

GENERAL SECRETARY'S REPORT

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Welcome to sunny Blackpool!

We assemble as the Congress of our great union, to be accountable, to debate, make new policy and set our values for the years ahead. The last year has been both challenging and rewarding. The GMB has found its campaigning and organising strategy after what seemed like years of unfulfilled promise.

The 2005 Congress told us to become a campaigning union again, we have, ask Asda or the AA or Morrison's or any of the hundreds of workplaces where our union challenged injustice and inequality. The 2005 Congress told us to manage the union better and we've made a very good start, unprecedented comradeship and unity of purpose from our CEC and our Regions mean we come to you today free of any debt with a properly controlled expenditure system and for the first time in years a growth (albeit small) of real live paying members! Congress 2005 told us to get organised, we've set up a National Organising Team to target growth through workplace organisation. The Special Task Group set up to help identify areas for change gave us fresh ideas, we've acted on some and are working on others.

The inquiry into the 2003 General Secretary and Treasurer elections have been completed and I hope by the time we meet in Blackpool our union's democracy will have been strengthened and reformed.

I have travelled to all Regions during the last year and what I have found has been officers, staff, branch officers and activists who are 100% committed to fighting for a better future for our members, a fairer society and justice and equality for all.

The success or failure of the union rests on our belief in its core values. There will always be sell-out merchants or defeatists who tell you it can't be done, or the trade union movement is failing. Frankly if these people put as much effort into fighting for working people as they do in making excuses for themselves then the trade union movement would be bursting at the seams with new members.

Organising can be very difficult. New challenges face many of us, the economy is shifting at an alarming rate, 1.2 million manufacturing jobs lost since 1997 – 3 million new, service sector jobs created in the same period. Many in industries which frankly trade unions haven't challenged or organised in before. That's no longer an option. The GMB will go where the people work. We will organise and we will fight for better pay, conditions, justice, equality and respect. That's our business.

Have a great conference.

Yours in comradeship

Paul Kenny

GMB

COMMUNICATIONS DEPARTMENT

The GMB Communications Department has been charged with doing everything possible to assist GMB Organisers with the recruitment of new members and to service existing members who are under attack in their workplaces. This has

been ongoing since April 2005 when the Acting General Secretary tasked the department with telling Britain's workers why they should belong to GMB. This task was made simple by the extent of the level of activity in the regions.

Below is a breakdown of the work the department has done under each of the subject heading for which it has responsibility; followed by a breakdown and listing of the number of press releases issued nationally and regionally month by month since GMB Congress 2005 up to the time of writing this report in early March 2006.

PRESS

Between June 2005 and early March 2006 the National Communications Department sent out 579 press releases; an average of 72 a month; on hundreds of issues. GMB disputes and campaigns; reactions to government policy and other bodies' statements. Below is a summary of this output. GMB members can receive all GMB press releases directly to their email address by going to the national website at www.gmb.org.uk/news and registering on-line.

AA dispute and Congress demo; ASDA Washington and Skelmersdale disputes; Gang masters; Tagging of workers; surveillance and Dataveillance; Stanley casinos pay dispute; Morrisons dispute; Council Housing; A&P Shipyard; Kensington & Chelsea Street Sweeper; Average wages by occupation; use of consultants by Government; Schools white papers; NHS scanners set up; Uncollected Council tax; number of industrial accidents by region; Heathrow Terminal 5 dispute; British Gas Pension dispute; Mudchute Farm disciplinary; sacked caretaker; state pension retirement age; city bonuses; Derrinda Belgin's ET win over pregnancy sacking; DHL dispute; number of company cars in Britain; numbers self employed; Council Housing; Social housing; rent rates changes; number in receipt of incapacity benefit; Vacant properties; Rentokil Pension and site closures; Unilever sale of UK assets; council e-comms achievements; Coco Cola; Obesity in Children; Number with Lung cancer as part of the passive smoking campaign; government plans for reduction of GP surgeries; number in manufacture; number working in service sector; tattooists; tax credits; deficit between numbers on benefit and available jobs; Arsenal FC treatment of club shop staff; Medway Queen; Off-shore working in engineering; fire at Southend pier; gender pay gap; worlds aids day and national mesothelioma day and other national days of note; Average male hours; JJB strike; TICA; Ryanair turnaround times and reaction to Dispatches program; Croydon council proposal to close Crosfield factory; Cash in Transit security of staff and reaction to C4 The heist programme; gaming industry and casino expansion reports and reaction to government proposals; gas and energy statements and prices rises; procurement laws change for local authorities; services directive and Strasburg demo; pay in higher education; GMB signing of G4S recognitions deal; construction work at Wembley stadium; CEC statements on union business; Excelcare proposed closure of ten Essex care homes; Remploy pay talks and the Lagers demo at Allington EFW Plant.

The monthly totals of subjects covered by press release issued are (some issues e.g. non collection of council tax require regionalised versions as well as a national one. This can mean up to 13 releases per subject. All these press

release are available on the national website press archive.
June 2005 (including GMB Congress 2005) 37 press releases
July 2005 80 press releases
August 2005 58 press releases
September 2005 94 press releases
October 2005 65 press releases
November 2005 65 press releases
December 2005 60 press releases
January 2006 51 press releases
Up to mid February 2006 60 press releases

Campaigns

AA

The aim of the GMB campaign in the AA is to persuade the thousands of AA staff to re join GMB having been led out of the union by ex-GMB officials in to a staff association. Since the venture capitalist took over we have kept up a constant bombardment of publicity about the detrimental employment practises that our former members have suffered since de-recognition of the independent trade union rights. The workforce has been cut by a third so that the long hours culture is set hard as part of the businesses. Disabled workers and those on the sick were targeted for and given severance packages well below their redundancy entitlements. AA customers too have borne the brunt of the paring down of the service. Fewer breakdown patrol staff and fewer call centre staff has led too longer waiting times at the road side and so has disgraceful reports of disabled and vulnerable drivers being abandoned altogether by the company. Increased pressure on staff to sell parts and AA membership at the roadside and the blatant asset stripping of the company in order to pay £500 million bonus to the owners is the current state of play at the time of writing. GMB has made sure that all these issues have been reported far and wide and has not allowed the new; venture capitalist owned AA to masquerade as the original 4th emergency service that served its customers for year but is now long gone. Visit the website page at www.gmb.org.uk/aa for all the latest news on the campaign.

ASDA

The aim of the GMB campaign against ASDA is to restore full; national collective bargaining rights; pay and conditions and decent health and safety for our 20;000 members in the stores and depots. Since June 2005 when GMB stood out against pay cuts and attacks on their right to collective bargaining GMB has kept ASDA in the news and informed ASDA customers about the treatment metered out to its workforce. The strikes at Washington and Skelmersdale in June and August 2005 started the ball rolling and since then it has been non-stop. Employment Tribunal findings against ASDA for anti-trade union activities and race discrimination have been widely publicised along with the revelation that ASDA had paid Portland PR; a company set up by former Labour spin doctor Tim Allan; to run the union-busting campaign against GMB. ASDA was also found guilty of racial discrimination in two depots and forced to pay GMB members

£750 each in Wakefield and Lutterworth. To highlight the discriminatory treatment against gay members of ASDA's staff we used the pink media.

CASINOS

The communications department has sourced and produced the two Runners and Riders Reports on the companies vying for licenses and planning permission to build and run the new resort casinos in Britain.

Public Services Awareness

We have published GMB surveys of official figures on the achievements of local authorities in the delivery of services. These survey have achieved millions of individual items of coverage informing the general public; would be and current members of where their council comes in the national league table of service delivery.

Disputes

British Gas Pensions
Local Authority Pensions
ASDA
AA
Heathrow Terminal 5

Regional

Unilevers
Rentokil Pensions and Closures
JJB Sports

Websites

The national website is updated regularly with information on all areas of the work of GMB.

At the time of writing the online joining facility is imminent and we have every expectation that this will have a significant impact on recruitment by offering a new; easy and accessible way to join the Union.

All press releases are available on-line in the press area.

GMB campaigns; departments and sections all have their own areas. There are also links to all the regional websites and any branch websites we have been given the details of. All publications produced by GMB nationally are included on the website and merchandise is also available to purchase online.

Campaign Websites

A new weapon in our campaigning armoury is the dedicated member led campaign websites.

Our ASDA; AA; DHL and Anti fascist campaigns all have their own sites. Visit; -
gmbinasda@unionweb.co.uk
gmb.org.uk/aa
gmbindhl.unionweb.co.uk

targetbnp.unionweb.co.uk

Publications

The first edition of Public Eye the new magazine for the public services membership as instructed by GMB Congress 2005 decision on motion 19 was published in January 2006 and will be published twice yearly from now on. The GMB Official is a new publication for GMB activist and post holders.

DHL Newsletters 1 – 6

DHL Charter

GMB Black History Month National Event Flyer

September Recruitments form print run

Securicor Recruitment forms

AA Campaign Newsletters 1 – 2

AA Campaign leaflets

New GMB Activist New letter 'GMB Official'

Public Services Members Magazine 'Public Eye'

Off Shore Workers Recruitment Forms

H&S for Casino Workers

Casino Workers Leaflet

Ship Building Leaflet

MPO Recruitment Forms

GMB Diaries

ASDA Recruitment Forms

School Support Staff re-print

Health & Safety Stickers

Political News

Your Rights – Translated Leaflets various 27 so far

Pubs & Clubs Leaflet

Local Government Pension Guide

Labour Party Spring Conference Casino Fringe Flyer

Hope Not Hate Flyers

Magna Kansi recognition ballot material

Political mailings and bulletins for Local Elections

Merchandise

We continue to produce campaign merchandise including placards and armbands for rallies and demonstrations. We also have GMB branded baseball caps; t-shirts; sweatshirts; ties and lanyards for sale. All are available from the website or National Communications Department. We always use Ethical Threads as our t-shirt provided to ensure that they are ethically sourced. All merchandise is guaranteed as sourced via union friendly firms.

EUROPEAN REPORT

Introduction

GMB continues to maintain its high profile campaigning role in Europe, during what has been a challenging and turbulent year at European level. The “No” votes on the Constitutional Treaty in France and the Netherlands not only halted its progress, but provoked wider questions about the future direction of Europe – a major issue still to be resolved. Governments agreed a period of reflection, but there is concern that more must be done to bring this important debate closer to the people of Europe.

The sudden death of Midlands MEP Phillip Whitehead in December was a big shock, and he will be sadly missed. GMB members are certain, however, that Phillip would have agreed with us that he could have had no better successor than GMB Midland Region Senior organiser and political officer, Glenis Willmott, whom we congratulate, and wish well in her new career as an MEP.

Recruitment and Organisation

The European office continues to support members and officers in recruitment and organisation by producing regular briefings on key developments on EU rights and policy which impacts on workers across all our sections. The European officer has also been actively involved in training initiatives in the regions to promote the scope for using GMB's involvement and expertise in areas such as European Works' Councils, Information and Consultation structures, Equal Rights and anti-discrimination to help us recruit and organise. Our ability to involve MEP's in workplace visits, and link key companies into wider European support networks to promote industries, such as nuclear, has helped to raise the profile, and therefore organising influence, of the union in many workplaces.

Recognition

The language skills of the Brussels based staff continues to facilitate useful support in comparing recognition across key target multinational companies. Contact taken up with trade union colleagues in a company from another country has often resulted in positive solidarity and support for recognition for our members, as was the case in Gleasons in the Southern Region. Such contacts have a wider benefit in allowing us to compare conditions and developments in work organisation across the company, which helps support our bargaining position.

EU Level Campaigns

Trade unions across Europe are concerned about the creeping influence of neo-liberal policies in defining EU legislation. Too many key European Governments and decision makers seem to have forgotten that there is a well established deal underpinning the development of the European Internal market, that there must

be a balance between the social and economic dimensions of a Single Market. Many feel that the scales are currently out of kilter, and need to be rebalanced.

As trade unionists, we are no strangers to struggle, and we have campaigned actively and consistently on several key issues at European level of crucial importance to GMB members:

- *Services in the Internal Market Directive* – GMB has played a key role in the sustained high level trade union campaign to undo the damaging effects of this proposal. Working with the ETUC, our EU trade union sector Federations, and our colleagues in other UK trade unions, we have provided regular briefings on the GMB position at all the key stages of the decision-making process. Furthermore, we have held regular meetings with MEP's on the issue, both individually and as a group of trade union General Secretaries, as well as with Commission and Council officials, including Commissioner McCreevy. We have also used the briefings to raise our concerns with our Westminster Group of MP's. ETUC has co-ordinated two major demonstrations in Brussels and Strasbourg in which GMB members have participated.
- *Port Services Directive* – Working together with our colleagues in the European Transport Federation and with the support of our MEP's, GMB helped to ensure that the dangerous proposals risking casualisation and deregulation of safety and working conditions in the sector were rejected by a massive majority in the European Parliament in January 2006. This clear message from the European Parliament to the EU Commission will hopefully be sufficient to ensure that the Commission does not try to resuscitate these proposals for a third time.
- *Working Time Directive* – the campaign to protect and improve workers rights on working time has been on-going for too many years. Proposals to revise the 1993 EU Directive reducing rights and protections has naturally met with hostile opposition from the European trade union movement. The very idea of formalising the right to opt-out of these crucial health and safety protections beggars belief. Harder still to believe, is that it is the British Labour Government that has been promoting this position. GMB is further concerned that on-call protections will also be weakened as the proposals stand, undermining significant progress we made in court on the Harrow Warden's case, supported by a number of helpful European Court judgments defining on-call time as working time. Despite the European Parliament supporting an end to the opt-out, EU Government's are split, and the British Government is seeking to justify its support for the opt-out by claiming that other member states are worse in seeking to define 48 hour week per contract and not per person. The reality is that British workers still work by far some of the longest hours in Europe. GMB has worked closely with colleagues in the TUC, ETUC and with successive EU presidency Governments. We have written to, and held meetings with Government Ministers, and MEP's. Furthermore, we have produced regular briefings, which have been circulated widely within the GMB, and to MEP's and our Westminster MP group. We continue to campaign to ensure that our working time rights are not undermined.

- *Temporary Agency Workers Directive* – the continuing lack of progress on this proposal has become a further cause for concern in the context of the proposal for the Services Directive, as temporary agency work was not excluded from the initial proposals. This would risk further undermining protections for the sector. Exclusion of this sector from the Services Directive's scope has been a key trade union demand in our campaign on Services, and we have combined this with a call for positive progress in agreement on the Temporary agency Directive.
- *EU Paper on Labour Law* – the EU Commission has announced that it will be publishing a consultation paper on Labour Law, which GMB and our European trade union colleagues will be responding to and monitoring closely.
- *Public Procurement* – Having seen through the EU level revision of the Public Procurement Directives in 2004, GMB turned its focus to ensuring the improvements we had achieved at European level were fully reflected in the national implementation stage by central Government and the Scottish Executive. GMB has campaigned tirelessly in the face of a reluctant Government to maximise the scope for considering the social, employment and environmental dimensions in public contracting. Our determination paid off in turning the initially very grudging approach to reserving contracts for supported employment workplaces for the disabled into a very positive Regulation and supporting guidance, which states that all public authorities should have at least one contract with a supported employment workplace. Although we managed to stop the Government from initial attempts to water down social and employment considerations in the Regulations, we are disappointed that it has not gone further on these issues in the Regulations. More progress has been made on improving the social guidance document, in co-operation with TUC colleagues. GMB will continue to campaign to ensure the positive scope is used by public authorities in their contracting decisions. In view of the expertise GMB has developed in this issue, the union was asked to take one of the two trade union seats on the Defra Taskforce for Sustainable Procurement launched in the summer 2005, where we are promoting a positive focus on the social and employment dimensions of the report. GMB is also advisor expert to the workers group of the European Economic and Social Committee for the report on Public Procurement in the Internal Market.

EU Training and Funded projects

GMB has had a successful year in the organisation and delivery of European funded training initiatives and projects. In October 2005 a unique training programme was held in the GMB Brussels Office, involving forty five GMB activists and officers from three GMB Regions (South Western Region, Liverpool, North Wales and Irish Region, and London Region). The intensive European awareness training programme involved information/discussion sessions with ETUC (John Monks) and EU trade union sector Federation colleagues, a visit to

the European Parliament, and programme of meetings with a number of MEP's from across Europe, and sessions in the European Commission, and covered important issues such as Services Directive, Working time and the future of a social Europe. The programme received considerable funding from the EU Commission.

A momentum has been created by this successful programme, and regions have been developing follow-on initiatives, and plan to build on the inter-regional co-operation in these events. The commitment and involvement of our lay members in developing these initiatives has been inspiring, with GMB member Steve Boden in Liverpool designing and producing materials for a very impressive European training course to contribute to the Region's training programme. European funding is being sought for a seminar to launch this, as well as for a joint conference involving GMB South Western Region Cardiff Business School.

The European officer has also supported regional training initiatives and seminars on Information and Consultation rights and Equal Rights.

Summary

Whilst European Institutions and Governments have clearly been affected by the uncertainty and confusion over the future of Europe, GMB has kept a clear focus on our purpose of continuing to protect and promote the rights of our members and their families at European level. At a time when Governments and institutions have shown discord and disunity, we have been heartened by an increasingly strong spirit of solidarity and co-operation among European trade unions, which is encouraging for the future, and GMB will continue to be actively involved in further developing these strong links.

INTERNATIONAL SOLIDARITY REPORT

According to the most recent figures from the International Confederation of Free Trade Unions (ICFTU) for 2004, 145 people were murdered due to their trade union activities, 700 were violently attacked and there were 500 reported death threats. Many more have been imprisoned, dismissed and discriminated against and tougher legal obstacles to trade union organising and collective bargaining are on the increase, denying millions of workers their rights.

GMB has long been a participant in global solidarity work in an effort to advance workers rights and we have been involved in campaigns to raise awareness of human rights abuses, but there has been to date no concentrated focus on international issues. In the face of unbridled multi/transnational capital a global perspective is more relevant today than it ever was.

There was a clear need to strengthen our commitment and participation in international issues and to this end Joni McDougall took up the position of International Solidarity Officer (ISO) on 11 July 2005. The key components of the post include raising awareness and generating solidarity for international issues by providing information and support to members and regions on campaigns and projects.

Other responsibilities include working with organisations including sister trade unions both at home and abroad, Government Departments, Foreign Embassies, NGO's and Solidarity Organisations. The ISO reports to the European and International sub committee of the CEC twice a year, with recommendations for action and support, projects with a financial implication are then forwarded to the Finance Committee for ratification.

Committee Members

Reports to:	General Secretary
President:	Mary Turner
Vice-President	Malcolm Sage
Birmingham & West Midlands	Trevor Fellows
Lancashire	Bob Welham
	Steve Quigley
Liverpool, North Wales & Irish	Paul McCarthy
London	Lena Sharp
Midland & East Coast	Rachelle Wilkins
Northern	Yvonne Ritchie
Northern/Race Reserved	Peter Foley MBE
GMB Scotland	June Minnery
Southern	Dave Clements
South-Western	Don McGregor
Yorkshire & North Derbyshire	Paul Bedford

To determine what our international priorities should be we looked at the global situation, compiled an audit of existing international activity at branch, regional and national level in consultation with the Regional Secretaries and sought views through various structures of the union. The European and International Committee concluded that the campaigns for priority should be Justice for Colombia (JfC) and Banana Link. All campaigning information is placed regularly on the website and relevant information sent to the Regional Secretaries for dissemination to the branches

Colombia

We elected to prioritise Colombia, because it is the most dangerous place in the world to be a trade unionist. Not only are our brothers and sisters threatened and sacked, they and their families are detained without trial, tortured, 'disappeared'. Last year alone, 99 of our colleagues were assassinated by paramilitary death squads working complicity with the Colombian Government and big business.

As an outcome of a meeting held between Carlos Rodriguez the leader of CUT (the Colombian equivalent of the TUC), Paul Kenny, Mary Turner, Debbie Coulter, Joni McDougall and JfC we came up with a raft of practical proposals.

- To continue to lobby the British Government with the aim of freezing military aid to Colombia until the Colombian Government complies with UN human rights recommendations. To this end we have engaged in a

critical dialogue with the Government and have been active in instigating and promoting Early Day Motion 355, which calls for the Government to freeze military aid, the lead signatory of which was Frank Doran, GMB sponsored MP

- To launch a major GMB fundraising appeal to provide computers for the offices of CUT. A letter of appeal was sent to all branches in December, via the Regional Secretary for consideration. The CUT needs computers not just to organise and facilitate communication but most importantly to form part of an early warning system when trade unionists and others from civil society are targeted and under threat
- To publicise the plight of Colombian trade unionists by organising a tour of Regions by a Colombian trade unionist in 2006
- CUT has stated that we could not underestimate the importance of international solidarity and that the delegations organised by JfC were of particular importance. In November Mel Whitter from the South Western Region participated in the Youth Delegation and has been active in the Region since her return, addressing meetings and writing articles
- We have been involved in various other ways – by participating in the National Executive of JfC, speaking and chairing meetings on Colombia, writing letters of appeal and support, meeting with the Colombian Ambassador and his offices to challenge the human rights abuses
- Hosted Angel Salas, General Secretary of ANTHOC to GMB Congress 2005
- Attended various meetings with visiting Colombian trade unionists
- We are affiliated to JfC at a national level, most regions and many branches are also affiliated

Banana Link

The second priority area is Banana Link. This furthers the Congress motion 331 'Labour Standards in the Latin American Banana Industry' - and complements existing solidarity work undertaken by the London Region. As a consequence of the motion we have now affiliated to Banana Link at a national level and have had a series of discussions, involving London Region with Banana Link to establish a working relationship as to how we can progress the aims of the campaign. We have agreed to work on a series of actions which will come to fruition in 2006:

- Advance the Dole campaign, to be launched in Spring 2006, called for by COLSIBA, the Latin American Regional Coordination of Banana Worker's Unions to denounce the social, labour and environmental practices of the Dole Food (Standard Fruit) Company
- Supporting and developing the Tesco poly campaign
- Apply pressure on the Government to introduce a legally binding code of practice and an independent regulator to control the buying power of major supermarkets
- Look to organising a day school when we know if there is to be a new round of Department For International Development (DFID) funding

- To raise awareness of opportunity for branches and regions to become Banana Link trade union supporters and help increase the capacity of Latin American banana worker's trade unions organising and legal work
- GMB played an active role in the preparatory process for the International Banana Conference II
- GMB regularly hosts visitors and keeps in contact with solidarity partners in Latin America, most notably inviting Gilberth Bermudez the General Secretary of SITRAP to address Congress 2006
- Bert Schouwenburg was elected to the Board of Fairtrade Foundation ensuring that the union voice and concerns are represented
- GMB London region, should be specially commended for their long and productive relationship with Banana Link, initially fundraising to build a training centre for the Costa Rican trade union SITRAP, and most recently funded organisers, their work and transport to recruit in the Central Pacific and Atlantic banana producing regions of Costa Rica. A full report of the work achieved so far through this project is available from info@bananalink.org.uk

In line with successful motions to Congress 2005 and with existing policy we are involved with other issues which are strategic in terms of their global importance and to our union. In each instance we have involved the region or branch and kept them abreast of current developments and actions that we are involved in.

Iraq

We are an active participant in the TUC Iraq Solidarity Committee. The Iraq Solidarity Group is working to:

- cancel all debts incurred by Saddam Hussein
- ensure that Iraqi laws and practices embody International Labour Organisation (ILO) core conventions
- Reject privatisation of essential public services and vital resources such as oil
- The GMB have contributed to the founding conference of the newly merged formed IWF – which is a merger of IFTU, GFITU and the GFTU
- We have been active in pursuing the campaign to overthrow Iraqi Government Decree 8750 which calls for union finances to be in the control of the Government and that new labour laws would be drawn up without the involvement of the Iraqi trade union movement. Letters of protest have gone to the Iraqi Ambassador and we have asked the ILO and the UK Government to intervene. As a result the ICFTU has now formally requested the ILO to intervene directly with the Iraqi Government

No Sweat

As a result of Congress Motion 333 we are now affiliated to the No Sweat Campaign at a national level. We have agreed with the organisation to disseminate information of their activities and work with them specifically on a joint campaign involving the TUC, centred on the successful London bid for the

2012 Olympics. The aim is to ensure that the Olympics have ethical/labour standards throughout the supply chain, built into procurement from the start.

Palestine/Israel

Congress Motion 343 Middle East calls on the British Government to exert pressure on the Israeli Government to demolish its illegal separation wall. This augments our existing policy on Palestine, which calls for a two state solution and that we work with both Histadut and the Palestine General Federation of Trade Unions (PGFTU) to help achieve a lasting settlement to the conflict.

In November we wrote to Dr Kim Howells, Minister of State with responsibility for the Middle East to ask the British Government to act on the International Court of Justice's ruling - that Israel's separation wall through occupied Palestine territory was not only illegal but is effectively sealing off East Jerusalem from the West Bank placing the two-state solution in jeopardy. They agreed that the wall was illegal and that this echoed the consistently held position of the UK, European Union and the United Nations and that they would continue to urge Israel to route the barrier away from Occupied Territory.

We are affiliated to Trade Union Friends of Palestine and Palestine Solidarity Campaign.

Cuba

The ISO was elected onto the Executive of the Cuba Solidarity Campaign (CSC). Through this the GMB has been represented and active on a variety of campaigns and events most notably:

- The continuing campaign against the US blockade and Cuba's right to sovereignty and self determination which is at the centre of CSC's local and national activities
- Organised and participated in a fringe on Cuba at GMB Congress
- The Miami Five Campaign, which campaigns for the unconditional release of the Miami 5, including organising and chairing meetings and rallies during the visit of the Miami 5 Tour
- Part of the steering/planning committee for the European Trade Union Solidarity Conference with Cuba and Latin America
- Worked with the CSC, Venezuela Information Centre (VIC) and JfC to organise Latin America 2005 and participated in the role of chair and speaker. Over 300 people attended this conference which covered a broad range of themes and the key issues facing the people of Latin America in their struggle for sovereignty and against the effects of neo-liberal economic policies which have so impoverished the continent over recent years

Venezuela

The GMB has been involved with VIC since sponsoring its inaugural meeting on 25 May. The meeting of 300 people was supported by many trade unions and those in the labour movement who realised the need for a broad-based UK solidarity campaign with the people of Venezuela.

The Government of President Hugo Chavez has pledged to “make poverty history” in Venezuela, where over 70 per cent of the population lives in poverty. A programme of radical change has been implemented afforded by redistributing the oil wealth of the country away from the traditional elite and toward working people and the poor in general. They have introduced a literacy programme, a cheap food programme, distribution of land, health care, free care and drugs for victims of HIV/AIDS and a variety of social reforms.

The Venezuelan Government is also utilising the country’s oil to help the poor throughout Latin America by offering this vital raw material at preferential prices as well as other forms of assistance aimed at implementing the ALBA (Bolivarian Alternative of the Americas) which is in direct confrontation with the US sponsored Free Trade of the Americas (FTAA) which represents US economic interests.

Although there are differences in the social systems and political composition between Venezuela and Cuba, they are allies; both fighting for what is right for their people, their sovereignty and united in an anti imperialist alliance. Because of this another thing that they have in common is the wrath of the US. The US Government funded a three month long lock out in the oil industry in Venezuela, a non payment of taxes campaign and a military coup against the democratically elected Chavez; they are also instrumental in supporting and funding anti Chavez elements in Venezuelan society. Many in the labour movement feel that Chavez provides a real alternative not just to the people of Venezuela but to the entire continent. Knowing the history of violence and aggression, perpetrated by the US in the region they also fear for Chavez’s safety. A broad based campaign of solidarity with Venezuela needs to be built in support of Venezuelan sovereignty and self-determination and to combat foreign interference in Venezuela’s internal affairs. The trade unions need to be at the core of such a movement.

- At the invitation of the Trade Union Group for Venezuela the ISO was a participant on the first trade union delegation to the Bolivarian Republic of Venezuela in November. The delegation was a direct consequence of TUC Resolution 79, unanimously adopted at 2005 TUC Conference. The delegation met with the recently founded National Union of Venezuelan Workers (UNT) and the Confederation of Venezuelan Workers (CTV), Government Authorities at the highest level and visited health, education and other social programmes in order to learn about the situation in Venezuela for the broadest possible viewpoints. A full report of which is available from jeni.mcdougall@gmb.org.uk
- Organised, chaired and spoke at events and various public meetings including the sell out Conference ‘Latin America 2005 –Making Another World Possible’
- The ISO has been elected as Vice Chair of VIC’s Management Committee
- Participated in meetings with visiting Venezuelan trade unionists, the Venezuelan Ambassador and addressed MPs at the House of Commons

Make Poverty History

The GMB were involved in the Make Poverty History (MPH) campaign throughout 2005, and many members took part in MPH activities throughout the year. GMB activists, from various regions, were proud to take part in the MPH Rally in Edinburgh. It was a monumental occasion drawing 200,000 people from all over Great Britain from all walks of life, unified by a desire to see the eradication of the appalling poverty suffered by so many throughout the world.

Unfortunately the campaign did not achieve what was needed in terms of change to trade, aid and debt policies. In terms of aid world leaders have promised more aid for developing countries, but more and better aid is needed; eighteen countries will receive more debt relief, meaning more money for health and education, but more debt cancellation is needed. Another achievement was the commitment to universal access to HIV/AIDS treatment by 2010. However there was virtually no change in the vital area of trade with the EU and the US showing no regard for developing countries. Despite Labour's 2005 election manifesto which stated "We do not believe that poor countries should be liberalised" these words have not been followed up by actions, and have been frequently contradicted by the UK Government and the EU in trade negotiations at the World Trade Organisation (WTO). We are a long way off target for reaching the UN's eight millennium goals for 2015.

The main achievement of the campaign was raising awareness of the factors that cause dire poverty and offering tangible solutions. The campaign also brought together a divergent range of organisations creating a groundswell of action that the world's leaders could not ignore, they did not comply but for an entire year the plight of the world's poor was brought to centre stage and that is something that we have to build on.

GMB has also responded to numerous emergency appeals for support in various campaigns, writing to authorities to protest against violence against trade unionists or against anti union activity in Eritrea, Indonesia, Argentina, Australia, Iraq, Zimbabwe, Morocco, Turkey and Burma. Additionally we work with our sister unions and are represented on many forums within the TUC.

We are currently affiliated at a national level to:

Anti-Slavery International
Banana Link
Cuba Solidarity Campaign
Justice for Colombia
No Sweat
Palestine Solidarity Campaign
Trade Union Friends of Palestine
War on Want

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HEALTH AND ENVIRONMENT DEPARTMENT

Introduction

To say that in 2005 the National Health & Environment Department was understaffed would be something of an understatement. The Director of Policy, who was also in charge of the Health and Environment department, had other duties which took precedence and without any support staff there was effectively no health and safety material being produced at a national level.

The Acting General Secretary requested that the London Regional Health and Safety Officer relocate to National Office for as many days as could be afforded until such time that a new National Officer could be interviewed and appointed. This relocation took place on a temporary basis in May. Between this time and the appointment of the National Health and Safety Officer in October the department functioned principally on a fire fighting reactive basis. However this at least enabled the GMB to regain some of its' previous profile in the health and safety arena.

Congress Motions, 2005

Congress motions which have been enacted during 2005 are referred to in their respective texts. The two motions which have not been addressed as yet are Motion 116, Men's Health and Motion 108, Public Holiday for Workers Memorial Day 28 April.

The Department will attempt to address the first during the coming year and, bearing in mind the logistical difficulties with the date, get an Early Day Motion in the House of Commons, to establish the support for the second motion.

Government Consultation Documents

The government issued a number of consultation documents on a variety of issues, all of which affected GMB members across a number of industries. The first one from the Home Office was the draft Bill on proposed Corporate Manslaughter legislation. Any delegate who listened to last years Congress debate on this will be aware of the strength of feelings of many delegates on this and the stance of the government in, so far, failing to place Corporate Manslaughter offences on to the statute book.

The publication of new proposals in May was greeted with initial enthusiasm until the details were revealed. The major disappointment was the lack of proposals to imprison directors for gross failure even if the death of a worker was involved. In a meeting with other Trade Unions at the Home Office the explanation for this was that if there was imprisonment for Corporate Manslaughter this would be at a lower tariff than for other criminal acts and would be subject to legal challenge.

