



**General Secretary's Report
GMB Congress 2026**

GENERAL SECRETARY'S INTRODUCTION

GMB CONGRESS 2026

Campaigning, winning, growing

A dynamic, active, effective force for better in the world of work and beyond for our members. That's the test we set for what we do. The last year has, once again, demonstrated that our union is not just meeting, but passing it with flying colours. Across GMB we are running campaigns that advance the interests of our members. We are challenging entrenched power where justice is denied. And, we are securing victories that transform lives.

There is a renewed strength in the connection between our members' hopes and the union's activity. Countless campaigns in all parts of the union are showing that our focus on listening to what members say is paying huge dividends. We are an engaged union that is battling on what matters, and we are winning. What we do and the way we do it is working. More and more people are joining GMB and staying with us. We are growing, consistently, and in a wide variety of workplaces, industries, and locations.

Our achievements are built on the work of great GMB people. It is members, activists, reps, staff who are the ones writing a new, proud success story for our union. Their efforts and energy are driving us on as we strive to make work better.

We are taking on the issues that we were told couldn't be won. Our fight for equal pay justice shows that when presented with barriers, we smash them. The scandal of discrimination, where women are paid less than men for the same value work, is still a shocking reality in many parts of our country. In Birmingham, Sheffield, Sunderland, Swansea, Leeds, and so many more places across the country, we have come together and fought. Because of our union's campaigns, hundreds of millions of pounds of stolen wages owed to women workers have been recovered. Justice is secured. Lives are changed forever.

Getting a new nuclear power station agreed for Sizewell was filed in the 'too difficult' box. Yet, it is our union that secured the commitment in the Labour Party election manifesto for Sizewell C. And it was at last year's GMB Congress in Brighton that the Chancellor announced the go ahead for the project. Work has now begun on the site and, alongside being an essential provider of large amounts of clean power to meet the UK's energy needs, tens of thousands of people will be employed at the site and beyond. GMB is already active, recruiting and organising workers into the union.

We are at the forefront of the fight to defend the British ceramics industry. Household names that manufacture some of the highest quality products in the world are facing the most challenging of circumstances, through a combination of high domestic energy costs and the dumping of cheap products from non-market overseas producers, like China. We've taken our 'Back British Ceramics' campaign to the heart of government. GMB will not relent until this essential industry gets the assistance needed to trade fairly with its competitors. We refuse to accept that this is a battle that can't be won.

Our unwavering focus on listening to members and campaigning on the issues that matter continues to deliver outstanding results. GMB membership levels have increased again, for the third consecutive year, with more people joining GMB and staying with us. Over the last twelve months we have grown our financial membership by 6,169. We are not back to where we were pre-Covid, but huge progress has been made and the line of travel points to a brighter future.

The higher membership numbers being achieved have a direct, positive effect on GMB's financial health. Against the backdrop of difficult economic times for individuals and organisations, our success has played a huge part in increasing union income. In combination with continued fiscal discipline, this has helped generate another operating surplus for our union. Such an achievement must not be underestimated. Securing

our finances is essential, for resourcing today's operations and ensuring we have a sustainable base for the battles to come, especially in a changing national economic picture.

Pivotal to GMB's achievements are the members of our Central Executive Council (CEC), the elected representatives who form our governing body. It is important to recognise the essential contributions and insights provided by our CEC, which add huge value to our union, especially in keeping the issues and voices of our members at the forefront of all that we do.

We are living in a moment of great uncertainty, with conflicts and crises across the world affecting lives in a very profound way, not least here at home. There are major shifts taking place in economic systems, technological change is happening at breakneck speed, established political structures are under huge strain, and international relationships are in an increasing state of flux.

The period ahead is likely to be disruptive and turbulent, with headwinds that could test us on so many levels. But we know from our long and proud history, that we deal with change and challenge best when we stay focused on being the voice of our members, connected to their issues and concerns, campaigning on what matters.

As I begin my second term of office as your GMB General Secretary and Treasurer, I know we can face the future with confidence. We have done so much to return our union to where we belong. Our foundations are strong. We are campaigning, winning, growing. Whatever comes our way, GMB is ready.



Gary Smith
GMB General Secretary & Treasurer



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DECISIONS OF CONGRESS 2025 AND PROGRESS ON 2025 MOTIONS

Decisions of Congress 2025, and action taken on those decisions, can be found on the GMB website.

www.gmb.org.uk/democracy/gmb/congress

In accordance with Motion 7 agreed by Congress 2015, a progress report on all carried motions from Congress 2025 is available to members in the members area of the GMB National website and this report will be kept updated.

In accordance with Motion 3 carried with a qualification by Congress 2023, a progress report on Congress 2025 motions was added to the members area of the GMB website by 31st January 2026.

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

CAMPAIGNS & COMMUNICATIONS

GMB continues to set a strong pace with our campaigning activity. The progress we have made in previous years in being present in workplaces, listening to our members about the issues that matter, and building industrial campaigns, has continued. We are fighting to make work better in all parts of the union and achieving significant results, not least in growing our membership.

There is a strong synergy between campaigns and communication work at a national and regional level. The union is working closely together on numerous priority campaigns and industrial areas, helping to ensure we exert the maximum power from our organisation. Campaign advice and training is also shared among staff and activists, spreading essential knowledge and best practice.

Our campaigns are having a huge impact and delivering some landmark results, not least in the fight for equal pay justice. In Birmingham City Council, it has been GMB that has led the way in winning back the stolen wages taken from low-paid working women. And, the lessons learned from this campaign are serving the union well in the numerous other equal pay campaigns being run across the union.

We are also battling hard for our School Support Staff members in local campaigns that have taken place in response to a variety of issues, including against the unfair payment of different levels of the London Weighting Allowance.

There has been a notably political angle to our campaigns to defend our members working in manufacturing and energy intensive industries. We have put pressure on the government over their lack of action to protect important, productive businesses and will keep going until the necessary action is taken.

Media Activity

The high level of campaign activity taking place across the union is a big part of helping to ensure GMB is a prominent and consistent presence in the media. The wide variety of workplaces, industries, and locations where GMB has membership, means that on any given day, there is likely to be something interesting to the media taking place that involves our union. Allied to this is the flexibility and capability of media operations at both regional and national level, where a rapid response to enquiries will often result in our union gaining good coverage and setting the agenda.

We have seen a continuation in the increasing use of video-led communications across the union. It is very encouraging to see GMB people, at all levels, embrace the use of short



clips to convey a message, which may often use content from broadcasts on TV or other platforms. Our success in securing such coverage is essential to this. In the last year, GMB's presence on the broadcast media (also including radio) reached an audience of 1.1 billion people, a 19% increase on the previous year. Paying to reach such a large number of people with a GMB message through advertising would have cost £10m, showing the huge value of generating free media coverage for the union.

We have also been a regular presence in the print media, which remains an important outlet for our stories and comment pieces. Our campaigns and activity generate good coverage, reaching an audience of nearly 250 million in the last 12 months, through 1,780 articles referencing the union. The same success is seen with our online media presence, where GMB was mentioned in 32,600 hits. Many organisations now target their advertising spend on online platforms. Because we are able to generate free coverage, we do not have to pay the huge sums required to reach the audience of 106 billion who could see our online media presence.

Social Media

The relentless march of smartphones has changed how people receive information. They are a dominant communication device, hosting social media apps through which individuals and organisations exchange information. GMB, across the union and at all levels, provides and posts content on all the main social media platforms. We constantly monitor comments and standards, which is particularly important in an environment that can offer challenges. We have paid particular attention to 'X', and given the use of its AI tool Grok to change images, have issued guidance to GMB regions on the display of pictures and videos in GMB posts to the site.

Website

Our national GMB website continues to be a popular communication platform and valuable resource for information about the union. Noticeboards are hosted providing member updates on sectors and employers, along with news on union campaigns. It is also the main gateway for people joining the union, with nearly two-thirds of new members

signing up to GMB through this route. A translation and accessibility tool is used to ensure as many people as possible can get the information and services they want from our website. Work to go further in this area and keep enhancing accessibility to our users is ongoing.

GMB members have their own specific area of the website that provides benefits and discounts on a range of services and products. We are looking to expand the number of offers to members, and are targeting the launch of an improved GMB Extra in June 2026.



WOMEN'S CAMPAIGN UNIT

This past year has been a powerful reminder of what happens when working class women come together as a collective, get organised, and refuse to accept inequality as the status quo alongside the Women's Campaign Unit (WCU). Across the country, members have taken on discriminatory practices across the public and private sector fighting back against decades of pay discrimination and returning their stolen wages. We are happy to report they are winning and winning big.

Job Evaluation Training

We began the year by strengthening our foundations. In May, the National WCU brought people together from all regions for two days of intensive job evaluation training at National Office. Led by industry job evaluation experts Sue Hastings and Virginia Branney, both of whom had just testified in the landmark Asda equal value hearing, the sessions did more than build technical skills, they built confidence, shared understanding and a renewed sense of collective purpose in this area.

Building Power through Campaigns

Throughout May and June, many regions focused on laying the groundwork for local equal pay campaigns. Job evaluation training strengthened technical confidence across the union, while detailed evidence gathering pressed ahead in areas such as Barnet, Sunderland and Cumbria. At the same time, campaigns in Durham and Kirklees prepared to launch, built around strong data, clear objectives and early member engagement.

GMB hosted a successful equal pay lobby at Westminster in May, '50 Years of the Equal Pay Act: Let's finish what we started' calling for the government to finish what Barbara Castle started 50 years ago with the Equal Pay Act and make equal pay a reality for women in the UK. With support from their officers, members met with MPs to make the case for urgent reform to equal pay legislation.

Activists spoke powerfully about what equal pay means to them and their families, making clear that current law is failing and must

be strengthened. Their stories brought the campaigns to life and highlighted why political action is essential and urgent.

By summer 2025, preparation began to translate this into leverage. In Birmingham, an ongoing consultative ballot over July and August forced the council back to the negotiating table. As a result, we were able to secure a guarantee over settlement payment dates as well as the council committing to delivering equal pay once and for all.

Momentum continued into autumn 2025, as campaigns became increasingly visible and more and more members signed up to join in. In September, members in Barnet rallied outside Hendon Town Hall to make their voices heard, while campaigns in West Dunbartonshire and Dundee increased pressure on elected members ahead of council meetings as a proactive campaign tactic. Across Wales and South West, activity in Cardiff, Swansea and Bristol intensified, with workplace leaders stepping forward and industrial confidence growing.

By October and November, employers could no longer ignore the scale or seriousness of these campaigns and pressure began building on many campaigns as others went full force into settlements being offered and payments being made. As the year closed, the impact of this sustained work was clear. Councils were no longer simply aware of equal pay claims; they were being forced to respond to them. From renewed activity in Swansea and Cardiff, to preparations for escalation in Leeds, campaigns entered 2026 getting more organised, more confident and prepared to fight for pay justice.

This journey from preparation to power tells a clear story. Equal pay victories are built deliberately through preparation, organisation and member leadership.

Delivering Life Changing Settlements

If this past year proves anything, it is that equal pay victories are not trivial wins, they are life changing moments for GMB women, their families and their communities. After years, and in many cases decades, of undervaluation and stolen wages, settlements secured through the Women's Campaign Unit have delivered justice in its most tangible form: money back into members' pockets.

Across the country, major settlements moved from negotiation tables to bank accounts. In Sheffield, a landmark agreement worth approximately £60 million marked the conclusion of two years of intensive campaigning and negotiation. Over 3,600 workers including more than 500 GMB members finally received the wages they were owed, with payments continuing as the new Job Evaluation Scheme is implemented. This victory was not simply financial; it represented a clear recognition and acknowledgement that the work of women in schools and council services had been systemically undervalued for years.

In Leeds, one of our largest and most significant campaigns, thousands of members saw long awaited payments land in a partial settlement after years of delay by the council. Nearly £10 million was paid out in partial settlement alone, with acceptance rates exceeding 97% across more than 2,200 claims in a matter of weeks. Millions more are still being fought for, and while the council attempts once again to stall by lowballing final offers, GMB is clear: the discrimination may have taken years to embed, but we will not allow it to linger any longer.

Elsewhere, hard won victories brought an end to prolonged injustice. In Blaenau Gwent, Falkirk, and Southampton, members who had spent years campaigning finally saw settlements issued and accepted, all at overwhelming rates. In Falkirk, group home carers workers whose labour has historically been invisible received not only compensation, but regrading that permanently corrected discriminatory pay structures. These settlements sent a powerful message: women's work matters, and GMB will fight until it is valued properly.

Nowhere was the scale of delivery more significant than in Birmingham. Following one of the largest equal pay disputes in local government, settlement offers began landing with members in waves. The first round alone saw nearly £60 million reach members early in the year, with further payments continuing month by month. The economic impact extends far beyond individual households, and we estimate that over a third of settlement money will be spent locally, a huge boost for the local economy. This is equal pay not just as justice, but as investment in our members communities.

Crucially, these outcomes were delivered alongside structural improvements that will strengthen our ability to win future campaigns. By modernising settlement administration, bringing critical processes in house, and reducing reliance on external legal firms, the WCU ensured that across several campaigns millions of pounds in legal fees are now being recovered. This means more resources can be reinvested into organising, campaigning and supporting the next generation of equal pay claims.

But beyond the figures, what stands out most are the human stories behind these victories. Members who told us they could finally retire with dignity. Parents who could afford shoes, school trips, or their first family holiday. Women who, for the first time, felt their labour had been recognised and respected. These are not side effects of the work they are the reason for it.

Delivering justice this year required persistence, collaboration and an unshakeable belief that discrimination should never be tolerated, no matter how long it has been allowed to exist. The Women's Campaign Unit is proud to be working hand in hand with regions, activists and members to turn years of organising and campaigning into real outcomes and proven, once again, that when women organise through GMB, they win.

Modernising the Union to Win More

Behind the scenes, the WCU also drove critical structural change. New settlement administration systems, bank verification software and the ongoing development of digital portals are transforming how claims are managed in the union by bringing work in house, cutting legal costs by hundreds of thousands of pounds, and delivering faster, more transparent outcomes for members.

This matters not just because it makes us more efficient, but because it means more money goes where it belongs: to members, and into future equal pay fights.

Changing the Law, Changing the Future

While we deliver justice under a broken system, we never lose sight of the fact that the system itself is failing working class women.

The WCU met directly with the Minister for Equalities to demand the government stop delaying work on stronger legislation including a Regulatory and Enforcement Body and an end to employers outsourcing their way out of equal pay responsibilities. We responded to government consultations on parental leave, highlighting how low pay, insecure work and discrimination continue to push women out of the workforce.

At TUC Women's Conference, GMB delegates led debates on equal pay enforcement and domestic abuse as a workplace issue, ensuring women's voices were not just heard, but acted upon.

At every turn, we've reminded the government of the commitments to equal pay legislative reform that they made because still women are waiting too long for pay justice in a broken system. In April 2026, the General Secretary and Head of Internal and Industrial Relations met with Ministers to make the point clear again that GMB's priority is equal pay and the government must act now to reform a system which currently takes over a decade and millions of pounds to enforce women's right to equal pay.

Conclusion: Where We Organise, We Win and We Win Big

This year has shown what is possible when women are given the tools to fight and organise themselves. It has shown that equal pay is not a historical issue it is a live industrial fight, and one GMB is leading.

To every campaign leader who stepped forward, every member who stayed the course, every organiser, staff member and activist who did the hard, emotional and heavy work: this progress and these wins belong to you.

As we look at the year ahead the work continues, with over 28 live equal pay campaigns and 50,000 live equal pay claims, there is a huge amount left to fight for and millions in stolen wages that must be returned to working women.

Our mission remains the same. When employers drag their feet, we will push forward and organise. When they try to undersell our members, we will fight back. And when working women standing up and demand pay justice, GMB will be behind them every step of the way.





NATIONAL RACE & ORGANISING

GRASP continues to be a success with the third cohort having commenced this April 2026. After a tough battle with employers, mainly Asda, out of the 13 members chosen through our selection process only nine were able to secure a Secondment Agreement with their employer.

Despite losing four great candidates due to not securing an agreement, we were able to replace some of the vacant positions and the new cohort have quickly become immersed in the programme which focuses on the Roots of Race and Racism, Organising

and Campaigning on Race Issues and Understanding GMB's Democratic Structures.

Cohort 3 are already showing great promise and this year we have added 3 bespoke modules on Sectarianism, Antisemitism and Islamophobia to ensure we cover key factors of hate and discrimination within our communities that are barriers to building the essential workplace unity GMB members need.

Following Congress, the participants will begin their regional placements to gain essential experience with the regional industrial teams before returning to sessions at national office in August with the programme concluding in October.

GRASP Cohort 3	Employer	Region
Amy Khan	Doncaster City Council	NEYH
Ash Green	Nottingham NHS Trust	Midlands
Aysha Mahmood	ASDA Crawley	Southern
Francis Rigault	Zotefoams	Southern
Harjinder Nahal	NASWT	Midlands
Ling Fung Shum	ASDA Bournemouth	Southern
Marcus Waite	Veolia Sheffield	NEYH
Rattan Bhorjee	Wolverhampton Council	Midlands
Simba Tsotsoro	Arsenal FC	London

GRASping Success

We are now on our third GRASP, and each cohort produces some fantastic Race Ambassadors. GRASP aims to enhance the natural leadership qualities in all our participants by building their competence and giving them confidence to grasp opportunities in GMB's lay activist and employment structures. We believe by being on the programme they can truly make a difference in the workplace. We have had some fantastic successes that we would like to share with you. Please scan the QR code below.



No Place for Racism Campaign

The campaign is off to a good start with each region receiving a start-up kit containing No Place For Racism (NPFR) merchandise that can be used in every workplace as well as events and demonstrations. Regions and their branches can purchase more merchandise either by going direct to Pellacraft via karla.anthony@pellacraft.com, or by contacting the National Race Officer.

The NPFR Toolkit and campaign guidance has been refreshed and will be launched at Congress, available online and at the No Place for Racism stall. The guidance allows all members to access crucial information on how to establish the NPFR campaign in their workplaces and how to safely challenge the rise of the far right at anti – racism events and demonstrations.

Midlands region used their Regional Equality Conference to successfully launch their NPFR campaign whilst the Wales & South West region used their first ever Race Equality conference, co-chaired by GRASP Ambassador Jacqueline Short, to promote their NPFR campaign. London and Southern regions led the way with our huge GMB presence at the historic Together Alliance Demonstration in March that saw a massive turnout against racism and the far right.

GMB members from all regions not only turned up, they also stood up, and stood out, showing GMB is united and fully committed to anti-racism.

Work is also underway with North East, Yorkshire and Humber GMB Regional President Farzana Jumma and GRASP Ambassador Sharmayne Hazell to establish their regional NPFR campaign. Things are already on the move with Sharmayne launching the first regionally sponsored Anti-Racism course in Wakefield for staff, representatives and members within the region.

North West and Irish region is hosting Congress this year, and there will be a NPFR stall and a fringe meeting dedicated to the launch of the new toolkit.

Branch Race Officer Network

The Branch Race Officers Network was successfully launched in March 2026. The network will provide opportunity for sharing best practice and successes, forming branch alliances and support for workplace and regional race campaigns, and access to education and development initiatives. The initial meeting covered the important role that Branch Race Officers must play in developing their branches activity in tackling racism, supporting the NPFR campaign and fulfilling the commitments made in the Special Report Anti Racism and Combatting Hate. The next step for the network is a NPFR webinar for Branch Race Officers that will ensure they are able to use the toolkit and promote the campaign.

TUC Black Workers Conference

I was honoured to lead the delegation to the TUC Black Workers Conference which once again saw members of our delegation excel in their moving and supporting of motions that covered a wide spectrum of issues on racial injustice and anti-racism.

The conference was also expertly chaired by Taranjit Chana co leader of our delegation and therefore as always, it was a great all-round GMB performance.

As expected, there was a huge focus on the activities of the far right and the increase of racist rhetoric that continues to be a feature politically particularly for Reform. The increase

in racist rhetoric and divisive narratives was roundly condemned by the conference with members of our delegation contributing significantly.

We also presented a joint workshop with the Welsh TUC on GRASP and their Black Activist Development Programme. The workshop was extremely well attended and there was a huge interest in GRASP particularly as we had the GRASP cohort there in person and available to answer any questions about the programme.

However, the biggest stand out performance by far was the moving of our motion on National Maternity and Neonatal Investigation. First time speaker and conference attendee Libby Forde from North West and Irish region delivered a chilling but powerful personal account with such passion and grace it drew a standing ovation from the conference, ensuring the motion passed and that Libby will never be forgotten.

The GRASP Cohort also attended as visitors and were able to observe and learn from their experience with an aim to returning next year as delegates and fully participate in the conference debates.

Tyehimba Nosakhire
National Race Organiser

EQUALITY & INCLUSION

This reporting year has seen GMB's Equality work focus firmly on defending members facing structural inequality, political attack and workplace discrimination. Central to this has been our work with disabled members, particularly around the government's proposals on Personal Independence Payment (PIP), alongside practical and political action to protect LGBT+ members – especially trans workers – at a time of increased hostility and uncertainty.

Alongside this external campaigning, GMB has engaged in major internal reforms through the introduction of new equality structures.

This report sets out how members' lived experience has shaped GMB policy, campaigning and political lobbying, and how the union is building the structures needed to embed equality at every level.

Disabled Members and the Reality of Work

Engagement with disabled members has been a central priority for GMB's Equality team throughout this period. Over 500 working GMB members who currently receive PIP contributed to our survey and wider engagement activity.

