.
- That workers must not be asked to pay the price for energy market failures or short term policy decisions.

This Congress resolves to call on the Government to:

- Introduce a long term industrial energy plan that guarantees competitive energy prices for manufacturers.
- Expand support for energy intensive industries, including targeted reliefs and incentives tied to job protection and job creation.
- Accelerate investment in domestic energy generation—renewables, storage, and grid upgrades—to stabilise prices and reduce reliance on volatile global markets.
- Work with unions and employers to ensure that any savings from reduced energy costs are reinvested into skills, apprenticeships, and secure, well paid jobs.
- Embed affordable energy as a core pillar of the UK's industrial strategy, ensuring manufacturing remains a driver of economic growth and regional opportunity.

This Congress further instructs the GMB to:

- Campaign nationally and locally for fair energy pricing for industry.
- Lobby employers to reinvest energy cost savings into workforce development and job creation.

Regions WSW,NEYH
Motions Affected 224,225

C11. POLITICAL AND ELECTION PROCEDURES

This Congress notes that we see many times MPs crossing the floor to join other party's which is grossly unfair to their constituents.

This motion is asking GMB to campaign for change.

Any MP who crosses over to another political party, it should generate a by-election in that area.

This Congress asks that the Labour government makes it law that if any elected MP or councillor defects to another political party from that which they were selected into, then a by election is triggered.

Regions MI,LO
Motions Affected 244,245

C12. RIGHT TO TRIAL BY JURY

This Congress notes the recent announcement by the Justice Secretary that criminal cases carrying an expected sentence of three years or less will no longer be eligible for trial by jury. This Congress notes that the right to jury trial is a legal principle that underpins our democratic rights and must be defended at all costs.

Congress believes that this proposal poses a significant threat to the fairness, transparency, and integrity of the justice system in England and Wales. Trial by jury is a long-established safeguard against the concentration of judicial power, and it forms a core principle of a system that has been widely emulated across democratic nations.

We further believe that transferring sole responsibility for determining guilt or innocence to a single judge increases the risk of miscarriages of justice and undermines public confidence in due process.

GMB will oppose any and all proposals to remove this fundamental right.

This Congress therefore calls on the Labour Party to oppose and seek to reverse this decision, and to uphold the fundamental right to trial by jury wherever possible.

Regions LO,WSW
Motions Affected 265266

C13. PUBLIC INTEREST ENVIRONMENTAL REPORTING, GMB SEAT ON NEW WATER SUPER REGULATOR, AND TRADE UNION REPRESENTATION ON WATER COMPANY BOARDS

This Congress recognises 37 years of total ineptitude and failure of OFWAT to regulate the water industry across the UK. Failing to take responsibility and act on huge bonuses for CEOs and Directors has cost billpayers hundreds of thousands of pounds over the years.

GMB has been instrumental in calling for the abolition of OFWAT so that a new single powerful super regulator can be established. Now this is in progress, it is vital that the GMB Union, as the biggest Union in the water sector, has a permanent worker seat on the board to safeguard from future failures, in particular, CEO and Director bonuses, funding for infrastructure and to protect customers who have been let down year after year.

GMB has had a trade union seat on other government regulators or independent industry bodies such as the HSE and the Low Pay Commission, so this continuity will ensure that the workers' voice will never be silenced. One of the most recent terrible failures is Southeast Water where over the Christmas period and early in the new year they failed to supply thousands of customers safe drinking water, causing school & nursery closures and cancelled hospital appointments. This is just one case of which there have been many and sadly there will be many more major ones to come.

This Congress notes with the Water Industry in England and Wales due to soon be regulated by a new Water Commission 'Super Regulator', the time is right for us to seek a reporting line for our Water Workers and other interested parties, to securely report pollutions and incidents which are in the public interest. All too often, our Water Workers are put under pressure to put their health and safety and employment at risk in order to manipulate reporting methodology.

This Congress instructs the CEC to campaign to ensure the new Super Regulator provides a safe means for reporting incidents which might otherwise slip under the radar through coercion and manipulation.

This Congress notes I speak in support of this motion because the findings of the Sir John Cullcliffe Report could not be clearer: governance within water companies is failing. These failures have led to environmental damage, declining public trust, and decisions that put profit before people.

But let's be honest—when decisions are made behind closed doors, without the voice of workers, accountability suffers. The people who keep these companies running—the engineers, the maintenance teams, the frontline staff—are completely absent from the boardroom. And yet, they are the ones who understand the real challenges, the risks, and the solutions. Trade union representation on water company boards is not just a matter of fairness—it's a matter of public interest. Workers' voices bring practical insight, ethical oversight, and a commitment to safety and sustainability. Without that voice, we get short-term thinking, cost-cutting, and, ultimately, crises that harm communities and the environment.