The main difficulty with this was that the Home Office had not proposed any sanction on directors short of imprisonment. In its' submission the GMB suggested that at the very least there should be the threat of being barred from

holding a directorship, community service of some kind or a public apology and public restitution to any bereaved family as a minimum.

On 20th December the scrutiny Committees published their recommendations to government. Perhaps surprisingly there was much in their report which concurred with the GMB response. The definition of "Senior Management" was unclear, there should be secondary liability for Corporate Manslaughter, a less broad exemption for Crown immunity and a more innovative range of sanctions devised. The GMB would endorse these but worry that the struggle with the government may delay the Bill onto the statute books (Congress Motion Composite 3, Motion 280).

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (1995), commonly known as the RIDDOR Regulations were under consultation by the Health and Safety Commission (HSC). It is widely acknowledged that there is a vast under-reporting of accidents in the UK. The GMB suggested that reporting accidents to the safety representative would help improve the situation.

At present road traffic accidents involve about 3,500 deaths per annum. Of these as many as a third, that is over 1,000, might involve someone driving as part of their job. The GMB would like to see these included in work related accident statistics so that driver risk assessments can be undertaken seriously.

The original Construction (Design and Management) Regulations were introduced in 1994 and amended in 2000. It would appear that initial improvements to the rate of fatalities have now levelled out and the industry needs to seek further improvements in safety on sites if government targets are to be met in the most dangerous industry to work in, in Britain.

The proposals under the new regulations, rightly, sought to ensure the competence of the client and increase the role of the Co-ordinator. Better liaison and consultation were to be encouraged. The GMB, uniquely we think, suggested that where a site had 50 or more workers, and that some of the workforce were in one of the Building industries recognised Trade Unions then there should be automatic recognition of that trade union for health and safety purposes. We proposed that this number should include agency, casual and administrative workers. It is well documented that meaningful consultation is the most effective way in which to improve safety in all workplaces, including construction sites, and this would appear a logical proposal.

Finally in the early autumn the Department of Health published its "Protecting the Public" Bill. The most contentious issue within this was the proposals on smoking in the workplace. Instead of a complete ban on the exposure of workers to second hand carcinogenic smoke, following well documented inter-Cabinet arguments, the proposals were for a partial ban to exclude pubs which didn't serve food and private members clubs.

This would appear to fly in the face of a number of government objectives, not least the need for clarity and a reduction in "Red Tape" and bureaucracy. The GMB stance over a number of years has not been about the individual freedom to smoke but about the exposure of workers to other people's smoke. Even more puzzlingly this will only apply to England, as Scotland, Wales and Northern

Ireland will bring in respective legislation to ban smoking in all work and public places. The department attended the Select Committee hearing at the House of Commons on this, in support of Mick Ainsley, a London Regional Officer in the hospitality industry, who was giving evidence on the subject.

On 19th December the Committee published the result of its' findings. Unsurprisingly in this case it agreed with the GMB that there had been a failure of leadership from the top on this .In addition the proposed exemptions for non food pubs and members' clubs would have a disproportionate effect on the poorer sections of society. (Motion 104, Composite 4).

The GMB will continue to campaign on this illogical, and dangerous approach by the government, and seek to protect its' growing membership in the hospitality trade.

Recruitment and Organisation

It is well demonstrated that workers trust the Trade Union movement to support them in health and safety issues over their employers. There is a need to build on this trust and develop campaigns around health, safety and welfare issues in the workplace. The demise of National College has not helped some reps in their training and confidence but the provisions of the "Brown Book " remain and give an opportunity of using health and safety as a recruitment tool by demonstrating what can be achieved by asserting reps rights at a local level. London Region has developed a Two Day Inspection Course which attempts to address this deficit and have given permission to use this across the country. A number of regions (notably Lancashire and Liverpool) have already started this process and the department is available to help any other regions who may need to "kick start" the education process for organisation teams and individual reps. In addition an issue on health, safety or welfare can be just the hook by which we can galvanise existing members and recruit and encourage new ones.

Asbestos

The shift from a manufacturing economy to a service based economy has done nothing to stem the numbers who suffer and die due to asbestos exposure. This is due to the legacy of asbestos within buildings built decades ago and the length of time it takes for the disease to manifest itself. Therefore it's too early to say as yet if the Control of Asbestos at Work Regulations, and in particular Regulation 4 introduced in May 2004 are having a material effect.

What is very clear is the continuing conduct of the insurance industry as they try every excuse to get out of their responsibilities towards victims of asbestos exposure .If they are not challenging every victims exposure record they are declaring themselves bankrupt as a means of avoiding compensation payments. Currently, Ian McFall, of Thompsons' Solicitors, on behalf of the GMB, is challenging proposals by Cape to set up a fixed compensation fund to pay victims over the next decade. As this would be cash limited, and a review and extra payments would be based on any favourable trading position, there is a need for independent financial scrutiny on this. Again at the time of writing this challenge has not been satisfactorily answered.

There was also mixed messages from judicial decisions. In future asbestos exposure which leads to lung cancer would not need verification by fibre count analysis. However there was no progress on the campaign to get Pleural Plaques re-classified as a prescribed Industrial Disease.

The HSC have also issued a Consultation Document on Revised Asbestos Regulations. In the main the GMB welcomes these as they are an attempt to unify and clarify three existing sets of Regulations. There is also the proposal to lower the fibre count exposure level to a common level for all types of asbestos. The main point of contention for GMB members is the proposal to take out Textured Coatings out of the licensing regime. The GMB considers this to be a retrograde step on two counts.

Firstly we believe that the research undertaken on behalf of the HSC is flawed and needs to be developed further. And secondly, and bearing in mind the history of knowledge of asbestos exposure, we believe that any attempt to ease asbestos regulations should be resisted as a point of principle. The consultation process is due to finish at the end of January 2006 but the GMB feel that no decision should be taken until the research has been completed.

At the 2005 GMB Congress a successful fringe meeting, where over 50 delegates attended, took place on asbestos. Four quality speakers followed by a lively question and answer session ensured a lively end to Congress. During the year the GMB signed up to the British Lung Foundation campaign and charter on Mesothelioma.

At the 31st International Metalworkers' Federation World Congress Keith Hazelwood, GMB National Secretary for the Engineering section moved a resolution on a "Global Ban on Asbestos". This was unanimously adopted.

Thanks must also go to Richard Morgan, Midlands & East Coast, for the work he has put in at the Asbestos Licensing Group, on behalf of the GMB.(Motion 107).

GMB Publications

The department produced a Health & Safety leaflet on Casinos in time for last year's congress where it was successfully launched. This leaflet has played a significant part in the ongoing recruitment and organising campaign in the hospitality sector.

A part was also played in helping to produce a prototype leaflet aimed at Bar Workers in the London Region. This is in response to changes to the licensing regulations and the GMB's role in the issue of workers exposure to second hand tobacco smoke. If this is successful then there will be an opportunity to roll this out to other urban areas around the country.

The department has also rewritten and helped revamp the Health & Safety leaflet for Schools Support Staff which has proved a useful recruitment tool in this growing sector. This is due for publication in the New Year and hopefully will build upon the membership numbers already in the public services section.

Guidance has been placed on the GMB web site on the HSE Management Standards on Work related Stress, with a link to the HSE questionnaire. It is anticipated that much more information will be distributed in this way, though

traditional methods will continue to be used. A re-launch of the popular Health and Safety Matters is also underway with the first issue, on "Working at Height" due in January. It is intended that this will be produced on a regular basis.

One large task which is ongoing, but slow, is the re-formatting of the Safety Reps Kit. As many are no doubt aware the present Kit was only ever designed to be an interim publication, but the governments' possible changes to Safety Reps rights never materialised. This will be produced in its new form in the spring.

Health and safety updates have been produced for inclusion in both the new newsletter for all reps and for the newsletter for the Public services section. It is anticipated that these will be ongoing.

HSC/HSE

The HSC admit that their targets, set by themselves, in The Revitalising Health and Safety document (2000) have stalled. Many Trade Unionists and grass roots activists would argue that this is down to the lack of resources devoted to the number of Inspectors in the field (a problem arguably greater at Local Authority level). The HSE respond by saying that although interventions are down that there is a better targeting of their resources. There appears to be a drift towards a self regulatory approach following the continuing propaganda from employers' organisations and following the Hampton report which called for "better" regulation. The GMB continues to believe that without some form of enforcement, or at least the threat of it, some employers will never improve the health, safety and welfare of their workers, without the fear of a court appearance.

That is why on the HSC's open day in November the department joined the Hazards movement, the Construction Campaign and GMB officers and activists from the London Region in demonstrating this fact, before joining the meeting proper. It was quite clear in the meeting itself that though the numbers of Trade Unionists present was relatively small that their presence there was vital on two fronts, namely to remind some employers that we are still around and to demonstrate our knowledge on workers' health and safety issues.

The Trade Union members of the Commission continue to press for greater involvement for Safety Representatives in the actual Risk Assessments at workplace level and while the signs are encouraging so far there has been no real commitment on this which could make a difference.

The department continues to represent the GMB on the Local Authority/HSE Forum and on the Waste Industry Safety and Health Forum (WISH). The department would like to thank Simon Reed, London Region, for the work he did for this group on helping to produce guidance on Driver Competency.

One of the tasks in the coming year is to identify in conjunction with the respective National Officers where the GMB lacks representation on these national bodies and rectify this.

Workers Safety Advisors

While the GMB will always press for greater rights for Safety Representatives in both their own, and other workplaces, the prospects of such at present are slim.

This is why the GMB has gone down the path of making applications to the Department of Work and Pensions (DWP) for funding for WSA's. This follows the highly successful bid by the London region over the past two years.

The department is currently waiting for the result of a joint bid, along with the British Furniture Manufacturers, for two WSA's in the East London area. In this project health and safety advice will be given to largely unorganised workplaces, where consultation between management and the workforce is effectively meaningless. This is intended to be the last year funding will be available for this overall three year project and it will be interesting to see if the DWP introduce further schemes in their quest for worker involvement. If not, it is clear that they will have to consider other mechanisms if they wish to extend worker involvement and proper consultation beyond unionised workplaces.

Conclusion

The Health and Environment department has had an admittedly lean period over the past few years. However with the appointment of new personnel and a new approach to how recruitment and organisation are to be utilised across the GMB there is an opportunity for the department to play its' full part and become an automatic tool in the whole process.

There will still be a need to produce advice and material for safety reps and officers and while increasingly this will be available electronically, the traditional methods for those without access to computers will continue.

Engagement will still be necessary with government departments and their civil service arm if we are to try and have any influence of policy and legislation. For this the department will continue to work with the GMB Political Officer, who has been of great help in a number of contact areas since the summer.

In addition the work and advice of the European Officer has been extremely beneficial, notwithstanding the mess the British government made of the EU presidency (For evidence just look at its' proposals on the Working Time Directive).

And the overlapping interests of these different departments highlights the need to do things collectively. Only by sharing experiences and information can the GMB organise and grow. And only by growth can the Health and Environment department continue to develop and deliver a service to the members.

LEGAL DEPARTMENT

Personnel

The Department comprises Barry Smith, Legal Officer, and Sarah King, Legal Research and Policy Officer.

Support for recruitment and organisation

The Department continues to give priority to supporting recruitment, particularly in the Commercial Services and Public Services Sections. Equalities, remain as

ever a crucial organising issue and as such features strongly in the department's work.

In the NHS the publication of "Agenda for Change" has focussed attention on staffing and grading issues, and in particular on equal pay. We have advised generally on these matters, and in particular on the legal issues that may arise in applying Agenda for Change to members who had been transferred out of the NHS between 1992 and October 2004 under TUPE.

We have supported the National Secretary for Public Services in the setting up of an Equal Pay Unit with GMB Solicitors to pursue claims for equal pay in the public sector, particularly in the NHS and in local government. We have continued to work with the National Secretary and Regions generally on equal pay issues.

We supported this year's National Equalities Event in Manchester by running workshops on discrimination law.

POLICY DEVELOPMENT

We responded to the public consultation on proposals to change TUPE. The Government has postponed any changes from October 2005 to April 2006. The changes should make it clearer when TUPE applies, but there is some concern that some of the proposed changes may make it easier for employers to make changes to terms and conditions for "economic, technical, or organisational reasons". We will be monitoring the position closely.

We responded to the public consultation on the revised Code of Practice on Industrial Action Ballots and Notice to Employers. We highlighted our concerns about the onerous obligations that the industrial action notice requirements place on unions and repeated out calls for a withdrawal of this requirement.

We worked with the Research Department in responding to the DTI's Work and Families: choice and flexibility consultation document and preparing a Parliamentary Briefing on the resulting Work and Parents Bill, in which, in line with Congress policy we call for an increase in statutory paternity pay. Our regular attendance at both the Work and Parents Group and EOC Parents and Carers Coalition meeting provided an opportunity to engage with trade union and voluntary sector colleagues on these issues and promote GMB policy on the family friendly agenda.

Legislation prohibiting age discrimination in employment is due to come into force in October 2006. We worked with colleagues in the Pensions and Research Departments in responding to the DTI's Coming of Age consultation on the draft regulations. We are concerned at the large number of exceptions contained in the legislation, particularly regarding retirement practices and the proposed introduction of a "justification" test in relation to direct age discrimination. We will be offering briefings on this confusing new legislation prior to its implementation.

PUBLICATIONS AND INFORMATION PROVISION

Each year sees the introduction of a raft of employment related legislation. We endeavour to keep abreast of the changes and to disseminate this information, in an accessible and user friendly format among officers and the regions, through the use of Law Briefings and more compact Law Notes.

We issued a Law Briefing on the Information and Consultation Regulations 2004, which came into force in April. The Law Briefing was prepared and issued in conjunction with a Research Department Bargaining Brief and together the documents provided a comprehensive guide to this complex legislation. It is difficult to say what impact the Regulations are having as we have had very few queries. However we were consulted by and provided detailed comments to Southern Region over P&O Ferries' proposed addendum to the existing Recognition and Procedure Agreement.

We also produced Law Notes on:

- Industrial Action - outlining the new rules on 7 day notices;
- CAC Recognition Ballots - covering the new rules on access and unfair practices;
- New Legislation in force (Sex Discrimination, Equal Pay, Employment Tribunal Procedures, and the National Minimum Wage);
- The Disability Discrimination Act 1995 (Amendment) Regulations 2003, which addressed some of the major weaknesses in the DDA
- Maternity Leave and Family Friendly Issues, explaining important changes in relation to SMP and further legislative proposals on the family friendly agenda;
- Discrimination Legislation Update 2005-2006 outlining the major recent and forthcoming changes in discrimination law.

We issued revised Guides for Officers on Industrial Action and CAC Recognition Applications, reflecting the changes introduced by the Employment Relations Act 2004 and incorporating revised and new Codes of Practice. The guides provide a practical, step by step tool to assist officers navigating the troubled waters of industrial action and recognition applications.

"GMB the Most Asked Questions", which we update annually is now in its 12th edition. This consists of a series of one page answers to questions covering the breadth of employment rights issues, including Health & Safety, Contracts & Pay, Discipline & Dismissal and Union Rights that Regions can easily send or hand to members with common enquiries. This is posted on the internal GMB intranet, and a slightly amended version (which excludes region-specific benefits) is posted on the GMB website.

In 2006, we aim to produce briefings focusing on legal issues within specific sectors, for example migrant workers and identity checks under the Asylum and Immigration Act.

Support for recognition

We have continued to provide casework support to officers in their recognition applications to the Central Arbitration Committee. Barry Smith is available to visit Regions to act as devil's advocate prior to an application being made.

GMB continues to meet with considerable success across a wide range of companies, often where GMB members have stayed loyal through years of employer hostility. GMB continues to make positive use of the legislation, both as a framework for voluntary agreements (the "shadow effect"), and as a procedure for achieving recognition in the face of employer resistance.

We have issued a revised version of the Guide for Officers to take account of a number of changes in CAC procedures as a result of the Employment Relations Act 2004. The revised Guide contains details of the new rules on access and unfair practices in CAC recognition ballots that came into effect on 1 October 2005. Earlier in the year we responded to the public consultation on the new Code of Practice on Access and Unfair Practices in Recognition Ballots. We have held and offered briefings at Regional level.

We have continued to provide general advice on cases, and have been involved in assisting Officers e.g. in the successful Southern Region application at Gleasons Works Limited in Plymouth.

We continue to campaign for improvements in the procedure e.g. for the removal of the 21 worker threshold before a CAC application can be made, and the removal of the need in a recognition ballot to get support from 40% of the workers in the bargaining unit, as well as a majority.

On a disappointing note, we lost the Ultraframe judicial review case in the High Court, which illustrates how strictly the 40% rule is applied. In this Lancashire Region application, 53.9% of workers in the bargaining unit voted for recognition in a postal ballot. However, the proportion of workers in the bargaining unit who voted for recognition was 39.1%. Five workers did not receive ballot papers due to postal problems, and had they done so, would have voted for recognition. This would have reached the 40% threshold.

We successfully argued at a Central Arbitration Committee (CAC) hearing in June 2004 for the ballot to be re-run. However, the employers, backed by the EEF, challenged this by way of judicial review. The case was brought against the Union and the CAC. The case was heard in January 2005, and regrettably the High Court overturned the CAC decision. The Judge hearing the case ruled that the CAC had no legal power to order a re-run ballot, and even if it did have this power, it should not have ordered a re-run in our case.

Following pessimistic legal advice on the prospects of a successful appeal, it was agreed not to pursue an appeal to the Court of Appeal. The CAC decided to appeal on its own, and although we did not appeal or intervene as an interested party, we wrote to the Court of Appeal in support of the CAC position. The Court of Appeal held that the CAC did in principle have legal power to order a re-run of a ballot. However the Court heard no argument on whether the CAC should have ordered a re-run at Ultraframe, and did not overturn the earlier decision of the High Court not to order a re-run. The CAC eventually ruled that

GMB was not entitled to be recognised because the vote fell below the 40% threshold.

Support for industrial action

The Department continues to provide regular support to Officers on industrial action matters and industrial action ballots, representing a significant proportion of the department's work.

From 1 October 2005, new rules have applied to the information we have to give to the employer in the 7-day pre-ballot and pre-action notices. We are now required to provide lists and figures of those to be balloted or called upon to take action. We issued a Law Note and revised the Guide for Officers to take account of these changes, including revised draft letters for Officers to use. We have held and offered briefings to Regions.

Our Officers have continued to face challenges in relation to industrial action matters, and in particular in relation to the 7-day notices. Despite the changes introduced on 1 October 2005, it is still often very difficult to provide adequate information on the lists and figures of the relevant workers/members. We continue to provide day to day support to National and Regional Officers in preparing for and conducting industrial action.

We assisted national officers in a wide range of ballots and disputes across both the private and public sectors e.g. ASDA, Safeways/Morrisons, Terminal 5, the Local Government Pension Scheme, and CWS Funeral Services,

In ASDA we advised generally on a number of issues relating to the complexities of the law in this area, and also in relation to the Northern Region dispute at Washington, which highlighted further difficulties with the current requirements to provide notice under the legislation.

In Safeways/Morrisons we faced technical points of law regarding the identity of the employer – a tactic used by the company in an attempt to avoid establishing a joint national bargaining agreement, and to avoid service of the pre-ballot notice. Despite these challenges, and a re-run ballot (which produced a yes vote for action), the National Officer successfully negotiated an agreement.

In Terminal 5, we again faced challenges from the employer in relation to the information provided in the pre-ballot notice.

In the Local Government Pension Scheme ballot we have faced further challenges surrounding the complex rules that apply when a dispute arises with the Secretary of State, rather than the employer.

We continue to support the National Officer in efforts to secure the repeal of section 127 of the Criminal Justice and Public Order Act 1994 without any pre-conditions. This is the legislation which restricts the Union's ability to call upon members who work as custody officers, prisoner custody officers, and detention custody officers (in respect of asylum seekers) in private sector companies to take industrial action. The Government has repealed section 127 for prison officers in the public sector as their union has signed a collective agreement binding it not to call upon its members to take action. This is something which GMB will not agree to.

We are participating in the preparation of a Trade Union Freedom Bill. This follows on from Composite 1 carried unanimously at TUC Congress 2005. The 2005 Labour Party Conference also backed a resolution calling for freedom to take solidarity action. As part of our involvement, we have argued that repeal of section 127 with no pre-conditions above should be included as part of the Bill. We are presently (at the time of writing this report) awaiting a response from the TUC to our proposal to include the repeal of section 127 in the Bill.

Employment Relations Act 2004

We have held and offered briefings to Regions on the new rules which have been introduced as a result of the Act, including industrial action, recognition applications, the new law on unlawful inducements, and the BNP.

In the CWS Funeral Services dispute we successfully used the grievance procedure under the statutory dispute resolution procedures and argued that the employer was offering workers unlawful inducements when they made a pay offer over the heads of GMB. Tribunal cases were initiated, leading to a settlement in 2005.

Statutory disciplinary, dismissal, and grievance procedures

It has now been a year since the introduction of the statutory disciplinary, dismissal and grievance procedures. Employers must comply with the statutory disciplinary and dismissal procedures before dismissal and employees are required to comply with the statutory grievance procedure before bringing most types of tribunal claim.

We expressed our concerns over the complexity of the new rules prior to their introduction in October 2004. Statistics from the Employment Tribunal Service show a reduction of about 40% in the number of tribunal applications in 2004-05, one of the Government's primary objectives in introducing the new procedures. It is difficult to assess whether this reduction is due to improved workplace dispute resolution or whether applicants are merely being deterred by the complexity of the rules.

The TUC intend to survey the unions on, and in preparation we have contacted the Regional Offices for feedback of their experiences. Some initial feedback indicates that the procedures have been used positively to resolve disputes in the workplace. The rules have also assisted in some litigated cases: Tribunals seem to be adopting a fairly liberal interpretation as to what amounts to a grievance letter under the rules and the uplift in compensation for the employer's failure to follow the procedure has also been used to our members' advantage.

We have updated our Briefing Note on "the Right to be accompanied in disciplinary and grievance hearings" and propose to issue more detailed guidance on the procedures, incorporating any feedback received from the Regions. We understand that the Government will be reviewing the procedures later this year, as part of the wider DTI simplification plan. In addition to addressing some of the procedural complexities, we will use this as a further

opportunity to raise issues such as the removal of qualifying service for unfair dismissal claims and the range of reasonable responses test.

Other employment law

We continue to provide day to day support to the Union's Officers on individual employment law matters, though collective issues and policy matters remain the department's priority.

Trade union legal services

Trade union legal services have been under attack recently from the Government, the CBI, and the Insurance Industry. The most recent threats have arisen from the following sources:

- A proposal to put the County Court Small Claims limit up to £2,500 (the original proposal was £5,000), which would mean that in almost 50% of GMB accident cases legal costs would no longer be recoverable
- A proposal to resolve lower value accident claims of below £10,000 in value without trade union solicitor involvement (put on hold at present)
- Compensation claims firms poaching trade union members
- Insurance and CBI led pressures to cut costs (the CBI has recently suggested introducing a fee for making an employment tribunal application)
- The Compensation Bill, which proposes to regulate claims farmers, but may bring trade unions within its ambit (at the time of writing we are seeking to secure an exemption for trade unions).
- The Compensation Bill also proposes to introduce a new definition of the law of negligence. In future, when a court considers what reasonable steps an employer or defendant should have taken to avoid an accident, the court will be able to take into account whether these steps might prevent a "desirable activity" from taking place. The reason given for this change is that there is a "compensation culture" which is deterring desirable activities previously undertaken in the public and voluntary sectors through a fear of being sued. If this becomes law many GMB members, particularly those who are injured in the public sector, will see their claims bogged down in complex legal arguments and appeals over the definition of "desirable activities". We are lobbying the Government and MPs to prevent this change from going ahead.
- Adverse changes to the Criminal Injuries Compensation Scheme, which will lead to injured workers recovering less compensation from the scheme

We are seeking to play our part in resisting these attacks on trade union legal services.

Standing Orders Committee

Barry Smith was Secretary to the GMB Congress 2005 Standing Orders Committee (SOC), and is Secretary to the GMB Congress 2006 SOC.

PENSIONS DEPARTMENT

Staffing

The GMB Pensions Officer, Naomi Cooke and Pensions Policy & Research Officer, Heidi Benzing, were joined in November 2005 by the new Pensions Casework Officer, Phil McEvoy.

Action on Congress Motions

The Department has successfully campaigned for an explicit Labour Party policy to introduce a universal state pension linked to earnings. In the same resolution passed at Labour Party conference 2005, the party called on the government to introduce compulsory contributions to occupational pensions. The Department supported both TUC and Labour Party conferences writing motions and speeches.

We have continued to lobby the government in areas relating to the protection of occupational pension rights incorporating significant work on the Pension Protection Fund and Financial Assistance Scheme. Also in 2005 the TUPE regulations were extended to cover pension provision. Although this is a major achievement in itself, the Department is continuing to lobby for improvements in the protection for pensions provided in legislation.

The Department continues to work with other campaign groups such as the National Pensioners Convention and Age Concern to improve the lives of UK pensioners in a number of different areas.

Throughout 2005 the Department has been heavily involved in the issue of Local Government Pension Scheme (LGPS) reform. The Department continues to support the National Secretary's negotiations in this area through the provision of member communications, participation in formal committees, responding to consultations, parliamentary briefings and press comment.

The Department formally responded to and actively participated in discussions over ODPM proposals for a new LGPS set to be introduced in 2008. Formal responses were also submitted to consultations on draft regulations to the LGPS on a range of issues including provision for Civil Partners and changes to Inland Revenue restrictions. The Department continues to be involved in discussions with the DPM, his officials, the Employers' Organisation and other trade unions on proposed changes to the scheme.

The Department was also involved with the Public Sector Forum agreement on pension negotiations that produced a framework for the reforms to the NHS and Civil Service pension schemes.

Support for Recruitment & Organising

The Department provides briefings and other information for officers wishing to take the opportunity provided by pensions issues to recruit and organise members. In addition members of the Department have participated in seminars and other events to increase the profile of the union. The prominence of the

union on pensions issues has also been strengthened through increased involvement in the production of press releases and articles for publication.

In conjunction with the New Media Co-ordinator the pensions section of the GMB website has also been built up to maximise access to the information provided by the Department. This can be accessed at www.gmb.org.uk/pensions Additionally the Department also developed the Public Sector Pensions Campaign section of the website that ensures those seeking information on reforms to public sector pension schemes have the most up to date information available. This can be found at www.gmb.org.uk/pspc In 2005 the Department began producing brief guides to the Local Government Pension Scheme for use by organisers and members seeking to better understand their current entitlements. These documents are also available through the website at www.gmb.org.uk/lgpsguide

The Department has continued to support the 150 strong member nominated trustee database. The trustees have received a number of mailings, which contain bulletins, briefings and publications from external sources such as the Pensions Regulator. In 2005 we also started to produce the bimonthly Pensions Q&As which seek to extend engagement on pensions issues to a wider audience.

Casework

The Department manages a large casework load for the 10 GMB regions. The casework is diverse and covers all the main types of pension schemes: occupational, state, personal and stakeholder pensions. With the new Pensions Casework Officer the ability to expand this function is substantial and the Department will be able to continue to support the casework of regional officers.

The Pensions Department has continued to provide casework support for regional organisers, which has involved taking on cases fully and supporting those who retain the casework in the region. The cases worked on in the Department are normally complex and currently involve the Pensions Ombudsman, Financial Services Authority and Internal Disputes Resolution Procedures.

Although staff in the Department need to receive requests to assist or deal with any relevant cases and member enquiries through a regional official, a significant number of direct calls are received from members who have been advised by officers to contact the Pensions Department directly. The Department staff exercise a great deal of good judgement and flexibility, always seeking to assist with an individual enquiry if it is possible to do so. In particular the increased awareness of the proposed changes in the Local Government Pension Scheme has led to a significant increase in the number of calls to the Pensions Department which are all handled but may be indicative of a wider issue with the dissemination of information to individual members.

Policy / Political Lobbying

The work of the Pension Commission has dominated the political agenda on pension issues throughout the year with the publication of its two reports. The

Department formally responded to the interim report and produced substantial briefing material (for members, officers and MPs) and press comment in the aftermath of the second report at the end of November 2005. In addition the Department participates in public debates on the report's contents and wider areas of pension reform.

The Department also co-ordinated the union's response to the formal consultation on Age Discrimination legislation and has provided briefings on its contents. We continue to argue for improved pension provision under TUPE law and submitted a formal response to the Draft Regulations on this issue in January 2005.

The Department has taken a prominent role in the discussions on the establishment, funding and assistance distribution of the Financial Assistance Scheme. This involves holding meetings with the DWP about the scheme's implementation and attending meetings of the Pension Theft Action Group.

Two consultation documents were produced by the government this year covering the way defined benefit pension schemes are funded and the GMB submitted a response to both. In addition, a member guide has been published to update interested activists, particularly trustees, on developments.

The Department also responded to a trustee consultation document entitled: The occupational pension schemes (member nominated trustees and directors) regulations.

On the issue of the Requirement of Employers to Consult on scheme changes the GMB formally responded to the consultation and successfully secured several changes to the Regulations that will provide significantly better rights for members to be consulted when employers seek to change their pension arrangements.

The Department continues to be actively involved in the wider pensions debate, holding informal discussions with a number of think tanks and interested parties in addition to co-ordinated participation through the TUC.

Industrial Support

Departmental support in the private sector has centred on a number of individual scheme specific issues relating to imposed changes, transfers and scheme suspension. This has required the Pensions Department to negotiate issue resolutions and provide significant information support. This has been the case in a number of different companies both nationally and within Regions.

A growing issue that unfortunately has become increasingly prominent over the last year is that of scheme wind ups. Departmental support for workers at Federal Mogul continues and subject to confirmation from the Pension Protection Fund it is likely that the scheme members will be eligible to receive 90% of the benefits they've earned from the PPF. This is significant progress on the initial offer of 7% that the potential owners in the US recommended. However, more companies are finding themselves entering the insolvency process with an underfunded occupational pension scheme and the Department is providing advice and information to members and officers at a growing rate.

The second prominent change that is growing in prominence is the move to close final salary schemes, firstly to new entrants which has been common for a number of years and secondly to all members. The Department continues to provide support to members and union officials fighting both these attacks on pension provision for example in British Gas and Rockwool during 2005.

Regional and national pension negotiations in which the Department has participated have been diverse. These have ranged from trying to lessen the impact of a reduction in pension benefits for members (in the Co-Op for example) to establishing a pension consultative committee (Pilkington Glass) to creating a new industry wide pension scheme (NDA). This has involved attending various meetings and producing bulletins and briefings to update the members and officers about developments.

In the public sector outside the Local Government Pension Scheme, the Department have supported the National Officer's negotiations in the NHS and Civil Service schemes. At the start of 2005 the Department supported the NHS Employers in the publication of a consultation document. This was a joint publication between the employers and the trade unions. A full response was prepared to the document. The Department sits on the steering group and technical advisory group within the NHS negotiating forum. By the end of 2005 the NHS scheme was at a preliminarily stage of negotiations which the Department continues to support.

A response to the civil service consultation document was submitted early in 2005. Later in the year, the Department obtained a seat representing the industrial trade unions in the civil service negotiations.

Committees

Throughout 2005 members of the Department represented the GMB on a number of committees run by the TUC, ODPM, DWP and DoH in addition to trade union side committees considering the three main public sector schemes. The GMB/T&G Local Government Pension Committee met several times during the year and in addition the Department organised the annual conference held in December 2005 at the T&G's Eastbourne venue.

In addition, during the GMB lay delegates' health conference in November, a two hour break out session was run by the Department where member views were sought to assist with future negotiations. A report is currently being prepared summarising the results of the consultation session.

Training

The Department has re-launched the training programme for both officers and activists in April 2005. The officers training programme has primarily focused on a one day introduction to pensions. Eight out of the ten Regions have now received the training while the other two have issued invitations, although dates still need to be fixed. Specialist officer training days have also been launched and the Department is in the process of developing further days. The first of these courses is TUPE training on pensions, which was given in GMB Midland and East Coast Region.

The advanced pension course will run in Manchester at the end of March 2006 and will primarily focus on trustees, although interested activists can also apply. The four day course will provide an invaluable resource for GMB trustees.

The Department also began the process of launching one day activists training programmes during 2005. The training will be given at Regional Offices and should provide a good source of information for shop stewards and branch secretaries, along with other interested members.