These members are not outside the labour market. They are working people, using PIP to meet the additional costs of disability that wages alone do not cover. Our members' evidence directly contradicts the government's claim that removing or restricting PIP would support more people into employment.

The reality shared by members is stark:

- 77% are worried about losing PIP
- 75% say losing PIP would negatively impact their ability to work

Members described PIP as the difference between being able to sustain employment and being forced out of work altogether.

"I use PIP to pay for physical therapy to keep me physically able to walk. If I lost it my quality of life would be impacted because of all the extras I have been able to access – air

purifiers at home, seeing a therapist, lots of help with house keeping that I am unable to do. All of this supports me so I am able to find the energy to go to work." – Local government worker in their 50s, with cancer and a chronic illness

Disabled members repeatedly emphasised that the workplace does not end at the employer's door. Travel, recovery, personal care, household tasks and managing fluctuating conditions are all part of sustaining work.

Members spoke powerfully about the insecurity and anxiety created by constant reassessment and rule changes, particularly for those with invisible or fluctuating conditions.

"I will lose PIP once the four point rule is in place, which will ironically make me less likely to be able to work as it will strip me of the minimal security and independence I have." – NHS worker in their 20s, with multiple conditions

Others highlighted the immediate material consequences of losing support:

"Without PIP I couldn't replace my back and ankle brace needed for staying mobile, or afford food for work or electricity to wash my uniform, or the private physio I pay for to keep me moving. I would just grind to a halt and become house bound." – Hospitality worker in their 50s, living with fibromyalgia and other conditions

The message from members is clear: PIP is not a barrier to work – it is part of the infrastructure that allows disabled people to stay in work.

Lobbying Government and Challenging Harmful Narratives

Using our members' testimony as an evidence base, GMB has lobbied across this period to challenge government proposals and the wider narrative around disability and work.

Our political engagement has focused on:

- Demonstrating that removing PIP will push disabled workers out of employment
- Challenging the framing of disability

support as “dependence”

- Making clear that security and dignity are prerequisites for sustainable work

GMB has used members’ testimony in briefings with politicians, engagement across the trade union movement, and public campaigning — ensuring that disabled people are not spoken about, but listened to.

Supporting LGBT+ Workers: Standing with Trans Members and Allies

This year has seen intensified work to support LGBT+ members, with a particular focus on protecting trans workers and building safe workplaces following the For Women Scotland Supreme Court judgement.

The judgement created confusion and anxiety for many GMB members, particularly trans workers who reported increased scrutiny, hostility and uncertainty at work. GMB has been clear throughout: no legal judgement removes the right to dignity, safety or fair treatment at work.

Practical Workplace Support

In response, GMB has focused on practical, member led action, including:

- Providing bespoke workplace advice to trans members, allies, reps and branches
- Developing and updating toolkits and guidance to support inclusive workplace practice
- Supporting reps to challenge misinformation and resolve disputes without trans members being forced to justify their identity

This work has ensured that trans workers are not left isolated, and that reps are equipped to act confidently and consistently.

Political Leadership and Solidarity

Alongside workplace support, GMB has taken a strong public stance:

- Lobbying government to ensure employment protections are upheld for trans workers

- Challenging the misuse of legal uncertainty to legitimise discrimination
- Speaking at trans rights rallies, showing visible solidarity at a time of rising hostility

GMB’s position is clear: trans workers are workers, and an injury to one is an injury to all. Equality at work means everyone can turn up, do their job, and go home safely. No legal judgement can sanction harassment.

New Equality Structures: Strengthening Member Representation

This reporting year also marks a significant milestone in GMB’s internal equality governance.

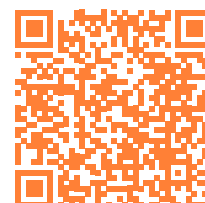
Strand Lead elections have now been completed. Our new Strand Leads are:

- LGBT Strand Lead: Ciorstaidh Reichle, GMB Scotland
- Women’s Strand Lead: Holly Williamson, GMB London Region
- Race Strand Lead: Oluwabiyi Apoeso, GMB Scotland
- Disability Strand Lead: Ann Weekes, GMB London Region

The reforms are designed to:

- Embed equality across all union decision making
- Strengthen accountability and transparency
- Ensure equality work is led by members, not just policy

You can read more about the Equality Action Group by scanning the QR Code below.



Conclusion

In the past year GMB's Equality work has shown the power of organising rooted in members' real lives.

Disabled members have demonstrated that benefit cuts are workplace issues. Trans members and allies have reminded us that solidarity must be active, visible and practical.

Race equality work has continued to challenge structural injustice while building leadership for the future. This work sits alongside GMB's ongoing commitment to women members, including our equal pay campaigns, which continue to challenge structural inequality.

Alongside this, new equality structures ensure that this work is not reliant on goodwill alone, but embedded within the union.

This is equality work as trade unionism: collective, political and unapologetically based on dignity, justice and solidarity.



HEALTH, SAFETY & ENVIRONMENT

The National Health, Safety and Environment Department comprises Lynsey Mann, National HS&E Officer, and Dan Shears, National Head of HS&E. This year we increased engagement with the Labour Government; supported GMB's involvement in the UK Covid-19 Inquiry; and campaigned to protect and improve health & safety standards across major UK employers. We were pleased that Abigail Young won the TUC Safety Representative of the Year Award 2025—the third consecutive year a GMB Safety Representative has won, a first in the TUC's 150+ year history. A key highlight was the launch of our PPE Fit For All campaign, with major employers committing to suitable PPE for all workers.

You can discuss this report and our wider work with us at our GMB Congress stand, in our GMB Facebook Group, and via @SaferWithGMB.



PPE Fit for All Campaign

Lynsey and Melanie Bartlett from the Private Services Section have driven major progress in GMB's Inclusive PPE campaign. What began as member led evidence gathering has grown into coordinated industry engagement and parliamentary influence.

The campaign is guided by a lay member group. Founding members include Martina Vrajitoru, Vanessa Roberts, Ruth Pitchford, Joanne Pitchford, Abeda Uddin, Marcia Durkey Tracy Immediata and Michelle Hunt. The campaign tackles a longstanding health and safety failure: PPE designed to narrow, male-centric standards rather than the diverse workforce who rely on it. This has led to widespread issues with ill fitting and unsafe PPE, disproportionately affecting women, Black and Ethnic Minority workers, pregnant workers, and those with different body types or religious requirements.

In April, Lynsey and Melanie visited Hinkley Point C with General Secretary Gary Smith, where Bylor and EDF became the first companies to sign the Inclusive PPE Charter. They also met GMB Safety Reps on site to hear about the



challenges faced on one of Europe's largest construction projects.

Lynsey served as a judge for the BSIF Innovation in PPE Awards, ensuring suppliers were assessed on inclusive sizing and design.

A parliamentary launch event followed in April, marking another major milestone. At this event, BAE Systems became the third employer to sign the Charter, which calls on organisations to adopt the principles of BS 30417 and embed inclusive PPE design and provision into procurement, policy and workplace practice.

The campaign has now gained parliamentary traction with a Ten Minute Rule Bill on inclusive PPE procurement, introduced by Kirsteen Sullivan MP. This is a key step in placing the issue on the legislative agenda and aligns with the campaign's strategy of using procurement to drive system wide change.

Lynsey and Melanie also attended the All Party Parliamentary Group on Occupational Safety & Health's International Workers' Memorial Day event in the House of Lords. They spoke with attendees about the PPE Fit for All campaign and how securing Charter signatories helps protect workers by addressing the dangers of poorly fitting PPE.

UK Covid Inquiry

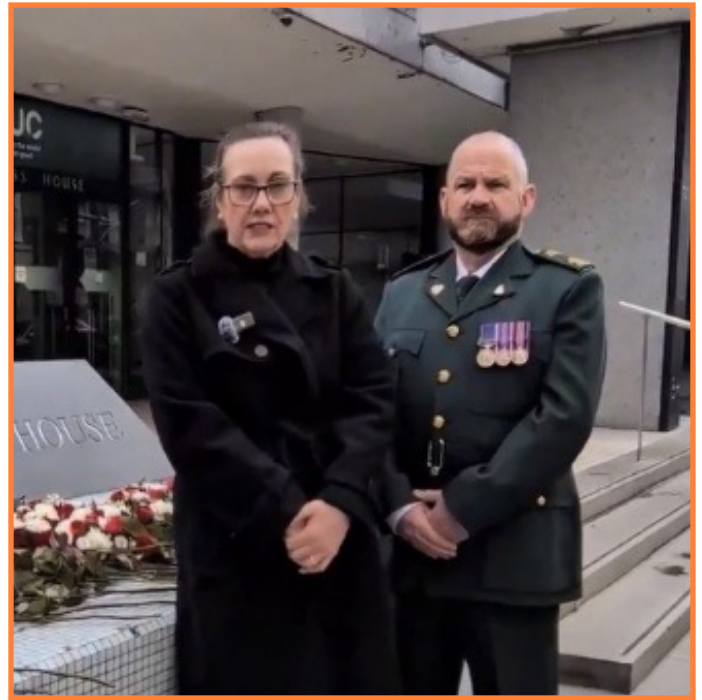
We have continued responding to Inquiry legal teams, providing evidence on education, economic support and key workers' experiences across the UK.

On 2 March 2026, Dan led a TUC panel (USDW, RMT and UNISON) giving in person evidence.



On 9 March 2026, Dan attended a TUC memorial event at Congress House. National President Barbara Plant represented GMB, with EEAS London Region member Kevin Sibley laying a wreath, supported by Regional Organiser Donna Thomas.

The Inquiry has now finished taking evidence, and we thank all GMB members who contributed.



The Inquiry has begun publishing reports, covering the first four modules:

Module 1 (July 2025): The UK entered the pandemic seriously under prepared. Planning focused on influenza, risks were underestimated, and civil emergency structures lacked challenge and accountability. Failures were systemic and preventable.

Module 2 (November 2025): The UK response was delayed and poorly governed. Chaotic decisions, narrow advice, weak coordination and unclear messaging increased harm; slow action and limited consideration of social and equality impacts led to avoidable loss of life.

Module 3 (March 2026): Healthcare was fragile and unprepared, pushed close to collapse. Patients missed timely care and staff faced avoidable risk and lasting harm due to capacity gaps, poor infection control and weak preparedness. We briefed the National Ambulance Committee and NHS Advisory Group in April to support future campaigning.

Module 4 (April 2026): The vaccines and therapeutics programme was a major success, but limited UK manufacturing, unequal uptake, rising hesitancy and inadequate support for those harmed pose risks without greater trust, compensation and investment.

GMB members' evidence has shaped the Inquiry's work, and we expect this to continue as reports on procurement, social care, Test,

Trace and Isolate, education, economic support and wider societal impacts are released. We will respond to each report and produce a full CEC Special Report once the Inquiry concludes.

Our thanks go to the TUC Legal Team—Barristers Ruby Peacock and Sam Jacobs; Solicitor Harry Thompson; and especially Project Manager Nathan Oswin—for their invaluable support. We also thank National Office colleagues Asha Phillips and Rachel Harrison for their work over the past year.



TUC Safety Representative of the Year 2025 Award Winner

Midlands Region member Abigail Young—winner of the Mary MacArthur GMB Safety Representative of the Year Award at Congress 2025—was named the TUC National Safety Representative of the Year at TUC Congress in Liverpool in September. Abigail, who works at Swissport Birmingham Airport, was recognised for her successful work to improve welfare standards on site, which has more than doubled workplace membership.

ASDA

Lynsey has continued to support ASDA Retail National H&S Reps with their extensive workload, including consultations on fire and travelator safety, new parcel logistics, security TUPE, travel money procedures, and a full set of new risk assessments. She has also supported webinars on H&S in home shopping picking and delivery. ASDA H&S Reps have maintained close collaboration with Unionline, ensuring evidence is shared to support members'

personal injury claims.

In ASDA ALS, Dan supported the National H&S Committee after the employer announced a review of distribution centre pick rates. This required revisiting the 2010–14 HSE study that underpins the current methodology. Working with former National Officer Nadine Houghton, the committee engaged with senior management and consultants Scott Grant, with negotiations ongoing. We congratulate Nadine on her new role as Southern Regional Secretary.



Waste Industry

Lynsey has continued representing workers on the Waste Industry Safety and Health (WISH) forum, serving on the steering group and supporting Rep engagement in the Worker Engagement and Leadership group. Under her lead, the group is developing best-practice guidance for toolbox talks, due for publication in late 2026.

Working with Southern Region colleagues Nicola Nixon and Gary Palmer, Dan developed guidance and a register for workers exposed to food waste. Changes to food-waste collection methods may increase exposure to bioaerosols, which can cause asthma, pneumonitis and bronchitis. If the Southern pilot succeeds, the guidance and register will be rolled out across GMB. We congratulate Gary Palmer on his well-earned upcoming retirement.

Gas Industry

Dan and National Officer Gary Carter met with Cadent Senior Management in December 2025 and January 2026 to discuss the potential introduction of driver

facing cameras. We outlined our – clear position against imposition of cameras due to concerns regarding privacy, intrusion and distraction. These concerns had been previously identified in negotiations with ASDA ALS, Thames Water, and Brighton & Hove Council.

Dan also presented at the Cadent Safety Representatives Conference in November 2025, covering the potential opportunities and threats from AI and automation.

Asbestos

We continue to lobby both HSE and UK Government to implement a strategy for phased removal of asbestos from all UK public buildings.

Much of the past year has been spent building alliances beyond sister unions, and we have attended initial meetings of the campaign group “Airtight on Asbestos”, which is an alliance of industry bodies (ARCA, ATAC), charities (Mesothelioma UK); Unions and Victim Support groups. One early success was a meeting with HSE Minister Sir Stephen Timms in April 2026, where further groundwork was laid for a phased approach strategy to be agreed.

We attended a workshop with Leigh Day in London in February, to discuss recent developments in asbestos case law, particularly regarding contamination of children’s play sand toys.

HSE Engagement

Following positive developments in 2025, we now meet senior HSE management regularly on a ‘keep-in-touch’ basis to discuss policy initiatives early and raise issues of concern to GMB. Dan also attended HSE’s AGM in July and questioned the HSE Board on its approach to using AI in risk assessment.

We remain heavily involved in HSE’s Health Prevention Working Groups, convened to progress elements of the Keep Britain Working Programme following the consultation led by Sir Charlie Mayfield. We contributed to the consultation response, produced by National Equality Co-Ordinator Eleanor Saunders.

Lynsey helped develop the Workplace Health and Wellbeing Leadership Principles for the

Chemicals and Onshore Oil & Gas sectors and is helping to plan their House of Lords launch in May 2026, to raise awareness and support adoption in other sectors.

Dan plays a similar role in construction and utilities groups, leading on stress and mental health and co-presenting on mental health at a summit in Edinburgh in November 2025.

GMB sits on all HSE Industrial Advisory Committees and Forums, including the Food and Drink Manufacturing Forum, where Lynsey leads on emerging AI safety systems and chairs the occupational health and wellbeing subgroup. She also supports the worker engagement and leadership subgroup, where the WISH approach she chairs has been replicated for food and drink.

Other committees include PABIAC (Paper and Board Industrial Advisory Committee, Steering Group); CONIAC (construction); SIMPLC (Plastics), where we have driven a new five-year strategy; CHARGE (Glass and Ceramics); and the Partnership on Work-Related Violence.

We also responded to HSE consultations on the Lifting Operations Regulations, Work Equipment Regulations, and Control of Asbestos Regulations. At the time of writing, we are drafting responses on the Control of Lead Regulations and the Incident Reporting (RIDDOR) Regulations.



Outreach and Engagement

We led a record GMB delegation to the National Hazards Conference at Keele University in September 2025. We chaired workshops on mental health and on challenging the HSE’s lack of enforcement.

Special thanks to Midlands delegate Neil

Gardiner for producing an excellent short documentary on the conference, which can be found below.



Lynsey and Dan represent GMB on the TUC's Union Health and Safety Specialists Group. Dan spoke at TUC Safety Rep Connect events, presenting in Leeds in November on effective inspections and at Congress House in April on tackling work related violence.

We thank TUC H&S Policy Officer Shelly Muir for her support over the past year and wish her well on maternity leave.

As a lay trustee representing workers on the Faculty of Occupational Medicine board, Lynsey has worked with doctors, nurses and solicitors on ethics guidance for occupational health professionals. This major piece of work is due to be published shortly and will set out ethical standards for OH practice. Through her FOM trustee role, Lynsey was also co-opted onto the board of the new College of Work and Health, which will set training and exam standards and provide an academic home for multidisciplinary work and health professionals.

Dan continues to lead on health and safety for TUC Cymru and remains a member of the Ystadau Cymru Welsh Government Built Environment committee. Over the past year, the committee influenced Welsh policy on RAAC and Energy Storage Systems and, at the time of writing, was considering the fire safety implications of Volumetric Modular Construction. Dan thanks Ceri Williams (TUC Cymru) for his advice and support over the past year.

Lynsey is an active member of the Council for Work and Health, ensuring workers' voices inform discussion and decisions. Conversations about universal access to occupational health have been particularly promising, and we hope this can be delivered in future.

Dan continues to represent GMB and the TUC on the Industrial Injuries Advisory Council. This year IIAC has considered research on women's health issues, and is beginning to analyse the body of evidence concerning neurological disease for those spraying pesticides.

Dan and Lynsey joined a RoSPA round table on skills shortages and resulting occupational safety & health risks. We highlighted that understaffing can make work unsafe, and that long lead in times for apprenticeships and new courses risk leaving training outdated before it starts.



LEGAL

Legal Services

GMB continues to provide a broad range of legal services, largely free to members, and with some non-employment services being available to their families. This is our commitment to providing a quality legal service to our members.

UnionLine remains the only trade union owned and operated law firm. Unfortunately, UnionLine at the beginning of February 2026 was the victim of fraud perpetrated by an individual contracted via another law firm to provide financial services within Unionline. This individual was arrested and admitted misappropriating money from UnionLine's client account. He also took money from a number of law firms where he provided the same financial services. We stepped in and ensured none of our members lost any money unlike the clients of other law firms affected by the fraud. We continue to work hard to ensure that our members receive high quality legal services and that they receive the compensation from personal injury claims they are entitled to, and are supported with work related issues.

Staff work with the nominated Regional Officers to ensure that we do everything we can to support our members within the union. A proportion of the work is dealt with in-house at Unionline in Sheffield, whilst more complex work is sent out to a network of highly specialised panel firms across the country who act as agents for our law firm.

In 2025/2026 we dealt with 288 employment matters. We advise and represent members with regards to unfair dismissal, trade union victimisation, discrimination, breach of contract, wages and a whole range of employment matters. GMB stands up for members who have been treated unfairly at work or have lost their jobs.

GMB has negotiated and advised on settlement agreements for members and over the last year we secured of £2.5 million on behalf of members.

We also continue to provide free legal advice on non-work-related matters and draft free simple wills for our members. With regards

to Personal Injury, we continue to provide a comprehensive service on Personal Injury matters for our members, and in 2025/2026 we secured £38 million in damages for our members. Since 2021 we have secured over £103 million. We have achieved significant settlements on behalf of members, the highest individual settlements were £5,350,000.00 to £450,000.00 during 2025/2026. Therefore, we will always stand up for our members who are injured at work.

It is more important than ever that members realise that using GMB's legal service will ensure maximum damages are recovered without any deduction from their compensation.

Employment Rights Act 2025

Working with colleagues in political and research & policy departments, we have been working on the implementation of the Act through various Regulations enacted by the Government. The Act is set to significantly improve employment rights and proposes changes to a wide range of labour laws. The Act applies to England, Scotland, and Wales. Northern Ireland has a separate Good Jobs Employment Bill which is being dealt with by the devolved legislative process.

The Act covers a wide range of areas including for example zero-hour and unpredictable contracts, fire and rehire, rights kicking in only after 6 months' service, sick pay, flexible working, maternity protection, enforcement of employment rights, pay bargaining including a Fair Pay Agreement in the adult social care, reinstating the School Support Staff Negotiating Body, better protections for agency workers and trade union rights including industrial action, statutory recognition and a right of access for trade unions in the workplace.

We responded to Government consultations on various Regulations and Codes of Practice including the rights of trade unions to have access to workplaces, agency worker rights, protection from detriments for taking part in industrial action and the introduction of e-balloting.

We have briefed MPs and met Government officials pressing GMB policy as Regulations are passed by Parliament enacting various parts of the Employment Rights

Act. In meetings with Ministers, we have strongly pushed back where we believe the Government's proposals fall short of what are in the interests of GMB members.

We are continuing to argue for more extensive changes to bring UK law more into line with internationally recognised protections and rights of freedom of association including the ILO Conventions, the European Social Charter, and Article 11 of the European Convention on Human Rights.

We continue to brief and support Regions and Officers on collective rights such as industrial action, statutory recognition applications to the Central Arbitration Committee and collective labour law matters. We have updated guidance to Regions with regards to the new rules on balloting and picketing introduced as part of the Employment Rights Act 2025.

We have been supporting officers in the private and the public sectors across the union. For example, enforcing the terms of collective agreements with ASDA and Evri. We have been briefing national and regional officers as new Regulations under the Employment Rights Act 2025 are enacted. This work is continuing.

Equal Pay

The union is supporting thousands of members in a number of large equal pay claims throughout the UK. In these claims members are represented by external union solicitors given the specialist nature of them, but our internal team remain heavily involved, particularly in negotiations.