This Congress must send a clear message: we will not stand by while governance fails and workers are ignored. We will lobby the government to legislate for mandatory trade union representation on water company boards. Because accountability should not be optional. Transparency should not be negotiable. And workers should never be silenced.

Colleagues, this is our chance to lead the fight for better governance, stronger accountability, and a future where workers have a seat at the table—not just a voice from the sidelines.

Congress, please support this motion. We have over 10,000 members in the water sector who now more than ever need our 100% support.

Regions MI,LO,WSW
Motions Affected 289, 290, 291

C14. SOLIDARITY WITH THE PEOPLE OF VENEZUELA AND DEFENCE OF THEIR SOVEREIGNTY

This Congress notes that Venezuela has faced relentless external pressure, including unilateral coercive measures (so-called 'sanctions') and an economic blockade led by the United States and supported by the UK government.

These measures are a form of collective punishment, deliberately designed to cripple the Venezuelan economy, cause widespread hardship, and force political change. Independent UN experts have condemned them for violating international law and human rights, exacerbating the country's economic challenges.

The people of Venezuela have the right, under international law, to self-determination and to choose their own political and economic system free from foreign interference and sabotage.

The GMB has a proud history of international solidarity, opposing blockades and sanctions that hurt ordinary working people, as seen in past campaigns against the blockade of Cuba.

This Congress notes:

That the US government launched an unjust military attack on Venezuela, bombing the capital of Caracas and kidnapping President Nicolas Maduro.

- That the US president has repeatedly stated the US will "run the country" and boasted about using the invasion as an excuse to expand US oil operations in Venezuela.
- That Trump has also repeatedly made threats to the governments of Colombia and Cuba
- That the Maduro government has been a deeply unpopular, de facto military regime, which relies on the suppression of opposition and falsifying elections.

Congress Believes:

- That Venezuela, like all nations, has a right to self-determination, and the US is denying that right by kidnapping the country's president and enforcing their own rule.
- That sanctions on Venezuela are unjust and harm the Venezuelan working class and should be removed.
- That there are no grounds for Maduro and his wife to be tried in American courts, and they should be released.
- That the people of Venezuela should have the right to elect their own leader, free from imperialist intervention.
- That the US plan to force Venezuela to accept its dictated policies is unjust and must be opposed.
- That workers' movements worldwide are the force we should look to for social change, not authoritarian leaders
- That the current Venezuelan constitution gives undue power to the president, which has been used to crack down on dissident political voices.

We ask congress to:

- Publicly condemn the sanctions, to issue a statement condemning the UK-backed economic blockade on Venezuela and calling for its immediate end.
- Lobby Political Representatives and to write to local our MP and the Foreign Secretary, demanding the UK government lift all sanctions and extra-territorial measures against Venezuela.
- Request that the GMB National International Department to establish or strengthen fraternal relations with Venezuelan trade union.
- Launch a branch collection for medical aid or to support a specific trade union project in Venezuela, channelled through a reputable solidarity organisation with proven links to the Labour movement.
- To call for the US to get out of Venezuela.
- To promote the voices of the independent, anti-Maduro left in Venezuela.

To support calls for:

- The release of all Venezuelan political prisoners
- Free trade unions, freedom of the press and freedom to protest
- Freedom for left parties to operate
- An end to sanctions on Venezuela

Regions SC,LO
Motions Affected 303,304

CEC POSITIONS ON REMAINING EXISTING POLICY MOTIONS

10. REKINDLE THE FLAME: BUILD A CLASS-CONSCIOUS TRADE UNION MOVEMENT

S04 SHIELDHALL BRANCH
GMB SCOTLAND

The difficulty with this motion is that it asks for a wide range of actions, some of which are new, some of which are current policy, and some of which are already being pursued. GMB policy is already committed to the repeal of anti-trade union laws and the right to freely organise; we encourage branches to affiliate to their local trades councils; and the union enjoyed a highly productive relationship with the Marx Library from 2008-13 which resulted in the production of books, posters, and educative materials.

The National Life Long Learning Committee is seeking to publicise the free online lectures by the Marx Library and is establishing links to them on its website, which all members can access.

The union has already initiated a Branch Working Party, which is tasked with deepening lay democracy and the organising agenda.

47. MENTAL HEALTH CRISIS AWARENESS AND DE-ESCALATION TRAINING FOR REPRESENTATIVES

M27 LB MERTON BRANCH
SOUTHERN REGION

The Regional Education Officers are already focused on these areas and provide a raft of courses and reps training on these topics. In addition, these are now being supplemented by online courses sponsored by the NLLLC (available to all members) through the GFTU that provide additional insights into mental health issues and safeguarding strategies.