POLITICAL WORK

Introduction

The position of National Political Officer has been in post now for a full year. Through this position GMB has been able to raise the profile of political work at a national level, as well as utilising our MPs in the House of Commons to further the interests of members.

GMB has greatly increased its correspondence with Ministers and MPs, taking issues that affect our members to the heart of Government.

Over the last year we have worked on the 2005 General Election, the 2006 Local Elections and general political campaigns. We also produced our first quarterly Political Bulletin which was sent out across the union, to GMB MPs and other interested parties.

Regional Political Officers

Throughout the year there have been a number of meetings with Regional Political Officers to exchange information and co-ordinate our political work. Increased co-ordination and co-operation is delivering a greater coherent strategy throughout the GMB.

Westminster Office

There is now a GMB Office at the House of Commons, where Iain McNicol is based. This has allowed the GMB to raise its game in terms of lobbying and day to day contact with MPs, special advisors and researchers.

The Department can arrange visits to the House of Commons for GMB members. For more details contact Iain McNicol at GMB National Office or email iain.mcnicol@gmb.org.uk

Labour Party

GMB has two representatives on the NEC of the Labour Party - Mary Turner and Debbie Coulter and four positions on the National Policy Forum. Throughout last year we have played an integral role within the Labour Party.

At the 2005 Labour Party conference GMB had speakers in all the main debates. Our motion on pensions, which was passed, set Labour Party policy on its most radical tract.

We were involved in a number of fringe meetings ranging from the Services Directive to the future of manufacturing.

Government

Regular meetings with the Department of Trade and Industry (DTI) have been ongoing, as well as individual meetings with Ministers to discuss issues as and when they arise. GMB has taken delegations into Parliament to raise our concerns over issues such as the future of council housing, local government pensions, shipbuilding procurement, the future of the NHS and legal services affecting trade unions.

General Election 2005

The General Election strategy had 3 main objectives:

1. Return to the House of Commons the MPs we target with support
2. Return with a differential swing those seats that we target
3. Raise political awareness and activism throughout GMB membership

The strategy was set following the CEC decision to direct funds to those MPs who share our aims and values. A list of key seats was drawn up in consultation with the Regions and 26 key seats were selected. We also directed our resources into other seats where MPs and candidates had a relationship and supported the GMB.

Each region allocated a GMB contact for the target seat (Key Seat Co-ordinator) who is responsible for liaising with the GMB, the constituency and the candidate to ensure that the right support is going in at the right time and that a relationship is developed. Each Key Seat Co-ordinator was trained and supported by the Trade Union and Labour Party Liaison Organisation (TULO) At a national level, we provided a range of practical resources to support our General Election strategy, a number of these resources are listed below:

- A national print service
- Postal vote registration
- Work place visits for candidates
- Labour Students campaign teams
- GMB MPs campaign visits
- Telephone Canvassing

General Election Key Seats

The key seats that GMB targeted were:

Bexleyheath & Crayford	Lost
Wansdyke	Won
Selby	Won
Putney	Lost
Burton	Won
Wimbledon	Lost
Elmet	Won
Croydon Central	Lost
Hastings & Rye	Won
Battersea	Won
Dundee East	Lost

Aberdeen North	Won
Aberdeen South	Won
Dover	Won
Erewash	Won
Kettering	Lost
Worcester	Won
Stourbridge	Won
High Peak	Won
Oldham East and Saddleworth	Won
Norwich North	Won
Brentford and Isleworth	Won
Shipley	Lost
Hendon	Won
Yardley	Lost
Batley & Spennings	Won

Of the 26 key seats we retained 18 and lost 8. The GMB group of MPs remained at over 100 with a number of new intakes, such as Dawn Butler, Jim McGovern, Sadiq Khan, Shahid Malik, Jessica Morden and Kitty Usher.

GMB played a key role in successfully returning Labour MPs to parliament, three of the seats we targeted were held with less than 500 votes; Stourbridge 407, Selby 467 and Battersea 163. Without our contribution these seats may well have been lost.

Local Elections 2006

National Office, in conjunction with the regions agreed a list of key Local Authorities to target for the Local Elections scheduled for May. Working closely with TULO the GMB devised a direct mail strategy aimed at contacting the GMB members living within each target Local Authority. The direct mail comprised of an initial letter and survey to canvass members concerns and opinions about local issues, followed by two follow-up letters detailing the results of the survey and highlight the benefits of returning a Labour Council. The direct mail was followed by telephone canvassing and supported by the production of a range a literature and leaflets.

The Local Elections are important to the GMB not only because of the 200,000 plus members we have working in Local Authorities, but also because of opportunity it presents for us to take our members' concerns directly to the decision makers within each Local Authority, thus giving our members the voice to directly affect the local policies important to them.

Political Campaigns

CASH AND VALUABLES IN TRANSIT (CVIT)

One of the main campaigns we have been involved in is that of CVIT. A number of our members who work in this sector have been attacked and injured whilst

delivering monies to banks. We have been working jointly with the industry in particular G4S, to try reducing these attacks.

The campaign has focused on getting Government to do more. At a meeting we held at the Labour Party conference, one of our members, who had been a victim of a shooting, took the platform with the Home Office Minister. A delegation was also taken to the Home Office to raise our concerns and issues. Further briefings have taken place with MPs and an Early Day Motion (EDM) was laid in parliament.

Our objectives are three fold:

- Reduce the number of attacks by getting more police resources
- Design out the risks of attacks by forcing planners to make safe docking systems and drop off points
- Reclassify the crime - as presently it is reported as a business crime

GMB want to see CVIT crime moved up the political and policing priority list.

EARLY DAY MOTIONS

Through the closer links established with the GMB group of MPs we submitted a number of EDMs to raise the profile of the broad range of campaigns we are running.

The CVIT attacks and Asda EDM's both specifically mentioned the GMB. A number of EDMs were lodged on the Local Government Pension Scheme (LGPS) issue encouraging the Government to rethink its decision to change the LGPS. A number of other EDMs were supported and publicised by the GMB on a range of issues from council housing to Columbia.

EDUCATION

Since the closure of our National College we have mostly relied on our Regions to deliver and develop basic training. There has been considerable activity on the education front throughout the year with Regional Education Officers meeting regularly in an attempt to reach consensus on a national learning strategy and a programme for activists training. Talks are ongoing with the WEA on developing a partnership arrangement for the delivery of activist courses, but additionally REOs are liaising closely with the National Organising Team to develop a standardised activist programme that links to the organising agenda. Furthermore a pilot Officers Training Programme has been successfully completed in the Southern Region and talks are underway to roll this out to other interested Regions. The need to bring the Regional Education Officers closer to the CEC Training Committee has necessitated proposed changes to our internal structures.

The key to success for the future must be the development of workplace organising skills and REOs are fully committed to meet that emerging agenda. The opening of a new skills centre by Southern Region for in house and distance learning is a particular advance well worth noting.

Our successful bid in the Union Modernisation Fund involved work by Allan Garley Regional Secretary South Western Region and Dolores

O'Donoghue National Office both of whom must take significant thanks from us all for their work.

The objective is to produce a co-ordinated, properly resourced national training programme, delivered by our Regions to meet our members' needs and requirements. New Courses covering the new areas our members work in, where and when they work!

RESEARCH DEPARTMENT

This report highlights how the GMB Research Department's research and policy team has contributed to implementing the strategy determined by the CEC.

The purpose and role of the Department

The research and policy team fulfils two main functions:

- Providing information and assistance that GMB officers and activists find valuable in recruiting, organising and representing members, motivating members to become more active, and winning recognition from employers.
- Developing union policy, raising the GMB profile and strengthening GMB influence by providing specialist advice, preparing proposals, drafting consultations and liaising with contacts in government and other relevant industrial political and other bodies in the UK and the European Union.

1. Support for recruitment and organisation

The research and policy team undertake a wide range of activities to support recruitment and organisation throughout GMB. In line with the decisions taken by Congress, our priorities during 2005 have included a close focus on supporting GMB organising activities.

Notable examples include:

- Material for newsletters and briefing and a new organising handbook for GMB stewards developed by Dolores O'Donoghue as part of the GMB fightback campaign in logistics company DHL
- Briefings, profiling and analysis produced by Ida Clemo to assist the development of a successful organising strategy within food distribution company 3663
- A schools recruitment guide developed by Helga Pile using best practice advice provided by GMB Regions, along with contributions to the successful GMB school support staff resource pack, which is designed to establish a GMB 'contact' or rep in every school

The Department now services the CEC Recruitment and Organisation Committee and has collated for the Committee's consideration material from regional consultations on recruitment and workplace organisation, and on Fresh Start for Branches, in line with the CEC *Framework for the Future* recommendations.

Ida Clemo has provided a range of membership reports and analysis to assist the work of the National Organising Team, and the Department will continue to work closely with the NOT to support its programme for 2006.

We have also continued to provide advice, briefing and analysis for national officials and senior managers on the implications of policy, regulatory or industrial developments for GMB membership growth – for example security industry licensing, gangmaster regulation, aviation policy, and children's workforce reform.

2. Support for bargaining and representation

The research and policy team continue to provide a range of bargaining support services for national, regional and workplace negotiators. As well as offering advice and information, we have drafted pay claims for a variety of negotiations, and the Department provides a monthly update on key bargaining statistics and information via email and the GMB website.

We are closely involved in supporting a variety of negotiations bringing specialist expertise to a range of working parties and other activities across the sections.

The following activities illustrate some of the work of the Department in this area during the course of 2005:

- The job evaluation exercise for senior managers in the Probation Service is now nearly complete and Gerry Carr has been closely involved in the joint working group which has carried out this work
- Major industrial developments within the MOD have included the HR Transformation project, pay and bonus review and a job reduction programme in Northern Ireland – Charlie King has provided detailed policy and bargaining support across all these areas
- Following the successful dispute which forced Morrisons to enter national negotiations with GMB, Ida Clemo provided considerable advice and assistance in the drawing up of a new collective agreement and the agreeing of redundancy terms
- A suite of new policies and agreements have been developed with Group 4 Securicor and Securitas, with the advice and assistance of Dolores O'Donoghue. These have helped deepen GMB organisation and influence within this major group of companies
- The first ever strike by teaching assistants forced Brighton and Hove Council to go to binding arbitration in the spring of 2005 and the joint union submission for the hearing was drafted by Helga Pile. As a result of the judgement the teaching assistants gained an extra week's pay and this has fed into the wider campaign for national pay and conditions

The Department has shown itself to be a source of expertise on workforce development issues, and 2005 saw Charlie King contribute on behalf of GMB to the development of new national qualifications and apprenticeships in the utilities and recycling sectors. Ida Clemo contributed to a workforce skills project as part of the Tourism Review Implementation Group, and Helga Pile became a member of the board of the Children's Workforce Development Council and secured sub-committee nominations for two GMB regional officers.

We always seek to use policy monitoring and development work to further the interests of GMB members and Gerry Carr was able to put his social security

expertise to good use when he compiled a submission to the social security appeal tribunal on behalf of a GMB member. The social security commissioner agreed with the GMB submission and the member went on to win his incapacity benefit appeal with Gerry's support.

3. Information, advice and assistance

The Department produces a wide variety of information resources for officers and activists. In 2005 we produced well-received Bargaining Briefs on Information and Consultation, Childcare Assistance and Sustainable Development.

Members of the research and policy team were pleased to contribute copy for the first ever editions of GMB Official and GMB Public Eye and look forward to continuing to do so.

Other briefings and bulletins produced by members of the for members and activists included:

- GMB school workforce news
- Security industry
- ID cards
- Transport working time and other driving legislation

Once again 2005 saw us handle thousands of enquiries a year from stewards and officers and towards the end of the year Ida Clemo undertook a consultation with regions on their information needs, leading to an updating of the company information system available for regions to access themselves and a considerable cost-saving for the union.

Ida also provided the CEC and GMB's senior management team with regular reports and analysis of membership trends and projections in a new format.

All members of the Department made a major contribution to the provision of policy advice and assistance for the GMB delegations to the 2005 TUC and Labour Party conferences, as well as for Congress 2005. Congress 2005 cannot however be mentioned without acknowledging the great debt of thanks owed by the to former Research Director Phil Wyatt who made a temporary comeback from retirement to ensure that Congress ran smoothly.

Policy development and campaigns

The research and policy team play a vital role in monitoring and disseminating social, political and economic developments, and in producing policy responses which reflect the views and priorities of our members. We have continued to work collaboratively with colleagues across the union to produce targeted responses in key GMB policy areas, including:

- Work and Families Bill
- Age discrimination regulations
- Gangmasters Exclusions Consultations
- Managed Migration, Immigration and Asylum submission
- Review of Gambling Commission

- National Minimum wage review of the 16-17 year old rate, older workers development rate and apprenticeship rate, benefits in kind and the accommodation offset
- Utilities regulation – Ofgem and Ofwat consultations
- Defence Industrial Strategy
- Children’s workforce strategy consultation
- Child protection consultations – vetting and barring and dealing with allegations against staff

Alongside our work in responding to consultations, the research and policy team undertake considerable policy development work. Charlie King has been a leading contributor to the work of the Trade Union Sustainable Development Advisory Committee (TUSDAC). He completed his secondment to DEFRA in the spring of 2005 and produced *Greening the Workplace* a major report on the role of trade unions in sustainable development, which was launched at a high profile conference. Since then he has continued to work in TUSDAC on energy policy, including renewables, clean coal, micro-generation and energy and environment.

GMB has led the work of the school support staff unions on the campaign for a national pay framework for school support staff and Helga Pile has supported this by collating evidence from members and negotiators, providing briefings and drafting proposals which GMB has pursued with both the employers and the DfES.

Sometimes policy development work has to give way to more pressing concerns and the Department has shown itself to be flexible in its ability to respond. This flexibility was very much in evidence when towards the end of 2005 GMB disabled members were hit by Croydon Council’s decision to close the Crosfield supported factory with the loss of 100 jobs. Gerry Carr stepped in to assist the National Secretary in supporting Southern Region, and has worked intensively on lobbying, campaign leaflets, material for the website and GMB’s submission to the Council.

4. Boosting GMB influence and raising the union’s public profile

The research and policy team work to ensure that GMB exercises influence within Government, industry bodies, the TUC and international union federations.

We have maintained a voice on migrant workers within the Home Office through Ida Clemo’s participation in the Working Party on Work Permits. Ida was also part of a delegation to DEFRA ensuring that GMB concerns about the EU REACH Directive were communicated during the UK Presidency.

The scandal of the increased incidence of violent attacks on Cash in Transit couriers has been a high profile campaign for GMB in recent months and Dolores O’Donoghue has worked on raising the profile of this issue and the development of a Charter for Security Workers at a political level including Ministerial briefing.

Helga Pile has contributed to maintaining GMB’s profile with the DfES through the school workforce social partnership, and through interventions on

issues of importance to our school support staff members such as pay and grading, pupil behaviour, right to use restraint, and allegations against staff. The GMB contribution to the staging of the first ever school support staff national awards also raised our profile and Helga acted as the GMB contact in helping to organise the event and ensure GMB nominations for the award categories – we are pleased to say that as a result the GMB sponsored teaching assistant of the year award was won by a GMB member.

GMB continues to have a high profile in campaigning activities around support for UK manufacturing and Charlie King has been a major contributor to the work of the TUC Manufacturing Forum, working to give a high profile to GMB priorities such as community development funds and the link between energy policy and manufacturing jobs.

Research Department staffing

Staffing within the Department has remained constant since last year.

REPORT ON MOTIONS AND CEC SPECIAL REPORTS AND STATEMENTS CARRIED BY THE 2005 CONGRESS

The CEC reviewed all motions and reports/statements carried by the 2005 Congress and decided what action to take to implement the will of Congress. In each case the appropriate action fell into one or more of the following categories:

CEC	To note and take into account in its deliberations (such as in deciding what issues to press and how to vote at TUC Congress and Labour Party Conference), and to pass issues for action to the relevant CEC committee.
GS / DGS	To be noted, actioned or taken into account by the Acting General Secretary (AGS) or Deputy General Secretary (DGS) and the appropriate department(s) of National Office or the National Administration Unit (NAU).
Region(s)	For appropriate action by the relevant Region(s).
National Officer	For appropriate action by the relevant Section Secretary/ National Officer.
Section National Committee	For consideration/action by the relevant Section Committee.
TUC / LP	To pursue via TUC or Labour Party channels.
Govt	To raise with the relevant government department.

MPs / MEPs	To raise with members of the GMB Westminster / European Parliamentary Groups.
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- More information about activities resulting from Congress 2005 decisions is to be found in the relevant sections of this General Secretary's report
- All Rule Amendments carried by Congress are being actioned by the Acting General Secretary + Legal Dept.

CEC REPORTS AND STATEMENTS APPROVED

REPORT / STATEMENT	ACTION
General Secretary's Report	AGS
CEC Special Report: A Framework for the Future of the GMB (including Rule Amendments to Rule 8, Rule 9, Rule 12, Rule 13 and Rule 47)	CEC and GMB Senior Management Team; all Regions; the Recruitment & Organisation, Finance, Communications and Training Committees; the Legal Dept and Congress Working Party.
CEC Statement to Congress: General Secretary & Treasurer, and Rule Amendment to Rule 15	CEC and AGS plus Legal Dept
CEC Special Report: Organising in Security, Opportunity and Change	Recruitment & Organisation Committee and National Officer (CS)
CEC Special Report: Quality Jobs Quality Lives	Recruitment & Organisation Committee and Finance Committee
CEC Written Statement: Manufacturing	Phil Davies
CEC Special Report – Housing	National Officer (PS) + National Political Officer
CEC Financial Report:	
<ul style="list-style-type: none"> • Recommendations on Contributions and Benefits (including Rule Amendments to Rule 47 Clause 1, Rule 47 Clause 3, Rule 67 Clause 8, Rule 67A Clause 5, and Rule 67A Clause 8) • Lay Reps' Expenses 	<p>AGS (+Finance and Legal Depts)</p> <p>AGS (+ Finance and Legal Depts)</p>
Annual Accounts and Auditors Report	AGS (+National Office Finance and Legal Depts)

MOTIONS CARRIED BY CONGRESS

(† = Carried subject to a CEC Qualification)

MOTION	ACTION
Union Organisation – Congress Motion 14 Policy	AGS
Union Organisation – General †Motion 21 New Unionism Motion 26 Public Services Magazine Motion 27 Internal Communications Motion 31 Managing Workforce Attendance Motion 34 Sweetheart Deals	CEC National Officer (PS) AGS AGS DGS + National Officers (All)
Union Organisation – Recruitment and Organisation Motion 44 Recruitment †Motion 46 Accompanying Reps †Motion 49 Regional And National Race Advisory Committee	National Officer (CS) Legal Dept DGS
Union Organisation – Representation & Accountability Motion 52 General Accountability Motion 63 Elections Comp 1 Publication – Guardian Article †Motion 67 The Warrilow Report	AGS + National Officers (All) CEC AGS AGS
Union Organisation – Finances and Contributions †Motion 76 GMB Finances †Motion 80 GMB Pensions	Finance Committee AGS
Union Organisation – Union Benefits Motion 85 Benefits of Membership †Motion 89 Discount Purchases	Finance Committee Finance Committee

MOTION	ACTION
Union Organisation – Education and Training †Motion 92 National Learning Fund Strategy Motion 95 TUC Academy	DGS DGS
Equal Opportunities Comp 2 Equal Pay Motion 101 Equalities, LGB Issues Motion 102 Employment Of Disabled People †Motion 103 Representation In Public Life	National Officer (Equal Rights) National Officer (Equal Rights) National Officer (Equal Rights) DGS
Health and Safety Comp 3 Corporate Manslaughter †Motion 107 Health & Safety Motion 108 Public Holiday For Workers' Memorial Day 28 April Motion 116 Men's Health Motion 280 Prince Charles	Health & Safety Dept Health & Safety Dept + Regions (All) Health & Safety Dept Health & Safety Dept Health & Safety Dept
Secondary Smoking Motion 109 Casino Workers Comp 4 Passive Smoking	National Officer (F&L) + Health & Safety Dept Health & Safety Dept
Pensions and Retirement Comp 5 Public Sector Pensions Comp 6 Local Government Pensions Comp 7 Pensions Restore The Link Comp 8 Safeguarding Pensions Motion 133 Defend Pensions Motion 134 Pensions †Motion 140 Pensions Motion 144 Pensions	Pensions Dept + National Officer (PS) Pensions Dept + National Officer (PS) Pensions Dept Pensions Dept Pensions Dept CEC/TUC Pensions Dept Pensions Dept

MOTION		ACTION
Rights at Work		
Comp 9	Employment Rights	CEC
Comp 10	Anti Trade Union Laws	AGS
Comp 11	Central Arbitration Committee - Recognition	Legal Dept
Comp 13	Employment Tribunals	Legal Dept
Motion 166	Employment Legislation	Legal Dept
†Comp 12	Workplace Discipline	Legal Dept
Motion 169	Employment Tribunals	Legal Dept
Motion 172	Exploitation of Labour From Within The EU	TUC
Comp 14	Migrant Workers	TUC
Motion 175	Gangmaster Legislation	TUC
Comp 15	Agency Workers	GMB Brussels Office +TUC
Motion 178	Fixed Term Contracts	TUC
Motion 179	Posted Workers Directive	TUC
Motion 180	Working Time	GMB Brussels Office +TUC
Motion 181	35 Hour Week	National Officer (Eng)
Comp 16	Statutory Holidays	TUC/LP
†Motion 184	Fairer Redundancy Pay	TUC
†Motion 185	Night Workers	TUC
†Motion 186	No Strike Agreement	CEC + National Officers (All)
EM4	A&P Appledore Southampton	Southern Region plus National Officer (Eng)
Rights at Work – Youth Training		
†Motion 187	Youth Training	DGS
Commercial Services }		{National Officer (CS)
†Motion 188	Chauffeur Industry	
Motion 189	Private Care Sector – Pay	
Motion 190	Guarantee Pay	
Motion 191	Injury On Duty	
†Comp 17	Section 127	
CFTA }		{ National Officer (CFTA)
Motion 194	Composite Companies	
Comp 18	Remploy	

MOTION	ACTION
Energy & Utilities Comp 35 Public Ownership – Coal, Utilities, Water, Railways (motions 198, 199, 205, 314) Motion 200 Energy And Utilities - Demise Of UK Industry Motion 201 Energy And Utilities Motion 202 Energy Policy Motion 203 Energy Policy	CEC + TUC + LP National Officer (E&U) Motions 201-203, along with referred motion 204 on Power Generation Policy , to be actioned by the Section National Committee (E&U)
Engineering Motion 206 Ship Recycling	National Officer (Eng)
Food & Leisure Motion 208 The Right To Recruit In Asda Stores From Day One Motion 209 Cheap Lunches EM 2 Asda	Harry Donaldson National Officer (F&L) Harry Donaldson
Public Services } Comp 33 Public Services – Two Tier Workforce Comp 34 Public Services – PPP,PFI Comp 19 Public Services – privatisation Motion 220 Local Government Funding Motion 221 Local Government Contracts Motion 223 School Workforce Reform Motion 224 Pay Differentials – Education Learning Staff Comp 20 School Support Staff Motion 230 Public Services – National Pay Award Motion 233 Contractor Shop Stewards Motion 234 Housing For Local Authority Site Staff in ‘Tied’ Accommodation Upon Their Retirement Motion 235 Childcare	{ National Officer (PS)
Public Services – National Health Service } Motion 227 Privatisation Of The Health Service Motion 228 NHS Hospital Cleanliness †Motion 312 NHS Consultants	{ National Officer (PS)

MOTION		ACTION
Manufacturing		
Comp 21	Manufacturing	Phil Davies & TUC Manufacturing Task Group
†Motion 241	Manufacturing Campaign	Phil Davies & TUC Manufacturing Task Group
EM 3	Rover And The Phoenix Group	National Officer (Eng)
The Economy		
Motion 247	Minimum Wage For Young Persons 14-15 Years	DGS
†Motion 248	Industrial Democracy	CEC
Motion 250	Working Tax & Family Tax Benefit	AGS
Motion 251	Tobin Tax	International Solidarity Officer
Comp 22	Company Assets, Cowboy Employers	MPs
Motion 253	Fat Cat Payments	National Officers (All)
Labour Government – Warwick Agreement		
Motion 255	A Radical Labour Government	CEC
Motion 256	Warwick Agreement	CEC
Labour Party		
†Motion 257	Labour Party Policy	Political Committee
Motion 258	Labour Party	Political Committee
Motion 259	Labour Party Conference	Political Committee
Motion 260	Labour MPs	Political Committee
Motion 261	The Labour Party And The BNP	Political Committee + Mick Rix
†Motion 262	Sponsored Labour MPs And Councillors	Political Committee
Motion 263	Selection Of Parliamentary Candidates	Political Committee
Motion 266	Labour Party Funding	Political Committee
Political Fund Ballot		
Comp 23	Political Fund Ballots	Political Committee
Democracy and Constitutional Reform		
Comp 24	Detention Without Trial	CEC + LP + MPs
†Motion 277	Local Democracy	National Officer (PS)
Racism and Fascism		
†Comp 25	Racism Fascism And The BNP	Political Committee + Mick Rix

MOTION	ACTION
Migrant Workers EM1 Migrant Workers	National Officer (Equal Rights)
European Constitution †Comp 26 European Constitution	CEC
Criminal Justice Motion 289 Date Rape †Motion 292 Building A Safer Society	MPs + National Political Officer MPs + National Political Officer
Education Motion 293 Education †Motion 294 Foundation Schools Motion 295 Education Motion 296 Social Education Motion 297 Vocational Training	National Officer (PS) National Officer (PS) National Officer (PS) MPs DGS
Social Policy – General †Motion 298 Analogue And Digital Television Motion 299 Animal Experimental Science Motion 300 Asylum Seekers Comp 27 Identity Cards Motion 304 Misuse Of Public Funds	MPs CEC CEC AGS + National Officer (Equal Rights) MPs
Housing Comp 28 Housing Motion 306 Public Services – Housing Stock Transfers	Finance Committee + National Officer (PS) National Political Officer + National Officer (PS)
Transport Motion 313 Overcrowding On Railways Motion 315 Transport	MPs MPs
Welfare Rights & Services Motion 317 Social Service Care Homes Motion 318 Care For The Elderly Comp 29 Security Of Tenure Motion 321 Community Care And Pension Bill †Comp 30 Carers Allowance Motion 324 Child Support Agency †Motion 325 Incapacity Benefit Motion 326 Sick Pay Motion 327 Increase Statutory Paternity Pay Motion 328 NHS Dental Provision – Rural Areas Motion 329 Appeals Panels	National Officer (PS) National Officer (PS) National Officer (PS) TUC National Officer (Equal Rights) MPs Govt + TUC National Officers (All) TUC National Officer (PS) Legal Dept

MOTION		ACTION
International		
Motion 331	Labour Standards In The Latin American Banana Industry	International Committee
Motion 332	Solidarity With The I.F.T.U	TUC
Motion 333	International Solidarity In Iraq	TUC + GMB Finance & International Committees
†Comp 31	Iraq	TUC + GMB Finance Committee
†Motion 338	Future Non Support For US	CEC
Motion 342	International Globalisation	International Committee
†Motion 343	Middle East	Govt + National Political Officer + International Solidarity Officer
Motion 344	Privatisation In Developing Countries	TUC International Development Group
Motion 345	Star Wars	CEC
G8 Summit – Make Poverty History		
Comp 32	G8 Summit – Make Poverty History	CEC + International Committee

REPORT ON MOTIONS REFERRED TO THE CEC BY THE 2005 CONGRESS

MOTION		ACTION
Union Organisation – Recruitment and Organisation		
Motion 43	Resources For Construction	Since Congress 2005 a major recruitment exercise has been undertaken on most of the prestigious construction sites co-ordinated by the organising team within the SOLO branch. For some time GMB has been the major union on Terminal 5 and significant recruitment has also taken place at Wembley.
Union Organisation – Finances and Contributions		
Motion 75	Family Membership Contribution Rate	The Finance Committee has examined the proposals and is considering the options
Union Organisation – Union Benefits		
Motion 90	Alternative Funding For GMB Benefits	The Finance Committee has examined the proposals and is considering the options

MOTION	ACTION
Pensions and Retirement Motion 155 “Buy to Let” Property Purchases Funded Through Pensions	In his December pre-Budget report the Chancellor announced that this tax break scheme would not now be made available – no further action needed
Energy & Utilities Motion 204 Power Generation Policy	The issues and concerns raised by this motion have been considered together with carried motions 201-203 and have been included in the GMB’s response to the Government’s Spring 2006 Energy Review
Public Services Motion 229 Public Services – No To Percentage Pay Deals	Referred to the Public Services National Secretary. There has been no further round of pay talks since Congress 2005.

Note: Motion 231, Local Government Craft Pay Claims, was ruled Out of Order when Congress 2005 adopted SOC Report No 1. As a result of an error, Motion 231 was subsequently put before Congress and a decision taken to refer it. The reason given in SOC Report No 1 for ruling the motion out of order was that it “ought to be dealt with by a more appropriate body i.e. the Public Services Section Conference or the JNC for Local Authority Craft Workers.” The motion is directed to the PS Section Conference/Craft JNC, irrespective of whether the route is through SOC report 1 or through referral. Action: National Officer (PS)

APPOINTMENT AND ELECTION OF OFFICIALS

1 JANUARY 2005 – 31 DECEMBER 2005

APPOINTMENT OF ACTING GENERAL SECRETARY & TREASURER

Paul Kenny

APPOINTMENT OF NATIONAL OFFICER

Energy & Utilities Section: Gary Smith

APPOINTMENT OF REGIONAL SECRETARY

London Region: Ed Blissett

APPOINTMENT OF ACTING REGIONAL SECRETARIES

Lancashire Region: Paul McCarthy

Liverpool, North Wales & Irish Region: Charlie Leonard

APPOINTMENT OF MEMBERSHIP DEVELOPMENT OFFICERS

London Region: Avril Chambers
Shaun Graham
Rob Kelsall
Dave Powell

APPOINTMENT OF SENIOR ORGANISERS

Lancashire Region: Giovanna Holt

Liverpool, North Wales & Irish Region: Billy McCreight

Southern Region: Ted Purcell
Bob Stokes

ELECTION OF ORGANISERS

Southern Region: Kevin Brandstatter
Paul Clarke
Charles Harrity
Ivan Mercer

Yorkshire & North Derbyshire Region: Paul Wade

PROMOTION OF ORGANISERS

Birmingham & West Midlands Region: Pauline Brown
Colin Griffiths

Lancashire Region: Alanna Armstrong
Alan Collinge

Southern Region: Andrew Prendergast

Yorkshire & North Derbyshire Region: Douglas Cooper
Kerry May

APPOINTMENT OF RECRUITMENT OFFICERS (since September 2005)

Southern Region: Gary Cook
Gavin Davies

South Western Region: Paul Gage

GOLD BADGE AND YOUTH AWARDS 2005

MEN'S GOLD BADGE

The GMB Men's Gold Badge recipient in 2005 was Derrick Little, Northern Region (Derrick was nominated for the TUC Organisation Award 2005)

WOMEN'S GOLD BADGE

The GMB Women's Gold Badge recipient in 2005 was Monica Smith, Lancashire Region (Monica was nominated for the TUC Women's Award 2005)

AWARD FOR YOUTH

The GMB Youth Award recipient in 2005 was Leanne Vincent, Lancashire Region (Leanne was nominated for the TUC Youth Award 2006)

DEPUTY GENERAL SECRETARY'S REPORT

It hardly seems a year since we last met in Newcastle where we celebrated a successful Congress organised by a dedicated team of staff and officers who managed to transform an otherwise inhospitable environment into one that was conducive to healthy debate and comradely good cheer. One of my first tasks on returning from Newcastle was, as Chair of the Congress Working Party, to reconvene the CWP and embark on the long process of preparing for Congress 2006. The team, buoyed by the success of Newcastle, has yet again risen to the challenge and has worked tirelessly in arranging this Congress which I hope will be as good-spirited as last year.

That same comradeship and goodwill has been present throughout the year and there has been an unprecedented amount of cooperation across the union as we faced another difficult year. Beset with troubling budgetary concerns, internal industrial relations problems, rogue union defectors to name but a few of the challenges that presented themselves in the past 12 months. We have confronted these challenges by working within a newfound climate of collaboration we have been able to collectively find solutions and restore confidence and stability. The leadership demonstrated by Paul Kenny during this period has been central in helping us achieve these goals and his open, inclusive and positive approach have assured me and many others that we are capable of shifting our focus away from internal strife, and redirecting our energies, rightfully, toward growing and servicing our membership.