Litigation

We continue to advise and manage large multi-party cases in all areas of the employment rights field in order to assist Regions, for example, employee status claims against Bolt. GMB continues to be involved in complex litigation. Therefore, GMB is changing the law to establish new rights for workers. For example, the Court of Appeal judgement in *HM Maritime and Coastguard Agency v Martin Groom*, which established worker status rights for volunteer coastguards.

Policy

We continue to contribute to union policy in all areas such as on individual and collective rights, responding to public consultations on employment law, including the Employment Rights Act 2025.

Training

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

Personnel

The National Office Legal Department comprises Manjeet Dhesi, Legal Director, Tushar Singh, National Legal Officer, and Lauren Strain, Legal Officer (Industrial Relations and Equal Pay).

Tushar is Secretary to the Congress 2026 Standing Orders Committee. I would like to thank Barry Smith, National Legal Officer, who has now retired, for all his hard work over the years and his contribution to fighting for members' rights.

ORGANISING

Following on from last year's work to revamp the GMB@Work organising policy, a national rollout programme has now commenced.

National Minimum Standards Agreed by the NOT

The National Organising Team (NOT) agreed that the following elements must be in place as a minimum requirement in every region:

- Each region adheres to the national organising targets.
- Each region has a dedicated organising team, headed up by the relevant NOT member.
- Each region has a Regional Organising Project Board.
- Each region operates a regional organising forum and has trained co tutors delivering GMB@Work on the induction course.
- Each region adopts an Organising Contract/Policy, committing to the national organising policy and setting out how it will be delivered locally.

Leadership and Management Engagement

It was agreed that any meaningful change to the way organising is delivered must begin with regional management leadership.

As a first step, Senior Organisers from all regions were invited to a national session in York to initiate the re embedding of GMB@Work principles. This event included the Senior Management Team, with presentations from the General Secretary and London Regional Secretary Warren Kenny, focusing on:

- The origins and purpose of GMB@Work
- The impact on membership growth when organising focus is lost

The session was a positive and constructive experience, showcasing strong examples of campaigning and organising from across the country. It also provided valuable opportunities for sharing best practice and building ongoing networks between regions.

Senior Organiser Development

Feedback from the York event was clear: there is a strong appetite for regular senior leadership discussions focused on organising and campaigning. Seniors highlighted the need to better understand:

- Our roles as leaders in organising projects
- What tools and support are required to deliver our organising objectives

A follow up event took place in February, where a deeper exploration of organising principles was delivered. Each region agreed to:

- Identify five actions to increase schools' organising activity
- Undertake a review of their regional organising approach, including:
 - Identifying barriers to effective organising
 - Developing practical solutions to remove those barriers

Engagement with the CEC

Following the initial Seniors event, a dedicated session was delivered with the Central Executive Council (CEC). This session reintroduced the core GMB@Work principles and explored what each CEC member could do within their region to actively support the rollout and embed organising as a priority.

Regional Rollout Progress

All regions are now actively engaged in the implementation phase of GMB@Work. Key progress includes:

- Meetings held with officers and staff to reintroduce the policy and principles
- Establishment of Regional Organising Project Boards
- Identification and training of co tutors to deliver organising content on induction

Most regions have now:

- Trained tutors ready to deliver induction content

ORGANISING

- Delivered their first all staff session, with follow up activity planned

Next Phase of Delivery

The next stage of the rollout will focus on:

- GMB@Work refresher training for all existing workplace representatives
- Development of branch specific training programmes
- Training for national committees on using statutory and consultative ballots as organising opportunities

Alongside this, the NOT has continued to share best practice on successful campaigns, with regions hosting sessions on issues such as schools organising and equal pay, often bringing in colleagues from across the union to share learning.

Focus on Schools Organising

Schools have been a key strategic priority over the past year. Significant progress has been made, including:

- Increased regional activity in schools across all regions
- Improved use of INSET days, which when approached correctly provide high impact access to workers and strong organising outcomes
- Direct NOT input into the national school's strategy

In addition, the union now has a national training offer for school support staff members, strengthening our organising capacity and growth potential in this sector.

Conclusion

Significant progress has been made in re establishing organising as a central, union wide priority through the rollout of GMB@Work. Leadership engagement, regional infrastructure, and shared learning have all improved. The focus for the coming year will be on deepening delivery, strengthening representative confidence, and ensuring organising principles are fully embedded in all campaigning and bargaining activity.



POLITICAL

This year our political priorities have centred around putting our members experiences at the heart of Government. With the passage and implementation of the Employment Rights Act ongoing we continue to press Ministers to ensure this once-in-a-generation legislation is implemented correctly and the full commitments set out in Make Work Pay are delivered in full.

Alongside this, we have continued to ensure that GMB's industrial priorities are represented at every level of political decision-making. Whether on energy, equal pay, manufacturing, local government reform, defence or workers' rights, our approach has been rooted in the experiences of our members and workplace representatives.

The Employment Rights Act

Over the past 12 months we saw the Employment Rights Bill receive Royal Assent, becoming the Employment Rights Act 2025. This marked a huge milestone for the trade union movement and for GMB, who campaigned tirelessly over many years to ensure that working people were at the centre of this legislation.

Throughout the Bill's passage, GMB worked closely with TULO unions, Ministers and MPs to defend key protections from repeated

attempts by the House of Lords to weaken or delay them. Our industrial campaigns directly shaped major parts of the legislation, particularly around trade union access rights, statutory recognition and protections for insecure workers.

Following Royal Assent, the Government has started consulting on different parts of the Act. GMB has engaged closely with this process as we continue to put pressure on the Government to ensure that the Act is implemented in full. Since passage we have responded to numerous consultations ranging across issues such as electronic balloting, bereavement leave, flexible working, trade union access, tipping, collective redundancy thresholds and fire and rehire.

A number of measures within the Act have already come into force including repeal of the majority of the Trade Union Act 2016, improved protections for workers taking industrial action, day one rights to paternity leave and unpaid parental leave, strengthened whistleblowing protections and reforms to statutory sick pay. Further measures will continue to be implemented throughout 2026 and 2027 and we remain clear with Government that implementation must not be watered down.

In Parliament and across the UK

The GMB Parliamentary Group has continued to meet every other month to discuss

POLITICAL

industrial campaigns and priorities across the union. This year alone we have raised public sector campaigns, equal pay, defence, skills, manufacturing, energy and implementation of the Employment Rights Act with the Group.

Engagement with Ministers and officials since the Labour Government came into office has been continuous and extensive. The union has worked hard to engage with multiple Departments that cut across our key industrial campaigns and priorities, ensuring that GMB members' voices are heard directly in Government.

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

The union has also continued its work responding to the changing political landscape across the UK. Following the rise of Reform UK and increasing fragmentation in politics, we have undertaken extensive workplace listening exercises with members and representatives across sectors to better understand the pressures facing working-class communities and how GMB can respond effectively.

SSSNB

GMB has spent the year building our position on the School Support Staff Negotiating Body (SSSNB) and fighting to make sure it delivers for our members. We represent tens of thousands of school support staff across the country and the SSSNB should deliver better pay, terms and conditions alongside a

meaningful national bargaining structure for support staff.

The union has met directly with the Department for Education and the Secretary of State Bridget Phillipson MP to discuss ongoing concerns and implementation, ensuring our members are put first throughout the process. We have also continued campaigning to ensure academy schools are fully covered by the new arrangements and that the SSSNB has the powers needed to make a real difference for support staff.

Equal Pay

Equal Pay continues to be a priority for the union. Politically we have taken this fight directly to Downing Street and Ministers across Government, arguing for stronger enforcement mechanisms so that working-class women across this country are able to get the money they are owed after years of wage theft.

GMB has reached out to every Secretary of State with policy influence in this area, while also engaging in frequent discussions with Bridget Phillipson MP and Ministers responsible for employment rights and equalities.

Building on our first national equal pay lobby in Parliament, we have continued to campaign around the forthcoming Equality (Race and Disability) Bill, pushing for stronger equal pay protections, mandatory ethnicity and disability pay gap reporting, and meaningful enforcement of workplace equality rights.



Energy

GMB has continued to place jobs, industrial strategy and energy security at the heart of our political work. We have campaigned consistently for lower industrial energy prices, investment in domestic manufacturing, and a worker-led transition to net zero that protects skilled union jobs and communities.

The Chancellor's decision to announce the Final Investment Decision for Sizewell C at GMB Congress 2025 was a significant recognition of the union's influence and our role in shaping the national debate around energy and infrastructure investment.

Workers to Westminster

Throughout the past year we have continued bringing members' voices to the heart of Government and Parliament.

Building Materials

MPs met with our representatives from the building materials sector covering construction, bricks and ceramics to discuss energy prices, manufacturing and the future of the industry.

Climate Jobs UK

GMB North East, Yorkshire and Humber hosted an event in Westminster bringing together stakeholders, workers and politicians to support GMB's involvement in Climate Jobs UK and discuss the future of industrial transition.

PPE Fit for All

MPs and Peers came together with workers and campaigners to support the campaign to ensure PPE is designed to fit all bodies properly, improving safety standards across workplaces.

Equal Pay Lobby

Members from more than two dozen active equal pay campaigns across the public and private sectors came to Parliament to demand action from Government and ensure equal pay reform remains a political priority.

Labour Conference 2025

At Labour Party Annual Conference 2025, GMB put forward motions on industrial energy prices and staffing in adult social care. We also supported motions and debates focused on guaranteed hours, public sector workers, AI and workers' rights, and insourcing. To every GMB delegate who spoke to these motions and contributed to wider debates on the conference floor, we place on record our thanks.

GMB maintained a strong presence throughout Conference, with our convenor at Hinkley Point C, Matt Williams, introducing the Chancellor of the Exchequer Rachel Reeves MP before her keynote speech. We also delivered a full fringe programme covering ceramics, manufacturing, workers' rights, energy and industrial strategy.

Conference also saw the launch of Climate Jobs UK alongside Prospect, Ed Miliband MP and industry stakeholders. This event brought together politicians, unions, workers and employers to discuss how Britain can deliver a jobs-first transition that protects workers and communities while meeting climate obligations.

Throughout Conference, our delegation remained disciplined and focused on ensuring that the voices of GMB members were heard clearly across every debate and discussion.



RESEARCH & POLICY

The National Research and Policy Department is closely involved in GMB's industrial, political, campaigning, educational and democratic work. The team provides strategic research and policy advice to other National Office Departments as well GMB's Regions, Nations and lay member committees.

Since Congress 2025, the team has mainly worked in the following areas:

Research

Providing research to support GMB Organisers and Reps' bargaining negotiations with employers remains a core element of the team's work. This includes assisting with pay surveys of members and providing research for pay claims negotiations with Local Government NJC (Green Book), Local Government Chief Officers, NHS Pay Review Body and employers such as Evri, HC-One care, Thompsons Solicitors and ABM Aviation.

The department produces a monthly Inflation and Wages report for all GMB employees detailing the latest changes to cost-of-living, average wages and pay deals across the economy. GMB staff and lay representatives can also access digital bargaining and organising tools on the department's online Reps' Tools website at: <https://rtools.gmb.org.uk/>.

The team has also supported GMB membership recruitment and organising by providing worker headcount data in Schools, Engineering & Construction and Defence Manufacturing sectors to assist workplace mapping.

The team also provides research and policy advice for union campaigns and press coverage.

Policy

The department continues to provide verbal and written evidence to government consultations such as the Low Pay Commission's on the National Minimum Wage and works with GMB's National Political Team to provide our responses to consultations in Labour's National Policy Forum. Since the election of the Labour Government in July

2024, the amount of work the team carries out responding to government consultations has increased, to help the GMB National Political Team deliver GMB's key aims in Labour's Employment Rights Act and other Make Work Pay commitments.

The department continues to support GMB Congress through managing the policy positions on branch motions, preparing the Congress agenda, and supporting the Chair and CEC throughout the event. The team has also authored, through consultations with activists across the union, the CEC Special Reports and Statements debated at Congress 2025 and going forward to Congress 2026. Similarly, team members continue to support our delegations to external conferences such as TUC Congress and Labour Party Conference by supporting delegation briefings, advising on voting positions in respect of GMB policy and assisting with speechwriting.

Delivering Education and Training

Members of the department continue to provide support to the educational and training work of the union including supporting the National Lifelong Learning Committee (NLLLC) and tutoring in the GMB Race Achievement Scholarship Programme (GRASP). The department continues to offer delivery of training to colleagues and lay members in Regions and Nations on understanding employers' financial information and useful data for pay bargaining.

The department is also responsible for relations with libraries that hold GMB's archives and historical records, namely the TUC's Warwick Archives and the Working Class Movement Library in Salford. This year the team have worked with Peoples' History Museum to provide GMB material to feature in its latest exhibition 'On The Line: 100 years of strikes and solidarity', which a miniature version of will be shown at GMB Congress 2026.

International

The department is also responsible for GMB's international work. In the last year, the department's international work has involved representing GMB on the UK-EU Domestic Advisory Group on trade, supporting several international solidarity appeals and actioning resolutions of GMB Congress on international

issues, particularly on Gaza and Ukraine.

Members of the team

The department is staffed by Ross Holden, Anna Barnes, John Callow and Cassie Farmer. More information relating to the work of the team can be found at: <https://www.gmb.org.uk/our-union/research-and-policy/>

ELECTION AND APPOINTMENT OF OFFICIALS

1 MAY 2025 – 30 APRIL 2026

ELECTION OF GENERAL SECRETARY & TREASURER

Gary Smith

APPOINTMENT OF NATIONAL OFFICERS

Nicola Savage Private Section

APPOINTMENT OF REGIONAL SECRETARIES

Nadine Houghton Southern Region

APPOINTMENT OF SENIOR ORGANISERS

Tom Warnett Midlands Region

Deanne Ferguson North East, Yorkshire & Humber Region

Michael Clark North West & Irish Region

Tom Hoyles Wales & South West Region

APPOINTMENT OF ORGANISERS

Matthew Wright London Region

Leona Roberts Midlands Region

Claude Bahati Midlands Region

Andrew Edmond Midlands Region

Matthew Henderson-Thynne North East, Yorkshire & Humber Region

Geraldine Hughes North West & Irish Region

Stephen McGhee GMB Scotland

Andrew Bell GMB Scotland

Alex Bryant-Evans Wales & South West Region

Jonathan James Wales & South West Region

Kyle Lowry Wales & South West Region

Rob Bailey Wales & South West Region



TUC CONGRESS AWARDS 2025

Abi Young – TUC Health and Safety Award Winner

Abi Young is a GMB Health and Safety Representative for Swissport at Birmingham Airport. Abi only became a Health and Safety Representative role in summer 2024. In a short period, she has more than doubled union membership in her workplace, using health and safety to organise and empower her members and building solidarity.

Her campaigning on welfare provision and facilities, and now on violence risks, has improved working conditions and her colleagues now have a safer, more secure environment.

Abi is the youngest ever winner of GMB's Mary MacArthur Award, which she was presented with at GMB Congress 2025. She has made a huge impact in a short time as an activist and is a well deserved winner of the TUC Congress Health & Safety Award.

PRIVATE SECTION

The Private Section Grades 1 and 2 membership stood at 225,270 in March 2026, representing a decrease of -0.04% over the year. The Section has the overwhelming majority of apprentice members, of whom there were 4,481 with an end date, at the end of March 2026.

In terms of the companies dealt with directly by Section National Officials, the combined membership of these stood at 101,437 at the end of March 2026. The Section also saw 44,596 new recruits over the last twelve months, which represents 51% of all recruits within the union.

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

Of the 25 Private Section National Committee members, the 22 who responded have recorded their gender breakdown as: 10 males and 12 females and their ethnic breakdown as: 20 – White UK, and 2–Black/Black British – Caribbean.

The industries and companies in the Section are currently covered by **Charlotte Brumpton-Childs**, Acting National Secretary (Management of full Section with direct responsibility for Engineering Construction, Civil Engineering, Steel, TICA, Nestle, Forterra, Glass & Building Materials and British Gas). National Officers include **Gary Carter** (Gas Distribution, M Group, Nuclear and Water), **Rachelle Wilkins**, (Retail and distribution, including Asda), **Eamon O'Hearn** (Chemicals & Pharmaceuticals, Food & Drink, Security & Cash, Private Hire & Taxi, including Uber, Uber Eats, & Deliveroo); **Matthew Roberts** (Aviation including British Airways & Swissport, Aerospace, Defence & Shipbuilding, Paper & Packaging and Thompsons Solicitors), **Nicola Savage** (Air Products, Logistics including Evri and Yodel, Electricity & British Oxygen), **Melanie Barlett**, Organising Assistant, (Developing Section Campaigns); Section Support is supplied by **Kerri Harding** and **Pat Gannon** (Senior PAs) and **Lacey Smith** (Support Worker).

Political

The Private Section has exercised sustained political influence throughout the year, ensuring members' interests are embedded in legislative reform, industrial strategy and energy policy. Central to this has been engagement on the Employment Rights Bill, particularly provisions on fire and rehire, day one rights, zero-hours contracts and workplace access. GMB's dispute at British Gas directly shaped the government's approach to fire and rehire, underlining the union's ability to set the political agenda through industrial leverage.

Union access remains a defining issue for the Section. With private sector union density at just 12%, GMB has argued strongly that meaningful workplace access must be central to any serious attempt to rebuild collective bargaining. The Section has opposed efforts to dilute these provisions and continues to campaign for access frameworks that support organising rather than consolidate existing recognition.

Beyond employment law, the Section has been deeply engaged in strategic policy forums including the Warm Homes Steering Group, the Net Zero Task Force and the North Sea Transition Authority. This reflects a consistent approach: supporting decarbonisation while insisting that the transition delivers secure, skilled, unionised jobs rather than fragmented, low-standard employment.

In clean energy, GMB has played a direct role in shaping the Fair Work Charter and Clean Industry Bonus, ensuring early access, worker voice and enforceable standards form part of the government's approach to offshore and renewable development. The National Secretary has also represented the union at the APPG on Energy Studies and provided evidence to national inquiries, reinforcing GMB's position as a leading industrial and political voice for private sector workers.

Aerospace, Defence & Shipbuilding Industry

We have continued to see membership growth this year, including 11% growth at BAE Systems and 6% at Babcock as the two biggest employers. We are working hard to change the narrative and ensure that we have sovereign capability in the industry with domestic directly employed jobs and

apprenticeships in our communities. We have said “no more” to the overuse of agency, to the outsourcing of work areas that we know detrimentally and disproportionately affects women workers, and to the sending of orders overseas that could and should be fulfilled at home. We continue to work with those who agree that defence should be an engine for good union jobs and prosperity, with initiatives like Team Barrow and Team Plymouth leading the way.

Chemicals

Air Products

Following a pay survey of members, a pay claim was submitted to the business for PG Operatives in January 2025. The pay claim was submitted to the business with pay talks commencing at the end of January. The business made a pay offer of 3.2% which was significantly short of members’ expectation and subject to a ballot; the outcome being a 64.4% rejection – GMB have issued a counter claim which was discussed at the next scheduled meeting in March 2026. Following the negotiations, the employer made an improved offer of 3.6% which was accepted by members.

BOC

Pay talks have commenced in 2025 for the CBU Bulk Drivers. There was concern from the JIU regarding the potential introduction of a two-tier workforce which has led to significant delays. Talks are due to recommence in April 2026 with the potential of a three-year deal. Pay talks for PGP Cylinder Operatives will start shortly, as will IPA (Industrial, Professional & Admin) – consideration is underway for a renegotiation of the IPA National Agreement. New National Agreements have been finalised and signed off for PGP Cylinder Operatives.

Aviation Industry

We continue our work towards eliminating the torrent of abuse and violence from passengers through our Airport Workers Against Abuse Campaign.

The main nationally-bargained employers in the sector – British Airways and Swissport – have seen a successful year with significant pay growth won, improvements to conditions

achieved, and a growth in our membership of 5% and 10% respectively. In Swissport, we have also significantly grown our rep base this year.

We have now secured a new national platform with Menzies.

Building Materials

Across the building materials sector, GMB oversaw complex negotiations during a period of market downturn.

Forterra

GMB resisted attempts to erode local terms and concluded pay negotiations, while supporting members through broader industry uncertainty.

Wienerberger

Extensive consultations on terms and conditions reform resulted in proposals that would deliver significant pay uplifts for the majority of members, address long-standing inconsistencies between sites, and rationalise allowances. Membership and engagement increased throughout the process. The company also announced temporary production shutdowns in response to reduced housing demand, subject to ongoing review.

British Gypsum

Negotiations concluded with members accepting an improved package following initial rejection. The settlement delivered consolidated pay increases, a guaranteed bonus arrangement during transition to a new performance scheme, and improvements to paid travel and overtime. Alongside this, NJC structures were strengthened and rep capability enhanced through bespoke training.

Tarmac

Members at Tarmac continue to experience the effects of repeated restructuring under the Way Ahead Agreement. Following earlier redundancy programmes, further organisational changes have been announced, particularly affecting customer service and sales functions.

A central issue remains the use of banked hours. Members report excessive flexibility being imposed without adequate

compensation or control, raising concerns about work-life balance and contractual erosion. GMB is actively examining collective options to address this imbalance and reassert agreed protections.

The union continues to represent members through complex consultation processes, resisting attempts to normalise restructuring as an ongoing management tool and ensuring that changes are challenged, justified and mitigated wherever possible.

Energy

British Gas – Field Services

GMB activity across British Gas Field Services has remained intense throughout the year. While the two-year pay deal delivered a period of relative stability, members continue to face escalating challenges linked to workload, performance management and management culture.