There are, admittedly, regional variations in emphasis and delivery and these are being tackled by the ongoing pilot programmes that resulted from the 2025 Education Review.

52. MEANINGFUL PROGRESSION PATHWAYS AND ACCREDITED LEGAL LEARNING OPPORTUNITIES FOR REPRESENTATIVES

M27 LB MERTON BRANCH
SOUTHERN REGION

This motion highlights gaps in the union's existing skill set and offers solutions to improving the capabilities of our members in terms of their understanding of labour law. Fortunately, the National Life Long Learning Committee has piloted a course in conjunction with Birbeck College and the GFTU in trade union law.

This was massively oversubscribed (with 91 applicants for 10 places) and once member feedback has been received and evaluated, the union may wish to roll-out the option on an annual basis.

66. VIOLENCE AGAINST WOMEN

ASDA A56 BRANCH
NORTH WEST & IRISH REGION

GMB has long standing policy on Violence against Women, and already has guidance on Domestic Violence Awareness, including a toolkit.

80. DISCRIMINATION AROUND MENOPAUSE UNIFORMS

G87 GLASGOW HEALTH SERVICE (APEX) BRANCH
GMB SCOTLAND

Our Smash the Stigma policy and model agreement for employers can be used as a tool for this campaign.

89. HEAT OF THE DAY

K17 KINGS LYNN BRANCH
LONDON REGION

Existing policy as per motions Composite 1/2010; 110/2015; 95/2023 and 73/2024.

97. STATE PENSION AGE AND THE REALITY OF FRONTLINE WORK

N15 BRANCH
WALES & SOUTH WEST REGION

EXISTING POLICY: C3 (49,50), 2014; 116, 2015; 113, 2017; C6 (96, 97, 98, 99) 2023; 75, 2024
This issue has been widely debated at previous Congresses and the CEC position remains that there is no one size fits all approach to retirement and that, inter alia, geography, gender, socio economic status and occupations all affect mortality and should be reflected in State Pension Provision.

Where there is a system of a single retirement age for all, mitigations must be put in place that allow earlier retirements and your representatives and staff are currently putting this view forward to Baroness Drakes Pension Commission.

103. CAMPAIGN FOR A 4 DAY WEEK

R26 READING & BERKSHIRE BRANCH
SOUTHERN REGION

We already have policy on campaigning for a 4 Day Week and the F&GPC will consider affiliation in 2026.

137. HEALTH AND SAFETY IN THE GIG ECONOMY

E02 BRANCH
WALES & SOUTH WEST REGION

The coalition government took self-employed people out of the scope of health and safety law in 2012, so long as their work activity does not pose a hazard to other people.

This resulted in an explosion in bogus self-employment, and workers effectively being told to provide their own PPE and manage their own risks.

We have a lot of related existing policy on this - Motions 81/2012; 157/2015; 134/2016; and 70/2024 - and the new Employment Rights Act goes some way to closing the gap.

148. THIRD-PARTY PRESSURE WITHIN THE SECURITY INDUSTRY

G43 LONDON SECURITY BRANCH
LONDON REGION

The CEC thanks the branch for putting this motion forward which covers an issue that is already existing GMB policy. As this motion is Existing Policy it will be Carried by Congress without debate. Existing GMB policy in Composite 5 carried by Congress 2010 address the issue of an employer who decides to dismiss an employee because of third party pressure. In such cases the employer argues that they had "Some Other Substantial Reason" which justifies the dismissal.

The case law in this area has upheld the employer's ability to do this in some circumstances, and it is sometimes the case that an employee's own contract will contain a clause which warns that a third party may intervene to have him/her removed. GMB continues to be concerned by this practice and calls for enforceable protections as this motion also calls for.

155. RETRAINING IN THE OIL AND GAS INDUSTRY

UPPER CLYDE ENGINEERING SHIPBUILDING BRANCH
GMB SCOTLAND

As much as this is an important issue, it is also existing policy, covered by the CEC Statement on Industrial Strategy and Infrastructure (2025), and the CEC Special Report on Energy and Climate Change (2021).