A significant amount of my time has been spent working externally on the Women and Work Commission which had been charged with conducting an independent review to examine the causes of the gender pay and opportunities gap and to find practical ideas to close it within a generation. In Autumn 2004 I joined fellow trade unionists, educationalists, employers and public sector managers at the start of an 18 month project which would involve us visiting women across the UK in their schools, colleges and workplaces as well as taking formal evidence from academics, specialists, employers and trade unions - I

ensured that GMB members and officials had the opportunity to contribute directly to the review.

What is clear is that the gender pay gap is complex and multi-faceted. There is no single solution and the evidence that we have uncovered to date suggests that wide-ranging action to tackle the culture in schools and workplaces that create job segregation and leave women trailing behind men in the pay stakes requires action from all parties and the report is likely to set out 40 practical recommendations to tackle job segregation and the gender pay gap which still exists despite 30 years of Equal Pay legislation

Including:

- > Funding a £20 million package to enable women to change direction and raise skill levels, including offering free skills coaching and training programmes focused on women returners
- > Introducing an initiative to promote quality part-time work
- > Promoting a localised approach to matching jobs and skills
- > Using community centres, schools and children's centres to recruit local women, to be piloted in five areas across the country
- > Providing support for the development and training of equality reps

Clearly, from a trade union perspective, there will be disappointment that agreement could not be reached on the key demands for mandatory pay reviews and statutory rights for equality reps though there are likely to be recommendations that would give trade unions the opportunity to apply further pressure on employers to conduct 'equality checks' and also there will be a call for additional Union Modernisation Fund finance available for capacity building to support training and development for equality reps in the private and public sectors.

The campaign on these two key union demands will now intensify and GMB needs to demonstrate that we are the union that is prepared to be at the forefront of the fight for equal pay and opportunities at work. This agenda needs to be mainstreamed throughout the whole organisation and equality and diversity must be at the top of our bargaining, recruitment and political agenda. To this end I will be working closely with the Senior Management Team, the National Officer with responsibility for Equalities, our equality committees and negotiating officers to develop a GMB Equality Action Plan which will focus on pay and opportunity equality.

The Senior Management Team has recognised the fundamental requirement to have Equality and Diversity at the centre of all our aims and objectives and have appointed a SMT team to drive this agenda forward. I am joined by Tommy Brennan, Northern Regional Secretary and Harry Donaldson, Regional Secretary GMB Scotland, in developing our strategic approach to equality. One of our key tasks will be to develop a quality comprehensive training programme, in the first instance, for all officers and staff throughout the union. It is envisaged that such an ambitious training programme will be supported by our bid to the Union Modernisation Fund. The CEC Race Task Group have been briefed on our proposals and welcome these positive developments which will go

a long way toward addressing some of the key recommendations in the Elizabeth Henry Report.

Following the historic election of a third-term Labour Government in 2005 our relationship with the Party continues to be largely amicable despite having significant policy differences on a number of issues. The future relationship between New Labour and the Trade Unions continues to be debated particularly by those who would no doubt feel more comfortable cozying up to big business or millionaire donors. However these detractors are constantly reminded that Labour relies on trade unions not only for financial support but also to provide a legitimate voice for working people who feel increasingly alienated from both New Labour and politics in general. Both myself and Mary Turner will look forward to this particular debate surfacing at the National Executive Committee.

We both continue to represent the GMB on the Labour Party NEC and this year I have been elected as Co-convenor of the Joint Policy Committee. I am also a member of the Britain in the World Policy Commission, the Women, Race & Equalities Committee and the Local Government Committee. Mary remains Co-convenor of the Health Policy Commission, a member of the Local Government Committee, Organisation Committee and a member of the JPC. Our membership of the National Policy Forum, one of the key institutions in the policy making process, now includes Paul Kenny, Acting General Secretary, who also serves on the Prosperity and Work Policy Commission and Joe Morgan, Birmingham and West Midlands Regional Secretary, who serves on the Creating Sustainable Communities Policy Commission. Together with our other CEC member representatives Linda Clarke and Jean Chaplow, as well as a number of GMB constituency delegates, we have a strong team who are well placed to provide a powerful and influential role in the next cycle of policy development.

The RMA continue to remain a thriving and active part of our union thanks in no small part to the efforts of Monica Smith, RMA National Secretary. The Committee aims to meet in different regions in an attempt to publicise their activities at local level and this trend will continue throughout 2006. The RMA Conference in October 2005 was the usual lively affair with debates on issues ranging from State Pensions and Age Discrimination to Care in the Community and Council Tax. The Committee now channel the bulk of their campaigning and political work through the National Pensioners Convention and GMB are well-represented on this body. The most significant development however arose from a motion to RMA Conference calling for branches across the Union to opt-out of affiliating to RMA rather than opting in to affiliation. This call was supported by the Senior Management Team and the CEC and the RMA now have independence and resources to run meeting, conferences and campaigns.

I remain involved in the campaign to secure fundamental trade union, political and human rights for our brothers and sisters in Colombia. I represent GMB on the Justice for Colombia National Executive and have addressed a number of meetings to publicise this cause. It is with great pride that I can boast that GMB is responding magnificently to the appeal from the CUT Federation for assistance in obtaining computers and is also inviting Hernando Hernandez, Legal Advisor with the Peasant Workers Union FENSUAGRO, to tour the UK in

early 2006. I met Hernando in his bullet-ridden offices in downtown Bogotá and I know that, like me, GMB members will feel both humbled and inspired by the message he will deliver on behalf of the members he risks his life to represent.

Colleagues it was decided from an early stage that the theme for this Congress would be For Justice and Equality. This wasn't because we felt it was a hip and trendy bandwagon to board or even that we felt it was the correct political and moral route to take. We adopt this theme to send a very clear message, both externally and internally, that GMB are the Union that understands the changing demands of our members. We can respond to the shifting work environment where equal pay, work-life balance and maternity/paternity rights are now primary concerns of our members in the workplace and we recognise that equality issues will have direct appeal to the new emerging workforce - mainly female, increasingly diverse with unconventional work patterns in non-traditional industries. We've made a great start already – let's now turn the slogan into action in 2006.

EQUALITIES REPORT

Introduction

This past year has seen some positive movement in equality legislation. In 2005 there were more women in the labour market than at any other time previously. Women now constitute almost half of the labour market and over its period in office the Government has introduced legislation intended to strengthen gender equality. Maternity rights were increased under the Employment Act 2000 and the Work and Families Bill seeks to extend some of these rights from 2007. It is also intended that the Equalities Bill should come into force in 2007. This Bill stipulates that local authorities, voluntary and private sector bodies working in the public sector will be bound by a gender equality duty which requires them to comply with specific requirements and pay due regard to eliminating unlawful sex discrimination and promoting equality between women and men. In addition to these advancements, Age Discrimination legislation will come into effect from October 2007 in an attempt to bring an end to the inequality of opportunity suffered by people in their 50's and early 60's.

Despite the positive movement being made in legislation, the UK still has a long way to go before it can boast employment equality. Although the Work and Families Bill has identified that maternity allowances should be increased, as the increase in maternity leave of 3 months can be sacrificed by mothers to increase the father's paternity leave by the same 3 months, in cases where this sacrifice is made women are individually no better off than under previous legislation. As pressure will be high on working mothers to use this option to spread family rights equally between parents, the new law increases the possibility of family disputes at a sensitive time for all parents.

The Equal Opportunities Commission states that over the next five years 1 million women will be discriminated against. By the time we enter Congress the Women and Work Commission will have published its recommendations. This body, which is attended by our Deputy General Secretary Debbie Coulter, has

been commissioned to examine the disparity in earnings between women and men despite thirty years of equal pay legislation. Even so, at the time of writing it is expected that the Commission will reject union calls for mandatory pay audits and statutory rights for union equality representatives. It is also likely that the Commission will place a good deal of emphasis on social stereotypes adopted by women that lead to their seeking employment in jobs with poor expectations of pay and progression. It is hoped that the Commission will make recommendations that will signal and end to the inequitable treatment of roles that are traditionally held by women and the disparity between women and men in senior positions. Our response will be determined by how far the Commission goes in meeting these demands.

1 National Equal Rights Advisory Committee

A key focus of NERAC's activities in 2005 has been to address the lack of activism on regional equal rights committees. The theme of the 2005 National Equalities Event was moving forward in the GMB through the empowerment of women and the exchange of best practice. The unanimous response from participants was that the event had been a great success and that delegates felt empowered to develop their regional equalities structures. This work will be complimented by NERAC's determination to increase the number of Branch Equalities Officers. As well as the individual work being done by individual members of NERAC in their regions, the revamped Branch Equalities and Race Officers Pack will help Branch Equalities Officers to define their position and responsibilities and understand the resources open to them.

In addition to this focus, NERAC have been working on the Refuge Campaign to raise domestic violence as a workplace concern. This has focused on working with Refuge nationally by raising funds through recycling old mobile phones and raising awareness of the support available to women suffering from domestic violence. NERAC is also currently undertaking an assessment to build on the Daphne project (raising domestic violence as a workplace concern), and is looking to explore funding avenues with this in mind. The Committee has also made links with the Women's Association of Slovakia who are interested in adopting GMB practice.

As stated above, our Deputy General Secretary sits on Women and Work Commission and we've been following its progress very carefully. The National Equalities Officer Rehana Azam has also met with Meg Munn the Deputy Women's Minister to discuss the consultation exercise on the remit of the Women and Work Commission. The GMB has also been working nationally with the Equal Opportunities Commission on a number of campaigns involving the under representation of Black and Asian Women in the labour market and on issues to do with progression and promotion.

NERAC's is currently undergoing an assessment of the training that it needs to carry out its role more effectively.

The National Equal Rights Advisory Committee is made up of the following:

Richard Edmunds, Birmingham & West Midlands

Jayne Norton, (Vice-Chair) Birmingham & West Midlands
Linda Clarke, Birmingham & West Midlands
Sandra Tanner, Birmingham & West Midlands
Shirley Buckley, Lancashire
Margaret Gregg, Liverpool, N Wales & Irish
Jackie Nield, London
Alistair McLean, London
David Lascelles, Midland & East Coast
Charlie James, Yorkshire & North Derbyshire
Sharon Nicholson, Southern
Jean Chaplow, Northern
Cathy Murphy, (Chair) GMB Scotland
June Minnery, GMB Scotland
Jennifer Cole, South Western
Brian Farr, South Western
Jill Richards, South Western
Noreen Metcalf, Yorkshire & North Derbyshire

2 Membership Development and Organisation

It is advisable that GMB activists and officers examine developments in equality legislation and utilise these in the recruitment of workers affected by the changes. Although the Equalities Bill comes into effect from April 2007, this is the date by which local authorities, voluntary and private sector bodies working in the public sector have to comply with the requirements of the Bill and they should therefore be making the relevant changes between now and then. Women working in these sectors may be asked if their employers are working towards meeting their future obligations. The GMB needs to be proactive in pushing these duties as it is expected that over the next year the relevant unions will be using them to encourage membership across a host of areas.

3 National Equality Event

The National Equalities Event for 2005 focused on empowering women activists. The activities on the first day began with a panel discussion during which members spoke about how they became active in the GMB. This was followed by workshops on Life Coaching and Confidence Building given by Regional Officers Martin Bevan and Karen Lewis, Domestic Violence given by Peggy Blyth and Joan Keane, Women Workers in the Security Industry with Jan Thomas, and a Law Update delivered by Sarah King of GMB National Office. The morning of the second day brought reports back from the workshops in which there was a clear desire on behalf of the delegates present to get up and take part.

As well as identifying a host of issues that need to be addressed if more women are to be brought through the GMB, delegates spoke with a unanimous voice of the need to take responsibility for addressing these issues themselves.

4 Disability Forum

R. Azam was asked earlier this year to take responsibility for the Forum from P.Davies, National Secretary. Similar to the NRC and NERAC structures the National Disability Forum members are keen to develop regional forums. Training needs have been identified and a training programme is being devised specific to the needs of forum members to build and develop skills. This will empower our members to be better equipped on building campaigns and engaging all members and activists within the campaigning agenda for better jobs and access for disabled workers. Lobbying to make Disability Audits mandatory for all employers will focus on the forthcoming Single Equalities Act. The Forum's members consist of the following:

Pam Benham, Birmingham & West Midlands
Brian Davies MBE, Lancashire
Andy Griffiths, Liverpool, N Wales & Irish
David Rose, London
Julian Siggee, Midland & East Coast
Jim Hollern, Northern
Jeff Hills, GMB Scotland
Vacancy, Southern
Neil Evans, S Western
Terry Patten (Chair), Yorkshire & N Derbyshire

5 Shout Forum

This Forum has just been launched by building on the success of the regional forums in London and Southern Region. At the first meeting the group agreed aims and objectives, an action plan in building regional forums, key campaigning issues and also to devise a membership strategy in line with the GMB's national organising team. The Forum's members consist of the following:

Tony Hughes, Birmingham & West Midlands
David Hope (Vice Chair), Lancashire
James Lamb, Liverpool, N Wales & Irish
Brian Shaw (Chair), London
David Lascelles, Midland & East Coast
Peter Foley, Northern
Vacancy, GMB Scotland
Jordier Ollier, Southern
Mark Bowler, S Western
Vacancy, Yorkshire & N Derbyshire

Our members within this Forum have been actively campaigning to amend the Equalities Bill to cover sexual orientation and goods and services provided to the LGBT community. In the forthcoming Single Equalities Act we have been given some indication that the Act will cover goods and services, however there is a concern that this will not cover transgender. The campaign to have this rectified is continuing.

6 TUC

2005 saw an active GMB delegation to the 2005 TUC Women's Conference. The GMB motion concerned the need to reform the Child Support Agency, and although some movement is being made on this issue by Government it is too soon to say what the outcome will be.

The GMB Delegation to the 2005 TUC Disability Conference was made up of Forum and Remploy members. The GMB motion which was passed by Conference called for reserved seats on Skills Sector Councils for disabled people.

The GMB delegation to the 2005 TUC LGBT Conference represented the majority of regions. The motion which was passed by Conference demanded that public sector workers with responsibility for LGBT adopters be provided with training to understanding their needs, and that employers adopt a flexible, understanding, and proactive approach towards understanding the needs of workers who are LGBT adopters and protecting them from discrimination.

Conclusion

NERAC is very confident about the future of equalities in the GMB following the National Equalities Event. Whilst our Union has to support our members in meeting the challenge of becoming active the equalities event gave positive signs in this direction.

The Union is also waiting with baited breath on the outcome of the Women and Work Commission. 2007 will see new equalities legislation come into effect, but it will also see the 80th anniversary of votes for women. The challenge is still there to close the gender pay gap and bring real equality for women and the GMB has a big role to play in this. By next year the Women and Work Commission need to have given women something that they can really celebrate.

2006 is a conference year for National Equalities and this year's conference is planned for November.

Rehana Azam would like to thank NERAC, Disability and Shout Forum representatives and all the Regional Officers for their support and for working to make this a positive year for equalities in our union.

RACE REPORT

Introduction

2005 has been an extremely challenging year for our black members, and black, minority and ethnic communities in general. The London bombings that took place on 7th July of that year have raised fundamental questions about, among other things, our personal rights and security, the issue of integration versus community identity, and the racial stereotyping of entire communities in the press. Equality legislation that the Government has initiated has sought to push forward the rights of protected groups and communities, but in their determination to prevent similar attacks in future it has pushed bills through Parliament which threatens to widen divisions in society. The advances made in community policing as a result of the Stephen Lawrence Inquiry may already be endangered by use of the Counter-Terrorism Act. The Home Office have

attempted to make a case for a Commission on Integration, seeking to address issues of inclusiveness and social inequality whilst advocating common values. Muslim communities however have witnessed a growth of Islamophobia fuelled by media stereotypes and believe that their concerns are not being addressed by Government. This tension has been amplified by the deeply disturbing comments made by Nick Griffin and his acquittal on charges of Incitement to Racial Hatred and the insensitive response of a Muslim minority to the publishing of equally offensive Danish cartoons. Trevor Phillips of the Commission for Racial Equality has warned that some parts of Britain are 'sleepwalking towards apartheid'.

All of this brings into focus the relationship between unions and their members. In 2005 the TUC Race Relations Committee launched the first in a number of forums across the country in which black trade unionists and grassroots organisations can meet and support one another in the workplace and community. The first discussions held in Birmingham identified how far unionists have to go towards meeting the needs of BME communities. The overall feeling was that there is no communication between trade unions, black workers and their communities, and where they do have a little knowledge of our work and aspirations there is a lack of belief that what we do is relevant to their needs. Those black workers that do become active often feel isolated within their workplaces and unions, and feel that our organisations are bureaucratic and unwelcoming. In 2005 the GMB continued in its attempts to address these problems. The revamped Branch Equality and Race Officers pack has clarified the responsibilities of these positions, the resources open to them, and their place within the structure of the union. In addition the National Race Committee is committed to increasing the number of regional activists and improving communication between them. It has long been recognised that the membership losses as a result of industrial decline can be compensated for by recruiting groups which are under represented in the union movement and the work being done by the equalities committees is of central importance to this. But their success depends on the union as a whole asking serious questions about how its work can meet the needs of black minority and ethnic communities.

1 National Race Committee

In 2005 the NRC identified that its profile needed to be raised both regionally and nationally. It committed itself to addressing the lack of activism on Regional Race Advisory Committees by targeting those branches that do not have Branch Race Officers and helping those that do by overhauling the Branch Equality and Race Officer's Pack. In addition to this the NRC have conducted an audit of training needs within the group to determine what the NRC needs to carry out its role more effectively. The Black History Month Event held in Liverpool was also intended to raise the group's profile on a national level. The event was extremely encouraging in that it provided a model of what the GMB can achieve with the BME communities. On a less positive note participation from across the union was weak despite advertising, and this has increased the NRC's determination to mainstream issues of race within the union.

In addition to working on this long-term goal, the NRC have been looking at regions that have organised migrant workers with a view to sharing best practice across the union. Of particular note has been the work done by Midlands and East Coast Region.

The NRC has also been working with Liberty and other trade unions on a 'No2ID Cards' campaign. The NRC sees the introduction of ID cards as threatening to civil rights and believes that their use will deepen divisions in society.

The National Race Committee is made up of the following:

Harpal Jandu, (Chair) Birmingham & West Midlands

Edna Greenwood, Lancashire

Steve Westergren, Liverpool, N Wales & Irish

Andy McGivern, Liverpool, N Wales & Irish

Simon Carter, London

Richard Robinson, Midland & East Coast

Peter Foley, Northern

Georgia Cruickshank, (Vice-Chair) GMB Scotland

Cathy Murphy, (NERAC) GMB Scotland

Dotun Alade Odumosu, Southern

Vacancy, South Western

Charlie James, Yorkshire & North Derbyshire

2 Membership Development and Organisation

In 2005 the NRC also committed itself to the promotion of particular issues faced by black minority and ethnic workers on pay and discrimination. It has long been recognised within our movement that if there no halt to the decline in traditionally unionised industries, its future membership and so its aims and aspirations must come from other areas. Obvious targets of future recruitment are those groups that are underrepresented in the union movement, of which black workers are one. With this in mind, the NRC believes that our union needs to mainstream attention on issues such as direct discrimination, indirect discrimination, victimisation, harassment and bullying. Other issues that straddle the interests of both unions and black workers however include the local regeneration of deprived areas, inclusiveness in welfare and employment and addressing social inequality.

The NRC believes that greater focus should be placed on the duties of local authorities and the private sector under the Race Relations Amendment Act 2000 (RRA), and that the union should promote proactive practices with regard to race such as the adoption of Equal Opportunities Policies and the use of Statutory Questionnaires to address direct and indirect discrimination. By placing greater focus on issues and practices raised in the RRA the NRC believes that we can spread knowledge of unions' goals and activities and the belief that unions are relevant, and so help to address the isolation that is felt among young black workers within society and the unions. Proactive ways of organising black workers will place the greatest emphasis on the issues highlighted above.

In addition, union structures need to be strengthened in relation to black workers. The revamped Branch Race and Equalities Officer Packs have helped to identify the duties of Branch Race Officers and the resources at their disposal but more needs to be done regionally in identifying and encouraging branch and workplace activists. Again, emphasising issues of direct interest to black workers will encourage this development.

3 Black History Month Event – Liverpool Adelphi

As part of Liverpool's celebrations during Black History Month, the GMB hosted an event to celebrate equality and condemn the injustices of inequality. The event, which took place at the Adelphi hotel and was free to the public, highlighted the contribution that BME communities make to British culture.

The event was opened by an African Band and a Chinese Dragon Dance, and proceeded with live music from across the UK including hip-hop, reggae and diverse music from around the globe. There was a tour of Liverpool with a commentary on its historical role in the slave trade. Films were also shown on the history of anti-racism in UK music, and on the deaths of Black men held in custody. Love Music Hate Racism provided DJ's for the night. Alongside the entertainment there were children's activities.

Families from across the country attended and the only complaint seemed to be that there was too much to choose from on the day. During a night that will be remembered by all who attended, our Nigerian friends from Birmingham took to the stage to sing traditional songs and taught everyone how to dance along. The event was a glowing advert for what the GMB can achieve if it embraces diversity and inclusion, but the poor attendance from within the union was a serious disappointment. As one young activist said at the end of the day, 'I know what I want from my union, but I don't know where this fits in with the union'. Black History Month is to be the focus of the NRC's biannual event and the next is planned for Birmingham 2007.

4 CEC Race Task Group

Last year Dawn Butler left the GMB to start her career as a Labour MP and we send our heartfelt congratulations for her success in last year's elections. Her role on the CEC Race Task Group was adopted by the National Race and Equality Officer, Rehana Azam, and she continues with the task to ensure that equalities is mainstreamed in all of its structures. Last year the results of the Race audit were collated and confirmed Dr Henry's findings about institutional racism in the GMB. With this in mind the GMB's Senior Management team undertook equality and diversity training and there are plans to role this training out to officers and activists. In addition the CEC Race Task group are exploring ethnic monitoring and also developing a national shadowing and mentoring initiative.

5 TUC

2005 saw an active delegation from the GMB to the TUC Black Workers' Conference. The GMB's motion concerned the Government's withholding of the

right of asylum seekers to apply for work for 6 months. The GMB argued that the right to work is a fundamental and universal human right and therefore that this right is not forfeited upon leaving one's home country.

The motion to the TUC Black Workers' Conference 2006 asks the TUC to produce material for distribution in workplace that counteracts the rise of Islamophobia and media stereotypes.

Conclusion

Despite the obvious challenges ahead the NRC have been very upbeat this year. The challenge to collectively work together is greater than ever but the determination following last year's event is meeting this challenge.

Whilst the NRC appreciates the need for reserved seats on the CEC it recognises that this measure is intended to compensate for the lack of representation of black workers throughout the union. With this in mind the NRC believes that the GMB must express a firm commitment to bringing more black activists into our union structures.

The National Race Conference is planned for Black History Month in October.

Rehana Azam would like to express her warmest thanks to the NRC for their hard work and support over the past year, and she extends this to all Regional Race Officers and activists.

PRODUCTIVITY SERVICES CENTRE

Introduction

Based at National Office, the Productivity Services Centre (PSC) provides a support service to National and Regional Officers, representatives and members in a wide range of productivity, pay and work organisation issues. The work of PSC has developed over the years to reflect the changing nature of management initiatives, from traditional work study and job evaluation through to newer concepts such as human resource management and partnerships. The range of expertise includes:

- Job Evaluation
- Pay and Grading Systems
- Performance, incentive and competency schemes
- Team working
- Annualised hours and flexible working
- Work study systems
- Work organisation

Retirement

2005 saw the retirement of PSC Officer David Haire after more than 30 years loyal and dedicated service. David was very experienced and knowledgeable in his field and the GMB will miss his expertise, enthusiasm and, not least, his humour. We wish David a long and happy retirement.

Recent Activity

David's retirement leaves Mick Hubbard as the sole remaining Officer of PSC, and as a consequence has obviously limited activities to some degree. Nevertheless, the training aspect has increased, largely due to the delivering of the Local Government Single Status Pay and Grading Courses. The Courses have been flexibly designed to respond to the varying needs of Representatives and Officers, and most of them so far have also included, by request, refresher sessions on Job Evaluation. While the Courses have been very well received by participants, with positive feedback, it is surprising that only six Regions have so far taken advantage of the service, especially in light of the impact pay and grading will have on our members in 2007.

As reported last year, work study related activity increased, and this aspect of the workload has continued to grow, particularly in the private manufacturing and distribution sectors. Increasingly competitive, companies are returning to traditional work study techniques as they strive for efficiency savings. While we obviously welcome initiatives that help to keep companies afloat, thereby enhancing job security, it is PSC's role to ensure that good practice is maintained. Through the provision of appreciative training for our Representatives, and ongoing support and advice, we can ensure employers maintain professional standards rather than resort to 'cowboy' tactics.

Performance-based bonus or incentive schemes are another growth area, and work study techniques have been used as a basis for establishing targets. We have to ensure that those targets are fair, consistent and achievable, and that the reward is proportionate to the effort expended.

The growth of work study activity and performance reward systems reflects a decline in other aspects of PSC's work such as HRM techniques, which were supposed to replace those 'old fashioned' practices. The failure of British Management to grasp the true concept of employee involvement and participation has resulted in a gradual return to more traditional techniques to improve efficiency and encourage motivation.

Future Projects

The provision of the Local Government Single Status Job Evaluation, Pay and Grading Courses will remain a priority for PSC through until 2007. In conjunction, ongoing support and advice will continue to be provided in response to issues arising in specific Authorities. There are also a couple of national employers embarking on large scale job evaluation projects, with which PSC have become involved; these are at an early stage and it is predicted will continue throughout the year.

Summary

With the increase in work study projects and performance-based incentive schemes, it is easy to predict that this trend will continue to be a growth area. It is important that these are successful if we are to stem the loss of jobs in the manufacturing sector. In Local Government, Officers and Representatives need

to be armed with the best knowledge, in anticipation of the proposed implementation of new pay and grading structures in 2007. PSC has an important role to play in these areas on both a Regional and National basis.

CLOTHING & TEXTILES SECTION

Introduction

The Section continues to decline because of the employers move to low cost countries such as China and Indonesia. The international community has protested about the terms and conditions of workers employed but so far the response from the public is to buy at the lowest possible price.

Since the last Congress the industry has been hit by a number of closures. The GMB still has around 12,500 members within the Section and this provides an annual income of around £1.3m an amount to be used to maintain our members within the Clothing & Textiles Section and to improve other parts of the GMB.

The new leadership at National Office has allowed for open and transparent governance of the union and as National Secretary along with other colleagues we have been encouraged to breathe new life into all the Sections and the Clothing & Textiles Section will play its role in developing a new section structure.

It was disappointing that after all the considerable work done by our European office on public procurement that the industry does not appear to be ready for the introduction of the new Public Procurement Directive. The British textile industry could be revitalised overnight if all the nurses, fire fighters, armed forces, police and prison officers' uniforms were made here in the UK. What is wrong with asking for British soldiers to wear products made by British workers. Most of the European community manufacture at home for their essential services.

After full consultation with the Clothing & Textiles Section President, Brenda Fraser we decided that the 2006 National Section Conference should be postponed. We made this decision on the basis that there were only 18 nominated delegates and bearing in mind that you always receive one or two cancellations we could not in all honesty hold a Section Conference where the delegates were outnumbered by the speakers and visitors. It is however our intention to hold an industrial conference probably in one of our GMB Regional Offices.

At the time of writing this report the Section Committee has agreed to meet to look at a way forward for the Section.

1. National Negotiations

The 2005 pay negotiations resulted in months of deadlock. As a professional negotiator it is hard to accept that any negotiations are subject to the government's minimum wage. It was nearly 7 months before we signed the agreement.

The 2006 pay negotiations conducted with both sides reducing their negotiating teams at my request started in a more realistic manner and we concluded far quicker because the final offer was above inflation. The full offer is as follows:

As from 1st January 2006

All earnings of all workers, including learners, will be increased by 2.75%.

The Minimum Weekly Payment for all workers, including learners, covered by the BCIA/GMB Clothing and Textile Section National Agreement will be increased to those set out in the attached schedule.

The rates applicable to under 18 years in Table A and Table B of the National Agreement and to learners should be amalgamated to cover "trainees under 18" and the other separate rates will be abolished.

General Minimum Time Rates All Sectors

18 years and over £505.00

Trainee under 18 years £446.42

Minimum weekly payment for all workers for 39 hours' attendance

18 years and over 196.95

Trainee under 18 years 174.10

2. International Activity

The Section is affiliated to the International Textile Garment and Leather Workers Federation. The ITGLWF works hard for the affiliates by conducting campaigns against child labour and exploitation and works with global companies to try to improve pay and conditions.

Recently Neil Kearney the General Secretary pointed to China where British as well as world corporations are falling over themselves to invest or source. The information we have received from the ITGLWF is that the labour legislation in China is good but never enforced. In textiles and clothing 12-14 hours a day are a normal working day but this length of working day is illegal, health and safety laws are never enforced.

The ITGLWF has helped with the improvements in the industry in Vietnam and Sri Lanka where conditions are safer and where paid holidays and proper rates of pay exist. These countries are no longer the threat they were 10 years ago. Now all roads lead to China and there are real problems of unfair competition. We will continue to work with the ITGLWF to ensure protection for all textile and clothing workers.

There are serious issues ahead for the Clothing & Textiles Section Committee but working for the best interest of the GMB members working within the industry these issues can be overcome.

I would like to take this opportunity of thanking the President of the Section, Brenda Fraser, Section Committee members, Regional Officers and Shop Stewards for all their hard work.

COMMERCIAL SERVICES SECTION

Introduction

Since last year's Congress in Newcastle I have continued (up to the end of January this year) to take responsibility at national level for our members in the Commercial Services Section. My focus has been on the Security Industry as we are by far the largest union in this area and the prospects for growing our membership are huge. Nonetheless I have also, with the Section National Committee, looked after our Commercial Services membership as a whole and identified areas other than security with real growth potential (see recruitment priorities below). As the UK economy continues to change and as the pace of that change accelerates in the move from manufacturing to service provision – the GMB must change as well. It is this expertise that drives and shapes our priorities. The rest of this brief report picks up some of the points which highlight the last year or so.

Security Industry

Since last Congress there has been a series of major developments in the industries driven by and/or impacting on the GMB. Some of the key points are:

i. **Securicor Cash and Valuables in Transit (CVIT) Harmonisation**

Since 1997 as a result of a crass decision by the major employer of GMB members we have struggled with the nightmare of two separate – and potentially different – contracts producing two sets of terms and conditions amongst the workforce. After 15 months of tortuous negotiation I am pleased to be able to report to Congress that – following no fewer than three consultative ballots of over 4,500 members – a harmonised contract was signed off on 21 October 2005. This so called New Deal has many radical features:

- it sets terms and conditions over a 4 year period with a retrospective start date of 1 May 2005
- it increases basic pay for the bulk of our members over the lifetime of the agreement to 56%
- it reaches the GMB benchmark hourly rate of £10.00 as agreed by Congress last year and sets the standard for the industry
- it restores equity, fairness and transparency to our members
- it will help end the culture of low pay/long hours which has characterised the industry.

This major achievement would not have been possible without the support and enthusiasm of our Branch Reps, our Regional Officers and above all our Securicor National Negotiating Committee – a group of lay members who bore the brunt of the prolonged negotiations. Sincere thanks from me as National Officer – I was privileged to lead the efforts of all concerned.

ii. **G4S Guarding**

In 1997 (clearly a bad year) the former Securicor Guarding derecognised the GMB. In 2004 Securicor and Group 4 (where we are still recognised)

merged to form the largest security employer – G4S – in the UK. As a matter of urgency the Section National Committee set out to re-establish our position in the new company as a whole. I am pleased to report that again after difficult talks and with the full participation of our G4 NNC on 1 February 2006 a recognition agreement was signed by me on behalf of the Union with G4S Guarding.