Changes to CTAP bonus arrangements, increased productivity targets in smart metering, and unsustainable CDM workloads have driven widespread dissatisfaction. Members report an increasingly punitive approach to performance and conduct, with inadequate consideration of reasonable adjustments and individual circumstances. GMB continues to challenge these issues through Field Services Councils and formal dispute mechanisms.

Operational concerns have also risen sharply, particularly regarding fleet reliability. GMB has formally requested detailed data on van downtime and replacement hire costs to evidence the true impact on productivity, earnings and safety. These issues reflect wider frustrations about operational decisions being taken without proper consultation.

Separately, GMB successfully led a high-profile campaign forcing the company to reverse its decision to withdraw Christmas vouchers and events. Following member pressure and union intervention, vouchers were reinstated with an enhanced payment, a clear demonstration of collective strength.

British Gas – Customer

Customer and Sales members have faced repeated rounds of restructuring during

the reporting period. GMB has been heavily involved in redundancy consultations, consistently pressing for volunteer-first approaches and reductions in the numbers affected.

Despite these efforts, cost-cutting programmes have continued, with further job losses proposed into 2026. This ongoing instability has had a detrimental impact on morale and confidence. GMB has made clear that workforce reduction cannot remain the default response to management challenges. Preparations for the 2026 pay round are now complete, with surveys concluded and negotiations scheduled. GMB will continue to press for pay progression, contractual stability and an end to the constant cycle of restructuring affecting customer-facing staff.

PH Jones

A one year pay agreement was reached at PH Jones in March 2026, effective from 1 April. The deal delivers a 3.6 percent increase to base pay and price work rates, with overtime and allowances increasing in line. Pay for Level 8 Lead Business Customer Service employees was uplifted to Real Living Wage plus 5 percent, ensuring improved minimum rates. The agreement maintains Real Living Wage compliance and delivers a consolidated pay increase for members during continued cost of living pressures.

Cadent Gas

Negotiations on a new sickness absence policy were completed and rolled out in May.

2025/26 pay negotiations concluded with Legacy field force and Staff employees getting 4%. Those on the new starter Cadent G field force contract received 4.5%.

Cadent launched a voluntary redundancy programme amongst staff and administrative employees. Over 300 employees put in notes of interest and over 200 staff left the business.

There was then a further round of compulsory redundancies in staff grade. Staff morale has been badly hit, and members are fed up with constant reorganisations. It smacks of Cadent not knowing what they are doing. Compulsory redundancies have been kept to a minimum, but staff are worried about increased workloads and further rounds of redundancies

as we go into the next regulatory period.

Arising from proposals by the company to introduce inward facing cameras in field force vans field force we ran a survey. The GMB Health & Safety Department shared the successful Asda survey which we used as a template for the Cadent survey.

We had a really good response with GMB members overwhelmingly against inward facing cameras being fitted in vans and 93% of members willing to take industrial action to stop this from happening. The survey results have been shared with the company and talks arranged for 27th November. This and discussions with the company has helped move Cadent away from inward facing cameras and towards an alternative in cab alternative system.

Members at the Stockport depot took part in industrial action over increased weekend working. Just prior to action escalating to strike action an agreement was reached, where the company committed to keeping weekend working as low as it can be and sitting down with GMB in May to discuss the winter rotas. On this basis members agreed to pause the industrial action. The reps, members and regional organiser, Steve Whittle, have all done a great job in fighting for a better work life balance.

The 2026/27 pay talks have started. The initial offer was 3.25% one-year pay deal or a two-year deal worth 3.4% this year and 12-month average CPIH inflation linked deal for next year. Both have been rejected and further negotiations have been scheduled.

EDF

EDF has been recognized as one of the top 10 'Best Places to Work 2025' by The Sunday Times, highlighting its commitment to employee engagement and a positive workplace culture.

Hunterston B Nuclear power station has completed defueling and was scheduled to be transferred to NRS on 31 March 2026. GMB, EDF and NRS have worked together to prepare a transfer agreement that may be modified to accommodate future transfers to NRS.

Pay negotiations are currently underway within the Customer and Retail membership. Surveys and pay claims have been amalgamated as

part of a JTU claim. We are waiting on a full and final offer from the employer in respect of the two bargaining groups. Following the retirement of our lead rep within customer, we are in the process of skilling up reps by way of weekly engagement sessions to help improve membership across EDF.

Gas Distribution Networks

Prior to Ofgem's final regulatory determination the gas distribution companies started restructuring. In Cadent this meant a voluntary redundancy and compulsory redundancy round amongst the staff populations. In Wales & West the company threatened outsourcing which was successfully fought against in GMB Wales & South West region.

All the companies asked for significantly more in their submissions to the regulator and got more than they did in RII02, but less than they wanted for RII03. Cadent Gas has appealed the 1% ongoing efficiency element of its settlement to the Competitions and Markets Authority.

Despite all the upheaval membership in gas distribution has held up well.

Training for senior reps was organised on advocating for the future of gas. A meeting with MPs was well attended, and Cadent reps are organising a biomethane visit with local Midlands MPs.

Grain LNG Limited

The very profitable liquid natural gas business has been sold by National Grid to Centrica and a US company ECP. Union recognition has transferred, meeting with joint trade union National Officers have taken place, and we're currently drafting the pay 2026/27 pay claim.

National Decommissioning Agency - NDA

Hunterston B nuclear reactor transferred from EDF to NRS, which is part of NDA, on 1st April 2026 for decommissioning. The number of trade union seats on the NRS negotiating body has been increased to reflect former EDF seats coming on board. Hinkley B will transfer on 1st October 2026.

Prior to transferring, NRS agreed to honour EDF pension contributions where the employer pays a top rate of 15% on the defined

contribution pension scheme. NRS will also honour the 4.1% pay increase which was previously agreed with EDF Generation as part of a three-year pay deal.

The transfer agreement has been finalised in time for the transfer of Hunterston B nuclear station from EDF to NRS for decommissioning. Both NRS & Dounreay are in the civil service pay remit and the desire remains to get both organisations out of the remit and into local collective bargaining. NDA also wants this to happen, as it will help with the recruitment and retention of staff in an increasingly competitive nuclear sector. A business case is being developed, which GMB will be looking to support.

There have been funding cuts across the NDA as part of the Government's spending review. This will have an overall negative impact on decommissioning which GMB has been campaigning against. Job reductions have mostly affected non-front-line roles, with a voluntary redundancy programme being put in place.

National Gas Transmission

National Gas Transmission secured more investment from Ofgem as part of the next five-year regulatory settlement. It did not get as much as it wanted, but fared well in making its case for investment in the gas transmission network. This should see an increase in jobs. Prior to the announcement of the final Ofgem determinations, GMB reps had to deal with some tricky redundancies in London and North West regions involving long service employees. A further reorganisation in preparation for the new regulatory period is underway and GMB reps have been doing a great job representing members and holding management to account.

GMB membership has been steadily increasing in the operations area of the business thanks to the hard work of the reps. A two-year pay deal was finally concluded for 2025/26 and 2026/27. They were a tricky set of negotiations and ACAS had to get involved to help move things along. The first-year increase of 3.75% was backdated from 1st July 2025 and the second-year increase is based on average CPIH inflation for the first three months of 2026, plus 1%. January inflation rate was 3.2%, which was duplicated in February, whilst in March inflation is expected to rise

because of the war in the Middle East. 0.25% of the second-year increase has been brought forward and paid on 1st April 2026.

A review of the pay progression system is being carried out. Progress has been slow so far. More discussions are planned for the spring and summer months.

National Grid

The organisation has changed greatly over the last few years. National Gas was sold to a consortium led by MacQuarrie. The National Energy System Operator (NESO) part was brought into public ownership and most recently National Grid sold its Liquid Natural Gas business at Grain to a consortium headed by Centrica. In its move away from gas, it bought the electricity distribution company West Power Distribution and renamed it National Grid Electricity Distribution (NGED).

National Grid has got the go ahead from Ofgem to launch major investment in its electricity transmission business. This is part of the Government's clean power plan and to increase the capacity of the grid to enable greater electrification. This will mean more skilled, well paid union jobs.

The second year of the National Grid Electricity Transmission pay deal was confirmed as 4.22% which was based on the CPIH 12-month average and paid from 1st July 2025.

As part of the two-year pay deal, it was agreed that talks between the unions and company would take place on putting in place an enduring pay progression system for Level 6 to 8 employees. After a lot of workshops and discussions the company has made a final offer.

The proposal is for only two years rather than being enduring and is partly based on skills and performance. The offer provides for pay progression at 3.5% for on target and 4.5% for above target. GMB will be balloting members on the offer as the best that can be achieved through negotiation.

Separately, the pay claim for 2026/27 has been submitted. GMB membership at National Grid has continued to grow.

NESO (National Energy Systems Operator)

There were a few hours when the Human Resources department at NESO tried to derecognise GMB, but some swift action by the Political Department got things back on track. A new recognition agreement and handbook which includes GMB has been signed.

Following a few months of negotiations, NESO tabled a final offer on pay progression. This was balloted on and rejected by members of the joint trade unions.

Pay surveys have been completed, the joint union pay claim submitted and an initial pay meeting with NESO meeting has taken place.

M Group (Morrisons Data Services)

During 2025, Morrisons Data Services changed its name to M Group Energy, although to date employees are still waiting for uniform and branding to be updated. This can cause problems when visiting client sites. In February 2026, new vans were delivered with the old Morrisons Data Services branding. Staff are also still waiting for new and up-to-date handheld devices.

The meter readers are paid the National Living Wage, which went up in April 2026, plus a top up. Pay talks are scheduled for September 2026. M Group Energy reported at the last national staff council that they are financially doing well.

SSE

There were cost cutting redundancies in Renewables, Hydro and Distributed Energy. The renewables redundancies have been brought about because of difficulties getting renewable projects built and connected. In distributed energy there are volatile conditions in EV hubs, heating networks and large-scale energy solutions. The redundancies in hydro were harder to justify, but there were sufficient volunteers that wanted to go. Improved redundancy terms were negotiated and agreed.

The electricity transmission business in Scotland has received significant funding from Ofgem as part of the final regulatory determination. This will create jobs in the supply chain and in SSE transmission by building infrastructure to upgrade the grid and

connect new electricity supply into England. Fatigue management discussions have recommenced.

The negotiations have been taking place, on and off, over four years, without much progress being made. The major stumbling block has been the company's desire to introduce a shifts system in its distribution business. The most recent talks have centred around earnings protections, but the proposed voluntary shift system was unacceptable.

Pay surveys went out, the 2026/27 pay claim was submitted and pay talks have taken place in Scotland. The priority for members is a substantial increase in base pay as the cost-of-living crisis continues to bite. The negotiations have been heavy going, and though progress has been made they have now stalled. Further talks are scheduled for late April.

Engineering Construction

The past year has been dominated by increasingly difficult industrial relations across engineering construction, with prolonged NAECI pay negotiations testing employer resolve and union organisation. Repeated failures by the ECIA to table acceptable offers led GMB, alongside sister unions, to prepare members for escalation, including readiness for industrial action.

Sustained workplace campaigning forced employers to significantly improve their position. By spring 2026 an above-RPI pay offer, the highest achieved in construction for the year, was secured, including uplifts to basic rates, welding proficiency payments, radius payments and allowances. GMB national officers recommended acceptance on the basis that this represented a clear improvement driven by collective pressure. Preparations are now underway to open 2027 pay negotiations without delay.

GMB also secured key strategic wins, including confirmation that major Tata Steel decarbonisation works, notably the Electric Arc Furnace at Port Talbot, associated upgrades, and the Trostre Pickle Line replacement, will be delivered under NAECI, guaranteeing union labour and national terms. Early engagement also commenced on Net Zero Teesside to lock in NAECI coverage from the outset.

Construction (CIJC)

The CIJC agreement was concluded with members securing increases to pay rates and allowances, alongside improvements to sick pay and subsistence. GMB continued to engage on skills policy nationally, responding to government proposals on Technical Excellence Colleges and clean energy workforce planning, ensuring unions remain integral to future training structures.

Hinkley Point C

Union organisation at Hinkley Point C remained strong throughout a period of transition. As the project moved into the mechanical phase, workforce numbers began to rise sharply, with up to 1,500 mechanical workers expected, while significant civils redundancies were anticipated as packages closed.

GMB continued to support affected members through redeployment and retraining, while engaging closely on changing contractor structures, including the introduction of Arabelle Solutions and its subcontracting model. Assurances were secured on the use of UK labour, including minimum UK welder ratios and UK-based scaffolding provision.

Work also continued to manage the implications of Bylor transitioning to a Unit 2 workforce, mitigating the impact of redundancies wherever possible.

In April 2026, EDF and Bylor signed GMB's Inclusive PPE Charter, following years of campaigning from reps on the ground. As founding signatories, they have committed to work in partnership with GMB to ensure all workers are fully protected, setting global safety standards in engineering and construction for a diverse workforce.

Thermal Insulation Engineers (TICI)

After a period of heightened tension and preparation for industrial action, a strategic shift in negotiations delivered a strong three-year settlement. Members voted decisively to accept a deal providing 4% annual pay increases for 2026 to 2028, improvements to sick pay, maternity provision, and the establishment of a new Joint Well-being Committee.

This is the strongest agreement in the sector

and demonstrates the value of coordinated leverage across engineering construction. GMB made clear that employer withdrawal from long-term commitments in future would trigger immediate escalation.

Sizewell C

Sizewell C reached a crucial milestone with the Government's Final Investment Decision, representing the largest clean energy investment in decades. This secures around 10,000 construction jobs and establishes a long-term pipeline of skilled, unionised employment.

GMB has been central to ensuring early union involvement. Lessons-learned sessions between Hinkley and Sizewell were delivered, covering industrial relations frameworks, health and safety structures, training pathways, equality issues and inter-union working.

A campaign was also launched to challenge the treatment of workers on enabling works, including scrutiny of agency labour and potential bogus self-employment, while transitional minimum standards remain in place ahead of full collective agreements.

Steel

The steel sector continued to face existential challenges but also important turning points. British Steel remained under government control, with negotiations ongoing to resolve Jingye ownership. The business began to stabilise operationally, restarting apprenticeships, converting agency workers to permanent contracts, and increasing output levels.

Pay settlements delivering increases of between 2.5% and 10% were secured, and preparations began for the next pay round. GMB also raised serious concerns about UK steel being bypassed for major infrastructure projects, including Net Zero Teesside, and is actively working across regions to protect domestic production.

Tata Steel

At Tata Steel, decarbonisation work continued under Project Invictus, with EAF construction secured under NAECI. However, industrial relations deteriorated under Project Refresh, leading GMB and sister unions to withdraw

engagement until meaningful progress is made on core workforce priorities.

Food and Drink Industry

Nestlé

Nestlé remained a major focus throughout the year amid global restructuring and continued pressure on UK sites. GMB successfully fought to avoid compulsory redundancies at York and challenged broken commitments linked to Project Domino. The union made clear that trust must be rebuilt before any further offshoring discussions could be entertained.

Pay negotiations concluded in 2025 with a 3.5% increase, and for 2026 the employer tabled a 3.9% offer which unions are recommending for acceptance alongside commitments to ongoing joint working groups on unresolved issues, including technology and AI impacts.

Legal Services

Thompsons

At Thompsons, pay negotiations during the year were challenging, with members initially rejecting a zero percent pay offer. Following sustained pressure from GMB, the employer improved its position, resulting in a consolidated 1.5 percent pay increase alongside a one off £300 payment, backdated to May.

While modest, the outcome represented a material shift by the employer and avoided escalation. GMB continues to engage with members on wider structural and workload issues within the firm.

Paper & Packaging Industry

A challenging year has seen site closures and uncertainty, but we have continued to fight the good fight and pay and conditions have improved.

Retail and Logistics Industry

Asda ALS

Following on from the Employer attempting to bring USDAW into the Distribution Depots, to represent the Salaried Managers, and an application to the CAC, after nearly a year of discussion and negotiations in March 2026

the Recognition Agreement was finally signed. The Salaried Managers have now submitted their first Pay Claim to Asda on Pay, Hours and Holidays for 2026. However, Asda ALS have had a difficult last 12 months, with the Employer making the decision to reorganise their Distribution Business with a Redundancy Programme for the Manager Group, and a Proposal for Transport to move to Regional Hubs, which is currently at Dispute Stage with the Employer, and moving to Conciliation Stage with ACAS. The Employer, as part of this proposal, are looking to move their online delivery operations for George.com to DHL Supply Chain in Derby, with circa 1,200 employees at the three existing Distribution Sites impacted later in 2027. GMB are urging Asda to bring discussions forward and not leave our members in limbo until 2027.

Asda Retail

The Asda Equal Pay Claim is now in its final stage as of March 2026. In early 2026 the Employment Tribunal confirmed that, in total, another 29 shop floor roles are of Equal Value to depot roles, it is now believed that Asda will not appeal this latest judgement, with this now totalling 41 roles successfully confirmed to have Equal Value to depot roles. Unfortunately, there were another five roles that were found not to have equal value, however, GMB and Leigh Day have urged these members to stay with the claim due to possible previous job roles which will mean they will potentially still have claims.

After discussions with Asda early in March, we have now entered into Voluntary Negotiations alongside USDAW for a Recognition Agreement for the Retail Salaried Managers which will begin in April 2026.

There have been tentative discussions on pay bargaining for the Hourly Paid Employees, with further discussions in April 2026.

Asda Security Guards have now been TUPE'd to Mitie. Mitie have agreed to sign a full recognition agreement for the staff transferred, providing new opportunities for member growth, rep development and formal pay negotiations.

Asda have recently agreed to support the GMB GRASP Programme with release for one delegate and also one seat on the Retail GMB Asda Forum.

ASDA H&S Forum

The Health & Safety Forum has been running multiple campaigns, from pushing neurodiversity on to the leadership agenda to supporting inclusive PPE in Parliament. The biggest wins include; doubling private injury claim wins to over £1.5m, stopping Asda implementing driver facing cameras through the nationwide organising efforts of safety reps, and forcing Asda to introduce asbestos training across the business. All seven regions run a programme of safety inspections – structured to provide reps with regular access to recruit new members and as an evidence base for negotiations.

Bestfood

The Bestfood Conference took place in April 2026. GMB continue to build on the Rep Structure, maintain density, and deliver for members

Bidfood

We are currently waiting for the outcome of the complaint made to the CAC regarding anti-trade union behaviour during GMB visits to depots. Once we have the decision from the CAC we will move forward with a ballot of the members for Statutory Recognition through the CAC.

Evri

During the last twelve months there have been some changes to the National Committee and National Officer – the new team is working closely to resolve outstanding issues and working well together.

There are two outstanding disputes with EVRI in respect of the misbanding of parcels and the introduction of a new product introduced in April 2025, which impacts members' pay and volume of work. We hope to resolve these issues within the coming months. With the absence of resolution, this has led to frustration from members and Reps.

Talks are currently underway in respect of the items in dispute and outstanding pay claim submitted in April 2025 – GMB National Reps met with the company in February 2026 and again in March 2026.

Following extensive negotiations on 2025/26

pay (claim submitted in April 2025), the company has made a full and final offer to the GMB which seeks to incorporate the two outstanding disputes. This will be subject to a national ballot.

Yodel

Significant change has been experienced by members within Yodel over the last 12 months with the acquisition by Inpost completing in the first half of 2025. Yodel has experienced a number of redundancies across the board as a result of the transition and the merger of back-office departments i.e. HR, IT etc.

InPost is currently subject to a consortium purchase with the outcome to be determined around September 2026.

Over the past 12 months, final mile delivery has transitioned into an SE model of contractors resulting in significant redundancies. Pay surveys have been issued to members, with a pay claim being submitted in January 2026. GMB met with the employer in February 2026, and we have since received an offer from the employer. A ballot of members took place in March 2026 with the company's proposal being rejected by members. Further negotiations will take place in the coming month which will be subject of a further ballot.

Security

Mitie

GMB continues to grow in Mitie on their new DWP contract, with members likely to benefit from both the Real Living Wage and a payment allowance for training standards that is being negotiated for over 2,300 guards on the contract.

ASDA Security guards have transferred to Mitie which will further increase GMB's footprint in Mitie.

G4S Secure Solutions

G4S Secure Solutions continues to secure its contract base after losing the DWP contract and both G4S Cash and Loomis members are campaigning to save their industry, which has been broken by both companies and customers.

This is why we have revived our Access to

Cash campaign which is long-standing GMB policy.

G4S Cash, Loomis & GEOAmey

GMB Reps are involved in ongoing pay negotiations in G4S Cash, Loomis and GEOAmey.

SIA

GMB is still looking to establish formal consultation arrangements with the SIA into 2025, though they and Ministers have proven difficult to meet.

Securitas

GMB National Reps have been working to increase the number of local reps we have across regions and contracts. By engaging with members directly and seeking volunteers during consultation on workplace issues, they have identified members in every region who are now on their way to becoming reps. Once training is complete, we will have significantly improved workplace coverage and have more reps to contribute to national organising and campaigning efforts.

Taxi and Private Hire

GMB membership continues to build, and we are increasing our activity across many crucial policy areas, such as National Licensing Standards, LTA's reforms, introduction of AVs, AI, automated decision-making, cross-bordering changes/restrictions, dynamic pricing, livery campaigns and digital rights. The latter issue in particular will continue to be a key into 2026, as GMB seeks to improve industry standards, increase transparency and stability of driver earnings – especially ahead of the likely deployment of AVs in TFL later this year.

Water Sector

The water companies have over a hundred billion pounds to invest over the next five years because of the huge increase in customer bills. To cut leakage and reduce pollutions the water companies are going to have invest in skills and training. GMB has been making the case for workforce plans with water companies, OFWAT, training providers and Government.