170. TACKLING EXCESSIVE WORKLOAD AND STRESS IN LOCAL AUTHORITY AND SCHOOL WORKPLACES DUE TO BUDGET CUTS

I35 ISLINGTON & HARINGEY BRANCH
LONDON REGION

Congress 2013 motion 160 public sector cuts. 2017 C24 campaigning against budget cuts. Congress school statement 2024 we have developed a SEND toolkit for members and reps to use in schools to identify shortfalls in staffing levels and if stress risk assessments are undertaken for those members requiring them, the toolkit is designed to build local campaigns in this area. The NJC pay claim 26/27 calls for a fully funded pay award to prevent already stretched local authority and

schools' budgets from being stretched even further. GMB are actively engaged with the IET partnership, and workload is on the workforce subgroup agenda and GMB contributes to these discussions and policy work.

173. END COMPULSORY TERM-TIME ONLY CONTRACTS FOR SCHOOL SUPPORT STAFF

L26 RICHMOND & WANDSWORTH BRANCH
SOUTHERN REGION

Motion 146 Ending 39-week contracts for school support staff, Motion 159 School Support Staff and Term time Working – Schools Statement 2024. The SSSNB will commence this year and there is real opportunity to campaign to end this practice, GMB have already put Term time Contracts on the agenda, there will be a requirement to consult the membership on any change.

182. MAKE WORK FAIR FOR CARERS

TH1 TOWER HAMLETS CARERS BRANCH
LONDON REGION

GMB already has the Ethical Care Commissioning Charter and supporting materials.

187. THE IMPACT OF COST SAVING ON THE NHS STAFF

G95 GLASGOW NURSES BRANCH
GMB SCOTLAND

Funding continues to be an issue for the NHS, and we have criticised the ways in which Health Boards have been used to obfuscate funding. The CEC Statement on Our National Health Service contained policy on funding and our expectations for the future, which encompasses all the asks in this motion.

188. NHS IN CRISIS – PUT WORKERS, PATIENTS AND FACILITIES TIME FIRST.

S01 SHERWOOD FOREST HOSPITALS BRANCH
MIDLANDS REGION

Cuts and the staffing crisis is an ongoing issue within the NHS, which we have sought to address through historical participation through the PRB and through talks with the Secretary of State. The CEC Statement on Our National Health Service last year contained these asks, and policy positions.

191. OUTSOURCING IN THE NHS

G50 ST GEORGES NHS BRANCH
SOUTHERN REGION

CEC statement 2019 outsourcing and public ownership.

195. ENDING MEDIREST CONTRACTS AND RESTORING PARITY WITHIN THE NHS

S01 SHERWOOD FOREST HOSPITALS BRANCH
MIDLANDS REGION

CEC statement 2019 outsourcing and public ownership. We can support a range of materials and guidance to assist regions in their campaigns and look at what materials we currently have and seek to refresh as necessary.

216. EXPLOITATION OF YOUNG WORKERS

E02 BRANCH
WALES & SOUTH WEST REGION

The CEC believes that what this motion calls for is existing GMB policy and if this stance is accepted by the Region the motion will be carried by Congress without debate.

It is longstanding GMB policy to oppose age-related rates in the statutory National Minimum Wage and as a start the top-rate National Living Wage currently eligible to workers aged 21 and over should be paid at 18 which this motion calls for (CEC Statement on Pay and the Cost of Living carried by Congress 2021). The Union continues to urge the removal of these age differentials in our responses to Low Pay Commission consultations on the National Minimum Wage, and we have publicly called for the Labour Government to no longer delay removing these discriminatory rates. This is is a key demand as part of GMB's policy that the statutory National Minimum Wage should be replaced with a real living wage of no less than £15 an hour for all workers regardless of age (CEC Statement on Cost of Living, carried by Congress 2022).

252. WORKERS CAN RESIST FAR RIGHT IDEOLOGIES

E10 EALING BRANCH
LONDON REGION

All that the motion is calling for is already being done and also covered in the Special report "Anti-Racism and Combatting Hate".

288. EDUCATION ON TRADE UNIONS AND WORKPLACE RIGHTS

P18 BRANCH
WALES & SOUTH WEST REGION

This is long standing existing policy to include trade union education within the schools curriculum. We don't have the Brown Government Citizenship part of the curriculum as it was taken away by the coalition.

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

Leigh Day is a leading claimant-side employment law firm with a strong track record of working alongside GMB to support workers in the retail sector and the gig economy.

Their work in equal pay cases has been significant and are acting for over 120,000 store and retail workers in challenging pay disparities and fighting for fair wages.

The firm has successfully represented GMB members in high-profile cases, including those involving discrimination, unfair dismissal, and workers' rights.

Their expertise ensures that workers receive the protection and justice they deserve, and their ongoing partnership with GMB reflects a shared commitment to advocating for fair treatment and safeguarding the rights of employees in these vital industries.

They are the best connected, best prepared and best informed firm I have worked with in this field.

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