I believe that as it covers 15,500 guards and other security workers this is the biggest recognition agreement secured by the Union in the private sector for many years. It offers us the opportunity by being present at the induction training to recruit, literally thousands of new members. My colleagues on the National Organising Team have followed up the opportunity as a priority and no doubt Congress can be updated as to progress to date.

iii. Securitas CVIT

The second stage of the agreement with the above company came into effect on 9 October 2005 taking the basic rate up to £8.55 per hour. At the time of writing the GMB has prepared and submitted a claim on behalf of our members for a new pay and conditions package to come into effect on 1 April 2006.

iv. Securitas Guarding

Following up the signing of a skeleton single union recognition agreement covering the 4,500 or so guards employed by Securitas in the UK, negotiations have been proceeding since last Congress to flesh out this deal. At the time of writing this process has been all but concluded and no doubt an update will be available at Congress.

All our recently concluded agreements incorporate a guarantee pay clause and in line with Congress 2005 resolution 190 this will continue to be a guiding principle in negotiations.

v. Industry Licensing

The Security Industry Authority – the SIA – established by the Government to regulate the key industries has continued to roll out its statutory licensing scheme. As this report is being written we are nearing the end of the period to license the 140,000 or so guards reckoned to be employed in the UK. As the Union in the industry the GMB has played the role of constructive critic of the moves and continued wherever possible to stress the point that all costs associated with obtaining the license should be borne by the employer and not the employee. I am pleased to report that Securicor, Securitas and Wilson James have accepted our line on this point. Others have not been so progressive and we will continue our “name and shame” policy agreed at Congress last year on this issue.

On the issue of injury on duty (Congress 2005 resolution 191), as part of our discussions with the large companies and the Trade Association (the BSIA), we have canvassed the idea of an industry wide injury on duty scheme. This would allow us to set the payment conditions for the whole industry. Our attempts to persuade the SIA to incorporate

reasonable employment standards as a registration criteria have not thus far proved successful, but are still being pursued.

vi. Thompsons Solicitors

I have conducted – with the assistance of our Officers and Thompsons NNC – one pay round with Thompsons legal practice since last Congress. After a few stumbles a 12 month settlement effective from 1 October 2005 was reached. This involved a basic rate increase of 4% plus various improvements such as increased annual leave for those with less than 5 years service, introduction of a long service award and so on.

vii. Criminal Justice sector

In line with Congress 2005 Composite resolution 17, work has continued on lobbying for the repeal of Section 127 of the 1994 Criminal Justice and Public Order Act, which prevents members in this sector from taking industrial action without the risk of an injunction and unlimited damages against the union. Barry Smith of the GMB Legal Department has pressed John Hendy QC drafter of the Trade Union Freedom Bill to incorporate the repeal of Section 127 in the draft. Following pressure from GMB on the TUC Executive Committee, the TUC has also agreed to support its inclusion in the Bill.

viii. Recruitment Priorities

The Section National Committee identified the following areas as potential growth areas for the Section:

- Security Industry
- Civil Aviation
- Employment Agencies

Congress will note from the above report that the first of these has been rapidly adopted in line with the CEC Special Report *Organising in Security, Opportunity and Change*, adopted by Congress 2005. The others are under scrutiny by the National Organising Team.

Chauffeur Industry

In line with Congress 2005 resolution 188 we continue to press Government – both national and local – to further regulate this industry along the lines proposed in the resolution.

Section National Committee

Since last Congress the reinvigorated SNC has had three meetings. They have collectively set priorities, monitored progress and provided a direct link back to the Regions. Their help, guidance and comradeship is much appreciated.

Conclusion

Many colleagues in Congress will be aware that as a result of reorganisation at National Office I changed responsibilities with effect from 1 February 2006. I would like to record my thanks to the Commercial Services Section National Committee ably chaired by Bob Crosby. To all of the GMB Regional Officers with

responsibilities for the section - their commitment, good humour and friendship was invaluable to me over the last 12 months. I would also like to thank all our Commercial Services Section lay reps who do such valuable – and often under-appreciated work – for our members. Finally I would like to thank Dolores O'Donoghue from the GMB Policy Department at Worple Road who kept me informed and up to speed with changes in rapidly evolving industries. Finally I would like to record my appreciation of the work of Kerri Harding my PA at Worple Road. Kerri has for many years worked with my handwriting, rambling requests and sometimes erratic behaviour. She does so with professionalism and humour.

My best wishes go to my successor in the Section, Gary Smith. I know he will receive the full support of all those who assisted me.

CONSTRUCTION, FURNITURE, TIMBER & ALLIED SECTION

Introduction

The CFTA Section like all other manufacturing sections has seen a significant membership loss although 33,000 members paying mainly Section 1 contributions still means a significant income to the GMB. A future move to a three section union should hold no fears for CFTA Section members. Industrial power lies in a well organised fully serviced manufacturing section. Consolidation of traditional industries will bring increased membership to a new section.

The 1960s and 1970s saw an increase in the shop stewards organisation, there was no need for a closed shop because shop stewards were able to uphold 100% organisation within each workplace. The 1990s and into the new millennium has seen a reduction in the number of shop stewards.

Thatcher's attempt to destroy society was founded on anti trade union legislation, take away the workers rights and you are half way towards destroying the trade unions. It is no coincidence that in 1979 when Thatcher came to power there was over 12 million trade union members. Today there are just over 6 million. Income has more than halved because of high numbers of part time members and this situation is made far worse by the way the economy has gone.

Since 1979 there are nearly 3 million more jobs with the economy so why is it that membership has declined so drastically in all trade unions. Because of our current open leadership I can comment honestly without fear of being disciplined or sent to the far reaches of the GMB. The trade unions must share some of the blame. The TUC was once at the forefront of industrial relationships with government and employers. The General Council was a formidable body of Senior Trade Union General Secretaries. Government listened to the TUC, unions abided by its decisions and even the employers respected the TUC.

What have we seen in recent years? Very little that the ordinary trade union member can associate themselves with. All the UK trade unions with one or two exceptions have entered into appeasement with government. We have

accepted the same Tory anti trade union legislation under a Labour Government. Our unions and our membership still operate with their hands very firmly tied behind their backs.

A board of directors can close and often do a factory overnight throwing out sometimes thousands of workers. A decision to sack a worker can be instant and there is no recourse to law if that person has less than 12 months service.

The trade unions have to jump through legal hoops to carry out an industrial action ballot which can take up to 8 weeks to conclude. There is still no right to carry out solidarity action and after 12 weeks the employer has a legal right to dismiss anyone involved in industrial action. The right to take industrial action must be a right that is free to all workers without fear of dismissal.

Disappointment with a Labour Government who will not give UK workers the right to strike yes, but more disappointment that all the trade unions have not campaigned as fully as they should have. We need to return power to our membership and create a pride in being a shop steward.

Where we have membership we need to be ensure that 100% membership is worked for. Shop stewards need to know they have the back up of union officers. When we persuade a worker to join the GMB we need to make a promise that for his or her contribution they will receive a service and it will be just as professional as if they were in a workplace of 10 or 2,000.

A return to a Labour Government in 1997 was overdue. A return now to traditional trade union values is the only way the movement will survive.

1. National Negotiations

FURNITURE MANUFACTURING INDUSTRY

The industry moves from one recession to another, nevertheless there are still well over 120,000 employees in British furniture manufacturing with another 5,000-10,000 employees in the supply chain. The UK manufacturing market is worth over £6billion a year and furniture, like undertakers will always be required. It is an industry of high skills, mass production and modern technology.

The industry is moving offshore to low wage economies where health and safety procedures leave a lot to be desired. What happened in textiles is now starting to happen to furniture. Who would have thought that you can import a three piece suite from China cheaper than employing a UK furniture worker in a factory less than 20 miles from the store that it will eventually be sold from.

No, we cannot compete with a furniture worker in China who works 14 hours, 6½ days a week, paid less than 25p per hour and has to suffer beatings and abuse. Who owns these factory prisons? The same bosses who have exploited workers the world over for the last 150 years.

Since the last conference we have seen major closures of household names: Parker Knoll, Ducalls and parts of Christie Tyler. The British public still know little of the country of origin because the retailers are not prepared to tell the public where the furniture is made. We believe that the British public are entitled to know if a three piece suite is made in China, Poland or here in the UK. 3 out of every 4 imported three piece suites fail the 1988 fire regulations and almost 70% of all the furniture that is tested fail the UK fire retardant tests.

House fires are on the increase and in 2005 86 people lost their lives in furniture related house fires.

Not only are we losing jobs in the UK because of cheap imports but we are now losing lives. The GMB will continue to campaign for the elimination of unsafe furniture from the UK.

Over the last two years the GMB has helped form the Furniture Industry Strategy Group (FISG) which has been funded by the DTI; Don McGregor and Kathleen Walker Shaw have attended the Group's meetings.

The FISG is mainly concerned with promoting the UK furniture industry and public procurement has been a very important part of the FISG work. Kathleen Walker Shaw has been the main driver and without her input there would have been very little progress on this important issue.

One very disturbing trend in the furniture industry has been the increase in the number of furniture companies going into administrative receivership. Suppliers who are owed money, employers who have to apply to the insolvency fund for redundancy notice pay and holiday pay are being ripped off. The only ones to gain are the receivers and some of the directors who buy what is left of the company for a fraction of what it was worth leaving the government to pick up the cost of redundancy, holiday and notice pay which sometimes amounts to millions of pounds.

In May 2005 the warning signs started to appear at upholstery company, Christie Tyler when parts of the Christie Tyler empire were removed from the group by certain directors. The company made a loss in 2004 but two of our factories in Bridgend made a profit of £2million. In July 2005 the company went into receivership and within hours of the bank putting Christie Tyler into administrative receivership some of the companies were sold to the directors. Those that were left were closed by the receivers in September 2005 with the loss of 600-700 jobs with the tax payers and government picking up the redundancy, notice and holiday pay of the employees amounting to approximately £3-4million of government money.

There was also the removal of tens of thousands of pounds worth of machinery and materials estimated to be worth around £2million which was another act of violence against the workforce. We believe that the receivers allowed this to happen before the sale of the company and of course the directors who purchased these parts of the company shipped the equipment to Eastern Europe.

Don McGregor – CEC member and former Christie Tyler employee, Madeleine Moon MP, Huw Irranca-Davies MP and I have campaigned to try to get to the bottom of how a company can be split up and sold off without any thought for the employees. Through the hard work of Madeleine, Huw and Don they have managed to work with the Welsh Assembly and there is now going to be a new factory in Bridgend producing furniture and creating approximately 150 jobs. In February Madeleine, Huw, Don and I met with Gerry Sutcliffe MP and gave the Minister evidence of a complaint against the receiver. We had a sympathetic and positive meeting and we are confident that an enquiry will follow.

I would like to thank our two Labour MPs, Madeleine and Huw for all their hard work. If all Labour MPs put as much effort into representing those people who most need them (the workers) our government would have more support than it does today.

The one good piece of news is the recovery from illness of Bro Don McGregor. Don has had a serious illness for over 18 months and while not yet fully recovered Don is starting to play a major part within the industry.

The pay rates for 2005 are as follows:

That the minimum payments for 39 hours, as specified in the Schedule of Minimum Payments dated January 2005, shall be:

For Journeymen /Journeywomen	£218.69
For Adult Packers	£201.92
For Adult Labourers and Porters	£196.73

and the minimum hourly rates for time workers shall be:

For Journeymen /Journeywomen	560.75
For Adult Packers	517.75
For Adult Labourers and Porters	504.44

and proportionately for Juveniles.

Apprentice rates of pay percentage of adult rate:

At age 16	52.5%	114.81
(See Note 1)		117.00
At age 17	65.0%	142.15
At age 18	77.5%	169.49
At age 19	90.0%	196.83
At age 20	100%	218.69

Note 1: The minimum weekly wage for an apprentice aged 16 is £117.00

Note 2: Under the National Labour Agreement for the Furniture Manufacturing Trade, a worker having completed three years' apprenticeship is entitled to receive the Journeyman/Journeywoman's rate irrespective of whether he or she has then attained the age of 20 years.

Formula to reduce the three minimum time rates to two time rates:

For the purposes of National Labour Agreement it is agreed that over a period of 4 years the Adult Labourers and Porters minimum time rate will be uplifted to equate with the minimum time rate of Adult Packers.

To this end, it is agreed that with effect from 1st October 2004, the minimum hourly rate for Adult Labourers and Porters will rise to 485.00pph. Thereafter, in the subsequent Agreement years, effective 1st January, from 2005 to 2008, a supplement will be added to the minimum hourly rate of Adult Labourers and Porters. The supplement will be dependent on and in addition to any general increase agreed.

In 2005, the Adult Labourers and Porters supplement will be based on one quarter of the difference between the aforesaid rates. In 2006, one-third of the difference; in 2007 one-half of the difference; in 2008, the rates will be equalised. Proportionate supplements will apply to Juveniles.

Amendment to Clause 1: Equality and Diversity

The parties to this agreement recognise the importance to the industry of a diverse workforce, recognising that future success in a highly competitive marketplace depends on employees and their development.

To this end, in 2003 the parties agreed to develop a code of practice that promotes positive, non-discriminatory and reasonably practicable policies and practices in employment regardless of employees' age, sex, sexual orientation, transexuality, marital status, trade union membership or non-membership, disability, colour, race, ethnic origin, or religion or belief. This principle applies to the recruitment process, conditions of work, training, re-training, promotion and career development opportunities. It is also recognised that people with dependants have certain rights and may have particular needs or problems deserving special consideration.

A code of practice has been developed and is available from BFM and GMB offices and from www.diversityinfurniture.org. The code promotes the benefits of equality and diversity and allows comparisons to be made with good practice and enables reasonable and realistic improvements to be made.

Clause 6: Death Benefit: From 1st April 2005 Death in Service Benefit will rise to:

£12,000 - For an employee aged 20 years or over whose normal hours of work, under his or her contract of employment are 19.5 hours or more

£6,000 - For an employee who is aged 20 years or over, and whose normal working hours under his or her contract of employment are under 19.5 hours

£6,000 - For an employee who is 16 years of age, but less than 20 years of age, whose normal working hours, under his or her contract of employment are 19.5 hours per week or more

£3,000 - For an employee who is 16 years of age, but less than 20 years of age, whose normal working hours, under his or her contract of employment are less than 19.5 hours per week

New arrangements for Clause 13: Apprentice Rates of Pay

Note: See below for the new structure and rates, which are now based on birth dates rather than employment anniversaries

The apprentice will according to his/her age receive the new rate in the first full pay week in January 2005. The apprentice will progress to the prescribed higher rate in the first full pay week following his/her birthday.

Amendment to Clause 16: Conciliation Machinery

Note: That there are no other changes to the Clause 16 apart from clause 16.1. Clauses 16.2 to 16.5 remain unchanged.

In the event of any difference arising between an individual employer and one or more of his/her workers or between an Employer's Association and a local Trade Union or Unions, then the constituent members of the Parties to this Agreement shall use their best endeavours to bring about an amicable settlement of all differences or disputes. The procedure may be used as an alternative mechanism for resolving differences for workers in accordance with the Employment Act 2002 (Disputes Resolution) Regulations 2004.

New Clause 22: Working Party to Amend National Labour Agreement

The parties agree to enter and conclude working party discussions during the 2005 Agreement year with a view to developing a pay and conditions structure, for companies on whose behalf the JIC negotiate, that:
better reflects local practices and
assists the competitive position of these companies, given the difficult economic and trading situation and
recognises that expectations for pay increases should be less in companies that pay at certain wages levels, and that this might be achieved through a two-tier system of minimum rate increases

The pay rates for 2006 are as follows:

That the minimum payments for 39 hours, as specified in the Schedule of Minimum Payments dated January 2006, shall be:

For Journeymen/Journeywomen £224.15

For Adult Packers £207.38

For Adult Labourers and Porters £203.92

and the minimum hourly rates for time workers shall be:

For Journeymen/Journeywomen 574.75

For Adult Packers 531.75

For Adult Labourers and Porters 522.88

and proportionately for Juveniles

Note: Employees covered by this Agreement shall not earn less than the prevailing relevant National Minimum Wage calculated in accordance with the formula set out in the National Minimum Wages Act 1999 as amended.

Note: Under the National Labour Agreement for the Furniture Manufacturing Trade, a worker having completed three years' apprenticeship is entitled to receive the Journeyman/Journeywoman's rate irrespective of whether he or she has then attained the age of 20 years.

Formula to reduce the three minimum time rates to two time rates:

For the purposes of National Labour Agreement it is agreed that over a period of 4 years the Adult Labourers and Porters minimum time rate will be uplifted to equate with the minimum time rate of Adult Packers. To this end, it is agreed that with effect from 1st October 2004, the minimum hourly rate for Adult Labourers and Porters will rise to 485.00pph. Thereafter, in the subsequent Agreement years, effective 1st January, from 2005 to 2008, a supplement will be added to the minimum hourly rate of Adult Labourers and Porters. The supplement will be dependent on and in addition to any general increase agreed.

In 2005, the Adult Labourers and Porters supplement will be based on one quarter of the difference between the aforesaid rates. In 2006 one-third of the difference; in 2007 one-half of the difference and in 2008, the rates will be equalised. Proportionate supplements will apply to Juveniles.

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better reflects local practices and

assists the competitive position of these companies, given the difficult economic and trading situation and recognises that expectations for pay increases may be less in companies that pay at certain wages levels, and that this might be achieved through a two-tier system of minimum rate increases

The Working Party will first meet in January 2006 and will endeavour to conclude a first draft of a revised Agreement by the end of June 2006. This will enable both parties to consult with their respective memberships before finalising an Agreement for implementation from 1st January 2007.

New Clause 23: Application of National Labour Agreement

The National Labour Agreement for the Furniture Manufacturing Industry (NLA) is an agreement reached between the GMB (CFTA section) on behalf of their members and the British Furniture Manufacturers (BFM). The parties to this Agreement wish to make it clear that the NLA and the Wages and Conditions of Employment Agreement for 2006 (in respect of any of its terms) can only be applied in companies for whom the Joint Industrial Council negotiate (JIC). The JIC negotiate on behalf of members of the BFM and no other companies.

Amendment to Clause 5.2: Sick Pay

So as to increase the duration of sick pay from 45 working days to 50 days as follows:

Time Limit: Sick Pay shall not exceed 50 working days in any 12-month period; nor shall sick pay exceed two such payments in consecutive 12-month periods where the employee has not returned to work.

CO-OPERATIVE FUNERALCARE

Two years ago I reported that the company was probably one of the worst that the union had to deal with and Christmas 2004 proved our worst fears. The 2004 pay negotiations were an absolute fiasco.

Several offers were made by the company and were rejected by all members in GMB, T&G, Usdaw and UCATT. The company's final offer was put to a ballot of all the unions and was rejected by an overwhelming majority. Before the Trade Union Side could sit down again Usdaw had met with the Co-operative Funeralcare management and agreed to recommend the same offer which had previously been rejected by the membership of all the unions.

Usdaw officers were dispatched to deliver a yes vote by Usdaw members and the Usdaw members were forced by their own union to accept the offer. To their shame UCATT followed Usdaw's line even though UCATT only has 12 members. GMB and T&G would not be bullied by the employer and held a national industrial action ballot. GMB and T&G members voted by a large majority to take industrial action.

What followed confirms two issues. Firstly the Co-operative movement has lost its way and secondly the Co-operative Funeralcare management are a nasty bunch of employers.

There was another more worrying development with the Co-operative Funeralcare management. In July 2004 the so called caring sharing Co-operative decided to go over the heads of the National Officials of the GMB and

the T&G by making an offer to the members. I am pleased to report that most of our members refused to be bribed.

A number of one day strikes took place and at the end of November 2004 GMB London members were offered an extra 10% on London Weighting and T&G members in Scotland were offered a reduction in hours. The anniversary date was also moved which gave another ½ % on the pay deal.

Arising out of the dispute were well over 100 industrial tribunals which were lodged against the Co-operative Funeralcare employers. These tribunal cases were taken because of the new legislation that came into force on the 1st October 2004. GMB London and Southern Regions were brave enough to be the first to test the new legislation. The cases were settled out of court and our members have asked that we record our thanks to Thompsons solicitors and in particular Joe O'Hara and our own Barry Smith.

During the dispute our members and shop stewards were put under the most tremendous pressure to leave the GMB. We are pleased that most remain members and in fact some new members were made during and since the dispute. The shop stewards remain loyal to their unions.

In late 2005 the Co-operative Funeralcare announced that the final salary pension scheme would be closed and that a career average pension would replace it. Again, the caring sharing Co-operative was not telling the full story. It was only after a consultative meeting which included the GMB for the first time in January 2006 that we discovered that the reason for closing the final salary scheme and replacing it with an inferior scheme was connected to the fact that the Co-operative Bank Scheme and the Co-operative Insurance Scheme were under funded. However the Group Scheme that GMB and T&G members are in is in surplus.

Discussions are still going on but the Co-operative through the appeasement of other unions will get its own way and change the pension scheme for the worse.

My prediction is that the Co-operative will not survive more than a five year period and that it will be sold off. The very fact that this could end a sweetheart relationship between one union and the board may mean that traditional trade unionism may return to the Co-operative.

We have worked well with the T&G and their National Officers have supported the GMB when it most needed support.

LONDON ASSOCIATION OF FUNERAL DIRECTORS

Pay negotiations over the last two years have produced above inflation increases. Our membership is low and we are in discussions with the national recruitment team to increase membership.

The 2005 pay settlement is as follows:

Standard Rates & Supplement	Per Week 39 Hours	Attendance Supplement
Funeral Assistant Grade A	264.24	10.00
Funeral Assistant Grade B	252.02	10.00

Funeral Assistant Grade C	222.33	10.00	
Branch Manager	264.24	10.00	
New Adult Recruit	214.99	10.00	
Funeral Receptionist/Clerk Grade A	252.02	10.00	
Funeral Receptionist/Clerk Grade B	241.18	10.00	
Funeral Receptionist/Clerk Trainee (first 13 weeks)	214.99	10.00	
Youths age 16	144.57	Nil	
Youths age 17	173.66	Nil	
Youths age 18	Full adult rate	Nil	
Supplements		Per Week	
Foremen supervising up to 9 workers		9.57	
Foremen supervising 10-20 workers		11.43	
Foremen supervising 21-30 workers		13.67	
Foremen supervising over 30 workers		15.51	
Resident Manager's Marital Partner		56.22	
Branch Manager's Commission ...sales up to £40,000		2.5%	
Branch Manager's Commission ...sales from £40,000 up to & including £60,000		2%	
Branch Manager's Commission ...sales over £60,000		1.5%	
Allowances			
Mileage	£0.40	Per mile	
Clothing	£6.00	Per week	
Journey work disturbance	£7.00	Per journey	
First Aid	£3.00	Per week	
Hourly and Overtime rates	Grade A	Grade B	Grade C
Normal Rate	£6.78	£6.46	£5.70
Time and Half	£10.17	£9.69	£8.55
Double Time	£13.56	£12.92	£11.40

A meeting to discuss the 2006 pay claim has been arranged for the 5th April 2006.

IMPORTED SAWMILLING INDUSTRY

The industry has remained fairly buoyant and members have enjoyed a period of sustained employment. The industry is now much more driven by high technology and productivity has increased because of this.

The Employers Association continues to meet on an annual basis with the GMB and the national agreement has been overhauled and modernised. Over the last two pay negotiations increases have been well above inflation. The increases for 2005 and 2006 are as follows.

With effect from the first full pay week in January 2005:
An increase of 18 pence per hour for Woodcutting Machinists, making a new national basic minimum rate of £5.86 per hour.
An increase of 14.5 pence per hour for Labourers, making a new national basic minimum rate of £5.025 per hour.

A further day of Annual Holiday, making 23 days in total.

A week's holiday pay will now be determined by dividing the total of the employee's annual earnings (P60 value) by 52, rather than by 50 as hitherto.

Clause 10(m) of the national agreement shall be revised. Other elements of the holiday pay clause in the national agreement shall remain the same.

A further day of Paternity Leave be granted to any employee on the birth or adoption of a child. This makes the provisions of paternity leave at 2 days, the rate of pay being at the employee's personal rate. The alternative contained in the Statutory Regulations (current 10 days leave at the rate of £100 per week) is unaffected.

With effect from the first full pay week in January 2006:

An increase of 18 pence per hour for Woodcutting Machinists, making a new national basic minimum rate of £6.04 per hour.

An increase of 14 pence per hour for Labourers, making a new national basic minimum rate of £5.165 per hour.

FLAT GLASS

Once again we have struggled to convince the employers that our members will not work in the industry unless the pay and conditions are comparable to other industries.

The employers' side of the Joint Industrial Council is pandering to the backstreet employer. Hourly pay rates for a skilled craftsperson within the industry are between £8 and £12 per hour so why are the Green Book rates only around £6 per hour.

In 2006 we have managed to increase the Green Book rates by around 4.5% but we have a long way to go to make the Green Book rates respectable. The last two pay settlements are as follows.

Pay increases effective as from 1 January 2005:

Specialist Advanced Craftsperson and Specialist Processor	£6.22
Advanced Craftsperson and Multi-Skilled Processor	£5.79
Craftsperson and Skilled Processor	£5.50
General Operative and General Processor	£5.22

The following alterations to the National Labour Agreement 'The Green Book' will also take effect from 1 January 2005.

Public Holidays – Clause 8.2

An additional sentence should be added to this Clause as follows. "For the public holidays of Christmas Day and New Years Day only, an employee shall be paid for the normal hours (if any) that would have been worked on that day calculated at three times the normal individual hourly rate."

Health Screening – Clause 18.2

The first paragraph of this Clause to be amended to read "The NJCFGI encourages employees to consider opportunities for early detection screening where this facility is available at a frequency of two years. For some employees, it is possible for them to make arrangements for visits to their doctor or clinic outside normal working hours. For others, it will be necessary to conclude mutually acceptable arrangements for time off."

Paternity Leave – Clause 18.3

This Clause should be amended to read “In the event of the birth of a child, three day’s leave will be allowed as an alternative to the Government legislation. Payment will be made at the appropriate current Appendix I Basic Rate of Pay for each day.”

Pay increases effective as from 1 November 2005:

An increase of up to 25 pence to the new minimum rates or 2.5%, whichever is the greater. An increase in the minimum rates of 25 pence is as follows:

Specialist Advanced Craftsperson and Specialist Processor	£6.47
Advanced Craftsperson and Multi-Skilled Processor	£6.04
Craftsperson and Skilled Processor	£5.75
General Operative and General Processor	£5.47

In the interests of clarity, examples of increases are as follows:

A General Operative currently earning £5.22 an hour would have an increase of 25 pence up to £5.47.

A General Operative currently earning £5.33 an hour would have an increase of 14 pence up to £5.47.

A General Operative currently earning £5.35 an hour would have an increase of 2.5% up to £5.48.

A General Operative currently earning £5.50 an hour would have an increase of 2.5% up to £5.64.

The following alterations to the National Labour Agreement ‘The Green Book’ will also take effect from 1 January 2005.

Maternity Leave – New Clause 18.4

An additional Clause inserted to read ‘In the event of the birth of a child, maternity leave will be granted in line with the current Government legislation.’

Public Duties - New Clause 18.5

An additional Clause inserted to read ‘Reasonable time off shall be allowed for employees who undertake public duties.’

SOLAGLAS MANUFACTURING

Industrial relations were strained throughout the 2005 pay bargaining but I am pleased to report that we are now back to our usual good working relationships. It is always difficult to negotiate with a company that for the last ten years has lost money and it is only the French parent company that keeps it afloat.

Our members are reasonably well treated but are now starting to fall behind other workers in the industry who were once well behind Solaglas workers. This year’s above inflation pay settlement of 2.8% was a step in the right direction.

SOLAGLAS WINDOWCARE/SRG

Negotiations have been difficult and long but now we have managed to come up with a single agreement that should be acceptable to most Windowcare and SRG employees.

For Windowcare members sick pay and holidays have been dramatically increased and for SRG members the chance to earn higher wages of up to £100 per week. No SRG employee has been forced over to the new agreement and a genuine choice remains. Above inflation increases to all the Windowcare SRG employees were agreed in 2005.

The potential in the glass industry for recruitment is tremendous and resources are needed to consolidate some of our membership in Solaglas, Pilkington and other large companies.

PILKINGTON

Probably one of the largest glass companies in the world now to be taken over by Nippon Glass. This will be the coming together of two of the world's leaders in the glass industry which we hope will lead to the start of job security.

In recent years Pilkington has used the world markets to maximise profits and while the company has performed well on a global basis the consequence has been several large amounts of redundancies also in plants in the UK. We have continued to represent our members through the regions and the European Works Council.

In 2005 we were able to start negotiations nationally for a National Pensions Consultative Committee. It has taken well over 12 months of hard work by the GMB Pensions Department and our Senior Convenor to get to the stage where we are able to agree a new procedure for the joint discussion and consultation regarding pensions.

It is our intention to meet as soon as possible with the downstream members in Pilkington to discuss national bargaining.

BRITISH ORGAN BUILDERS

The very high skills of our members within the industry do not match the earnings generally paid within the industry. More and more skilled workers are leaving to work within the construction industry. It still takes five years to learn the basic skills required to become an organ builder and another ten years or so to become competent. It is no wonder therefore that those working in this industry are highly sought after by other skilled industries.

We are the only union with these skilled craftspeople in membership and although our membership is very small they are very loyal to the union. Organ builders have been members of a union since 1800 and one particular company in Bethnal Green was founded before this date.

The last two years pay negotiations have resulted in increases well above inflation but unfortunately this is not enough to keep young skilled workers within the trade. The two major organ building companies are reasonable employers but if the industry is to survive a larger share of the profits will have to be shared with those who work with hand and brain to produce some of the world's finest cathedral organs.

The following increases were negotiated in 2005:

The Journeyman's minimum hourly rate will be increased from 1st January 2005 to £6.24 (from the former £6.00), a rise of 4%.

The Revised Schedule of Minimum Hourly Rates from 1st January 2005

Group	Age	Hourly rate		
		Year one	Year two	Year three
1	16-17	£3.00	£3.50	£4.10
2	18-21	£4.10	£4.85	*
3	22 and over	£4.85	£5.70	*

*Skilled rate (£6.24 for 2005) shall apply provided that training has been satisfactorily completed.

Other Amendments to the Working Rules Agreement:

(c) APPRENTICES/ADULT TRAINEES:

The minimum rates for trainees shall be based on the published government rates. At present, this changes on 1st October each year. Increments will apply following each completed year of training:

The following pay increases were negotiated in 2006:

The Journeyman's minimum hourly rate will be increased from 1st January 2006 to £6.44 (from the former £6.24), a rise of 3.25%.

The Revised Schedule of Minimum Hourly Rates from 1st January 2006

Group	Age	Hourly rate		
		Year one	Year two	Year three
1	16-17	£3.00	£3.60	£4.25
2	18-21	£4.25	£5.00	*
3	22 and over	£5.05	£5.90	*

*Skilled rate (£6.44 for 2006) shall apply provided that training has been satisfactorily completed.

Item 3. Claim for average pay to be paid for all sick pay. It was agreed that average sick pay would be paid to any worker off sick due to an accident at work, from day one. The Working Rules Agreement will be amended as follows:

Sick Pay Scheme

All employees in the Organ Building Industry shall be entitled to Sick Pay at a rate of 50% of the normal rate of pay, subject to the following conditions:-

(a) No payment shall be made for the first three working days of the period of sickness for the first year of service, or for employees under the age of 25. For time off sick arising from accidents in the workplace, the three day waiting period would be set aside and **average** sick pay would be payable from the first day.

REMPLOY

Despite the decline in manufacturing the company is still the largest employer of disabled people. There are still over 5,000 disabled people in manufacturing sites throughout the UK but decline is continuous despite the fact that there are

now real and profitable opportunities available under the new Public Procurement Legislation.

The 2005 national report from the National Audit Office was critical of the cost of running Remploy. It makes familiar reading to those of us who understand the problems and issues surrounding Remploy. Government Officials, MPs and the National Audit Office can only reach conclusion on Remploy if they are in receipt of the true facts and we are very concerned that the real cost of running Remploy is grossly inflated by how the company is run.

The trade unions have constantly argued with the way that the cost of employing a disabled person in a Remploy factory is calculated. Millions of pounds of government grant is wasted on the employment of senior managers who are nearly always non disabled.

I would like to make it clear that 90% of our factory managers and all of our factory based staff are absolutely tremendous and work hard for the good of our disabled members.

The managers in most factory sites understand what needs to be done to employ more disabled people inside the factory network but the factory managers work in fear and are not allowed to manage and cannot make decisions. The senior managers in Remploy who have the power to make decisions are a very large group of elite management.