There was a successful skills & training event with GMB reps, representatives from

Water UK, Defra, and the water companies coming together to discuss and address the skills agenda. Follow up activities are being planned.

Regular meetings between GMB reps and OFWAT have taken place during the year and GMB reps have met with Emma Hardy, Water Minister on several occasions to discuss Thames Water, the Water White Paper, workforce plans, and abuse and assaults within the water sector.

Cliff Roney, retired Thames Water employee and London Regional Council member, was involved and played an important role in channel 4 docu-drama Dirty Business which aired over three nights. Cliff attended a Parliamentary drop-in session where over 100 MPs attended to hear from those involved in the production about the pollution of our rivers and seas.

Membership in the water sector has passed the 10,000, which is a great achievement. A big thanks to GMB reps, regional organisers, and the National Water Forum for all their hard work and commitment.

2026/27 pay rises in the sector have been running between 3.6% and 4.6% within the water sector.

Thames Water

GMB members voted to accept a 4% pay offer for the 2025/26, which was one of the higher rises in the water sector for the year.

Although Thames Water got the go ahead from the courts to borrow £3 billion from its creditors, at high rates of interest, the future ownership of Thames Water and financial wellbeing of Thames Water is still uncertain.

Thames had announced that their preferred bidder was US private equity firm KKR, which also has a minority holding in Northumbrian Water, but this deal fell through when KKR pulled out.

Since June 2025, Thames Waters lenders under the umbrella of London & Valley have been in talks with Ofwat about taking ownership of the company. The Government says it wants a private sector solution and will have to give its go ahead should there be agreement between London & Valley and the regulator.

London & Valley have put their best and final offer to OFWAT to take control of Thames Water. London & Valley, say that talks are progressing. OFWAT said that talks are continuing, but they are some distance apart. Other potential buyers are circling, including CKI infrastructure which owns Northumbrian Water. GMB has met with all parties, and we are pushing for protections on jobs, pay, and pensions.

Arising from last year's pay settlement, agreement has been reached with Thames Water to increase the pay bands for staff that had their allowances rolled into basic pay. This will result in a large reduction in the number of employees that are red circled. The next stage in the reward talks is to tackle new starter rates of pay and, in particular, allowances for shifts and weekends.

2026/27 Pay talks have started. The initial offer was 3.25% and one-day extra leave this year, which has been rejected.

Thames Water branches have made big investments in terms of time and resources to recruit new members to GMB and grow their workplace strength. Regional reps have increased GMB's visibility and reach, by arranging full induction access and providing local reps with recruitment packs for visits.

PUBLIC SERVICES

GMB members working across public services are still not feeling the benefits of a Labour Government. Regardless of sector, services have been decimated after years of underfunding. It is GMB members that are keeping services running, continuing to work under extreme pressures, chronic staff shortages and in crumbling buildings. Pay across the public sector has not been restored to pre 2010 levels and there are still no plans by the government to rectify this. That is why public service workers who are GMB members are taking matters into their own hands. Leading and running campaigns at a local level to deliver real change and get more money into members pockets. That's what the Fixing Public Services campaign is all about. Spotlighting some of the great campaigns across the sectors and offering real hope and inspiration to others to do the same. We continue to work with regions and nations to produce useful resources and training to support their campaigns.

Grade 1 and Grade 2 membership as of March 2026 was 264,910 an increase of 5,434 on the same period last year. Public Service membership accounts for 53.8% of the total Grade 1 and Grade 2 membership and has been responsible for 49% of the total recruits in the last 12 months.

GMB Public Services Section work is overseen by committees of lay members, led by the Public Services National Committee, which is chaired by Simon Day, Section President. The gender breakdown of the Committee currently is 18 Female and 10 Male. The ethnic composition is 4 Female Black, 14 Female White, 2 Male Black, 7 Male White, 1 Male Asian (details correct as per the committee and membership system).

The Public Service National Office Team is:

Monica Julius	Senior Section PA
Annie Lawson-Foley	Support Worker
Ann Campbell	Support Worker
Stacey Booth	National Officer: Schools & Academies

Kevin Brandstatter	National Officer: Local Government; Civil Service; Further & Higher Education; Environment Agency; Ministry of Justice & Legal Aid Agency
George Georgiou	National Pensions Organiser & National Officer: Police Staff; Probation; Prisons; Local Government Chief Officers and Craft Workers
Natalie Grayson (Maternity Leave) Covered by Will Dalton	National Officer: Social Care
Sharon Wilde Covered by Nathan Holman	National Officer: NHS & Ambulance; Contractors
Rachel Harrison	National Secretary

Local Government

The joint trade union pay claim for 2025/26 was submitted to the National Employers via the Local Government Association (LGA). The claim called for: an increase of at least £3,000 on all spinal column points, a clear plan to reach a minimum pay rate of £15 an hour, one extra day of annual leave for all staff, a reduction in the working week by two hours, with no loss of pay, and the ability for school staff to take (at least) one day of their annual leave during term time, with no loss of pay. The National Employers made a full and final offer of 3.3% without any negotiations. Members of all three trade unions rejected the offer. 77% of those GMB members who voted in the ballot, voted to reject the offer. However, no union secured a 50% turnout, although GMB turnout increased to 37% from 24% the previous year. In July 2025 the trade unions settled with the employer and the increase was implemented and backdated to April.

In November 2025, we held a Local Government event in Leeds. There were almost 100 delegates in attendance, from across all regions and nations. The 24 hour campaigning event was designed and led by national committee reps and covered campaigning sessions on health and safety, equal pay, pensions and pay.

For 2026/27, GMB Committees met to consider how to consult and engage members throughout the whole pay campaign, from consulting on a claim to the settlement. The Committees agreed that the claim submitted in 2025/26 should be the basis for 2026/27 with minor amendments and that members vote to support or not support the proposals. The minor amendment was to abolish the level 1 TA role and upgrade them to level 2. We increased member engagement on this part of the campaign by 2,000 up to 8,000 members, compared with the previous year. On 23 March 2026, unions met the National Employers and presented the claim, employers asked questions and the employers in Wales said they would abolish the Level 1 TA role and all in the role would be raised to Level 2. The employers called the meeting to a close and made a full and final offer of 3.3%, rejecting all other aspects of the claim. At the time of writing, GMB is consulting members in a ballot with a neutral stance which closes on 22 May.

Chief Officers

The national employers made a full and final offer of 3.2% for 2025/26. 91% of members voted to accept the offer.

Craft Workers

The national employers made a full and final offer of 3.5% for 2025/26 which GMB members accepted. Unite members rejected the offer and are still seeking further meetings with the employers (which they have refused) to increase the offer. At the time of writing, we are awaiting Unite next steps prior to the award being paid to GMB members and allow negotiations to start for 2026/27.

Schools & Academies

The SSSNB was enshrined in Law on the 18th of December 2025 as it is contained within the Employment Rights Act. GMB have engaged in all meetings to date which had been established as 3 strand groups below.

- Constitution
- Role Profiles and Job Evaluation
- Transition from NJC

The only strand to have almost completed

is Strand 1. There is a separate trade union constitution that GMB are currently in the process of amending as it uses old NJC terminology, so we are bringing it up to date and have proposed changes to the seat numbers and chairing arrangements. Strand 2 is the area of most concern. In June 2025 the government produced an amendment to the primary legislation which was in two parts: part one ensured protections for all on transfer into the body which we agreed should be the case; part two introduced local pay bargaining beyond any agreements reached in the SSSNB which will see employers bringing competition into education.

GMB have lobbied for a fair pay terms and conditions framework that would see an end to the current chaos of academies doing what they want. The amendment has come from CST (Confederation of School Trusts) lobbying for this change and as a result of the amendment there has also been a pause on strand 2 work which is a huge concern as the body commences in September.

We have opposed these proposals at every opportunity including at regional TUC, in meetings with the Secretary of State for Education and at CEC but the amendment has passed.

It gets worse as in March the government released their SEND reform consultation that refers to all schools joining a trust. We have made the Secretary of State for education aware of our anger and disappointment. We have also notified the members via a video message from the National President. There is a campaign timeline of actions to ensure that as we get ever closer to the implementation month of September that members have been actively engaged and know that GMB value them and that we will be doing everything to ensure this government and employers begin to value them.

The clinical delegation campaign is continuing. Another DfE paper opened for consultation in relation to medication and allergies and we managed to ensure all 27 references to clinical delegation were removed from the consultation paper which we consider a win, and they did listen and act on our representations. We tentatively wait on what happens in the autumn around clinical delegation as the campaign is requesting a nurse led system in schools not a TA led

system as is currently happening. The work in the IET partnership continues and the areas we are working on are cover supervision, AI and technology and clinical delegation. The reason being these are active campaigns in GMB and they affect our members.

Schools and academies recruitment continues across the union, and we continue to grow even with the continued recruitment of school support staff by the NEU. We need to continue doing what we do well and keep winning for members. Two regions recently held school support staff events which the National Officer attended. Both events were fantastic, and the reps and members who attended were engaged in the events and activities.

The National Schools Committee have a couple of new representatives who work in schools and are bringing new ideas and enthusiasm to the meetings. One of the reps also has an Early Years background as we have a motion to Congress this year on giving Early Years a voice in GMB.

Schools have secured an organising event in November 2026 which is exciting, a steering group has been established to ensure that the event is a success so planning starts now.

We also recently hosted two webinars for support staff, funded by the Lifelong Learning Committee and assisted by the National Organising Team. One on behaviour and one on AI in schools. We will see how well they are attended and what feedback we get as to whether we look to deliver more professional school support staff training.

NHS & Ambulance

For the 2025/26 pay round, GMB national reps agreed to re-engage with the NHS Pay Review Body (PRB) process. However, we felt let down by their report of recommendations to government as they failed to recommend or even acknowledge the significant amount of evidence GMB presented on priorities for our members that sit outside of headline pay.

Therefore this year, the national reps disengaged from the PRB process again and worked with other health unions to call for pay negotiations. Despite the PRB process going ahead and a recommendation of 3.3% being imposed, we have secured negotiations on Agenda for Change pay structural reforms

that have the potential of delivering more to our members in headline pay and other conditions. There will be a Tri-Nations group representing England, Wales, and Northern Ireland for 2026–27. Scotland will not be part of these negotiations.

This marks a significant shift away from the Pay Review Body (PRB) process towards direct pay negotiations with Governments. These discussions may result in a two- or three-year agreement. As the PRB had given a recommendation of 3.3%, the Governments have implemented this to be paid on the 1st April 2026 rather than what has been happening, where this is implemented in around September and backdated to 1st April.

In November 2025, we held an NHS and Ambulance Service event in Leeds. There were almost 100 delegates in attendance, from across all regions and nations. The 24 hour campaigning event was designed and led by national committee reps and covered campaigning sessions on job evaluation, getting more involved with the union and Congress. It was a great success and reports of all the great work that has continued back in the workplace as a result are inspiring.

Civil Service

The Government's promises to improve industrial relations in the civil service have led to proposals from the Cabinet Office, which fall a long way short of restoring what the last Government took away. Cabinet Office made no progress to cut the number of Arm's Length Bodies, which employ tens of thousands of employees. The apparent cost of changing the current set up would require too much Parliamentary time and would also not make the savings new Ministers thought. Across the Civil Service and its Arms Length Bodies there are still over 200 additional bargaining units involving pay negotiations. The remit is drawn up by the Cabinet Office. At the time of writing the Cabinet Office had not consulted trade unions on the pay remit for 2026/27, following the appointment of a new Head of Cabinet Office, but had indicated it would be a simpler exercise in 2026 with major and longer term change in 2027/28.

In the Ministry of Justice negotiations for 2025/26 resulted in an offer of 3.75% for most staff which was accepted by all unions except PCS. Trade unions had success in persuading

the employer not to pursue the recovery of £35m in overpayments made by the external provider SSCL.

Negotiations in the Environment Agency for 2025 pay bill increases of 3.25% plus 0.5% set aside to cover anomalies, low pay and recruitment issues. 82% of members accepted the offer in a ballot. The dispute over staffing levels on the River Thames last year, led to a ballot for industrial action. 92% of members voted for industrial action and led to meetings with senior officials and the Minister Emma Hardy MP. GMB showed the need for a significant increase in staffing levels, which are now 50% higher. There are ongoing problems with training, provision of safety equipment and local management. This is a member led campaign to ensure safety of staff and the public who use the River for Leisure and had terrific support. There are plans to set up a water regulator which may see hundreds of EA employees moved to the new Agency. GMB has met Minister Emma Hardy to raise the concerns of members in the EA.

In 2025, Capita were fined £14m after a data breach involving the details of 6.6m people including thousands working or retired from the Environment Agency. Despite this Cabinet Office announced Capita as the preferred bidder to manage the Civil Service Pension Scheme (CSPS) following the end of a contract with another external provider MyCSP. The GMB position was that the contract should be brought in house in line with Government promises on insourcing. However, Capita was appointed with effect from 1 December 2025. Problems began immediately and grew a backlog of 120,000 cases including retired people who had no pension payment. A Crisis Team came from HMRC which saw some improvements, but the situation worsened with a growing backlog, a failure in Capita's systems, a data breach and two appearances before the Public Accounts Committee. Despite all these failures Capita have been awarded a contract to manage HR and payroll services for a cluster of civil service departments and their arms length bodies involving up to 250,000 staff. The contract is reputed to be worth £1 billion over a seven year period.

Higher Education

The 2025/26 pay negotiations were set against a financial meltdown in the sector. The

joint unions pay claim was for a substantial increase in pay. The employers made a full and final offer of 1.4%, which was rejected by members of all trade unions. The employers implemented the increase with effect from 1 August. The GMB turnout fell far short of what would be required to move to an industrial action ballot. The other unions decided to undertake local ballots for strike action and sporadic action continues.

The joint unions pay claim for 2026/27 was submitted in March 2026 and negotiations are continuing.

The major problem facing Universities is funding – insufficient cash is generated by tuition fees from UK students and the last Government changed visa requirements which have deterred overseas students from applying. These restrictions remain in place as the Government seeks to reduce or eliminate net migration. This has been the loss of thousands of jobs across the sector, and some Universities facing possible closure. Around 15,000 jobs were lost in the year to October 2025, with a further 10,000 jobs lost each year for the foreseeable future. GMB, Unite and Unison met with the Minister for Higher Education to discuss the White Paper on Post 16 skills, and again stressed the importance of Higher Education for the Governments Growth Agenda but the White Paper does not address the problems in Higher Education, and proposals around funding for research in Universities may actually worsen the situation.

Further Education

The creation of Skills England has made little difference if any to FE Colleges. Many of the proposals in the White Paper have been delayed, but the remit of the organisation now falls under the DWP Minister. GMB is involved in the Improving Education Together initiative led by DfE and have pressed for reform, better investment and better terms and conditions of employment including coordinated childcare provision. FE pay levels continue to fall behind Schools pay levels and staff turnover remains an issue. Poor pay and high workload are the two main factors affecting staff turnover. A pay claim has been submitted calling for the outcome of negotiations to be binding on all employers. Negotiations will take place in June and July 2026.

Social Care

GMB has continued to take a leading role in the consultation and process of establishing the Fair Pay Agreement and Adult Social Care Negotiation Body. The structure of the ASCNB seems set to have Employer Representatives and Trade Unions negotiate annually to set minimum terms and conditions for workers in the Adult Social Care Sector. Gary Smith attended a very successful round table discussion with Ministers, trade union and employer representatives to help build on access and cooperation across the sector.

HC-One has announced its intention to move all homes to 4 different providers and consult with us on TUPE Transfers, mapping, campaigning and preparation is underway to ensure when our members transfer, they continue with recognition and organisation. HC-Ones 2026 Pay award of between 3.4 and 7.2% was accepted by 83% of members that voted on a turnout of 39%.

The National Care Committee have remained active, holding meetings around the union and supporting the setup of regional care committees and taking a lead on the organisation of the 2026 Public Sector Care Event and 2026 Caring for our Carers Fringe meeting.

Police Staff

Police Staff continue to achieve year on year membership growth across the country. In October 2025 they overwhelmingly accepted a pay offer of 4.4% on pay and allowances and harmonisation of existing essential car user allowance. The pay claim for 2026/27 is submitted and includes an ask of: 9%, or £2,700, whichever is the greater; a minimum pay rate of £15 per hour; increases in Annual Leave ; and removal of the overtime bar (so that all police staff are eligible for overtime payments at premium rate regardless of pay grade).

Other items to be discussed with the employers include: Dismissal for some other substantial reason (Vetting related); Agreement on the Introduction of New Technology in the Police Service; and Principles on Staff Transfers and Protections. GMB has secured funding to facilitate Post Incident Management Support training for GMB reps.

Probation

This year has been dominated by staff shortages, low morale and pay negotiations. Finally, with the assistance of the Minister for Prisons and the Deputy Prime Ministers Office, we received a one year offer of 6% which was accepted in April. The offer included a commitment to discuss pay progression and engage with the Our Future Probation Service (OFPS) programme. This sits alongside the implementation of the Sentencing Act 2026. Our probation staff wield considerable influence on national policy, with ready access to the Minister for Prisons, the Secretary of State for Justice and the Deputy Prime Minister. We strive to use this influence to benefit our members and ensure the safety of the public at large.

Veolia

Following the sad passing of GMB National Convenor for Veolia, Jonny Dyer, a new National Convenor took up post in February 2026. Jeff Hill is focussed on understanding the many agreements we have with Veolia across the union. There are five separate national bargaining arrangements with Veolia, plus dozens of local bargaining arrangements serviced by local officers and reps. Some pay rounds have been balloted on and accepted by GMB members, others remain on-going. We aim to re-establish the national shop stewards network for Veolia.

Biffa Municipal

The pay offer for 2026/27 was accepted by GMB members on a turnout of 50.75%. The offer included a headline increase of 3.8%, plus other increases to various allowances and payments.

Biffa I&C

The pay offer for 2026/27 was accepted by GMB members and other unions. The offer included a headline increase of 3.2%, plus other increases to various allowances and payments.

Devolved Nations

We continue to work closely with colleagues in devolved nations and support their work where we can. In England, we aspire to achieve the increased pay rates and higher pay awards that are achieved in Scotland and

Wales in sectors such as local government and the NHS. However, our colleagues in Northern Ireland continue to struggle to achieve implementation of pay awards due to financial and budget issues across their government.

Pensions

The new Government's Pension Schemes Bill is currently going through parliament and outlines legislation that includes amongst other things: the establishment of 'megafunds' i.e. a requirement for multi-employer and group personal pension schemes to have at least £25 billion of assets in their main sections and to use these to invest in the UK economy; the introduction of a value for money regime so that all sizes and types of schemes will be subject to requirements to conduct annual VFM assessments; the introduction of a default system to automatically combine pots of £1,000 or less; a requirement that DC schemes offer 'default pension benefit solutions' – including Collective Defined Contribution (CDC) schemes – to provide an income (not just a pot of money) at retirement; allowing contract-based providers to transfer members out of underperforming and legacy arrangements if in members' best interest; and allowing surplus release.

The second phase of the Pensions Review, focused on retirement income adequacy and State Retirement Age (unlikely to rise unless longevity increases), has commenced and will report by the end of the year.

We are proud to have pioneered specific equality changes to the Local Government Pension Scheme including Equalising Survivor benefits and death grants; Removing the 75 age limit for death grant eligibility; and addressing the gender pensions gap in the scheme. We have also been active in defending the LGPS from attacks by political parties and striving to improve the administration of the Civil Service & NHS Schemes.

European and International Affiliations

We continue to affiliate to EPSU, PSI and UniGlobal. Simon Day, Public Services Section President is the named GMB Executive Board members on EPSU and PSI. Ruth Pitchford, National Care Committee Chair holds the GMB seat on the Steering Group of UniCare.



LONDON REGION

It is our belief that we retain membership through salient but visible campaigns, better communications and improving the offer we have for members. In 2025, GMB London led a wide range of campaigns focused on protecting workers' rights, defending public services, and securing fair pay across multiple sectors.

We have seen increases in social media audiences and press hits, but there is plenty more to do to remind members about who we are, what we do and why we are here in 2026. Together, these campaigns and organising efforts demonstrate GMB London's sustained commitment to defending pay, safeguarding essential services, and challenging unsafe or unjust working practices.

We have tried to be a more innovative and listening Region, leading the union's efforts on the leavers project. London Region led the way with our Recruitment, Retention and Retrieval project where we have been working hard retaining and contacting leavers, sick and unemployed members.

The recruitment, retention and retrieval efforts, have meant that for 11 of 12 months in 2025, GMB London Region grew its financial membership base. By the end of 2025, the Region achieved a 3% growth in membership.

Public Section

Central to all we do are the principles of GMB@Work with notable campaigns in the NHS, especially among ambulance workers, supporting outsourced workers, backing members in waste, schools and across local authorities. Where there is potential scope to expand on our existing toehold, often where we have recognition, we have targeted more resources. We achieved recognition at Medirest in Barnet Hospital and continued to progress our equal pay campaign for women employed by Barnet Council.

NHS

We have identified the NHS as a key priority for the Region in line with the National targets. Following an NHS restructure, we completed a regional audit of our NHS membership. Rather than having large generic branches, we have mapped out and created new Branches per NHS Trust. This has allowed us to have a regional infrastructure covering our entire NHS membership which will deliver dozens of new activists, thousands of new members and enable us to provide better servicing and more focused NHS and healthcare campaigns.