This group grows by the week, positions are created, hundreds of positions at the cost of millions of pounds and most of these highly paid jobs are costed to the overall running of Remploy – when is the Minister going to wake up and start to listen to the trade unions. The new Minister is being misled by some of the directors and the simple fact is that Remploy is failing when it should be succeeding.

The factory employees are working hard to increase productivity and reduce costs. The senior management and the directors are throwing away the profits earned by the disabled – we have lions led by greedy jackals. The trade unions are very concerned about the deteriorating situation in Remploy and the total silence of the Minister.

The 2006 pay and conditions negotiations have drifted into a farce. In September 2005 the trade unions started negotiations on behalf of 6,200 disabled and non disabled factory workers in Remploy. Several meetings had taken place with the company and a number of offers were made and rejected by the trade union negotiators. Another meeting was arranged for the 23rd January 2006 and the HR Director informed the negotiators that the government and in particular the DWP had informed the Remploy Board that they had no mandate to negotiate further. Negotiations were halted by a faceless group of highly paid civil servants answerable only to the Minister.

In 17 years as the lead negotiator for Remploy I have never known the government to interfere with pay negotiations. This raises an obvious question – should the Minister, Anne McGuire now head up the Remploy negotiating team. Such blatant interference with disabled workers pay increase which should have been paid on the 2nd January 2006 is not acceptable.

The government's plan to move disabled people off incapacity benefit and into employment is fraught with dangers. Employers do not open their arms to the employment of disabled workers. Remploy and local authority workshops can be the vehicle for the government's strategy.

We and our members understand the need for factory based employment and we also understand the need for change but those changes need to be made at senior management and board level. Disabled people within Remploy are the people who should be running the company. Remploy can be the jewel in the crown and a model for the employment of disabled people.

Public procurement gives Remploy the opportunity to increase sales. We all owe a great deal to our European Officer, Kathleen Walker Shaw who should be given the credit for the changes and amendments to the Public Procurement Directive. It has taken over 12 years of extreme hard work to achieve the changes and the new guidelines issued by the Office of Government Commerce were greatly influenced by Kathleen Walker Shaw. She was determined to make a difference to how contracts were awarded to supported employment. Now we have a situation where government and local authorities can award contracts to those establishments that employ more than 50% disabled workers.

In March 2006 along with other organisations a new website will be launched and again Kathleen Walker Shaw has been involved in the establishment of the website.

In conclusion the government's new proposal on the reduction on the need for disabled people to move off incapacity benefit and other benefits and into open employment will fail unless a strategy including the use of Remploy and local authority factory sites where a manufacturing policy is at its very heart. The fact that the government is being misled in the cost of running Remploy does not mean that the government should not recognise the value of keeping Remploy factory sites available for future disabled people.

Pay and conditions for 2005:

Final proposal for agreement between Remploy Ltd and The Remploy Joint Trades Unions (which includes GMB, Amicus, Amicus – GPM Sector, TGWU and Community which covers all Weekly Paid Skill Grades and Monthly Paid Grades 1 to 8 inclusive

This proposed agreement applies for the period from 1st January 2005 to 31st December 2005 and is part of the single legally binding Remploy Accord.

With effect from 1st January 2005, all rates of pay and salaries within the bargaining group are increased by 3.4%. A further Company contribution of 0.5% will be made into the Final Salary Remploy Pension and Assurance Scheme from 1st April 2005.

This will provide weekly paid Skill Grade Rates as follows:

	Weekly Pay Rate
Skill Grade T	£245.95
Skill Grade A	£234.51
Skill Grade B	£227.39
Skill Grade C	£217.79
Skill Grade D	£212.06

Skill Grade E (Introductory rate) £178.03

The following grade ranges for monthly paid employees will apply:

	Min Annual Salary	Max Annual Salary
Grade 1	£8,860	£13,900
Grade 2	£9,500	£15,750
Grade 3	£11,000	£17,970
Grade 4	£12,500	£19,430
Grade 5	£14,000	£21,370
Grade 6	£15,500	£23,570
Grade 7	£17,000	£25,390
Grade 8	£18,500	£27,740

This also provides Team Leader levels of:

Entry level	£13,960
Trained and Competent	£16,890
Advancing	£20,160
Advanced	£22,330

Rates of Pay; Consolidation of Bonus; Leading Hand payment; London Weighting; Call Out Allowances.

With effect from 1st July 2005 as part of the commitment to harmonisation a further Bonus consolidation of £1.00 per week will take place for Skill Grades D to T.

This will provide weekly paid Skill Grade Rates as follows:

	Weekly Pay Rate
Skill Grade T	£246.95
Skill Grade A	£235.51
Skill Grade B	£228.39
Skill Grade C	£218.79
Skill Grade D	£213.06

Leading Hand allowance will increase by 5% to £13.79 per standard week from 1st July 2005.

London Weighting will increase by 5% to £1,378.13 per annum from 1st July 2005
From 1st July 2005 London Weighting will also be paid to all employees based at Leatherhead.

Call Out allowance will be increased by 20% to £30 as from 1st July 2005

This offer is made subject to acceptance of the joint statement that the Company and the unions have agreed regarding factory disabled employee headcount Appendix A and the conditions outlined in Appendix B.

Terms of this Agreement

This Pay and Conditions Agreement will apply from 1st January 2005 to 31st December 2005 with the next review due from 1st January 2006.

This agreement is underpinned by all current legislation on pay and benefits and therefore any adjustments to the National Minimum Wage during the course of this agreement will be applied in accordance with legislative requirements.

This Agreement does not prohibit any further discussion during the term of this agreement on outstanding issues of difference between the parties relating to terms and conditions of employment.

All previous agreements continue to apply except in relation to the areas covered in this agreement.

Appendix A

Factory Disabled Employee Headcount

In this document the Company and joint trade unions reaffirm their commitment to Remploy 21 and will within the context of the prevailing market and economic 2

Remploy's strategy is to maximise the number of jobs that it creates for disabled people in sustainable employment. Both Remploy and the consortium of trade unions accept that the route to success in achieving this is through genuine partnership.

Both the Company and trade unions accept the following agreement as a joint statement of our approach to factory disabled employee headcount.

The Company and the Remploy consortium of trade unions agree that from 1st June 2005 all factory based employees that leave the Company for whatever reason will be replaced by a disabled person. If it is felt that this is not possible due to lack of sustainable quality work, operational performance or financial affordability the matter will be discussed at business level which will involve a senior full time trade union official. If agreement cannot be reached the matter will then be referred to an appeal panel of the joint working party which comprises of 2 national union officials and 2 senior company representatives not already involved. A criteria will be developed by the joint working group which will be the basis of the review at the appeal meetings. The appeal meeting will be heard within 20 working days of the case being referred.

Both parties understand and accept that in some cases, where employees may leave at short notice, full consultation may be difficult before the employee leaves but the procedure outlined above will operate in all cases

The longer-term strategy will be developed jointly by the Company and trade unions. In order to allow for the development of the strategy and to ensure that progress in arriving at it is maintained and monitored, a joint working party drawn from both sides of the NJIC will be formed. The purpose of the working party will be to examine the ways of enhancing disabled employment opportunities in the sectors in which Remploy operates. The working party will contribute to the reports mentioned below and will discuss and monitor the resulting action plans. Overall plans for the business, manpower plans and performance will be discussed in this group. Monitoring stats will be sent to this group on a regular basis.

The first meeting will take place by the end of June 2005 and will comprise the following union representatives

The 5 National Officials with a quorum of 2

The following shop stewards, with a quorum of 4:

Tony Gledhill	Bill Hardman	Tina Brown	Wayne Roberts
Dave Reid	Nick Durrant	Les Woodward	

The Company representatives will be a number of Remploy senior managers.

The working party will co-opt additional members when it is agreed this is necessary.

To allow for more disabled people to enter the factory network, the following action will be taken:

There will be a joint examination of overtime working with a view to its reduction

There will be no use of agency workers without the agreement of the trade union officer concerned and the application of current agreement between the Company and the trade unions.

All current employment of such staffs will be critically examined and wherever possible dispensed with.

Where a role has to be covered on a temporary basis for longer than 6 months, it will become a permanent role and become part of the normal recruitment process with the objective of recruiting a disabled person. However, where because of seasonality or a task of a fixed term nature, there may be a need for temporary labour for a period in excess of 6 months such roles will not be made permanent. At the time the temporary labour is agreed it will be determined whether it is classed as seasonal labour or of a fixed term to avoid potential later misunderstandings.

A joint report will be produced to identify work that is currently outsourced and the objective will be to bring such work back in house. This will not include cases where we are simply a distributor of other companies' products, where the supplier is nominated by our client or where we are purchasing parts as an input of assembly of other people's goods. Consultation will take place before any decision is taken to outsource work. This consultation will take place between the general manager and the appropriate national union official. No work will be outsourced without this consultation taking place. The review of outsourced work will form a key part of the joint working group and will be reviewed regularly

Every endeavour will be made to ensure that all training needs are being met. The Company is committed to providing training that will enable disabled people to progress within Remploy through providing programmes to progress people to both team leader and manager roles, as well as through the grading structure.

The focus for our learning and development will move towards job related skills, so that we can maximise the number of disabled people that are able to fill vacancies. Each factory will have a training plan and we plan to increase our investment in this area. To this end, we will fully involve the two Union learning Project Workers and all Union Learning Reps.

There will be a critical examination by the Joint Working Party of overtime working and business workload. Where it is proven that excessive and sustained overtime is being worked, consideration will be given to additional people being recruited. The overtime level will be part of the business case reviewed when the decision is made to recruit.

Where individual site loading is excessive and where it is feasible, work will be moved to factories where there is surplus capacity. At factory level the LRM and shop stewards, with the local officials where necessary, will meet on a regular basis to examine overtime working and manning levels.

In addition, consideration will be given to production of stock in anticipation of customer requirements.

A joint report will be produced to identify where outside contractors provide services to Remploy. The objective is to, wherever possible, dispense with the contractor and do the work in-house to create sustainable employment for disabled people. The joint working group will review this report and monitor the implementation.

In recognising that there are substantial growth opportunities in the public sector and in order to vigorously exploit the area of public procurement, Remploy will work closely with its trade unions to ensure that it maximises its market share in this area. Regular reports on progress will be made to the Consortium.

25 disabled people will be recruited onto apprenticeship/training schemes in 2005/6; full consultation will take place with the consortium.

Appendix B

In order to fund an above inflation pay review package it is necessary to secure agreement to comprehensive use of good working practices that currently take place in a number of Remploy sites. Payment of the pay review is conditional upon their acceptance.

New employees joining after 1st June 2005 who have been recruited specifically for shift working will not have an automatic right to transfer to day shift working. Should an employee through a change in circumstances request a transfer to day shift working, the Company would review each individual case on its merits having considered an individual's disability and personal circumstances. Inability to resolve individual issues will be dealt with through the agreed company, union procedures

All parties support the need for a fully flexible trained, multi-skilled workforce at all locations to cope with the constantly increasing demands of customers and new business development.

The new accord will encompass existing agreements with regard to the use of part time workers and temporary movement between sites after full consultation and agreement.

Pay and conditions for 2006 are being negotiated at the time of writing this report.

CROSFIELD CROYDON

Although this local authority factory employing 86 disabled people and around 16 non disabled people is within the remit of the Public Services Section the National Secretary for the GMB Public Services Section agreed that I get involved.

The basic facts are that Croydon Council who are Labour controlled have decided that the cost of running Crosfield is far too high. The Council Officers have been reviewing the operation at Crosfield for around 18 months and had commissioned a report. The trade unions: GMB, T&G and Unison were not aware of the report until it had been done.

There are real question that needs to be answered – why was it left until the end of the report to recognise that Crosfield was badly managed and needed to be reviewed?

The workers are due to be made redundant at the end of March 2006 and disabled people within Croydon will be denied a choice of a workplace. The disabled themselves have been let down by Croydon Council. The Council Officials have allowed Crosfield to wither on the vine and none of them have been made to account for their mismanagement of Crosfield. The workers themselves are trying hard to save their factory and have come up with a number of ideas to increase sales. Crosfield is a prime site for investment and we need to keep Crosfield open.

Labour seems not only to be losing touch with Remploy but local councillors in Croydon seem to be out of touch with public opinion. GMB members' jobs will be lost if Crosfield is closed and we as a movement always try to protect those in society that are more vulnerable. Labour councillors and Labour MPs have no more right to our support than our Crosfield members have.

BUILDING MATERIALS

As a large user of energy the industry faces major increases in energy prices. The effects of this have been lay offs and some closures. The whole manufacturing economy is being held to ransom by the energy producer. No only is it hard to produce products in the UK that can compete with low wages of China and India, the UK government expects UK manufacturing to pay for over inflated energy prices that are now becoming so high that some brick companies have laid workers off on full pay and stopped production for a period. It appears that the cost of fuel is now higher than Labour.

If you then look at our European competitors it is no wonder that employers ask why a cement plant in Germany of an equivalent size in the UK pays 60% less for its energy. At a time when our construction industry is buoyant our building supply industry is losing ground.

HANSON BRICK

The GMB and T&G have secured a two year deal for 2005 and 2006 of 4% for each year. Again there are problems on the continuation of production at Stewartby because of the high cost of energy and the ever increasing demands for low emissions. Again the UK government is content to make British manufacturers comply with European omission standards and leave the rest of Europe to ignore the legislation. It appears the land that the Stewartby plant occupies is more valuable to housing than the jobs of our members.

Pay and conditions for the two year deal (2005/2006) are as follows:

YEAR 1 (2005)

4% increase on all pay elements wef 03.01.2005

5% increase on night premiums

(ex Butterley 30% - 35%)

(Fletton 331/3% - 381/3%)

(night shifts only no extra on afternoons)

Increase redundancy calculator from £270.00 to £285.00

First Aid Honorarium increased to £300 wef 01.01.2005 and by RPI to the nearest £5.00 each January thereafter.

SSP from Day 1 (ex Butterley Works)

Optical/Dental appointments

YEAR 2 (2006)

4% increase on all pay elements wef 02.01.2006

Redundancy calculator increases from £285.00 to £300.00

BUILDING BRICK NJIC

The 2005 pay negotiations have proved to be very difficult and after several meetings of the NJIC a two year deal was struck. We were only able to secure the two year deal because of the role our shop steward at Marshalls Accrington played. His determination to win the day for his members at Accrington was a deciding factor. Marshall Accrington has now been taken over by Hansons.

Pay and conditions for the two year deal (2005/2006) are as follows:

Basic Rates:

With effect from the first full pay period following 1 March 2005 the National Basic rate and Individual Domestic Rates to be increased by 4% giving a new National Basic rate of 590.23 pence (an increase of 22.7 pence).

With effect from the first full pay period following 1 April 2006 the National basic Rates and Individual Domestic Rates to be increased by a further 4% giving a new national Basic Rate of 613.83 pence (an increase of 23.6 pence)

Parental Leave:

One additional day of Paternity Leave to be granted, regardless of duration of service with the company.

Working Party:

A Working Party to be established, without commitment to consider the feasibility of undertaking a process of consolidation of monies into the basic rates.

Duration Of Agreement:

The Agreement to be reviewed with effect from the first full pay period following 1 May 2007.

LAFARGE DRIVERS

A new agreement on working time and pay has been accepted. Major reduction in the number of hours worked had been achieved. While GMB has a small membership the interest of the GMB is always protected by our shop steward Geoff Oldfield.

LAFARGE CEMENT

What a group of good shop stewards all the trade unions have within this company, intelligent and dedicated and because of this we have a reasonable pay agreement. Recruitment is handled by them and our GMB Senior Shop Steward, Ronnie Charles who works for Lafarge in Northern Ireland who is a pleasure to deal with.

The 2005 pay negotiations produced an above inflation increase and at the time of writing this report a 3.1% pay offer is being balloted for.

AGGREGATE INDUSTRIES

Again a set of difficult pay negotiations took place for the 2005 pay. After a formal rejection by the members the GMB and the T&G managed to secure an improved offer. After lengthy discussions and negotiations the company improved the offer by agreeing to increase basic pay by 3.2% and increasing the bonus calculator by 3.2% which would increase the overall offer. There is some potential for recruitment within this group of companies.

CONSTRUCTION

June 2005 saw the last increase in the 3 year deal of around 9%. The craft rate is now £9 per hour with many companies pay well over this rate. Direct employment of labour is now on the increase with Laing O'Rourke leading the way. Many construction employees still believe that they can avoid employing workers directly and we now have the new tax dodge "the composite company".

There has been a slight reduction in the total number of fatalities within the industry but construction sites still kill over 70 workers a year. In the main the industry employs young men and over the last 10 years there have been more workers killed within the construction industry than British soldiers over the same period. It is an indictment of bogus self employed and some greedy contractors that young workers are killed and injured. The B&CE Benefits Scheme help with compensation in these difficult times.

HEATHROW T5 EXTENSION

The recent dispute with Laing O'Rourke and the GMB, T&G and UCATT came to a satisfactory conclusion at the beginning of February 2006.

I would like to record the Section's thanks to Tom Kelly, Steve Kelly and all our GMB shop stewards on T5. All our members directly employed the GMB can be rightly proud of what the officers and shop stewards have achieved on T5 despite limited resources.

Recruitment has gone well in construction. London Region is leading the way and because of the previous London Regional Secretary's commitment and now Ed Blissett's commitment we expect membership to continue to climb.

The 2004 and 2005 pay settlements were as follows:

With effect from Monday, 28th June 2004 the following basic rates of pay, allowances and additional payments will apply:

WR.1 ENTITLEMENT TO BASIC AND ADDITIONAL RATES OF PAY

<u>Classification</u>	<u>Basic Pay (pence per hour)</u>	<u>Weekly Rates based on 39 hours £</u>
General Operative	(618)	241.02
Skill Rate 4	(665)	259.35
3	(706)	275.34
2	(754)	294.06
1	(783)	305.37
Craft Rate	(822)	320.58

These rates are agreed and promulgated on the basis that any increase shall not be reduced by any adjustment in existing contractual bonus schemes.

WR.1.2.2 Additional Payment for Skilled Work

Skilled Operative Additional rate:

III	(24)	9.36
II	(85)	33.15
I	(140)	54.60

WR.1.5.2 Apprentice Rates

New apprentice minimum pay rates will be promulgated in May 2004.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES

Fare allowances are index linked and will, therefore, be promulgated in May 2004.

WR.12 STORAGE OF TOOLS

Employer's maximum liability shall be £400.00.

WR.13 LOSS OF CLOTHING

Employer's maximum liability shall be £30.00.

WR.15 SUBSISTENCE ALLOWANCE

Subsistence allowance is index linked and will, therefore, be promulgated in May 2004.

WR.20 SICK PAY

WR.20.4 Amount of Payment

Industry sick pay will be £85.45 per week.

WR.21 BENEFIT SCHEMES

WR.21.1 (a) Death benefit £17,500

WR.21.3 EasyBuild pension contributions. The minimum employer contribution shall be £2.50 per week. Where the operative contributes between £2.51 and £10.00 per week the employer shall increase the minimum contribution to match that of the operative up to a maximum of £10.00 per week.

SCHEDULE 2

<u>Classification</u>	<u>Basic Pay (pence per hour)</u>	<u>Weekly Rates based on 39 hours £</u>
A	(15)	5.85
B	(24)	9.36
C	(32)	12.48
D	(37)	14.43
E	(56)	21.84

With effect from Monday, 27th June 2005 the following basic rates of pay, allowances and additional payments will apply:

WR.1 ENTITLEMENT TO BASIC AND ADDITIONAL RATES OF PAY

<u>Classification</u>	<u>Basic Pay (pence per hour)</u>	<u>Weekly Rates based on 39 hours £</u>
General Operative	(677)	264.03
Skill Rate 4	(729)	284.31
3	(773)	301.47
2	(826)	322.14
1	(858)	334.62
Craft Rate	(900)	351.00

These rates are agreed and promulgated on the basis that any increase shall not be reduced by any adjustment in existing contractual bonus schemes.

WR.1.2.2 Additional Payment for Skilled Work

Skilled Operative Additional rate:

III	(24)	9.36
II	(85)	33.15
I	(140)	54.60

WR.1.5.2 Apprentice Rates

New apprentice minimum pay rates will be promulgated in May 2005.

WR.5 DAILY FARE AND TRAVEL ALLOWANCES

Fare allowances are index linked and will, therefore, be promulgated in May 2005.

WR.12 STORAGE OF TOOLS

Employer's maximum liability shall be £400.00.

WR.13 LOSS OF CLOTHING

Employer's maximum liability shall be £30.00.

WR.15 SUBSISTENCE ALLOWANCE

Subsistence allowance is index linked and will, therefore, be promulgated in May 2005.

WR.20 SICK PAY

WR.20.4 Amount of Payment

Industry sick pay will be £93.60 per week.

WR.21 BENEFIT SCHEMES

WR.21.1 Death benefit £20,000

WR.21.3 EasyBuild pension contributions. The minimum employer contribution shall be £2.50 per week. Where the operative contributes between £2.51 and £10.00 per week the employer shall increase the minimum contribution to match that of the operative up to a maximum of £10.00 per week.

SCHEDULE 2

<u>Classification</u>	<u>Basic Pay (pence per hour)</u>	<u>Weekly Rates based on 39 hours £</u>
A	(15)	5.85
B	(24)	9.36
C	(32)	12.48
D	(37)	14.43
E	(56)	21.84

PERIOD OF SETTLEMENT

The Employers shall not be required to consider any application for a change in the Operatives' pay and conditions, which would have effect before the last Monday in June 2006.

CSCS COMMITTEE

We continue to hold the GMB Directorship of the CSCS and along with the other unions, T&G and UCATT, GMB play a vital role. The CSCS Committee and Board of Directors are responsible for the issuing of the skill card within the industry. The Board has a fractious relationship with the CITB and the trade unions are critical of the use of the income from the card scheme by the CITB.

The trade unions are also very concerned about the standard of training within construction and the part the CITB plays.

With the award of the Olympics in 2012 goes the responsibility of the government, employers and trade unions to ensure that decent apprenticeships combining high standards of health and safety. Training must be the cornerstone of the 2012 games, direct employment can achieve these aims and government and the customer must ensure that this takes place.

One accident during the building of the 2012 Olympic facilities is too much. 38 Greek construction workers lost their lives during the building of the Athens Olympics – this is far too high a price to pay.

2. International Activity

The National Section Committee has supported workers throughout the world. The IFBWW now the Building and Woodworkers International (BWI) has helped in this work.

On the 31st March 2005 the IFBWW was able to sign a global agreement with the Norwegian construction company Veidekke who employ 5,500 employees in several European states. The agreement flies in the face of the proposals within the services directive and is an agreement which protects workers rights on pay, holidays, working hours, health and safety etc.

The CFTA Section Committee decided not to send a delegation to the 22nd World Congress in Argentina because of the high costs of travel etc. The Committee is also involved in supporting workers rights in Australia.

An ongoing industrial international issue that is close to home has been the problems in America of our Bros and Sisters working for Hansons USA. The American union is fighting for recognition with Hansons and the company has used some questionable tactics to stop them and we have protested on several occasions to the UK Chief Executive of Hansons. The company cannot understand why the GMB is so interested in workers half way round the world – the simple answer is international solidarity without which workers rights will never be protected.

Our international work is well supported by our European office and GMB is very well respected within the Trade Union International Movement.

The EFBWW has also given great support to the Section providing information on health and safety within the furniture and construction industries. The EFBWW has also helped in the establishment of European Works Councils and some excellent work has been undertaken by the EFBWW with regard to the movement of labour and rates of pay.

Most of the trade union's international work is done quietly in the background trying to influence in favour of workers rights, government's global multinationals and our own European Parliament. There is a vital need to keep our contacts with the internationals and to take part in international solidarity campaigns.

3. Progress Report on Motions

It was agreed at the 2005 Congress that a progress report regarding the motions relating to the CFTA Section and National Officers would be made within the report to Congress.

CEC WRITTEN STATEMENT MANUFACTURING

Both Charlie King and I have attended the TUC Task Group and the Manufacturing Forum which is chaired by the Minister, Alan Michael. The Manufacturing Forum has produced its first draft of a "Revised Manufacturing Strategy Action Plan". The Forum decided that there were 8 major priority areas which were innovation, skills, public procurement, best practice, image, regulation, infrastructure, regulation. Probably too much time has been taken up with discussions about the image of manufacturing.

An Apprenticeship Task Group Final Report was published in July 2005; there were 245,200 apprenticeships in 2004 with 70,000 in manufacturing.

Sector Skill Councils are now up and running covering SEMTA – science and engineering manufacturing, COGENT – chemicals, oil and gas, IMPROVE – food and drink, PROSKILLS – processing and manufacturing and SKILLFAST – apparel and footwear. I hold the seats on PROSKILLS and SKILLFAST.

A planned national employer training programme is to be launched in 30 LSC areas by April 2006. The programme is expected to deliver 175,000 level 2 qualifications per year. A free brokerage service for employers to source any provision needed including advice on priorities identified by Sector Skills Councils.

Public Procurement is one of the trade union priorities. The Kelly Report was good in parts. The Forum has identified opportunities for business to compete for government contracts. A new national portal for advertising public sector opportunities should be live by March 2006. We are awaiting a report from the sustainable procurement task group action plan which should be ready by April 2006. The OGC is undertaking a 2005/2015 construction demand/capacity study which will be ready for May 2006.

There are other developments which I intend to report on separately to the General Secretary by the end of 2006.

MOTION 43 – RESOURCES FOR CONSTRUCTION

The report has now been sent to the organising working group.

MOTION 34 – SWEETHEART DEALS

There have been no sweetheart deals in the CFTA Section.

MOTION 50 – GENERAL ACCOUNTABILITY

This has been actioned in the CFTA Section.

MOTION 186 – NO STRIKE AGREEMENTS

There are no strike agreements in the CFTA Section.

MOTION 194 – COMPOSITE COMPANIES

An ongoing campaign has been launched.

COMPOSITE 18 – REMPLOY

An ongoing campaign was launched following the 2005 Congress.

COMPOSITE 21 – MANUFACTURING

MOTION 241 – MANUFACTURING CAMPAIGN

The composite and the motion calls for a campaign, this has been started through the TUC Manufacturing Task Group and Manufacturing Forum and is previously dealt with in this report.

MOTION 253 – FAT CAT PAYMENTS

Within the national negotiations for some companies such as Remploy we have sought to draw attention to high earnings of directors. The problem is that even Government Ministers tend to be in favour of high boardroom wages - £200,000 is not unusual.

MOTION 326 – SICK PAY

Most of the CFTA Section sick pay agreements are based on full earnings. Those that are not the negotiators have sought to improve with some considerable success.

ENERGY & UTILITIES SECTION

Introduction

Colleagues should be aware that Gary Smith has been appointed as National Officer; his responsibilities include Energy & Utilities. The Section Committee has been meeting and at the time of writing the report, plans are well under way for the Section Conference to be held in March 2006. It is appropriate that we acknowledge and thank Section Committee Members, Officers and the Lay Representatives across the Section for their hard work over the past period.

The Energy & Utilities Section Committee consists of:

Bill Whitfield	-	Northern Region - President
Peter Sillito	-	Liverpool, N Wales & Irish Region
Mike Walton	-	London Region
Malcolm Sage	-	Midland & East Coast Region
Brian Adams	-	Midland & East Coast Region
Peter Foley	-	Northern Region
Peter Kane	-	Northern Region
Alex Walsh	-	Scotland
Mick Ryan	-	Southern Region
Ellis Broderick	-	South Western Region
N Clayton	-	Yorkshire & N Derbyshire Region
Pamela Ross	-	Yorkshire & N Derbyshire Region

WATER INDUSTRY

After a considerable period of time, Phil Davies, National Secretary, was able to convene the first National Meeting of Water Industry Shop Stewards. This was well received and gave the Shop Stewards a chance to share experiences. It is envisaged that further such meetings will take place in the future.

OFWAT

The GMB did participate in the previous regulatory process in 2005. The Union has now been asked to contribute to discussions over extending the regulatory period from a five year time frame.

RENEWABLES

The UK Government signed up to reduce emissions into the atmosphere in line with the protocol at the Kyoto Summit on "Climate Change" in 1997. The 2003 Energy White Paper set higher targets for the UK that included reducing UK emissions by 20% below 1990 levels and for 10% of energy production in the UK to be from renewable resources by 2010. The GMB agrees with this policy but has been promoting the need to manufacture renewable and micro generation in the UK and to provide adequate skills and training to the workforce to enable the UK to reach these targets.

GOVERNMENT ENERGY REVIEW

The Government's Energy Review has implications for thousands of our members across the Energy Sector.

The GMB is participating in the review and the Union is consulting with lay members and the Section Committee over our submissions. The Union will continue to argue that our Energy Sector should be publicly owned and controlled. The recent coverage about the possible energy crisis facing the country and the huge rise in prices for consumers has served to demonstrate the failure of liberalisation and privatisation. The policy decisions taken by the Union and our opposition to the developments in energy such as the "dash for gas" have been entirely vindicated by recent developments around the Energy Sector. The GMB will continue to argue that the country needs a balanced energy policy which will include nuclear, renewables and clean coal.

NUCLEAR INDUSTRY

As per previous Congress reports the Nuclear Industry remains in a state of flux following BNFL's proposals to sell British Nuclear Group. At the time of writing the Government's position is still unknown, however the Westinghouse facility has been sold. The GMB is involved in discussions with the Nuclear Decommissioning Agency in relation to future pension provision for the industry. Obviously these are crucial negotiations; the union will also be involved in ongoing talks with the Nuclear Decommissioning Agency (NDA) about the clean up and decommissioning process. As the remit of the NDA is to introduce competition to all nuclear sites we are involved in trying set a criteria for any company wishing to bid for work within the industry, in order to protect our members. The bulk of our membership is based in Cumbria. Pay negotiations are ongoing for 2006/2007.

MAGNOX

Pay negotiations are about to commence.

BRITISH ENERGY

Report by Phil Davies, National Secretary

My short stay as National Secretary of the Energy & Utilities Section brought me into contact with the shop stewards at British Energy at a time when a new pay structure was being negotiated.

The company is a large and important provider of energy to the UK domestic and commercial markets. British Energy shop stewards are some of the best shop stewards that we have within the GMB and without their help and advice my stay within the Section would have been far more difficult.

The UK energy issues are complex and crucial to the UK economy and over the next few years the Energy & Utilities Section will become more and more important.

I would like to thank in particular our shop steward, Adrian Cirket who was a real powerhouse of activity.

Following negotiations, the Company made a final offer of 3.8% on pay which was accepted by members. 2005/2006 Pay negotiations are about to commence.

NATIONAL GRID (TRANSCO)

As per previous Congress reports, National Grid completed the sell-off of four of its networks. These networks are: Scotia Gas; Scotia Gas Networks; United Utilities and WW Utilities. The negotiations for the networks will now be conducted primarily at a regional level.

The transfer of employees was covered the TUPE and recognition was secured with the new employers. Prior to the transfer our members settled for a 3.5% pay deal and a £750 one off payment. The deal was only secured following a ballot for industrial action. The employees who remained with National Grid also voted to accept a 3.5% deal and a £750 one off payment. Pay talks for the National Grid Industrials is about to commence. There are ongoing discussions about pay and conditions for the Staff employed by National Grid.

BRITISH GAS

At the time of writing the Union is in dispute with British Gas in relation to Staff pay negotiations. The Company have signalled their intent to break with a collective agreement relating to Staff pay. This would mean that Staff are likely to receive less than what they might have expected under the agreed formula. The Company have suspended further discussions as we have made it clear, as a Trade Union, that we will be balloting our members on any new offer.

Pay negotiations for British Gas Industrials are about to commence. In 2005 our members settled for a 3.2% increase and a number of other improvements.

In late 2005, British Gas Industrials workforce were balloted for strike action in relation to Pensions. After one day of strike action the dispute was settled; 1,700 current employees will join the pension scheme, together with £35 million extra funding, together with written guarantees on the future security of the pension fund was secured.

RWE NPOWER

Pay negotiations are now under way.

OFGEM

The GMB is taking a proactive approach to OFGEM's gas distribution price review. The Trade Union has put in preliminary submission. Lay representatives have been involved in the work with OFGEM and it is envisaged that they will play an important role in developing the GMB's position over the next twelve months. Amongst the considerations in the GMB's submission are pensions, employment, training, skills retention, health & safety and security of supply. It is anticipated that representatives from the Union will be meeting with other interested parties such as those involved in Fuel Poverty Campaigns and Energy Watch as part of our response to the Regulator.