Schools

On 6 September 2025, the Region held its second School Support Staff Conference. This event was well attended with a variety of sessions held including on Health & Safety, dealing with restructures and redundancies

and building strength in schools. Reps from schools also spoke about how they became involved and the work they do. The feedback from the day was positive and everyone agreed it was useful. The Region continues to support members in schools on concerns around clinical care for pupils and has had input into a national Joint Union petition on Megaphone calling for an NHS School Nurse service.

Work is already underway with our new Regional Education Officer to develop a one-day programme for Local Government convenors on how they can strengthen and build membership within their authority in preparation for the SSSNB.

After implementing regular GMB attendance at inset days in Schools, the region recruited an additional one hundred members in September and a further one hundred additional members in January.

If we could roll this out across every local authority and cover more school visits, the number of new members would be much higher.

Local Government

There are many restructures and TUPes taking place across many of our local authorities impacting council staff. At Peterborough City Council, work is being done to transfer several services back "in-sourced" into the direct employment of the Council. We are building up and developing convenors across local authorities and ensuring that facility time remains intact.

GMB London launched research that revealed that there was over £700 million of uncollected council tax and business rates. We highlighted the five councils with the largest uncollected revenue and urged London Councils to step up efforts given the underfunding of council workers that our members work in.

Hundreds of Veolia Brent refuse workers are set to receive an above-inflation pay rise. Those earning the London Living Wage will receive an increase of 6.7 per cent, while those earning above it will receive an increase of 4.5 per cent. After an improved offer was made by Veolia following negotiations, GMB members voted overwhelmingly in favour of the deal in a ballot of all members.



Private Section

The last year has been exciting time for the region in the private sector, seeing positive growth across many sectors as well as many new campaigns and organising opportunities.

Having achieved the sign off of the final investment decision (FID) shortly after Congress 2025, work at Sizewell C is finally up and running and a fantastic opportunity for GMB. Progress has been swift in immediately building a strong on-site presence and quickly organising members and recruiting new workplace reps. G4S security were one of the first groups to be targeted where we already have well over 50% density and a network of fresh new reps who are currently undertaking training and spending time with their officer to address issues on site. The successes in G4S have already built a reputation on-site which has provided opportunities with other contractors. We have successfully challenged employers failing to provide adequate Winter PPE and implemented heating (where feasible) to Sentry Posts across site where workers are based. We have also launched a review into PPE so that provision is now tailored for men and women – instead of a unisex model.

Recent successes have included a base pay rise for traffic management members at HW Martin which includes them finally having the right to be paid overtime.



31 December 2025. Eligible taxi drivers will receive £300 and PHV drivers £310, reflecting refunded fees. Drivers left without a licence for more than seven days will receive £500. Payments will be made automatically by TfL. GMB secured this outcome through early and sustained engagement with TfL on behalf of affected members. The payment was not granted without challenge and represents a direct result of GMB pressure. The union has also made clear that this is a partial remedy and continues to explore compensation claims for members, stating the scheme “does not preclude future legal action”.

The region has also continued to campaign for assaults on transport workers to become a specific criminal offence. The union provided evidence to the London Assembly Transport Committee highlighting persistently high levels of abuse, including TfL figures showing an average of 200 incidents of violence and aggression against staff each week, and police data identifying 142 alleged assaults on taxi and PHV drivers over six months. This work forms part of ongoing formal engagement with TfL on worker safety. In addition, the London Region has now pursued a private prosecution following police inaction, underlining GMB’s determination to secure justice for members.

Despite the legal restrictions that prevent striking for our members in Serco PEC’s, London region has led a strong pay campaign recently which saw officers and activists undertaking visits at the courts all over the region. Membership has increased significantly with new reps coming on board in some areas. The campaign saw an above inflation pay rise secured of over 5% which was voted for by 85% of members. GMB are also in the process of joining forces with the Prison Officers Association (POA) to strengthen the campaign to repeal the draconian Section 127 of the Criminal Justice and Public Order Act which prevents these workers from being able to take industrial action.

GMB London also embarked on a consolidation exercise at Anglian Windows. The activity has seen a 70% increase in membership as well as a pay increase that ranged between 8-22% depending on pay grade. Fresh elections have been carried out, providing an engaged and active team of reps to support our growing membership.

Transport for London introduced a Goodwill Payment Scheme following significant licence processing delays linked to new licensing software and recovery from a cyber security incident. The scheme applies to existing taxi and PHV drivers whose licence renewals were issued between 1 September 2024 and



A GMB survey found 88 per cent of frontline airport workers had experienced abuse, particularly at check in desks and boarding gates. Following GMB intervention, an initial meeting with Heathrow Airport has taken



place focusing on worker safety. Issues discussed included improved audio and visual messaging across terminals and transport areas to reinforce respectful behaviour towards staff. We have been instrumental in highlighting and supporting the Airport Workers against Abuse campaign. Further engagement is planned, with GMB pressing for tangible improvements for Team Heathrow workers. We are also engaging with Menzies Aviation and Swissport on AI, Camera and Dashcam use

Our members in Altrad have embodied the principle of solidarity, having been out on strike for four months as they fight for pay parity with their colleagues at the Shell Bacton Gas Terminal.

Thankfully, due to our branches donating to a large Regional Strike Fund, we can offer our members who strike additional strike payments above the Rule Book amount. We challenged poor behaviour and unfair pay practices within Unite, the BMA and the TSSA where these affected our members. Staff working for the British Medical Association (BMA) held a strike on 30 April and 2 May. Despite five days of strike action involving more than 450 staff, BMA management have not returned to the negotiating table or improved on their 2.75 per cent offer. Our members are determined to secure a better pay deal for themselves and their colleagues.

Our members in Thames Water have been tireless in attracting significant publicity highlighting and demonstrating against



the decades of poor investment, bad management and greedy shareholders who have left the water industry on its knees. Our very own water campaigner and former Thames Water activist, Cliff Roney was joined by guest speaker Feargal Sharkey at our packed Regional Council Meeting in March 2026. A wide range of concerns were discussed at the meeting, including long term trends in river pollution across England and Wales, sewage discharges, the resilience of water infrastructure and the effectiveness of regulatory oversight. They pointed to publicly available data and reporting which suggest that large-scale sewage discharges into waterways remain an ongoing and serious problem. After this meeting our Regional Secretary wrote to MPs asking them to attend a lobby in Parliament which included individuals involved in Channel 4's recent exposé on water companies, Dirty Business, alongside Cliff Roney and Feargal Sharkey. Over 120 MPs attended this event.



based. We have also launched a review into PPE so that provision is now tailored for men and women – instead of a unisex model. At G4S we have also now launched a review into the provision of female fitted stab-proof vests. We have improved and continue to improve welfare facilities on site so that microwaves, fridges are a minimum standard wherever a worker is based – alongside increase provision of rest room facilities.

Given roughly 80% of workers are self-employed and/or agency – we challenged the model whereby workers are forced to provide their own PPE including boots – so now most contractors across site are providing all PPE including boots where previously they were not legally required to do so.

Political

It has been another intense and productive year for GMB London Region politically, marked by significant growth, organising success and an expanding footprint across Parliament and the Labour movement. Membership on the Parliamentary Estate has grown fourfold to over 1,500 members, alongside the successful split of the former Houses of Parliament Branch into H48 and the new MPs' and Peers' Staff Branch (ML1), both now fully established with elected executives and more than 65 new reps trained in under a year. We have secured multiple new recognition agreements, taken Unite's seat on the House Commission,

Health & Safety

We are near completion of a new H&S Toolkit and will be looking to revive our Health & Safety Forum once the Toolkit has been completed.

We are challenging employers on the need to provide adequate PPE. At Sizewell, we have successfully challenged employers failing to provide adequate Winter PPE and implemented heating (where feasible) to Sentry Posts across site where workers are





gained office space in Parliament for the first time, and achieved tangible improvements for members including enhanced parental rights, more thorough pay and equality reports, strengthened health and safety arrangements and recognition for all cleaners on the Estate. Our Labour Party Staff Branch has also navigated major organisational change admirably, concluding successful pay talks, refreshing its rep team, and supporting countless members with issues.

Our Parliamentary Staff launched a One Parliament One Employer campaign to achieve direct House recognition for GMB and we are pleased to report that IPSA and MPs' HR have agreed two Memorandum Of Understanding (MOU) agreements with the union. Hundreds of our parliamentary staff and MPs have signed our petition.

Across the Region, our political work has remained active and visible, with strong attendance at Branch Political Officer meetings, high profile guest speakers, renewed political training plans, and record engagement at conference receptions and parliamentary events. We have continued to deepen our relationships with MPs, councils and partner organisations, while sharpening our political strategy ahead of the 2026 local elections, with more pragmatic and proactive communications where councils changed hands. Central to this has been a deliberate

shift towards more coordinated grassroots campaigning against the far right (working with HOPE not Hate, attending rallies and supporting politicians fighting extremism), alongside support for proven GMB candidates under a reciprocity model.

Through regional TULO's, our councillor network and CLP affiliations, we have increased our influence in selections and political education, supported under represented groups into politics, and expanded campaigning capacity across London and the East of England. While the political landscape remains challenging, our growth, credibility and strategic focus leave us well placed to build further through 2026. We held a Christmas relaunch event of our Councillors Network with a good attendance of GMB councillors and we plan on communications going out to the new wave of post-election councillors in May.

Equality

We have seen some outstanding work by our self-organised groups in 2025/6, with a full rebranding of each Group including revitalised constitutions and the election of new committees who are all workplace organisers. We want to ensure that all our equality campaigns move into the workplace and are integrated into our core structures and campaigning work.



Our equality groups will be instrumental in embedding industrial and workplace organising and campaigns around equality.

We organised some fantastic regional events. From Black History Month events, an audience with Dawn Butler MP, to the regional Womens conference. Our Ability activists organised and supported an event to meet with Liam Conlon MP, and we have held webinars for our young members. Our MPs and Peers Branch held a successful launch of its "Inequality in the Heart of British Democracy Report", which exposed significant gender and ethnicity pay gaps among MPs' staff. This attracted national attention as it was featured in the Guardian and copies are now stored in the House of Commons library.

The Region held a Women's Equality Conference in October 2025. The day was focussed on how to make a difference in the workplace and included sessions on recruiting and organising, sexual harassment and the menopause. Sisters also launched its campaign for free period products to be provided in the workplace. Sisters can use this energy to build momentum and organisation.

GMB London Region joined thousands from other GMB Regions marching on the streets of London on the Together Alliance Demonstration on 28 March 2026 in solidarity with other organisations in the fight against racism and extremism.



MIDLANDS REGION

We are pleased to provide our Region's report to Congress 2026.

Private Section

Autism East Midlands

In April 2026, our members accepted a pay offer of 5% with improvements to sick pay and sleep-in payments. Over the last 5 years, GMB has increased pay for our care workers here by nearly 40%.

Medirest

From 1st October 2025, Medirest agreed to improve sick pay provision by one week for all employees, meaning that employees who have more than three years' service are now entitled to up to three weeks occupational sick pay per year. Campaigning continues to bring them further in line with NHS employees.

Schutz

In January 2026, our members accepted a pay offer of 4.25%. Over the past 5 years our members have received a 29.75% pay uplift over 4 pay increases, showing the impact GMB's presence has on pay.

Nottingham Trams

Midlands TUC Awards went to Arshad Husain, Most Influential Equality Rep of the Year, and to the Branch for Best Campaign of the Year for the extension of the Nottingham Tramway System.

Sonoco

The four Workplace Reps secured an increase of 3.8% and a reduction of 12 hours off the workforce's annualised hours for this year.

Nexus Academy, Fountaindale School

We have grown the GMB membership from 2 members to 59 members plus elections of two reps, in the last 12 months after running a survey and campaign against bullying and harassment in the workplace.

Joseph Ash

Membership density is now 95% on all three shifts plus 3 new reps, one per shift. A revised recognition agreement now including delivery drivers has been achieved.

Peak Cluster

The biggest ever carbon capture project in the world, proposed for the Peak District and Staffordshire to capture and pipe away carbon from cement and lime for safe storage, is in its early stages with some initial government funding. GMB, sole union involved, are pivotal in canvassing government support with the purposes of protecting our members jobs in cement and recruiting the new workforce it would bring.

Nuclear Submarines

Rolls Royce Derby produces the engine steam plant for the UK deterrent and exports too. GMB have a growing membership and recently negotiated a full recognition agreement along with Unite.

ASDA Distribution

ASDA are trying to force through multiple changes outside of the National Recognition Agreement. 347 Brackmills Workers are at risk of losing their jobs, plus a recruitment freeze is in place at nearby sites. Brackmills MP Mike Reader has publicly supported our calls for keeping jobs local.

ASDA Retail

The Equal Pay judgement on the outstanding job roles was better than expected, with 29

jobs found to have comparators with ASDA Distribution. Leigh Day is not discounting any job role not found to have a comparator.

ASDA Managers

Victory for ASDA Managers securing national recognition. We now have 56 members across the 4 sites and 4 new reps.

Briggs Marine

Continuous strike action took place due to the dismissal of reps, erosion of the recognition agreement plus unilateral changes in T&Cs. After 5 weeks, action was suspended to allow continued discussion.

British Gypsum

A Union negotiated 3.3% pay offer was accepted strengthening core earnings, plus improved the bonus structure, delivers fairer pay for working time (travel and call outs) which are permanent improvements.

British Steel Scunthorpe

There are still questions around the future management of the plant moving forwards. Pay negotiations have highlighted inconsistencies in pay. Membership grew but the opportunity for growth is limited due to very specific collective agreements.





Swissport – East Midlands Airport (EMA) / Birmingham Airport

GMB were the sole Union invited to the Mitie – Safer Communities London Event. Dialogue continues to push for improvements in the sector including Jacob Collier MP speaking with workers about the abuse they face from the public. Abi Young won the TUC Health and Safety award.

Tarmac

A collective grievance was raised which stopped the employer taking paid lunch breaks from engineers. The pay claim resulted in lunch breaks being paid for all members of the bargaining unit.

Glen Dimplex

After a pay dispute, 4.5% was achieved plus an increase in membership securing 100% density and 2 Reps. The Branch has worked hard in getting together evidence that blended gas can be good and a much better option than getting rid of blended gas completely. Evidence was submitted to the Select Committee.

Kimal, Bromsgrove

Through union solidarity, attempts to impose new contracts reducing holidays, have been defeated. Membership has grown by 375%. CAC application will follow.

IWS (M&E)

South Staffordshire PLC served notice on contract changes to increase the working week with no increase in pay plus other detrimental amendments. Membership grew to 65% density despite not being the recognised union. Attempts to impose new contracts were defeated. A CAC decision is pending.

West Mercia Women's Aid

Due to consultations on TUPE transfer of the IDVA (Independent Domestic Violence Advisor) team to Axis Counselling, membership grew significantly. Recognition discussions continue.

Caledonian Alloys

In 2025, Members were in a pay dispute resulting in 40%+ membership growth and a new rep. Following the threat of planned days of action, a 5% pay offer was won plus a reformed grading system.

ZF Lemforder

Members came close to industrial action, one site voting 100% in favour of strike action. Despite blocked negotiations and union-undermining tactics, a 5% pay award was accepted unanimously.

G4S Cash and Loomis

Members rejected a pay freeze offer voting in favour of supporting industrial action. Joint action across both industries would cause significant challenges and is being considered. This could be the first time in GMB's history, two of the industry's biggest employers would be out at the same time.

British Gas

Following a TUPE transfer in October 2025, GMB secured sole recognition for the Supply Chain Logistics workforce. Pay improvements included a 3.6% increase for warehouse staff and a new pay spine for warehouse managers.

Care

Organising has intensified following ownership changes at HC One. Work includes mapping care homes, strengthening representation, and supporting members with immigration and sponsorship issues. A Regional Care Committee is being developed.

Gig Economy

GMB Midlands continues to lead national gig economy work. Including research on algorithmic discrimination with Nottingham Trent University and successful improvements to Uber payments. A high level of membership retention and engagement has been achieved.

Amazon

Union membership continues to grow, with more workplace organisers active across multiple sites. We are challenging unfair processes, securing reinstatements, providing strong backing on personal injury cases and health and safety issues, including TB guidance.

JCB Group

In a difficult 18 months for members, reps have maintained high credibility, continually contributing to the manufacturing industrial agenda. A collective dispute is ongoing at JCB Power Products. There are ongoing discussions about a framework agreement that captures all shop floor employees collectively.

Guidant Global Agency

Changes to employment rights and contract costs will have an impact on permanent contracts being issued in 2026 which is concerning. GMB are raising this issue as it is, and has always been, a priority.

Jaguar Land Rover

Following the company suffering serious losses as a result of the cyber-attack halting production for 5 weeks, a pay award was rejected, a subsequent industrial action ballot concluded with the turnout not reaching the threshold needed. Implementation of the previous wage proposal took place.





Severn Trent Water

Membership has grown by 18% making it one of the fastest growing GMB memberships in the water industry. Reps have led successful campaigns including pay differentials and changes to shift patterns. 3 Reps received a Midlands TUC Campaigning Award.

Uniper

The last of our membership are due to leave Ratcliffe once decommissioning is completed in October 2026. Pay talks are scheduled for after the Easter Holiday. Restructuring is underway through a project called Optisize which looks to reduce headcount globally, impacting UK operations.

NGED

Following the Team Manager dispute, assurance has been given that there will be no attempts to move any of the roles in the collective agreement over to personal contracts along with an update to the collective agreement to reflect this. A GMB Organising Event will take place in May.

General Secretary, Gary Smith, visited the Derby Depot where members shared their experiences. A campaign for the use of creosote and the injuries which it is causing, is in development.

Ceramics

2025 was a very difficult year, with redundancies largely driven by high gas and electricity costs. Unfortunately, 2026 is expected to remain extremely challenging. The Potters Pledge campaign continues, with a delegation visiting Parliament and ongoing support from local Labour MPs with a ministerial visit to the Stoke office in March. Geberit Services Members are in dispute over the 2026 pay claim and are going to be balloted for industrial action. Organising activity continues, despite difficult conditions and a new rep is in the process of being elected at Churchill's China, with other potential reps identified. Mantec Technical Ceramics now have a Rep. Claire Spate, activist and former rep at Moorcroft Pottery, received the Michelle McCrossen Equality Award in recognition of her outstanding support for the predominantly women workforce made redundant when the company closed last year.

Denby Pottery

Administrators have been appointed. There is significant membership on site with over 100 members, a number of whom have met with Minister Chris McDonald MP. There has been regular feedback to the political and campaigns team throughout the process along with discussions which are taking place regarding future job fares, DWP assistance, plus CV writing assistance.

Burgess & Leigh

Administrators have been appointed. There is a view that because the products created at the company are very niche and a substantial amount of work is commissioned by Ralph Lauren, work may be able to continue and a buyer is more likely to come forward for this element of the business within the Denby Group.

Rolls Royce Denby / Ross Ceramics and Trentham Sites

There has been a recent election of a new rep at Denby. A pay survey has been completed and a pay mandate submitted. Negotiations have commenced and we are expecting to receive an offer in the middle of April.

Private Hire Campaigns

Derby City Council made a decision to change the age of licencing a vehicle from 15 years down to 5 years. Following a rigorous campaign the Council conceded, scrapping the 5-year rule, amending it to 9.

Public Section

Ashfield District Council

Refuse members have been subject to a restructure of working hours, seeking to remove the task and finish arrangements previously in place and replacing it with a

4-day working week pattern. GMB was actively involved throughout these discussions, negotiating significant pay increases.

Mansfield District Council

Band 2 Street Cleansing Driver Operatives have received an uplift to Band 3 from April 2026, backdated to December 2025. Band 2 Parks Operatives will be promoted to Band 3 Gardeners, from April 2026, backdated to December 2025. This uplift equates to thousands of pounds in salary and back pay.

Nottingham City Council

The Council confirmed the check-off charge back arrangement will cease from the 18th February 2026.

Workers Memorial Day, 28th April, was marked by a well-attended event focussing on Health and Safety and PPE equipment for the refuse and street cleansing departments.

Sherwood Forest Hospitals NHS Trust

Members have received uplifts to Band 3 and subsequent back pay to August 2021, equating to thousands of pounds, following a campaign led by GMB. Despite this uplift for HCAs, our significant membership in the theatres department (Theatre Support Workers), were excluded from the Band 2 to Band 3 uplift. A successful collective appeal was that these members also received the



uplift and subsequent back pay. Members also secured back pay for on-call payments which were previously not paid as part of a local agreement through a GMB-led collective Grievance.

Nottinghamshire Healthcare, Rehabilitation Support Workers

Activity on workforce change has seen membership significantly grow. The campaign concluded with GMB negotiating concessions for our members, including the introduction of a middle shift which improved work life balance and a concrete cut off time prior to 10pm to allow time to complete patient notes and travel home by 10pm. Identified through the campaign was the issue of lone working for our female members which is now being worked on.

Derbyshire Academies

There is a growing cohort of academies due to councils' cost-saving. Though more academies are becoming part of multi-academies, the theme is very much education at school's support staff expense. Recruitment in this area is doing well and building readiness for the SSSNB.

Nottinghamshire County Council, Clayfield's House Secure Unit

GMB membership continues to grow including 2 new Reps in this extremely challenging environment. The decision on the preferred option submitted by the Council to Central Government for the Council Restructure regarding Local Government Reform is pending.

Newark and Sherwood District Council

JE is underway in preparation for LGR. New technology, 'Zellis,' is being used to assist with the process and arguing this removes the need for a panel to be convened. Reps from GMB are in disagreement and believe that the Council are attempting to bypass the Unions to push through change outside of policy. Pending Unison's response, a joint failure to agree could be submitted.

Rushcliffe Borough Council

Changes to policies relating to sickness absence and probation period are being

considered. Following a meeting with members, the GMB are rejecting the proposals.

Charnwood Borough Council

Following a comprehensive review of the national Job Evaluation (JE) scheme grades, all members will see an increase in pay. This uplift reflects a positive outcome for members across the council workforce and strengthens pay fairness across roles.

Corporate Councils, Leicestershire

LGR plan has resulted in new workplaces being visited and a presence established. These include Family Hubs (expanding due to government Best Start funding) and care settings previously not on map.

De Montfort University

The threat of derecognition has been turned around, with the union leading a campaign to defend pay enhancement on bank holiday concessionary days for security members. GMB will be included in the new recognition agreement.

ESPO

Now at 100% driver membership. The union's campaign to convert agency to permanent is yielding results and recruitment is building in the warehouse.

Leicester City Council

Reps have started to hold workplace surgeries in outside areas across the Council helping to build membership by 35%. Full-time release has been secured for an additional Rep. With the upcoming changes under LGR, work is ongoing to build the rep network across councils to support members.

Local Government Reorganisation – Lincolnshire

The impending local government reorganisation (LGR) will see significant changes to the structure of local authorities in Lincolnshire. Following engagement with the 10 current local authorities, GMB will support 'A Greater Lincolnshire for All', South & East Lincolnshire Council Partnership's submission to Government.

United Lincolnshire Hospitals NHS Trust

The Government's drive to install AI in the NHS has reached Lincolnshire. 520 admin staff have been subject to redundancy consultation, which has seen significant growth for GMB and to date, no compulsory job losses. New reps are doing a fantastic job of communicating that the future may not be as bleak as people fear.

St Thomas Aquinas Academy

Prior to the summer 2025 holidays, members across the Trust (including Leicester and Leicestershire schools) were advised that the employer wanted to engage in informal dialogue over pay harmonisation and job roles. Through joint working the process has been stopped completely.

South Derbyshire District Council

GMB has secured an important victory for members in South Derbyshire District Council's Refuse and Recycling Service, achieving real contractual improvements on overtime, hours and work life balance without taking industrial action.

St John's Ambulance

Membership has increased to over 50% at the Castle Donington site following a successful collective grievance. There is the potential to spread to other sites and possible recognition.

North Lincolnshire and Goole NHS Hospital Trust

We have held 3 promotional days at both Grimsby and Scunthorpe Hospitals to raise GMB's profile and membership has already grown, seeing the election of a new rep within the Trust.

Birmingham City Council Equal Pay

Women workers have shown that they will not allow pay injustice to continue and have fought a long battle to secure victory. Stolen wages have now started to be paid back, building a strong, long-lasting legacy for GMB members. A new pay and grading model has been negotiated, resulting in the lowest paid workers being able to move above the living wage.

Coventry City Council

More visits are being resourced in Coventry to re-push the equal pay campaign. There is still enough opportunity to secure the rightful pay to many more women working in the authority.

Education, Training and Health & Safety Organising

Between March 2025 and March 2026, 247 new workplace representatives completed GMB@Work induction training, with women making up 36% of participants. Across the full education programme, 776 representatives received training during this period, also with 36% female participation.

The Regional Health & Safety Forum continues to promote statutory safety inspections and properly constituted safety committees under the Safety Representatives and Safety Committee Regulations 1977 most recently meeting in Nottingham with 35 Reps attending.

Regional Health Committee

Following the success of the first Midlands Regional Health Reps Conference in 2024, 31 Reps attended the 2025 Conference on 1st October which was held at the GMB Nottingham Office. The agenda included sessions on personal injury claims; organising and campaigning within the workplace; plus, an employment law update. Networking over a Caribbean buffet was a particular highlight of the event. Plans are underway for the next conference on 9th October 2026.





NORTH EAST, YORKSHIRE & HUMBER REGION

The Great Big North East, Yorkshire and Humber Region have had a strong twelve months focussing on our top priorities of Great Casework, Great Campaigns and Great Reps.

We have invested in staff, tools and training to trial new ideas and projects that are delivering in the ground.

Today we are growing at a rate of 4% - building workers power across our workplaces and delivering real wins on the ground.

Equal Pay

Our central focus on running equal pay campaigns that bring justice for working women has continued to deliver. In Sheffield we won over fifty million pounds in pay compensation which arrived in members pockets just before Christmas.

An interim payout in Leeds has seen huge membership growth and boosted our campaign on the ground to get the many more millions our members are owed paid out.

Tribunal processes have kicked off or are scheduled for our claimants in Rotherham, Sunderland, Barnsley, Bradford and Durham and our reps in Kirklees are delivering unprecedented numbers of members signing up to our latest launch.

We have identified several other claims in major cities and anticipate hitting the headlines again very soon.

This year we aim to become the first trade union to hit the equal pay trail in the NHS, taking on the Trusts that use wholly own subsidiaries to discriminate against their own poorest paid workers.



Great Campaigns

Across the region we have run a series of campaigns rooted in workplace organising. Highlights include: Doncaster Council where we built a ground campaign to win NJC pay restoration that delivered a dozen new reps, membership growth and raised our profile. Through this workplace power and building new alliances across the political divide we won a 2.5% uplift for staff.

Our Manufacturing and Energy Workers panel continues to punch above its weight directly impacting upon Government policy. Most notably this year they saw the overturning of the gas boiler ban and were front and centre of the Green Energy Jobs Plan which embeds trade unions in its delivery strategy.

In Sheffield we created a leverage plan to save crucial Play Workers at the Children's Hospital who deliver essential support for critically and terminally ill children and their families that forced the Trust to back down from their cuts plan.

At KP Crisps we won large uplifts for production line operatives that prevented a Christmas crisp crisis as a result of strike action.

We continue to focus on beating the EPR or Glass Tax to save this industry, so critical to the future of many communities.

In Airedale we proudly took on the fight for NHS Pay for all NHS workers, running a high profile dispute with a series of strikes and



wider political lobbying that not only won huge improvements in pay and leave for low paid workers but also directly impacted on Government policy, with our members directly cited by the Secretary of State for Health in announcing he would be banning the creation of future SubCos in the health service without union support.

Great Reps

2026 is our Year of The Great Rep. We have begun to refocus our efforts onto ensuring we have a great representative with a great reputation in every workplace. We are investing in our lay leaders with a bespoke training package and are focussing on delivering ISM's for the next generation of union workplace leaders. To celebrate the work of our brilliant local leaders we are investing in a programme of recognition to highlight and share their impact.



Great Casework

We continue to learn from all of our team to deliver an excellent casework service for all members. We are trialing a dedicated casework service for two large general branches that is allowing us to not only provide great timely advice but frees up organisers time to focus on building our power in workplaces.

This year we trialled a new ten minute advice service for new members presenting with a workplace issue that has seen considerable success in member retention.

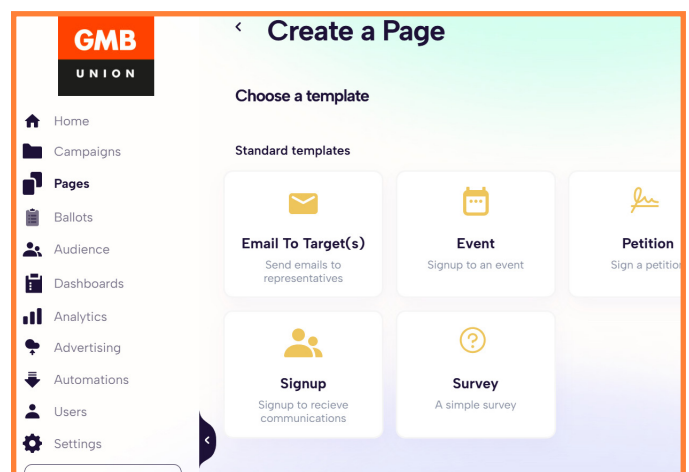
Pushing Innovation

We continue to look for new and innovative ways to build, support and win for our members. In schools we are establishing a 'drumbeat' of member communications and programmes to keep members engaged, support them in their professional development and develop new reps.

We have invested in a CRM system, Movement, that allows us to create member journeys based on their own priorities and actions, run effective, targeted ballots and provide detailed data on workplace engagement to allow us to target activity effectively.

Our member retrieval project is delivering a huge improvement in our retention figures that allows us to reinvest in the union.

Our newly established NEYH Care Committee are working to develop a series of campaigns as we see the roll out of statutory frameworks in the sector that will open the door for more trade union access and improvements in terms and conditions.





The introduction of a new retention process in mid 2025, incorporating weekly emails, text messages and telephone calls, has delivered a marked improvement in retention rates. Retention has increased from 6% to 14% by March 2026. In addition to improving retention, this approach has generated valuable insight into the reasons members choose to leave, enabling us to better understand and respond to member concerns.

More recently, changes brought about by the Employment Rights Act 2025 removed the requirement for trade unions to pay an administration fee for the check-off process. This has resulted in a significant reduction in check-off costs for 2026 and is expected to deliver ongoing annual savings by reducing administrative expenditure.

We have continued to strengthen the validation of our membership records. This includes ensuring members pay the reduced sickness or unemployed rate for no longer than six months, collecting end dates for apprenticeships, and confirming eligibility where required. We have also prioritised maintaining up-to-date email and mobile contact details, supporting a move towards more efficient and cost-effective electronic communication.

NORTH WEST & IRISH REGION

GMB North West & Irish Region continues to run successful campaigns in a range of industries and sectors, ensuring GMB@Work is at the heart of empowering our members to win the changes they need to see in their working lives. Our region is a powerhouse when it comes to Defence and Energy, and we have active high profile campaigns in these sectors.

Membership, Retention & Finance

Following the introduction of the new retired members ruling agreed at Congress 2025, there has been a substantial change in retired membership numbers. Total retired membership has reduced from more than 15,000 to 8,100, of whom 1,225 are annual paying members.

This process has enabled us to clearly identify which retired members remain active and eligible, resulting in more accurate and reliable membership records. A key benefit has been the verification of contact information, giving us greater confidence in our ability to communicate effectively with retired members when required.

Private Sector Section

We have seen significant membership growth in several major employers in the region over the last year, including continued dramatic growth at BAE Systems (across both full members and apprentices), over 200 new members at Uber and 150 new members at United Utilities.

In regards to wage settlements, we have secured real wins for our members, with plenty of above inflation pay rises. Notable examples include Mitie workers at Sellafield, who secured a 5.3% pay rise following strike action; workers at structural steel contractor Severfield in Bolton, who took a single day of strike action, and were offered a pay settlement equivalent to around 8%; Booth Industries International (a specialist blast door manufacturer), who received a 5.75% pay rise after a 6 week overtime ban and bottled water company Roxane UK, based in Armathwaite, who concluded pay negotiations with a 6% pay rise.

In terms of legal claims, the region successfully



settled a long standing legal claim for holiday pay for Amey workers employed by Sapphire Utility Solutions, winning over £60,000 for our members and providing closure after a legal process lasting over five years.

Spirit Aerosystems employed over 3500 people in Northern Ireland and was taken over by Boeing, with Airbus taking ownership of the wing production side of the business. GMB NW&I has taken concerns about the break up of the company to ministers at the NI Executive and at the heart of Westminster, and will continue to lobby Boeing and Airbus on long-term commitments to jobs, investment and apprenticeships.

In one of the biggest wins of the year, cereal workers at Cereal Partners UK (CPUK) in Bromborough faced a site closure, but managed to save well over 200 jobs and secure an enhanced package, including £10,000 in bonuses and an improved pension scheme.

At Asda stores in the North West, a major health and safety campaign has been “rolled out”, relating to the hazards posed by faulty roll cages, dollies and trays, with surveys and petitions to push Asda to set up a formal Health & Safety committee.

AstraZeneca, the largest company on the FTSE100, has a major manufacturing site at Macclesfield, with over 5000 employees. GMB NW&I have initiated a high profile campaign to ensure the long term future of the site, and the high paid, unionised jobs that go with it, with meetings in parliament and a roundtable with the Secretary of State for Health and Social Care.

Public Sector Section

Schools & Academies

We have recruited 1403 new members across schools and academies in the last 12 months, which is a substantial improvement on the previous year period. We have had massive success in recruiting new members in Manchester City Council, Tameside MBC and Sefton Council, where we have recruited over 500 new members in just three local authorities. Our inset day campaign in January 2026 was our most successful ever, recruiting 115 new schools members in a single day.

We initiated our first school's forum in the region which was well attended by reps and activists across both the North West of England and Northern Ireland.



Local Government

At Ards & North Down Council there were concerns about the outsourcing of leisure services. GMB NW&I Region, and other trade unions, alongside community and sporting groups, lobbied the council to bring leisure services back in-house. Services had been split between SERCO (outsourced since 2016 in North Down) and an in-house model in Ards. After protests and significant media attention, councillors voted to maintain the current arrangements, a victory for GMB members and the community.

The campaign for equal pay in Knowsley continues in earnest. The council has stopped the practice of task and finish, but now GMB have begun lodging equal pay claims to deal with the years of historic pay inequality against our members.

Equality and Education

Over the last year there has been a real drive to ensure our activists have the tools they need to tackle the harmful narratives of the far-right. Our pioneering course on 'Calling in – Not Out' gives reps the confidence to challenge harmful views on race, refugees and the cost of living crisis, and has been well attended. Activists from the region have also attended events, such as the Together Alliance march, to show that hate has no place in our region.



Political

Over the past year, our region has continued to grow in importance politically, with Reform a real danger to the large number of Labour run councils and Labour MPs we have. We are making sure Labour politicians within the region provide their support and influence for our members' industrial campaigns. Notable examples from the past year include support from Tim Roca MP (Macclesfield) and Sarah Russell MP (Congleton) for our campaign to ensure Government fully support our members jobs at AstraZeneca; the support of Elsie Blundell MP (Heywood & Middleton) for our members in the PHV industry both by raising the issue of livery in the House of Commons and in her role on the Transport Select Committee; and the support of Rebecca Long-Bailey MP (Salford), Michael Wheeler MP (Worsley & Eccles) and Mayor of Salford Paul Dennett in challenging the derecognition of GMB at Luxfer MEL Technologies.





GMB SCOTLAND

Membership

GMB Scotland continues to deliver high impact campaigns across all sectors, standing up for workers and winning tangible improvements in pay, terms and conditions. These successes are driven by sustained investment in our people, ensuring our reps, organisers and activists have the skills, confidence and support needed to lead from the front.

Our focus is not only on growing membership, but on building a strong, active base of workplace leaders by developing confident shop stewards and equipping them to organise, recruit and campaign effectively, we are creating the foundations for long-term strength in every workplace we operate in.

Through targeted organising, visible campaigning and a relentless focus on workplace issues, we are continuing to grow membership and deepen engagement. This approach is strengthening our presence in workplaces and communities across Scotland, ensuring GMB remains a leading voice for working people and a union that delivers real results.

Private Sector Wins

GMB Scotland's organisers and reps have delivered significant victories throughout the year in the Private Sector.

Oakwood Cooperage

We secured union recognition at Oakwood Cooperage establishing a bargaining unit covering labourers, cooperage workers and apprentice coopers. Following the closure of the original factory, the majority of the workforce transferred to a new site in Airdrie, with the agreement moving with them. Around 60 workers are now covered within this bargaining unit, and we are progressing towards full collective bargaining rights at the new site.

W.H. Malcolm Ltd.

We secured a recognition agreement at one site, with first pay negotiations now underway. This is the first recognition agreement in the company's history, within an employer long known for resisting union organisation, including during the UK miners' strike. We will now target further Malcolm sites to secure full recognition across the business.

International Beverage

We have secured and formalised recognition agreements covering warehouse operators at a maturation site, and distillery operations across three of the company's five distilleries. For the first time, workers are engaged in collective wage negotiations, securing pay increases above the Retail Price Index.

Ferguson Marine

Following a long campaign, the Scottish Government confirmed a direct order for four new vessels—two passenger ferries and two research vessels. This secures employment for the next five years. We will continue to campaign for further orders and long-term investment to ensure a sustainable future for shipbuilding on the Clyde.

Oil and Gas / Transition

In the oil and gas sector, we continue to prioritise protecting existing jobs while ensuring workers are supported through any transition to new energy systems, including access to skills, training, and pathways into just transition roles. However, in Scotland there remains a significant gap between ambition and delivery. There are still too few just transition jobs for highly skilled workers, and Scotland is not yet manufacturing wind turbines domestically, limiting long-term industrial employment. We will continue to support our members in oil and gas while pressing government and industry to ensure

transition plans are backed by real investment, manufacturing capacity, and sustainable jobs in Scotland.

Scottish Power Renewables

This remains an ongoing and high profile issue which is currently being addressed jointly by the recognised trade unions within Scottish Power. Scottish Power has publicly rejected all claims for trade union recognition within its Renewables division. This position has been widely publicised and has now been raised at both Scottish and UK Parliamentary level. The matter has also been raised directly with Ed Miliband MP and Michael Shanks MP by Claire Greer, on behalf of the unions.

From a political perspective, we have been advised that there is no formal action currently available to government, however Ministers have committed to raising the issue directly with Scottish Power. In parallel, Prospect is leading a joint trade union application to the Central Arbitration Committee (CAC) in pursuit of compulsory trade union recognition within SP Renewables. This process is ongoing. Positively, unions have been granted access to ongoing SPEN induction sessions. These are scheduled to continue over the coming months, and engagement sessions are already taking place across local regions to support membership growth and visibility.



SSE

At SSE, Gary Carter is currently arranging trade union access to local sites across Scotland. He has also provided contact details for key individuals involved in current and upcoming projects. To date, feedback from the sites via Bob has been minimal. A meeting is scheduled between Claire Greer and Gary Carter in the coming weeks, where a clear plan will be agreed, including confirmation of site access arrangements and the scheduling of future visits.

Aviation

At Swissport, we are running strong campaigns alongside airport workers to challenge abuse and poor treatment in the workplace. These campaigns have generated significant interest from both members and non-members, with many joining GMB to secure a collective voice. This growing engagement reflects the demand for organisation and collective strength and demonstrates the impact of visible workplace-led campaigning in building membership and confidence.

Public Sector Wins

A significant amount of work has been undertaken over the past year within the public services sector, which has continued to operate in a challenging environment due to ongoing cuts and financial pressures.

Despite these difficulties, GMB Scotland organisers and reps have delivered some terrific campaigning and workplace organising outcomes. Our members continue to stand strong in the face of pressure, and our reps have played a vital role in defending terms and conditions, supporting members, and maintaining collective strength across services.

This work demonstrates the resilience of our organisation in the public sector and reinforces the importance of continued investment in organising to protect jobs, services, and standards for workers and the communities they serve.

Local Government

Pay negotiations concluded in 2025/26 with an agreement on a two-year deal with a rise of 4% in 2025/26 and 3.5% in 2026/27.

In comparison with the NJC agreement for 2025/26 (3.2%) and offer for 2026/27 (3.3%) this will see SJC workers receive a 1% higher rise over the same two-year period. Early in the pay negotiations GMB used our position as the only union with an industrial action mandate to influence negotiations in our favour. The strategy adopted by Scotland's Local Government Committee of pursuing targeted action led to us balloting workers at the Clyde Tunnel, whose action would have meant closing one of the busiest roads in Scotland.

As well as centralised national campaigns, there is a focus to run local campaigns that are deeply and widely felt by our membership base. There have been school violence campaigns in Highland Council, Aberdeen City Council and City of Edinburgh Council.

Campaigns around resourcing for cleaners and caterers in Tayside Contracts and Glasgow City Council. Campaigns around lone working for our care members in Glasgow City Council and West Dunbartonshire Council. We have also continued work on job revaluations and equal pay, with the work to bring in a whole new job evaluation scheme to finally rid Glasgow City Council of a discriminatory pay and grading model coming towards the final stages.

NHS

Our NHS and SAS membership continues to go from strength to strength. The pay negotiations in 2025 secured a two-year deal with a rise of 4.25% in 2025/26 and a rise of 3.75% in 2026/27. A key part of this pay deal was a unique inflation protection ensuring that if the CPI +1% average over each month of either 2025 or 2026 outstripped either year of the pay award, then the workforce would get an automatic uplift and backpay. This already came into action for the first year securing an extra 0.15% and with an expected turbulent year for inflation in 2026 will give the workforce comfort. The top of Band 5 in Scotland will be on £43,039 working a 36-hour week, while in England & Wales they would be on £39,043 for a 37.5-hour week. The success around pay has been achieved through the ability to have direct negotiations and GMB members willingness to fight for their worth with the support of our rep structures.

Outside of our national pay negotiations we have focussed on local wins, which have



been achieved through the engagement and willingness of our members to assert themselves. We have seen wins for Serco members at Forth Valley Hospital to protect their pay cycle, Domestic workers pushing back on job creep at NHS Greater Glasgow and Clyde, Laundry workers fighting to protect Christmas and New Year shutdowns at NHS Greater Glasgow Clyde and dispute at Scottish Ambulance Service over rest break non-compliance.

GMB Scotland Region would like to say a special thanks from all the reps and members in NHS to Karen Leonard who retired this year. Her passion and determination alongside that of our reps has been the key to GMB Scotland's success in the NHS.

Care

We are entering a pivotal stage regarding the setup of sectoral bargaining in Scotland. The position the GMB has adopted has been to setup a negotiating body which would be supported by the enforcement abilities in the ERB, so that we avoided a pay review style arrangement.