TRAINING IN THE ENERGY AND UTILITIES SECTOR

In the past it was traditionally left to each individual water company to organise its own training and training schemes. Although this method has worked well in the past it does not deliver formal recognised national qualifications for our members in the Water Sector.

Over the last two years the GMB, along with a number of water companies, contractors and training organisations, have been working towards standard national qualifications at both level 2 and level 3 that are recognised across the whole sector. These national qualifications would also include a new Modern Apprenticeship and would be in both water and waste water areas.

The GMB has also been involved in putting together a similar structure for the revised Electricity Sector Modern Apprenticeship.

ENGINEERING SECTION

1. National Committee

The Engineering Section National Committee has continued to meet since the last Congress where it has received and endorsed reports from the Officers of the Section, in particular it has debated and is becoming involved in recruitment activities across all industries covered by the Section.

The Engineering Section National Committee is as follows,

David Falconer MBE, Section President GMB Scotland

Barry Montgomery, Section Vice President, Lancashire Region

Roger Darcy MBE, Southern Region

Ray Lowden, Liverpool North Wales and Irish Region

Tommy Robertson, Northern Region

Derek Hocking, Midland and East Coast Region

John Christie, GMB Scotland

Peter Ferguson, Liverpool North Wales and Irish Region

Charlie James, Yorkshire Region

Micky Laws, Southern Region

Alaistair McLean, London Region
Keith Patience, London Region
William O Williams BEM, South Western Region
Vin Bloor, Birmingham and West Midlands Region

The National Committee consists of representation from every region, one from the Thermal Insulation industry and one from the offshore industry including one black member and an Equal Rights representative.

2. Shipbuilding

Once again in the UK shipbuilding industry I report an industry of mixed fortunes, in Commercial Shipbuilding we have only one yard which is Ferguson's in Scotland having to fight for every order it can get in order to keep in business, and is finding it very difficult whilst competing for work against European competition, and in some cases fighting against countries who financially support their shipbuilding industry when all we have ever asked for is a level playing field when competing against European competition.

All indications are that the future of the UK Naval shipbuilding industry is looking good with a recent announcement of the Government's Defence Industrial Strategy which is long needed within the Defence industry especially in the shipbuilding industry, and we are looking at the Defence industrial strategy to stabilise the industry and the distribution of work, therefore working for the UK shipbuilding industry. We have the biggest order book for the MOD ever in the UK with the awarding of the orders under the UK Government's procurement policy for the build of ships for the Royal Navy. I refer specifically to the Type 45 Destroyers of which 6 have been awarded to BAE Systems, of which the second will be launched in February 2006, with a further two yet to be awarded, which will be built in modules at the yards on the Clyde in Scotland and Vosper Thornycroft of Portsmouth, which along with the Defence Industrial Strategy will provide stability to the UK shipbuilding, and preserve the possibility for competition for future warship building programmes from Europe.

With the awarding of the Prime Contractor to BAE Systems, with Thales as the main contractor to build the two new aircraft carriers for the Royal Navy, which is good news. The new aircraft carriers will be among the largest warships that the Royal Navy has ever had. They will be built in the UK in modules at the two BAE Systems yards on the Clyde, Vosper Thornycroft in Portsmouth, DML, Rosyth, and we are hoping that other yards like Swan Hunters etc will also get work.

These modules will be floated up to Rosyth to be assembled. When built they will deliver a formal force, and a projection capability, creating some 2,000 jobs and sustaining a further 10,000 through the build and fitting of systems of these two aircraft carriers.

So the long term future of UK military shipbuilding looks good and the MOD as the largest warship building programme ever. Along with the aircraft carriers and Type 45 Destroyers there are also astute submarines which are built at the BAE Systems yard at Barrow in Furness and we are awaiting clarification

with reference to the MARS programme, which is a programme of frontline support ships for the Royal Navy.

We need to look at ways and means of working together for the UK shipbuilding industry and for each other to stop this decimation of the industry especially within commercial shipbuilding. And in the military shipbuilding industry we need to make sure we have the skills available to deliver these programmes on time and within budget, so on every negotiating agenda we need to include the recruitment of apprentices.

3. The Engineering Industry

In general, engineering, as reported at previous congresses, has the same sad story of cutbacks, pay freezes / pay cuts to save jobs and of course redundancies. This again is a sad story of UK manufacturing. We need to work with the employers, Government, DTI and the trade unions to formulate a UK manufacturing survival strategy. We have to constantly contend with comments like it's more economical to import work or offshore work than manufacture in the UK, blaming the strength of the pound. As with all other engineering and construction related industries there is a shortage of skills which desperately needs addressing by investing in training and the re-introduction of apprenticeships for all engineering related industries to survive, and additionally there is the age profile with people leaving the industry and not being replaced.

4. The Aerospace Industry

Since my last Congress report the Aerospace related industry is once again an industry of mixed fortunes. We have factories like Chadderton closing down which is a devastating blow to the community, although the work has been transferred to sites like Sarisbury and Woodford all within reasonable travelling distance of Chadderton. But any closure is a blow to UK manufacturing and to the local communities.

Work is still ongoing on Nimrod, Boeing and Airbus which is some stability within the aerospace industry.

Within Bombardier who at the time of writing this report have secured the order for the C series aircraft which is a much needed boost for the Bombardier factory in Belfast.

We are constantly lobbying the Government to save the aerospace related industries, under the umbrella of the CSEU aerospace committee, and the lobbying will continue to go on in an attempt to save jobs and the aerospace industry in the UK.

5. The Offshore Industry

In the offshore industry I can confirm although we have made progress on the Working Time Directive and the offshore industry we still have not come to an Agreement on the Directive Offshore, although we have met with Senior Government Ministers and with employers representatives who have various interpretations we are still pursuing this through the TUC and hopefully in my

next report I can give you a conclusive decision on the Working Time Directive and the implications within the offshore industry.

We are now just coming to the end of a two year pay deal within the offshore industry and will be sitting down in 2006 with the Offshore Contractors Association to negotiate the 2006 pay claim.

Within the offshore industry we are running a recruitment campaign mainly at Heliports where the rig workers are flying from and also we have secured a slot on all Offshore Contractor's Association members inductions and we are watching the outcome with interest.

6. Car Industry

As previously reported the UK car industry is still a roller coaster industry with the announcement at last years Congress of the closure of Rover at Longbridge. The announcement delivered a devastating blow to the car industry and to UK manufacturing yet again. Our members within the automobile industry are experiencing a very turbulent time and in all cases are fighting their corners for survival.

7. Thermal Insulation

We are now coming to the end of a two year deal within the Thermal Insulation Industry. At the time of writing this report I can confirm that we have submitted the 2006 pay claim. We have had one meeting with the employers with another meeting planned to try and progress the pay claim and also other outstanding issues, that have been outstanding for a number of years of which we are hoping to resolve in the form of a working party from the employers and trade unions to discuss these issues.

8. NAECI

The Engineering Construction Industry is at this moment in time an industry of uncertainty. We have some of the ECIA member company's questioning the validity of the National Agreement which has been brought to a head by recent disputes at Terminal 5 and New Wembley Stadium for bonus payments of which the employers conceded, which led to the employers side of the NJC withdrawing support for the NAECI on these two projects.

We are now coming to the end of a two year pay deal within the Engineering Construction industry we are currently in negotiations with the employers for the 2006 pay claim.

9. Steel Industry

We are currently coming to the end of the first year of a two year pay deal within the Strip and Long products within Corus.

We are now exploring the possibility of National negotiations for the future of Long Products and Strip to sit down on a National basis to negotiate the pay and conditions with Corus.

10. Marconi

Marconi which was formed from the old GEC empire attempted to get the company on a sound, economic basis, of which various attempts had already failed, and a company called Jabil which also became a failure.

At the time of writing this report I can confirm that Marconi is in discussions with Ericson with all indications being that Ericson will be taking over Marconi in the not too distant future. There is a job of work to be done if this takeover goes ahead with reference to current employee's terms and conditions and future employment, which we will be pursuing.

11. International and European

It is important that we keep a presence Internationally and European wise, because in the main we are dealing with multi National companies and more and more legislation is coming from Europe.

In the last 12 months we have had representation at the IMF Congress in Vienna, IMF Steel meeting in Argentina and a Shipbuilding meeting in Japan.

I would like to thank Kathleen Walker Shaw for all the hard work she does at our Brussels office in keeping us updated with what's going on in Europe.

12. Conclusion

When we met last year at our congress in Newcastle we reflected over the continuing decline of the UK manufacturing industry. With many companies closing down, relocating and forming joint ventures. All these have been at the expense of our member's jobs and I am sad to say that this trend has continued over the last 12 months in the UK losing yet more manufacturing jobs. In various industries we are experiencing the increased use of European Union and non European Union labour. Whilst we are all members of the European Union we cannot and will not sit back and see our colleagues from other European countries be exploited by ruthless employers paying our European colleagues any less favourable rates of pay or terms and conditions than the negotiated rate for the job, therefore eliminating our European colleagues from being a cheap option.

Over the last 12 months we have had continued meetings with various employers with reference to pension arrangements. Employers like BAE Systems, Rolls Royce, Corus, to name but a few, an issue that is causing ongoing concern for us and all our members.

Finally on the issue of training and apprentices, we are constantly hearing of skill shortages and age profiles within the industry. This can only be addressed by reminding employers that apprentices are not a cost but an investment to the future of the industry. We need to ensure that on every negotiating agenda we raise the issue of apprentices in order to maintain a stable, well trained and effective workforce to secure the future of UK manufacturing.

The following is the update on the motions covered by the Engineering Section at the 2005 Congress.

RESPONSE TO CONGRESS MOTIONS 2005

Motion 206 – Ship Recycling

Since this motion was adopted by Congress the GMB has written to Alan Johnson, the Secretary of State for Trade and Industry, Lord Hunt, the Minister for Health and Safety and Geoffrey Podger, HSE Chief Executive for Health and Safety Enforcement whilst dismantling ships in appropriate facilities.

Motion 181 – 35 Hour Week

The GMB wrote to the General Secretary of the CSEU making him aware of the endorsement of Congress for the call to start a campaign for a 35 hour week, stating the CSEU had funds for this project.

The response from the CSEU was they would support members at workplaces who contributed to the 35 hour week fund in taking industrial action in pursuit of a shorter working week.

Emergency Motion 3 – Rover & The Phoenix Group

The motion asked for condemnation of the actions of people in charge at Longbridge with employees finding out their fate by phone calls and text messages from loved ones partners and members of their family who had picked up the news on TV.

When the company collapsed in April they promised to donate all the assets of their holding company, Phoenix.

An enquiry is now underway into the financial running of the MG Rover Group and subsidiary companies. Trade Union pressure to the DTI forced the government's hand; the enquiry is likely to last about 18 months.

On the 26th July 2005 the joint administrators from Price Waterhouse Coopers announced the sale of both MG Rover Group and its engine producer Powertrain to Nanjing Automotive (Group) Corporation.

After meeting with the trade union officers, Nanjing announced they had plans to employ 1,200 workers and ultimately build 100,000 cars within 12 months. On the 10th February, 2006 we met with Nanjing to discuss exactly what the business plan is. I believe the previous expectations cannot be met, Nanjing seem to be struggling to raise the required working capital to restart major production, their main and only interest seems to be the MG Sports ZT car. Time will only tell if Nanjing are serious in bringing mass production back to Longbridge instead of China.

Finally, after months of meetings with all parties all ex Longbridge associates have been awarded at £14 million compensation pay out after MG Rover failed to consult with them on the redundancy situation. All 6,500 associates received around £2,200 each and further tribunal dates are pencilled in for further unfair dismissal cases later this year.

Michael Stokes partner from Rowley Ashworths brought the protective award on behalf of the GMB, T&G and Amicus.

The board of the Pension Protection Fund (PPF) confirmed that MG Rover Group Pension Scheme and the MG Rover Group Senior Pension Scheme had

been entered into the PPF assessment period which is likely to last a minimum of one year.

Emergency Motion 4 – A&P Southampton

This motion highlighted the announcement of A&P Southampton shipyard who made all their production workers redundant for not agreeing new terms and conditions.

We believed it was the intention of A&P to employ new employees on less favourable Terms and Conditions but sadly the company has effectively ceased trading in Southampton.

Sadly Shiprepair in Southampton which once employed thousands is now gone.

FOOD & LEISURE SECTION

Introduction

Since the last Congress in June 2005, the Food & Leisure Section remains an area of growth within GMB despite its continued effects with mergers and acquisitions and loss of jobs within food manufacturing with multi national companies continuing to move production to economies that provide cheaper labour costs and even greater profits.

New areas within the hospitality sector have provided a growth membership particularly within the casino industry where GMB is now clearly the largest union.

Competition continues to be a problem as we see more and more large brand companies consolidate their place in the UK and battle against the battle of the supermarket giants who continue to drive the cost down along the supply chain impacting on GMB members within Food Manufacturing, Distribution and in the retail industry itself.

Despite this difficult background, we have still been able to grow and consolidate our membership particularly within the Distribution Industry

As of January 2006, the Food & Leisure Section membership stood at 79,562. Since last Congress – January 2006, 6,185 new members have been recruited of which 39% are female and 61% are male, whilst there has been an overall loss of 1,478 members.

National Section Committee

The Food & Leisure Section National Committee has continued to meet on a regular basis since last Congress.

The Committee remain a strong and vibrant group with all members working within the Industry they represent.

However, during 2005, we have seen a number of departures. The Committee would therefore, like to express its thanks for the contribution and work done by John Bradley, Liverpool, North Wales and Irish Region, Val Monger, South Western Region, Pauline Russell, GMB Scotland and Sandra

Allen who resigned from the Committee after being duly appointed as a full time officer within the Midland & East Coast region.

The Section Committee therefore, currently comprises:

Jean Foster, Southern region
Margaret Clarke, Birmingham region
Steven Quigley, Lancashire region
Lena Sharp, London region
Rachelle Wilkins, Midland & East Coast region
Richard Robinson, Midland & East Coast region
Paul Grieve, Northern region
Cath Murphy, GMB Scotland
Kath Manning, Yorkshire region.

The National Committee is serviced by Jude Brimble, National Officer.

Meetings and Business of the National Committee

The National Committee has covered the following key areas of work:

- Ethical Trading Initiative
- Work of Banalink
- Minimum Wage Review
- EU Sugar Regime
- Casino Licensing Regulations
- Gangmaster Licensing and Regulations
- Recruitment & Development and National and Regional strategy for growth
- Industrial issues within Food and Manufacturing, Distribution, Retail and Hospitality Industries
- Section Conference 2005 – Planning & Organising

The Committee expressed its thanks to Ida Clemo of the Research Department, for her work and support in these areas.

All meetings of the National Committee have been Minuted and all Minutes have been approved by the CEC and distributed through GMB regions.

National Negotiations

Many of the areas covered within the Food & Leisure Section are covered by local bargaining arrangements. However, there are still a number of companies that deal with their key negotiating areas at a national level. This is a summary of the main national collective bargaining developments that has taken place since last Congress and they are as follows:

3663 Food Services Distribution

Membership within 3663 has continued to grow at a steady pace as one of the national recruitment targets despite some non co-operation from the Company at a local level.

2005 pay negotiations were somewhat difficult and protracted as the Company sought to keep costs down as a result of new monies that had been negotiated for new drivers due to the Working Time Regulations.

Negotiations were finally settled via a ballot of members and overwhelmingly accepted at 3.6% over a 14 month period, whilst a significant number of drivers benefited from the new monies injected through the Working Time Directive which in many cases achieved an increase of 15%.

GMB is clearly now the lead Union within 3663 and negotiations continue with the Company to try and establish a better framework for shop stewards involvement in local and national negotiations and to secure a better national agreement that affords proper facilities time for shop stewards to undertake duties and importantly to organise members across the depot network.

Exel/DHL merger

Parent Company Deutsche Poste who own Exel are due to buy DHL as part of an international acquisition. Whilst GMB have not received any formal position from Exel, we have received confirmation by our international trade union affiliates that that is the case and of course, this has now been confirmed by reports in the media.

Whilst GMB do have membership within Exel across a number of regions, we are not the lead union. However, we understand when DHL and Exel are brought together, indications show that Exel would be the operating arm of that part of the business and therefore, the merger represents significant opportunity for GMB to grow its membership across the operational base of the new Company within the UK.

At the time of writing this Report, arrangements were being made within the Union to bring together shop stewards from DHL and Exel to formulate a strategy against the backdrop of an internal memo that has been leaked to the GMB that clearly demonstrates that Exel intend to restrict GMB's influence and impact within their company as much as possible.

Clearly we are in the early stages of this development and GMB will need to develop a very robust strategy to ensure that we are a key player going forward and do take the opportunity to grow our membership across the newly formed company.

United Biscuits

Jacobs

Since the acquisition of Jacobs in 2004, they have continued to maintain their own bargaining structure within the UB Group. There has been no job losses as a result of the merger. Jacobs have taken on some extra work from other sites from within UB.

United Biscuits

Elsewhere within United Biscuits we have seen continuing problems with the Pension Scheme. In 2003, members were asked to increase their contribution rate from 5% to 7% to secure the scheme going forward with the Company putting in extra monies to reduce the deficit. However, this still remains a serious problem with a significant deficit.

Recently the Trustees of United Biscuits Pension Plan made a number of recommendations that would drastically alter the pension scheme and impact

negatively on GMB members, including closure of the scheme for all new starters.

The two key areas of changes are an accrual rate and the pensionable earning definitions. At the time of writing this report GMB was still in negotiations with the Company and was seeking to find alternative solutions to reduce the deficit and reduce the burden on the members within the scheme.

The Company have been advised that as the situation currently stands we are likely to go forward for an industrial action ballot.

McVities

Within the McVities division of United Biscuits, national negotiations have just concluded for 2006 pay claim which has resulted in a 3% offer on all rates of pay being accepted.

Another key element of the pay claim was to secure agreement to establish a new UK Consultative Council covering all divisions of United Biscuits. This will bring together GMB members in Jacobs, KP and McVities in one forum that will meet twice a year and allow us to co-ordinate our activities and organise our membership and shop stewards in a better fashion across the Company. Still within McVities, national talks have resumed to establish a job evaluation scheme across all factories. GMB productivity services are supporting this work and senior shop stewards from Carlisle and Tollcross are involved.

Rank Hovis McDougall (British Bakeries)

Difficulties have continued within British Bakeries regarding the Pension scheme which has been carrying a massive deficit. The Company announced that it wished to close the scheme to new starters and to bring in reductions in benefit of the scheme for existing members within the Scheme. This has been strongly resisted by GMB not least because of the Companies drive to reduce the deficit in order to make the Company more viable to float on the stock market.

Following extensive negotiations the Company did agree to dramatically revise its plans. Agreement was finally secured on the changes. The final salary pension scheme was now to remain open to new starters, however, there were some significant reductions in benefits for current members of the scheme for a four year period of time when the scheme will be reviewed again.

The Company have now established a National Pensions Group which involves all trade unions at national level, meeting quarterly with the Company and the Chair of the Trustees to monitor the progress of the scheme and the continued reduction of the deficit.

Safeway Morrisons

Following the 2004 acquisition of Safeway by Morrisons, GMB established a National Shop Stewards Forum to counter the actions of the Company and its anti-union tactics had been clear to GMB that there would be massive job losses if not depot closures following the action of the Company to sell off over 200 of its stores when it was only required to divest 51 by the Monopolies and Mergers

Commission. It also became very apparent that the Company had a clear agenda to simply asset strip the Company and get rid of its inherited workforce.

The Company refused at all levels to negotiate with anybody within the GMB over members' terms and conditions and job losses and job security.

During August/September 2005, a national ballot therefore, took place with strike action being announced for the first time within the retail distribution industry.

During the GMB's extensive media campaign, we saw the Company shares fall to its lowest position against a backdrop of 5 previous profit warnings. Documents were also uncovered which exposed the Company's clear agenda to actually close down all inherited distribution sites. The threat of strike action did bring the Company to the negotiating table and it costs Morrisons £2.5 million to stop the strike.

The Company also at this time confirmed all of our suspicions that they were in fact to closed all distribution centres inherited from Safeways. This was with a result of over 2,500 job losses and some 2,000 GMB members.

At the time of writing this report, the depots were in the latter stages of closure with disputes still taking place with Morrisons regarding the correct payment for those people who had received their redundancy or not. The actions of the Company and its treatment of the workforce amount to some of the worse examples of takeover bids anti trade union employer practices. This highlights the woeful regulations to allow powerful supermarkets to acquire other companies with no accountability to the local community or to the workforce it had inherited.

GMB had called on the government to establish a regulator for the supermarket industry to avoid such actions in the future.

Finally, I would like to place on record, recognition and thanks to all the shop stewards and members across the Distribution sites who battled against the Company's attempts to intimidate, bully and harass the workforce during this very difficult period.

Northern Foods

Northern Foods have recently agreed to establish national discussions with the unions across its business, primarily to discuss core business areas and pensions. However all collective bargaining arrangements will remain at site level.

Burton Foods

Similarly, Burton Foods have also announced that they wish to move to hold national discussions on corporate issues and primarily pensions with all trades unions across its business. Again pay and collective bargaining issues will remain at site level.

Roadchef

The relationship with Roadchef remains a difficult one with the Company being run by a new Chief Executive, HR Team and Management Team to when GMB first signed its recognition agreement with them .

GMB's membership remains low across the service station network due to an extremely high turnover of staff which runs at some 70%.

The Company have continued to resist national shop stewards meetings which are catered for under the recognition agreement and reluctantly involved the GMB in 2005 negotiations on this year's pay. The negotiations resulted in an offer of 3.4% which was rejected by GMB members. Despite this and calls for further negotiations, the Company imposed the increase without any further consultation with the GMB.

On a more positive note, we did however, manage to secure an agreement that the Company would no longer use the age rate under the National Minimum Wage which would make a significant impact on the young workforce within the Company.

Clearly, if GMB are to gain any influence within this Company, we will need to pay serious attention to organising and recruiting members across the network in the future.

In relation to the outstanding issues of the Employees Share Option Scheme (ESPOS), this case still has some legal and technical problems to resolve, although considerable progress has been made since last year and we hope to be in a position to consult members in summer 2006

Nestle

GMB remains a strong Union within the Nestle Group with significant membership within the Rowntree Division and Purina Pet Foods.

All new local bargaining structures established in 2004 are now up and running leaving Nestle National Council and Rowntree National Consultative Forum meetings to discuss core business issues and pensions.

GMB continue to hold trade union side Secretaryship and UK co-ordinating role for the EWC, which remain with all positions being filled by lay representatives.

There have been issues with the pension scheme with Nestle petitioning the Department of Work and Pensions in relation to the level of monies they are likely to have to pay under the PPF levy system. Discussions are on-going on this issue.

In recent months, we have also seen Nestle coming under pressure to maintain its market share within the UK and subsequently, adopting a more aggressive approach to drive change through its business which will ultimately impact on GMB members' terms and conditions and job security, as Nestle begin to use its factories within Eastern European Countries as a benchmark for productivity and costs within the UK. Whilst there has been a commitment to ensure a strong manufacturing base within the UK, the combined pressures are clear to see.

Bourne Leisure/Butlins

2005 pay negotiations saw an offer of 2.5%. This offer was rejected by GMB. Despite the rejection, the Company imposed the offer.

GMB's membership base continues to be held within the Midlands and East Coast region, however, we have not been successful in moving recruiting outside to other areas of the Company.

It has now been agreed for Midlands and East Coast region to take responsibility for all negotiations at a national level within this Company due to the membership base now being solely organised within that region.

CORCA Agreement – National Joint Council

GMB continue to be the lead Union across the CIU clubs affiliated to CORCA and hold the Trade Union Side Secretaryship.

2005 pay negotiations concluded the following rates:

Category 1 stewards £5.70 per hour

Category 2 stewards £6.05 per hour

Other workers 18 and over £5.05 per hour (NMW).

In addition, a new agreement was reached on extended hours opening, for pay, and travel to and from work and numbers of staff on duty. Agreement was also reached to establish in 2006, a new pay rate for bar staff as the National Minimum Wage rate was no longer adequate for the level of responsibility and skills that bar staff were required to undertake.

Food Manufacturing JIC

Following the negotiations in 2003 and 2004 which only concluded in NMW rates being achieved with the JIC not undertaking any pro-active work in areas of training.

It has been felt for a while that there was little purpose to continue this body. Therefore, 2005 with the agreement with the other unions involved, we disbanded our agreement with the JIC and advised regions whose members were covered by such negotiations to now indicate to those companies that are affiliated to the Food Manufacturing JIC, pay negotiations would revert to a site level.

Asda Distribution

Since resuming responsibility for Asda Distribution in August 2005, two National Shop Stewards' Forum meetings have taken place. The Company have been advised that GMB intend to hold four such meetings per year and they have been approached for paid time release for these meetings.

A National Shop Stewards Survey has recently been undertaken focusing on GMB organising within each depot and highlighting key industrial; issues which will become a campaigning agenda for GMB during 2006.

GMB now has members in 19 of the 22 sites, 10 of which have full recognition with collective bargaining rights. 4 of which are partnership agreements with no bargaining rights and 4 where we have members but no agreements or recognition. There are further three new sites coming on stream

during 2006 which will create a significant amount of new jobs across the Distribution Network within the Northern Region and GMB Scotland. The Company have been approached for discussions regarding the impact of the new sites on other areas of the business and also to gain access for recruitment.

Elsewhere, redundancies have been announced within the Chepstow site, with the Company re-aligning its business and for the first time seeing them bring in a third party provider to establish a new George warehouse.

The overall situation within Distribution remains a difficult one within the Company. There is a clear agenda being set to encourage more and more sites to enter partnership agreements and to move those sites that have traditional collective bargaining agreements into a lesser agreement which will restrict the Union's rights for bargaining and the ability to ballot to consult its member on key issues affecting their terms and conditions.

The Company's proposals thus far has been rejected by the GMB. We have called for the Company to establish a proper national framework to allow us to move industrial relations into a better setting.

During 2005, the Company also implemented new technology on voice pick and radio frequency on a number of sites with no proper negotiations or consultation with the GMB. Consequently a number of disputes and grievances are lodged across a range of sites with arbitration talks taking place in some areas.

The key areas of the Company moving to higher pick rates with the new technology will have an impact in the long term on job security for our members. There are serious concerns regarding the unrealistic pick rates that people are expected to undertake and concern is being expressed to the Health and Safety Executive and other independent bodies about the unsafe work practices Asda is now introducing.

January 2006 saw the media headlines of Asda not paying out its end of year bonuses to any Distribution sites despite making £650 million worth of profits.

It is clear from meetings with the senior shop stewards, the National Forum and at meetings that have taken place at the National Food & Leisure Section Conference with the Acting General Secretary that GMB members have now had enough of aggressive tactics from Asda to reduce their terms and conditions, introduce new working practices and to reduce any negotiating rights through the GMB.

GMB have established a very clear and robust strategy to deal with Asda and at the time of writing this report, were in the process of making arrangements to seek authority to the CEC to ballot its membership across the Distribution Network for industrial action.

Asda Stores

At the time of writing this report, arrangements were in place to hand over national responsibility for Asda Stores from Harry Donaldson, GMB Scotland Regional Secretary to the National Officer.

The National Forum continue to meet with the Company on a regular basis and the national shop steward's structure remains the same.

Asda also announced in January 2006 that despite their record profits only 105 stores would be receiving any end of year bonus. GMB have called upon the Company to enter discussions to revise the scope implementation of the bonus system and are looking for some monies to be consolidated into basic pay rates instead of being linked to national targets where members have no control or input over.

Food & Leisure Section Conference 2005

The bi-annual Section Conference was held in Brighton at the Old Ship Hotel from 21st – 22nd February 2006.

Conference was attended by 58 delegates, 6 National Committee Members, 8 Senior Food & Leisure Officers and Jude Brimble, National Officer.

The Conference was Chaired by Jean Foster, Section President and the guest speakers were Mary Turner, National President, Paul Kenny, Acting General Secretary, Sarah King, Legal & Research Officer, Iain McNicol, Political Officer, Cheryl Pidgeon, Midland & East Coast Regional Organiser, Claire Laycock and Adrian Baker, Casinos National Recruitment Team, Jurgita Pranculyte, Polish speaker on migrant workers, Jacqui Mackay from Banana Link, Richard Ascough, Regional Secretary Southern Region and Charlie King, Research & Policy Officer.

Conference received 30 resolutions all of which were carried and covered recruitment and organisation, training, distribution, Asda, casino industry, political, migrant and agency workers, legal, low pay and health and safety, Europe and manufacturing and the power of the supermarkets.

This year's resolutions were very wide ranging and some excellent debates took place which reflected the diverse mix of delegates at this year's Conference, with many new delegates in attendance and companies being represented from casinos, hospitality and distribution for the first time.

The Conference also received a separate report on the actions of motions carried at the 2004 Section Conference in Scarborough in accordance with Motion 52 on General Accountability which was passed at GMB Congress 2005.

The Conference had a small delegation of stewards from the Asda Washington Distribution Centre who came to tell their story after their recent victory on the tribunal against Asda for anti-union tactics and trying to induce GMB members to give up their rights of union and collective bargaining. The shop stewards gave an excellent account of circumstances and received a standing ovation from the Conference for their efforts.

Presentations were made by Richard Ascough to the shop stewards at the Morrisons Aylesford Depot for their continued work and dedication to their members during the difficult negotiations and closure of the depot in Aylesford. Both shop stewards received the silver badge in recognition of their services.

The Conference was advised that Jean Foster who had been a Section President for many years had decided to step down from this position due to her heavy diary commitments primarily within Asda. There was an election at the

Conference for a new Section President to continue the term of office and Junior Robinson, Southern Regional delegate was duly elected by the Conference.

In summary, the Conference in 2005 was one of the largest in recent years with a huge variety of resolutions being debated reflecting the diversity in growth within the Section; it was a very positive and upbeat Conference.

Banana Link

GMB continue to affiliate to Banana Link and to actively supports its campaigns and work.

During 2005 we signed up to the Banana Link Campaign Tescoopoly and distributed petitions through the shop stewards network and also submitted postcard campaigns to the government calling for tighter regulations on the power of the supermarket.

Ethical Trading Initiative

GMB was successful in securing a seat on the ethical trading initiative for the food division and we are represented by Lena Sharp London Region and National Committee member. Through the ETI we have been able to pursue GMB's arguments to ensure that workers within the supply chain receive a living wage.

All supermarkets involved in this agreement are required to give a progress report every year on what wages they are paying within their supply chain. We have also been able to pursue our arguments regarding the continuing practice of supermarkets to push the costs of bananas down making bananas the biggest contributor to supermarket profits within the UK. Obviously work in this area is ongoing and our relationship with banana link is crucial in pursuing this argument.

Action taken on Resolutions passed at 2005 Congress in line with motion 52 on General Accountability

Motion 209 Cheap Lunches

GMB has continued to lobby government on powered supermarkets and the impact they have on driving cost down on the supply chain. The Union has recently called on government to establish a regulator in relation to the power of supermarkets. We have also signed up to the Tescoopoly campaign with War on Want, Bananalink, Small Family Farms alliance, Friends of the Earth, Working Women Worldwide which has involved a postcard campaign to Tesco's and government ministers. Work continues on this important campaign.

Motion 34 Sweetheart Deals

In accordance with the motion that confirms no sweetheart deals be signed in the Food and Leisure Section

Motion 109 Casino Workers

Recruitment of casino workers has been a key part of the growth strategy for the Food and Leisure section. A national recruitment campaign has been established and is ongoing; work is co-ordinated by the National Casinos

Steering Committee. The health and safety issues facing casino workers is a key part of our ongoing campaign work.

Motion 236 Sick Pay

The issue of proper sick pay schemes has remained a priority area within the Food & Leisure Section. I am pleased to say that there has been no negotiations to downgrade sick pay schemes since last Congress.

Jude Brimble
National Officer

PROCESS SECTION

Overview

Since 2005 Congress, our members within the Process section still face Job insecurity with continuous attacks on core terms and conditions. The GMB fights on, challenging global business to ensure our members terms and conditions are protected. However, the increased practice within global business of assessing core activities in the UK compounds the difficulties members face within this sector and manufacturing on a whole. The threat to our members' pensions – wages in retirement - has continued with many employers within the sector closing final salary pension schemes and introducing inferior replacements.