Aberdeen

In July 2024, around 40 Bon Accord care staff part of the Arm's Length Organisation owned by Aberdeen City Council were TUPE'd over to the NHS at Rosewell House. Less than a year later it was decided that due to organisational change jobs were at risk. The TUPE staff were

to be treated less favourably than their NHS Agenda for Change colleagues.

All staff were informed of the building closing and advised if no alternative ring-fenced posts available that they were then to be put on the redeployment list for three months after which, if no suitable job was available at the time, they would be made unemployed.

GMB members raised a collective grievance regarding the Agenda for Change Organisational Policy which they were excluded from, which motivated other staff to join GMB as they saw a union with a passion and understanding, fighting for a resolution to be found. Staff grades and bandings didn't match, and this was a cause for concern.

As a result of this grievance, GMB secured 6 months full and 6 months half-pay protection for members. This still left GMB members at a disadvantage, and members decided to submit a terms and conditions claim to ensure parity with AfC colleagues.

This initially fell on deaf ears, but after an official industrial action ballot of support staff which obtained an 86% turnout with a 100% vote for strike, GMB secured a deal which was accepted by most members. The outcome was more favourable with support staff being guaranteed NHS band 3 and of £2000 cash for support workers with a Band 4 and £5000 on offer to the Service Supervisors. At every step of the process members have had victories all of which were based on the solidarity and

unity of members as demonstrated by the huge turnouts in ballots. GMB Union density is over 90% in the affected staff group.

Robert Gordon's College Recognition

GMB members at Robert Gordon's College, a private school first opened in the 18th century, have gained union recognition. Members working in janitorial, cleaning and gatekeeper roles have gained union recognition for the first time in the college's history. It is a major step forward for workers, who are paid well below their Local Authority counterparts, and some are on just the National Living Wage despite the school charging pupils around £16,000 per annum to attend.

GMB will now be able to negotiate pay, terms and conditions with the college on behalf of staff after coming to a voluntary agreement with the historic school in Aberdeen City Centre and around 40 staff are covered by the agreement.

Women's Campaign Unit

We have seen another year with expanding campaigns and most importantly substantial wins for GMB members. Following industrial action in Falkirk, an intense period of negotiation secured GMB members in home care not only an upgrade in pay but significant backpay. GMB were also able to secure the payment of our own legal costs

although we didn't get to a tribunal, which was a first for GMB. This signposts the way to sustainable campaigning with legal support. In Clackmannanshire, we have secured an uplift in grade for Learning Assistants with 2 years backpay, this was the first secured out of a group of councils where we are looking to secure the correct value for our classroom-based school members.

There have been intense discussions in Glasgow City Council with the introduction of a new job evaluation scheme and new pay & grading structure. This the first time that GMB have been involved in such an overhaul after such high level of litigation, which has increased the pressure on everyone involved. With a target date of full adoption by April 2027, we have been out engaging with members and supporting them. The WCU have recently setup an Equal Pay Network across the region so reps at different stages of their campaigns can support each other and share their successes. As part of this the group are planning a day of action on National Equal Pay Day on September 18th. GMB Rep Frances McGuinness won the STUC Women's Meritorious Award for her campaigns at her employer in the MOD.



Media and Political Campaigning

From community councils to national parliaments, in print, broadcast and online, GMB Scotland has raised our members' voice in high-profile and successful campaigns since Congress 2025. The support of local, regional and national politicians was enlisted to back workers, secure significant recognition agreements, and win strong pay deals from the Shetlands to the Borders.

Our political campaigning was amplified and driven forward in the media, with impactful GMB-led coverage highlighting the issues that mattered most to workers, their families, and communities. One of the year's most significant victories came in March when the Scottish Government directly awarded four new contracts to Ferguson Marine shipyard. The news came after relentless campaigning by GMB Scotland, underlined when, making the announcement in the Scottish Parliament, deputy first minister Kate Forbes hailed Alex Logan, GMB convenor at Fergusons, as "tireless, unwavering, and phenomenal."

Just six months earlier, we had enlisted a coalition of civic and community leaders from across Inverclyde under the "Fight for Fergusons" banner, sending an open letter to the First Minister calling for direct awards and a secure, sustainable future for the last commercial shipyard on the Clyde. Hailed in the Scottish Parliament, the landmark, community-backed campaign renewed pressure on ministers at a pivotal moment for the yard's future.

Our campaigning against the relentless but needless offshoring of public contracts while the social value to Scots' communities and economic growth is ignored has been sustained in recent months and will continue. Our fight to protect manufacturing jobs and Scotland's engineering firepower included campaigns against threatened cuts at bus makers Alexander Dennis, in Falkirk, and Volvo, in Lanarkshire, when our members' voices were heard from Edinburgh and London to Gothenburg.

In private correspondence, public interventions and parliamentary briefings and everts, we have urged our governments to support Scots workers, supply chains and communities. In March, we anticipated the UK Government's forthcoming Defence Spending Plan, calling

for Royal Navy dry docks to be built at the Navantia yard in Fife, securing its future after some bruising years. Our campaigns unit mobilised behind public sector workers in a series of disputes, generating political pressure and positive coverage. In West Dunbartonshire, for example, sustained campaigning, including meetings, correspondence, media coverage and rallies, secured the support of councillors last month when they voted to pause a disruptive redesign of the home care service to allow for more discussion.

In Glasgow, our members monitoring CCTV cameras helped make Scotland's biggest city safer after a tireless campaign to restore 24-hour coverage after it was cut by half. Our Freedom of Information requests delivered ward by ward risk analysis for councillors while news reporting underpinned the campaign which to the reinstatement of round-the-clock protection in February. In Aberdeen, we won enhanced terms for members at a rehab centre taken over by NHS Grampian, while in Highland, and elsewhere, our campaigning to secure better support, training, and protection for Pupil Support Assistants has been relentless over the last year.

Meanwhile, our policy priorities were raised repeatedly as the parties campaigned before Scotland went to the polls in May.

Energy has been a key battleground as our fight for a Just Transition continues and we urge MPs, MSPs, and ministers to support oil and gas workers, urgently green-light new fields offshore, fast-track new skilled jobs in renewables supply chains, and, in Scotland, review and reverse opposition to new nuclear reactors.

Thank You to Our Activists

GMB Scotland's Senior Management Team would like to take this opportunity to extend our sincere thanks to our activists, reps, organisers and all those members who contribute every day to build our union. Your efforts continue to make a real difference for workers across Scotland, and we are proud of what we are achieving together



SOUTHERN REGION

It has been a busy year for Southern Region, with many campaigns being fought and won across the region from Swindon to Sandwich and from Brixton to Brighton. Many struggles are still ongoing but made a real impact in the year since Congress 2025 and some of these are highlighted below.

Area 1

Environment Agency

In 2025, members raised serious concerns about ongoing understaffing and poor resourcing affecting Lock and Weir Keepers on the River Thames. Following notice for industrial action and plans for a large demonstration at the Henley Regatta, management agreed to recruit over 30 new permanent staff into the service, which ended the dispute.

Frimley Health NHS Foundation Trust

In 2019 GMB successfully campaigned to stop Frimley Health NHS Foundation Trust outsourcing non-clinical staff into a Wholly-Owned Subsidiary. In 2025 the same issue again reared its head after governmental suggestions that NHS Trusts should explore the use of WOS. GMB immediately launched

a campaign demanding that any further exploration of a WOS be halted, which has been successful.

Southampton City Council

Since 2024, GMB has been building membership in Southampton following the Council's admission that predominantly male groups of staff benefited from working arrangements not available to most other employees. Following prolonged negotiations over the scope and value of any settlement, the Council is now in the process of resolving these claims, resulting in large compensation payments to our members.

Bournemouth, Christchurch & Poole (BCP) Council

Since 2019, GMB has been involved in negotiations with the Council as it sought to harmonise four authorities into a single structure and transition to the Hay Job Evaluation Scheme. Since 2024 a series of improving offers were made and duly rejected by GMB members. A fourth offer was made in June 2025, including £1.9 million of additional investment in pay, resulting in higher pay for members and improvements to other key T&Cs, including bank holiday rates, call out payments and overtime. The offer was accepted by 77% of members and implemented in December 2025.

Area 2

Asda St Leonards

The branch launched a culture survey after members raised concerns about sexism and sexual harassment. After a GMB press release, the employer agreed to an independent investigation which resulted in a commitment to review the whistleblowing policy and action against perpetrators.

Biffa East Sussex

The vehicle fitters team in the East Sussex contract were facing bullying and harassment and a failure to consult over changes to their T&Cs. With the support of the officer the fitters organised to conduct an indicative ballot which had a 100% yes vote for industrial action. Before a move to formal ballot, further talks with management resulted in the dismissal of the bullying manager.

Veolia in Dover & Folkestone

All members received at least a 5 per cent pay rise, with some drivers receiving 8.9% and 360 plant operatives receiving 11% following GMB negotiating more recognition for their skilled role.

Brighton and Hove City Council

At Congress 2025 in Brighton, to mark the 1-year anniversary of the launch of our Equal Pay Campaign, the whole of Congress marched to Brighton and Hove premises

demonstrating about the Council's refusal to address our members' 1,100 equal pay claims. The Council has still refused to engage with GMB about our members and the campaign continues to build to demand justice for our members. In the ensuing legal wrangle, BHCC applied to make GMB a respondent in our ET cases, but this has proved unsuccessful. The legal process continues and our campaign continues to recruit members and gain visibility.

Bakkavor Tilmanstone Salads

GMB successfully secured a 6% pay award for the four pay grades that form our bargaining unit.

Montefiore Hospital

This is a private hospital in Brighton with no union recognition. A CAC application was made but was rejected, however a concession was made that GMB does not need to wait 3 years before reapplying. As a result our membership continues to grow and we have conducted culture survey in the employer. Reapplication will be considered when later next year in particular with potential law changes to process on the horizon.

Kent County Council

Kent County Council sits outside the NJC and conducts local pay negotiations. While balloting members, 384 new members were recruited as well as a number of new reps.





SECamb

GMB has seen a period of difficult relations with the employer, resulting in a Sky News exclusive report that heard directly from anonymous GMB members regarding their experience of a poor culture in the organisation alongside a culture survey that highlighted the concerns of members across the organisation. Whilst this led to predicted higher tensions with the employer at the time the outcome of the campaign was the Secretary of State engaging NHS England to review the concerns in the organisation raised by GMB. 147 new members were recruited during this campaign and work is now being undertaken to now rebuild the TU and employer relationship going forward

GGS

Actively working on Gatwick Ground Services and trying to rebuild membership in an active Unite area where members switch between the 2 unions regularly. We have also gained recognition in Gatwick for BA engineers under voluntary recognition which we plan to build membership next year.

UBAT

University of Brighton Academy Trust has decided due to finances to end its academies and TUPE all out to different Trusts across East and West Sussex. We secured membership

growth and ensured that NEU members came back to GMB across the patch.

Royal Pavillion Museum Trust

The employer is an arm's length outsourced Trust from BHCC. The Trust is now seeking to remove NJC pay rises, lower sick pay, lower holiday pay and other terms. Legal advice has been sought on contractual fire and rehire as there is a variation clause in the contract. Members are being organised and have at the time of writing taken two days of strike action.

Area 3

London Weighting Needs Inflating Campaign

750 school support staff members took strike action across Merton and Greenwich to win London Weighting allowance parity with teachers. 23 Merton and schools and 11 in Greenwich secured a mandate for action and held mass demonstrations outside their respective town halls on 1st May.

APCOA

Strike action across APCOA (parking wardens) in Wandsworth and Richmond, Kingston, Lambeth, and Bromley all resulted in settlements.

Serco Richmond

8 per cent pay settlement achieved following threat of strike action.

London Hire Lambeth

After two rounds of strike action, members achieved the London Living Wage, plus the removal of a bullying manager.

OCS South London & Maudsley NHS

SLAM NHS members transferred to OCS, with GMB beginning a dispute over cuts and redundancies. Three days of strike action planned with picket lines across three London hospitals

Croydon Hospital

London Living Wage achieved with backpay for last year, following a collective grievance.

Mulgrave Primary School

Issues with bullying and harassment at this school in Greenwich. The headteacher stepped down after strike action was taken by our members.

Recruitment

In the 12 months from March 2025 – end of March 2026, Southern Region recruited 15,240

new members. Over one third of these came from Schools or Academies, with 5,527 joining over the year.

The Regional Organising Team contributed by organising and recruiting around national campaigns such as NJC Pay, as well as local pay campaigns in Kent and Surrey Councils and SGN. We have been attending formal inductions at employers such as SERCO as well as supporting members taking industrial action around the Region.

For a number of years now we have been capitalising on greater access to larger numbers of support staff specifically on INSET days. This January, we secured double the number of INSET visits compared to last year's January – 60 visits, up from 30 which resulted in 140 new members in a single day, plus several reps. At our September INSET we attended 86 meetings and recruited 241 members plus 12 new reps. This has been a full regional effort, with everyone involved in delivering visits.

Our retention of lapsed members continues to deliver, with more than one thousand re-joined in the final six months of 2025.

We continue to face challenges as a Region, but looking at where we can access more employers with the changes to the Employment Rights Act and we looking forward to further building GMB into 2027.



WALES & SOUTH WEST REGION

Acknowledgement

Once again, it's my honour and privilege to be writing the 2026 report on behalf of the Wales & South West region. May I take the opportunity in thanking all staff, the Regional Committee, Regional Council, CEC members and all our activists for what we have achieved throughout 2026.

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

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

Our commitment to staff development has remained a top priority within the region. We have placed support/ and staff on IT development courses, GMB@Work and individual self-development.

Through tailored programs and initiatives, we have continuously invested in enhancing their skills and enhancing career progression, ensuring that they are equipped with the knowledge and expertise necessary to personally plan a pathway for their career within the GMB. It is their dedication and commitment that lie at the heart of our success, and we remain deeply grateful for their ongoing contributions.

Congratulations to those members of staff who have gained promotion through their self-development, and we also welcome, new members of staff, Natasha Board, Anita Brain, Kyle Lowri, Rob Bailey, and supporting our campaigns, Gruffudd Lewis, and Becky Jones-Westcott.



I'm incredibly pleased to share that Tom Hoyles was appointed as Senior Organiser, based in Wales. Tom will continue to lead on his Political role and Public Service Wales work. Congratulations, Tom!

During 2026, we have had the privilege of celebrating the outstanding careers of several dedicated colleagues who have retired from our region, collectively contributing an incredible amount to GMB. Each have left a lasting legacy through their unwavering commitment, professionalism, and loyalty.

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

Nick Hughes our Senior Manager has reached 40 years anniversary working for the GMB – Nick thank you for your ongoing dedication, and commitment for so many years to the organisation and our members.

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

Our thanks to our General Secretary Gary Smith and congratulations on his further 5 years succession. Gary reminded us, that if we wanted to protect everything this union has built over the past, and if we want the GMB to thrive and prosper, we need to come together and respectfully work together to campaign, to listen to our members, to fight for our members.

Equality

The Regional Equality conference will be held in November. In March, the region proudly hosted its very first Regional Race conference, an important milestone in our ongoing commitment to equality, diversity, and inclusion. The event was a resounding success, bringing together members from across the region to engage in meaningful discussions, share experiences, and strengthen our collective approach to tackling race inequality.

This achievement would not have been possible without the dedication and hard work of the REF and our RACE sub-group. Their commitment, organisation, and attention to detail ensured the conference ran smoothly and delivered real impact for those who attended.

Equal Pay

Cardiff

We had a preliminary hearing in March which went well. It is clear the judges view is press on. The judge is aiming to list a substantive material factor hearing in Spring of 2027, so we really want to kick the campaign up a gear to

move to settlement talks. We will likely be given dates in September 2026. We will continue to keep the campaign going and get the members asking for settlement talks now.

Swansea

We are working away on the data for this claim and are getting to a good place. As above we want to start looking at lead groups. A first substantive hearing is set to be scheduled for early 2027 in July. We will be pushing for settlements, and getting our members motivated and active to campaign. We have made massive strides, and membership growth has been outstanding within the campaign. Thanks to all for making this campaign such a success.

Bristol

The next preliminary hearing is in September and we are moving towards a substantive hearing also. This campaign has been a tough one, but we will continue to push forward.

Thank you to the officers, regional campaign unit and Women's Campaign Unit, for all of your continued hard work and dedication. Together, we're making real progress for our members and for fairness across the region.



Industrial

Wales & West Utilities

There are now active reps in every department across WWU in both the Field and Staff collectives and membership currently stands at, Staff – 386, Industrials – 910.

The new 5 year pay deal has now been agreed with over 90% of members taking part in the voting.

Members voted to accept a CPIH linked deal and a doubling of the company sick pay provision from the current 20 days per year to 40 days full pay, and 40 days half pay.

Part of this pay deal also secured a firm commitment to an insourced model which seeks to buck the trend in other gas networks where they have outsourced large parts of their work to third party contractors! The region has sent delegations of senior reps to Parliament to engage with MP's regarding the important role that the gas industry must play to secure a safe, sustainable and affordable energy future. We have also met several times with OFGEM and the HSE to ensure that we have both a strong regional and national gas industry voice.

Water Industry

Reps from our four regional water companies (Wessex Water, Bristol Water, Southwest Water & Welsh Water) have combined to create a regional water forum which will help to shape future campaigns, trade organising ideas and assist in the negotiations of future pay and conditions. They continue to meet monthly ensuring the collective focus on protecting members and the industrial priorities are at the forefront of their organising action plan.

Shipbuilding Defence – Team Plymouth

The Ministry of Defence has committed an additional £4.4 billion investment in the Naval Base and Dockyard, securing the maintenance of the Royal Navy's fleet in Plymouth well beyond 2070. The team is working closely with the council and other stakeholders to ensure that we are maximising the benefit of the Plymouth Task force, which will see millions of pounds poured into the local community to help support the government's maintenance contract for nuclear subs in Devonport.



In September 2025, the Government also announced that the city would receive a share of £250 million through the Defence Growth Scheme. This investment will support the development of long-term partnerships and represents a major opportunity for growth across Plymouth and the wider region, with clear potential benefits for jobs, infrastructure, and housing. This should see local investment in new homes (25,000 extra jobs needed) schools, hospitals, roads, etc. This should give public service workers more security as the economy grows in the area.

As part of our work on this programme, we are beginning to build our organising capacity to gain access to workers and establish a presence in currently non-unionised workplaces. This creates the potential to engage with around 700 defence-related companies across the Southwest, including both established firms and those seeking to enter the sector.

Alongside this, we are continuing work to establish a social covenant for the city, ensuring that public investment delivers fair work, strong employment standards, and long-term benefits for local communities.

Taken together, these developments present a significant opportunity to strengthen workplace organisation, grow membership, and secure new recognition agreements, particularly considering the enhanced rights available under the Employment Rights Act.

Appledore

We are in the early stages of planning a campaign regarding the border force ships, which the company is bidding for and will have them built at Appledore.

We are getting access to new starters as when they come in, at the moment it's small numbers, they currently have 60 live vacancies, with many apprentices due to start in September.

Hinkley Point C

The General Secretary visited HPC in April to mark a milestone event, by the signing of the Inclusive PPE Charter, with a clear commitment from EDF to every single worker on site. This charter is simple, but powerful: every worker has the right to PPE that fits properly, protects effectively, and supports dignity at work. That shouldn't be aspirational, it should be standard for all workers.

The charter sets out clear commitments from employers – commitments to protection, provision, proper fit, people, and partnership. These are not just words on paper. They are principles that, when put into action, will make a real difference to workers across our industry.

And importantly, this hasn't come from the top down. This has been driven by people who understand the reality on the ground. So, I'd like to take this opportunity to give a special thanks to Martina, whose leadership,

determination, and passion have been instrumental in creating, coordinating, and promoting this campaign.

The launch of this charter is not the end – it's the beginning. The real success will be measured in how we implement these commitments throughout workplaces, how we hold ourselves accountable, and how we ensure that no worker is left behind. Thank you Martina for your amazing work on this groundbreaking Charter.

NJC Pay & Local Government

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

A programme of visits has been undertaken across in schools and MAT academies and remains ongoing. There has been a considerable build in membership across the region. Our hope is to increase our density and our reps base to ensure that the SSSNB, and whatever its Welsh equivalent becomes, has a strong GMB voice.





We've made real progress in setting up two new regional groups, the Schools Regional Group and a Local Government Group, and we are also in the final process of creating the regional Social Care sector forum.

These groups will help us strengthen our organising strategy and ensure we're supporting our members where it matters most. We'll be guided in this work by our National Representative for the region, who will provide direction and advice as we move forward.

Training

In the 6 months between July 2025 and December 2025 177 Workplace Organisers (WO's) attended courses across the Region in Plymouth, Bristol, HPC Campus, Cardiff and Online.

WULF Project

The WULF Project / Learning Team provided direct learning opportunities to 396 learners in the period July – December 2025 and all WULF Targets have been met. Learners in 21 different organisations delivering 120 different learning courses. New organisations supported in this period include South Wales Police, HPC, Caerphilly Council, Bristol Airport, Numatic, Mediquip and Cardiff Wales Airport and Cardiff Council. In December 2025 the WULF Project was confirmed for a further 3 years funding (from April 2026 – March 2029). The delivery budget is being reinstated to its previous level, following a 40% cut to the Year 3 budget.

Closing

I would like to extend my sincere thanks to everyone across the region for their hard work, dedication, and commitment over the past 12 months. Your efforts have been vital in driving forward our campaigns, strengthening our union and supporting our members. It's my pleasure to present this report on behalf of the region and look forward to building on our progress together.

Wales & South West Staff, Members & Regional Council

Kevin Jones – Regional President

Ruth Brady – Regional Secretary

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