The first conference organised for the sector since 2002 is due to take place in March 2006. The conference motions demonstrate the concerns of our members that people leaving the industry or retiring are being replaced predominantly with agency and temporary labour.

The membership figures within this section as of January 2006 was 40,032 (January 2005 stood at 42,773), the loss of membership in line with the decline in the industry.

One continued challenge facing the industry has been to meet the EU proposals on REACH (the Registration Evaluation and Authorisation of Chemicals). The GMB alongside other trade unions have been lobbying both the UK Government and European Parliament to ensure the legislation will provide its intended protection of workers' health and environment without creating wholesale job losses as a consequence.

Unions took a leading role in the call for greater pension security two days after the general election by addressing a trade union organised rally in London. The rally was to highlight the concerns of our members regarding lack of protection over pension funds, and union leaders were invited by David Blunkett, then appointed as Works & Pensions Minister, to bring these concerns to Whitehall. During this meeting the unions highlighted problems with the under-funding of the financial assistance scheme and the importance of protecting members' pensions when companies enter administration. Particular attention was drawn to the Federal Mogul/Turner & Newall pension collapse.

1 Process Section National Committee

The Section National Committee has continued to meet on a regular basis over the last year, and continues to promote the issues affecting members within the section. During its meetings since last Congress the committee has covered the following key areas of work:

- Recruitment & Membership Development
- Health & Safety
- REACH (Registration Evaluation and Authorisation of Chemicals)
- Pensions

All meetings of the Section National Committee were minuted. All minutes were approved by the CEC and circulated via Regions.

The current membership of the committee comprises of:

Brian Benton - Birmingham & West Midlands

David Boyle (Section President) - Lancashire

Bob Welham - Lancashire

Ged Philbin - Liverpool, N Wales & Irish

Tony Treacher - London

Shaun Clarkeson (Section Vice-President) - Midlands & East Coast

George Emmerson - Northern

Tom Rankin - GMB Scotland

Steve Palmer - Southern

Brian Farr - South Western

Maureen Taylor - Yorkshire & N Derbyshire

The National Committee is served by Rehana Azam, National Officer

2 Process Section National Conference

At the time of writing the Sectional Conference has been organised for the 20th and 21st March 2006. The sector is welcoming this conference since the last one held was in 2002.

No conference took place during 2004. The Section National Committee took the decision that due to the 50% cost reduction needed to keep in line with Union decisions on financial controls, this particular Conference could not be delivered in a meaningful way as the previous conference had been delivered on a very low budget and a further 50% reduction on costs was not viable.

The 2006 conference will debate motions from Pensions to Agency/Temporary workers. The guest speakers will be Reinhard Reibsch – EMCEF, and a Columbian Trade Unionist amongst others from the GMB.

3 Process Section - Government Consultation

The Section has been involved in making representations and responding to Government initiatives, legislation, and regulations. Lobbying has been conducted in the following areas:

- REACH (Registration, Evaluation & Authorisation of Chemicals Regulations)
- A Sustainable Chemicals Industry
- Pensions

The Section has continued to work with the Chemicals Industry Association (CIA) and the Chemical Leadership Council on promoting the image of the industry, encouraging employers to promote equality of access to employment for young people, women and black and ethnic minorities, all of which are severely under represented in the industry.

4 REACH

The new EU chemicals policy, REACH, has implications for every chemical company in the UK and all its regions. This is a database that has been set up on the initiative of European Parliament to register, evaluate and assess every chemical product distributed over 1 tonne. The GMB is currently working with a host of agencies and organisations, including government departments, to ensure this register is as effective as possible in protecting our member's health and safety whilst at the same time ensuring that our members' terms and conditions do not deteriorate despite the increased regulation. With the TUC we are seeking to host a conference for TU reps. We are also in the process of negotiating with the DEFRA Minister and the DTI to secure funding to develop training for TU reps in the industries directly affected by the new regulations.

5 National Negotiations CHEMICAL INDUSTRIES ASSOCIATION

The majority of companies within this sector sign up to the CIA arbitration mechanism. The number of arbitrations that are held depends upon the number of stage 4 grievances being conducted at any one time. The GMB's responsibility in this area is therefore also dependent upon this figure.

The GMB and CIA also work together on the Chemical Sector Skills Council (COGENT). This body focuses upon training and personal development within the industry

ASTRAZENECA SA91 2005 Pay Negotiations

2005 pay negotiations continued by trying to deal with the same difficulties that were highlighted in the previous negotiated settlement. The company are going through a major effectiveness and efficiency exercise which formed part of the previous pay settlement. Therefore this year pay negotiations were carried out in an environment in which the employer aimed to attack our members' core terms and conditions. After a number of protracted meetings the negotiating team managed to secure a pay increase with no conditions attached with a settlement of 3% increase on salary including related payments. Through consultation with members the unions managed an overwhelming 97% of member return on the offer which was balloted and accepted. The opportunity also allowed the GMB to improve its membership development and organisation within AZ.

Broadbanded 2005 Pay Negotiations

Although the trade union continue to make representations for our members within this group we have raised with the employer that we will be organising membership growth to achieve collective bargaining arrangements. The GMB

has suggested to the employer that it adopt voluntary arrangements for collective bargaining.

Lancashire Region has supported the Union's organisation by setting up a new broadbanded branch with enthusiastic representatives taking up the role as Branch officials. Membership has been growing gradually however we aim to build upon this so that we can guarantee collective bargaining arrangements for all employees within AZ.

Salary increases for this group continue to be based on three key factors:

- Personal Performance
- The Business' ability to pay
- Market rates

ROHM & HAAS

The GMB is currently exploring the possibility of establishing a national trade union forum within this company so that our stewards are able to meet regularly to discuss policy and procedure and other matters of general concern to GMB members.

FEDERAL MOGUL/TURNER & NEWALL

At the time of writing, the GMB's largest Federal Mogul site at Rochdale have just announced closure with the loss of 160 jobs. This reflects the national situation with respect to Federal Mogul and their owner Turner & Newall.

2004 saw the massive pension collapse of Turner & Newall with a deficit estimated at £875m. As the American parent company filed for bankruptcy protection in the United States, the Administrators of the UK operation won permission from the High Court to freeze the company's pension scheme and block further contributions. The failure to save this pension scheme will result in the single largest ever wind-up of an under-funded scheme in the UK.

Extensive discussions have continued on this complex issue over many months involving Federal Mogul's US management, the US creditors, UK administrators, Independent Trustees and the three trade unions involved. Representations have been made to Government to try and secure a package from the US that would enable the scheme to remain open. Unfortunately, in December 2004 these negotiations broke down with the offer from the US being withdrawn over concerns that the financial liabilities of the scheme in future years would be too great and would affect the financial liabilities of the entire Group.

In the light of these developments representation was made to the Department for Work and Pensions for the scheme to enter the Pension Protection Fund (PPF). At the time negotiations were still continuing with the American co-proponents, to either:

- a) wind up the scheme and to put Turner & Newall into a controlled realisation, or
- b) agree a compromise deal

The Company in the meantime have established a stakeholder scheme with two to one contribution rate, employees paying 3% and the Company paying their maximum of 6%.

The T&N pension scheme will enter a period of assessment under PPF rules in the near future. Taking this into consideration and bearing in mind that this will be the biggest pension scheme to enter PPF so far, it is the joint unions' intention to hold a further meeting towards the end of February in order to review progress.

The anticipated date of the take-over would be March 31st and this would mean the Company Voluntary Arrangements (CVA) must be issued no later than the last week in January but not before the 3rd week and this would automatically take the pension fund into PPF assessment period and transfers out of the fund would not be allowed after that date. After the 31st March, the administrators will cease any management of the business and will only deal with the distribution of assets. The chances of finding another sponsor for the pension are non-existent. The assessment period for the PPF will automatically commence when the CVA's are sent out and must last for one-year minimum.

DUNLOP

Dunlop has just announced redundancies at their Washington plant which is being dealt with regionally.

The largest issue facing members across the company as a whole is its intention to close the final salary pension scheme and harmonise the three existing schemes into one hybrid. The proposal would be a reduction on the current arrangements. Initially this was to take place without consultation as pensions are not included in core terms and conditions but unions have fought for consultation over this issue and negotiations are currently taking place.

Paper and Corrugated Sector

CONFEDERATION OF PAPER INDUSTRIES (CPI) PARTNERSHIP

DTI

The Confederation of Paper Industries, Amicus, GMB and the TGWU agreed, during the summer, to ask The Department for Trade and Industry to sponsor a project to completely review the paper making national agreement. The DTI has now agreed to sponsor the project.

The paper making industry and the trade unions have agreed to work in partnership to develop a modern agreement that benefits both employers and employees. Such an agreement will support the industry's need to improve competitiveness whilst ensuring that working practices and conditions meet today's needs. A steering group comprising industry chief executives and senior union representatives, and headed by an independent chairman, has been established. A joint working group has been formed to work through the detail and redraft the agreement.

To ensure the agreement fully reflected the needs of the industry, a series of discussions took place around the country, involving managers and representatives, and chaired by the independent body ACAS. Because the number of people attending the discussions was limited there was also a questionnaire for people to give their views. The questionnaire was distributed during November and the discussions took place in November and December.

The outcome of the questionnaire has not yet been released but will be available February/March at which point discussions will resume.

CPI PAY NEGOTIATIONS

Prior to meeting with the CPI to discuss the pay award for 2006, Officials and lay members of the three unions met to prepare the claim for 2006. It was agreed that there should be a three point claim, given that discussions are on-going in regard to the modernisation of the main papermaking national agreement. The following claim was presented to the CPI: Substantial Wage Increase and to address the issue of a percentage increase for members as a fall back figure; Increase in Call out Pay; Increase in Paternity Leave. The CPI set out their case as to why a "substantial" pay offer could not be made this year, citing massive increases in energy prices and costs which could not be passed onto the customer. During the negotiations with the CPI, the union side, while acknowledging the difficulties faced by the paper industry, particularly the increases in the price of energy, argued that the unions would work with employers in approaching the government in relation to high energy prices, and that our members still faced rising costs themselves. The CPI finally increased their offer to £10.70 per week based on the national minimum rate for a grade 4 worker. This equated to a 2.9% increase on minimum National Rates or 2.5% on local rates. This provision will apply to adults, young people and trainees.

The Agreement has also been updated to take account of the National Minimum Wage legislation. It was agreed that the other claims made by the trade unions regarding call-out and paternity leave will be referred to the on-going discussions on a new partnership/modernisation of the agreement. Equally, the current discussions with the CPI on the modernisation of the National Agreement in the Papermaking Industry will be addressing other employment issues during 2006.

CORRUGATED PACKAGING ASSOCIATION (CPA)

There are national trade union forums on policy and procedure with the following companies; DS Smith PLC, SCA Packaging and Smurfit/Kappa.

CORRUGATED SECTOR PAY NEGOTIATIONS

The final improved offer made by the CPI (Corrugated Sector) for the settlement of the 2005 wage award was accepted in a ballot vote of members. The negotiations ensured that under the cash award for 2005 no employee covered by the Agreement would receive an increase that was less than 2.8% on local basic rates.

Unions are looking into carrying out a review of the corrugated sector national labour agreement similar to that being undertaken with CPI.

DS SMITH

The GMB negotiated their position on the Information and Consultation Forum where we now have 4 GMB members representing the Union nationally. The

Information and Consultation Constitution that has been negotiated by the unions is now being used within the industry as a benchmark.

SCA

SCA have announced the closure of one of its sites in Darlington.

SMURFIT/KAPPA

The European Monopolies Commission gave permission for the two companies to merge and this has taken place. As a result the new company has become one of the largest firms in its market.

PUBLIC SERVICES SECTION

In the report to Congress for 2005 we showed membership in the Public Services Section of 255,377. It now stands over 260,000 or 44% of the GMB total. This is a fantastic achievement and it proves that the GMB is the Union of choice for public service workers. The National Committee wishes to place on record its thanks to all the lay activists and Officers whose hard work and commitment to members underpins our growth.

The National Committee has met on four occasions since last Congress and membership is currently:

Mary Turner, President - London Region

Paul Bedford - Yorkshire & North Derbyshire Region

Samanda Caveney - Lancashire Region

Jean Chaplow - Northern Region

Linda Clarke - Birmingham & W Midlands Region

Keith Cook - GMB Scotland

Gary Doolan - London Region

John Faulds - GMB Scotland

Gordon Gibbs - Birmingham & W Midlands Region

Pamela Hughes - Yorkshire & N Derbyshire Region

Brian Jackson - Birmingham & W Midlands Region

Kevin Jones - South Western Region

Susan Lee - Liverpool, N Wales & Irish Region

Evelyn Martin - London Region

June Minnery - GMB Scotland

Jimmy Philbin - Liverpool, N Wales & Irish Region

Robin Richardson - London Region

Eileen Theaker - Southern Region

Peter Dow - MPO - Liverpool Region

Heather Starr - MPO - South Western Region

Richard Passmore - Chair of NHS National Advisory Group

It is the National Committee's role to consider policy issues and Section activities at national level across the whole spectrum of public services. Matters actioned by the Committee have included:

- * Organisation and recruitment
- * Equal pay
- * Pensions
- * School support staff
- * NHS Agenda for Change
- * Privatisation and PFI/PPP
- * Probation
- * Rent Service
- * Private care sector
- * Campaign to defend council housing
- * Local government pay
- * Section resources

Despite having a Labour Government since 1997 we still find that we must campaign against privatisation in everything we do. In whatever guise it appears, PFI or PPP or whatever else, we believe in public ownership and the delivery of public services by public sector employees. We will not cease in our calls for public investment whether in hospitals, schools or council housing.

The campaigning theme is picked up in our new Section magazine, "Public Eye", the first issue being sent out in January this year direct to all Section members. This has been tremendously well received and thanks are due to Rose Conroy in our press office for successfully putting this together.

The bulk of the Section's activities at national level have centred around the five priority areas of pensions, school support staff, equal pay, NHS agenda for change and membership growth.

1. Pensions

Like the rest of the economy, public sector pensions has been under considerable scrutiny with major negotiations constantly taking place. Section Officials are grateful for the excellent support from Naomi Cooke, Heidi Benzing and Phil McEvoy in the GMB pensions department which is the best in the trade union movement.

Our involvement has been at the Public Services Forum covering public sector pension schemes in general as well as individual scheme negotiations, most notably local government, the NHS and the Civil Service. All of these are extremely detailed and complex. Government policy has been to limit the cost of providing public sector pensions by reducing benefits and/or increasing member contributions for new or existing staff or both. The TU agenda is to protect and, indeed, improve benefits.

As a result, public sector pensions has been on the verge of erupting into a major industrial dispute since the early part of last year. At the time of writing this report GMB and over a million local government workers are balloting for industrial action.

2. School Support Staff

Our twin objectives are to organise more school support staff and to secure a national pay and conditions framework for them.

Recruitment in schools has been the most successful area of GMB activity in recent years. In order to support this even further we introduced a new schools project in June 2005 with our best ever organising material and a dedicated reporting system to accurately monitor our recruitment performance. The "Schools Support Staff Resource Pack" has been tremendously well received and helps Officers establish a representative when they make recruitment visits. As for the overall impact, we have recruited an extra 3000 school support staff in the last six months.

Last October the government published a schools White Paper proposing further deregulation of schools which we oppose at a political level. We used the potentially damaging effects that increased school independence could have on our ability to represent members to further our campaign for a national framework for school support staff pay and conditions. We persuaded government to establish a school support working group reporting to the Schools Minister to make recommendation on how to deal with pay, grading, contracts, training and development, and TU recognition.

Not only has GMB been the driving force behind setting this group up, but we have also provided the input. We have drawn up a "Fair Pay Framework" for school support staff covering:

- a national framework of benchmark jobs and associated salary ranges which all schools will adhere to;
- Special Education Needs Allowance for all staff who work wholly or mainly with children with special needs based on teachers' allowances;
- full-year pay for all support staff;
- standard working week;
- national guidance on contracts to end inappropriate use of temporary, fixed-term and multiple contracts;
- a minimum entitlement to paid time off and cover to access training and development opportunities for all support staff;
- entitlements for classroom-based staff to
 - * guaranteed paid time for planning, preparation and assessment;
 - * limit on number of sessions deployed with whole classes;
 - * limit on number of sessions deployed to do cover supervision;
 - * clear job description which distinguishes between cover supervision and specified work duties.

The employers are, not surprisingly, totally opposed to our Fair Pay Framework. So as well as setting the agenda, GMB has also designed a statutory basis for establishing this Framework using existing powers available to Ministers and making some straightforward changes to School Staffing Regulations to directly bind in schools. In other words, we have set out what we want to achieve and how it can be done.

The hard work behind all this is carried out by Helga Pile, our Senior Research and Policy Officer, who is widely recognised as the pre-eminent specialist on school support staff matters. Helga also produces the acclaimed GMB School Workforce News and represents GMB on WAMG (the Workforce Agreement Monitoring Group).

3. NHS

Having reached agreement on Agenda for Change in November 2004, a number of NHS Trusts are still dragging their feet implementing the better terms & conditions overall that this national agreement provides for NHS workers and, therefore, GMB members.

The financial difficulties being experienced by a minority of Trusts are being directly blamed on the cost of implementing Agenda for Change by some authorities. However, evidence suggests this assertion is incorrect and financial mismanagement is the real reason for many of the problems.

Despite the slow progress, full implementation should be achieved by the end of the year, subject to key concerns on unsocial hours and Trust interpretation being resolved.

Equal pay, back pay claims are being pursued in the absence of a collective agreement to reach a settlement in the NHS. Litigation would seem the only route now at the disposal of GMB members.

NHS pay and the three-year pay deal, reached in 2003, has now ended and national pay claims have been submitted. In an unprecedented move, the Secretary of State for Health, Patricia Hewitt, has written directly to the Chair of the Pay Review Body – the independent body recommending pay for nursing, midwives and other health professions like ambulance personnel – seeking to influence the decision of the Review Body by engineering a cap on NHS pay awards for 2006/2007 at 2%. Strong criticism at national level has been expressed against this act of interference.

The Secretary of State's action has also had an impact on negotiations for non-medical staff. NHS employers are refusing to negotiate on pay until the outcome of the Pay Review Body's decision is known, effectively, undermining negotiating rights under the Agenda for Change agreement for those groups.

4. Care

The decision by GMB to develop membership in the care sector, particularly the private care sector, is proving the right decision to have made. Many of the UK care providers we had recognition with are no longer in the market, having been acquired by the now largest care home provider, Southern Cross Healthcare.

Southern Cross Healthcare employ over 33,000 employees, nearly one third of the entire 1.6 million care sector market.

Resources in this area of work are largely being spent on improving terms and conditions for this mainly low paid group and harmonising different terms and conditions that each acquisition brings.

Future development in this sector needs to focus on organising, changes to the national minimum standard for care homes, funding, better training for staff and better regulations.

5. Equal Pay

At last Congress we announced the intention to set up an Equal Pay Unit to process equal pay cases in the NHS and local government and this has been successfully established.

For the NHS this means that on assimilation to Agenda for Change members may have outstanding backpay issues that can now be pursued through the Equal Pay Unit. For local government, it means that where single status negotiations stall or are unsuccessful Officers have the alternative of launching equal pay claims.

As a result, GMB is currently taking equal pay cases on behalf of many thousands of members to recover the pay that is rightfully theirs. We have been criticised for our more aggressive approach to equal pay, mainly by the employers of course, but the message is getting across that GMB will relentlessly fight for equality where others only talk about it.

Unscrupulous no-win-no-fee lawyers continue to incite union members to take cases against shop stewards, Officers and their union to break negotiated deals. GMB will robustly answer any such challenges.

6. Public Services Growth

Public Services recruitment makes up half of the GMB's total recruitment and is therefore vitally important not only for our overall health as an organisation but also as an indicator of the vitality and effectiveness of the Section, and our appeal to new members. We see successes all round the country.

In the last twelve months we recruited over 35,000 new members giving net growth of over 5,000. The pace of recruitment is increasing, with four of the last five months generating well over 3,000 new members per month and we are looking forward to maintaining that upward trend.

BIRMINGHAM AND WEST MIDLANDS REGION

1 Membership and Recruitment

Total membership	51794
Women membership	17941
Section membership (by each Section):	
Clothing & Textile	284
Commercial Services	5150
CFTA	2156
Energy & Utilities	4864
Engineering	13192
Food & Leisure	3665
Process	1786
Public Services	17553
Grade 1 members	37525

Grade 2 members	7294
Sick, retired & unemployed members	3831
Total number recruited 1.1.2005 – 31.12.2005	7340
Gross increase/decrease 1.1.2005 – 31.12.2005	-1217
Net increase/decrease 1.1.2005 – 31.12.2005	-655
Membership on Check-off	34875
Membership on Direct Debit	9069
Financial membership	48650

RESPONSE TO CULTURE CHANGE AND RECOMMENDATIONS WITHIN THE REPORT 'A FRAMEWORK FOR THE FUTURE'

As a result of the culture change and since the report 'A Framework for the Future' was endorsed by Congress 2005, we have within the Region, reorganised our unspecified membership. All unspecified members are now under the responsibility of one full-time Officer. Unspecified members in the main can take up a considerable amount of full-time Officer's time dealing with individual cases, to combat this and also to assist in the efforts not to have Branches and general membership too dependant on full-time Officer servicing we have established within the Region a dedicated team of eighteen Accompanying Representatives. These Accompanying Representatives come under the supervision of one full-time Officer who has responsibility for all unspecified membership. Any first-line grievances or disciplinary hearings in companies that are either unspecified or do not have an established shop stewards' committee are dealt with by one of the team of Accompanying Representatives. I think it is safe to say that the increase in membership that was expected with the introduction of Section 10 of the Employment Relations Act 1999 has not materialised. What did happen as a result of the Act was Officers' time being taken up dealing with individual cases which is why the team of Accompanying Representatives needed to be established. The Region continues to receive annual recruitment plans from almost all Branches and in November of 2005 we began a restructure of Branches whereby those Branches that can be merged without causing too many strategic or political problems will be merged as soon as possible.

RECRUITMENT TARGETS AND CAMPAIGNS

From January 2005 through to December 2005 a variety of different strategies were put into place in an effort to stimulate an organising philosophy. Unfortunately, the strategies that were put into place in the early parts of the year were dependant upon full-time Officers dedicating time within their diaries for organising, setting this as their priority. What was found in practice was that although time was set aside, as and when servicing responsibilities came up the organising took second place. As a result of this and through part of the national strategy that was being formulated, a dedicated organising team headed up by one Senior Organiser with total responsibility for organising within the Region was established. The team has a blend of experience and enthusiasm and is made up of five full-time Officers, the Senior Organiser and a dedicated Administration Assistant. Their role is not to recruit on behalf of the rest of the

Region but rather to direct organisation across the Region. The strategy was discussed fully across the Region with all full-time Officers and Staff members, this was then endorsed by the Regional Committee and Branches were informed of the Region's intentions to ensure we have full cooperation from the Branches and Activists which has been forthcoming. The new organising strategy went live on 1 November 2005 where we were aiming, in line with the national strategy, to increase our average recruitment figures by approximately 200 per month which gave us a regional target of around 730 new members per month based on a rolling monthly average. November and December delivered growth for the Region in each of those months. Unfortunately, manufacturing continues to be in decline, our membership in engineering which was once the largest membership within the Region has again dropped by 1,024 members from 14,216 at the end of December 2004 to 13,191 at the end of December 2005. Thankfully, however, our membership within public services continues to grow. At the end of December 2004 it stood at 16,548 and at the end of December 2005 that had increased by 1,005 members to 17,553. However, within that success lies a potential problem, that being that the increase in public services membership is in the main grade 2 membership, therefore, financially for each grade 1 member we lose we should be enrolling two grade 2 members. The Region continues to attempt to expand our membership base and since January 2005 through to the 31 December 2005 recognition agreements have been signed with the following companies:

Fascenda Group Limited
Groundwork Black Country
The Edgbaston Assembly Rooms
Kimal Plc

2005 has seen significant changes in our organisation and we have been through some difficult times which have affected Officers, Staff and Activists within the organisation. However, this has resulted in the organisation pulling together for the benefit of the GMB and its membership so much so that by the end of 2005 we had seen a clear improvement in both morale and commitment throughout the whole of the organisation and the organisation is moving in the right direction in a very positive manner.

OVERVIEW OF THE REGION'S ECONOMIC & EMPLOYMENT SITUATION

The West Midlands had an unemployment rate above the national average of 2.9%, the West Midlands average was 3.8% which shows a rise from the end of 2004 when unemployment across the Region stood at 86,000 to the end of 2005 when unemployment has risen to 101,800. The figure becomes even starker if we use the Labour Force Survey count which puts unemployment in the West Midlands at 139,000 that is a rise of 5.3%. Unfortunately, the manufacturing sector continued to shed jobs throughout 2005 and during the third quarter of 2005 manufacturing employee jobs were down by 97,000 compared with a year earlier, this is the lowest level since records began in 1978.

2 General Organisation

Regional Senior Organisers	3
Membership Development Officers	0
Regional Organisers	15
Recruitment and Organisation Officers	1
Regional Recruitment Officers	2
No. of Branches	116
BAOs	Nil
New branches	2
Branch Equality Officers	13

3 Benefits

Dispute	19540
Total Disablement	Nil
Working Accident	2130
Occupational Fatal Accident	-
Non-occupational Fatal Accident	2155
Funeral	11752

4 Journals & Publicity

The Regional magazine GMB Centrepont is now well established within the Region having been launched in 2002. It has become an important means of communicating with our activists; the magazine itself is made up of stories and articles by the Branch Activists which makes it a more interesting read. The regional website is now linked to many Branches within the Region that have also set up a Branch website. The regional website seems to be very popular as it is being hit on a regular basis and we also receive many applications to join the Union via the website. There have been TV and radio interviews by the Officers throughout the Region throughout 2005 and there have been literally dozens of press releases on issues such as redundancies, pay disputes, pension problems, industrial action and manufacturing. I also continue to provide fairly regular articles for the Birmingham Evening Mail. In October 2005 the Region held a Women's Conference which was a very successful conference and at the conference the Region launched the GMB Birmingham & West Midlands Women's Charter. The conference was such a success that we now intend to make it an annual affair. We will be convening the conferences where we held the 2005 conference which was at the Black Country Living History Museum and will be encouraging family members along by providing entertainment. We continue to raise the regional profile in a very positive light and continue to work with our regional MPs and Councillors to promote the GMB Birmingham & West Midlands Region.

5 Legal Services

- (a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
971	969

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
1188	347	1	484	356	£3,734,990.60
			£1,185,370.60	£2,549,520	
Cases outstanding at 31.12. 2005			1502		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	36
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
8	1	0			£218,730.68
			£218,730.68	£0	
Cases outstanding at 31.12. 2005			28		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
10	0	£40.00	4

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
14	5	3

6 Equal Rights

The main work of the committee in the Region in the past year has been to raise the profile of the GMB as the champion organisation for addressing inequality issues. Full-time officers have been encouraged to use RERAC as a resource for organising the workplace and to be a part of any recruitment campaign in the Region.

The Birmingham and West Midlands Region continues to champion lesbian, gay, bi-sexual and transgender issues circulating advice and information to members and non-members. The Region sent a full delegation to the National Equalities Event held at UMIST in Manchester. The Regional Equal Rights Officer Martin Bevan ran a workshop at the event along with the Regional Equal Rights Officer from Lancashire Region, on confidence building and life coaching.

The Regional Equal Rights Committee played an active role at the Regional Women's conference at which a Women's Charter was launched, with members of the Committee running a workshop on engaging women activists.

REGIONAL RACE ADVISORY COMMITTEE REPORT

The Vasakhi Festival (Sikh Religious Day) was not attended in 2005 because of the lateness of notification of the date, but endeavours will be made to attend this Festival in 2006 which is due to be held some time in April with the exact date yet to be confirmed.

The Birmingham Schools' 'Kick Racism out of Football Competition' was again a successful event and continues to promote racial awareness within local communities.

Local meetings have been taking place to promote racial awareness and at these meetings Warrinder Juss of Thompsons Solicitors has been in attendance to give support and to answer individual queries.

The Race Committee is made up of 9 current members, the ethnic origin of which is broken down as follows:

Pakistani	1	
Afro Caribbean	3	
Indian	4	(incl 1 Gurgarati)
White – British	1	

We have invited a further 2 members to join the Committee and their acceptance is awaited.

We have once again written to Branch Secretaries requesting meetings to discuss the ongoing strategy to race issues and how we can work together within the Branches. Some meetings have proved worthwhile, but generally there has been a poor response.

We intend to hold a Regional Race Conference at Halesowen on May 17th 2006 and will be attending the Afro Caribbean Carnival in August 2006. However, Black History month will not take place in 2006 but will be held in Birmingham in 2007 and we will be heavily involved with the organisation of this particular event which we hope will again prove to be a success.

7 Youth Report

Following is a brief report of the Birmingham and West Midlands Regions organising activities to encourage trade union membership within the younger generation.

We have maintained our presence at music and local festivals highlighting the importance of belonging to a trade union to the future workforce. Attendance at other local shows have also given the GMB opportunities to engage youngsters of all ages in a fun and relaxed environment which hopefully will bring some understanding of the Trade Union Movement along with raising the profile of the GMB. However, the current perception of the role that the Trade Union plays within the workplace continues to be an ongoing issue.

Presentations have continued within the further and higher educational sector to both full-time and part-time students giving them an insight into the role of the Trade Union within their workplace/future workplaces in support of this concern. The college sessions have given rise to much debate and have also been a platform for immediate recruitment, although limited, and for future workplace meetings. However, links through centres based at colleges and universities such as job centre plus, are still to be realised.

In an endeavour to engage the 'very young generation' in social and environmental issues, a local Branch ran an art competition across the nursery, primary and secondary schools within an education authority. This was very successful in not only linking the Trade Union within the school environment but has allowed further access to the Staff who work there – many of whom have become GMB members fitting into the young members category.

The Young Members Section on our regional website is now up and running, however, to date has brought minimal focused organising activities within the young members section and is an area for considering how we can engage youngsters through the use of ICT for the future.

To date we haven't held a specific Regional Young Members conference, however, we have continued to engage younger members of the school workforce through a variety of other meetings and conferences which has led to some success in mobilising younger activists.

8 Training

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	5	46	15	61	305
GMB/TUC Induction (5 days)	5	49	18	67	335
Branch Officers	5	51	14	65	325

(please specify subject)					
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(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Accompanying Reps	2	5	0	5	10

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
GMB Introduction Health & Safety	5	51	14	65	325

(d) Other Courses (please specify subjects / weekdays/ weekends)					
Northern College	No. of Courses	Male	Female	Total	Total Student Days
Employment Law (5 days)	2	6	1	7	14
Advanced Health & Safety (5 days)	2	7	0	7	14
Tackling Racism: The Trade Union Role (3 days)	1	1	0	1	1
Industrial Relations (5 days)	2	7	0	7	14
GFTU					
Basic Reps (3 days)	1	1	0	1	1

Dealing with Bullying & Harassment (3 days)	1	3	0	3	3
Public Speaking (3 days)	1	2	0	2	2
Leadership Skills for Women (3 days)	1	0	5	5	5
Union Learning Reps 1 (5 days)	1	0	1	1	1
Effective Representation (3 days)	2	2	0	2	4

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Union Reps stage 1 (10 days)	2	1	1	2	4
Union Reps stage 2 (10 days)	2	3	1	4	6
Health & Safety 1 (10 days)	1	0	2	2	2
Health & Safety 2 (10 days)	2	2	1	3	6
Understanding Pensions (10 days)	2	2	0	2	4
Union Learning Reps (5 days)	2	3	0	3	6
Information & Consultation (2 days)	2	1	1	2	4
Stepping-up Union Reps Stage 2 (10 days)	3	5	0	5	15
Computer Beginners					

(10 days)	3	10	0	10	30
Spanish for Trade Unionists (10 days)	1	2	0	2	2
Grievance & Disciplinary (2 days)	1	1	0	1	1
Paint Shop Pro 8 (10 days)	1	1	0	1	1

9 Health & Safety

The Birmingham and West Midlands Region has continued to carry out the Union's policy with regard to health and safety. We continue to offer advice and assistance to our representatives, by providing both an information service and workplace visits when requested.

In the past year the health and safety department has been involved in a number of workplace organising campaigns. The safety department has recently produced a organising booklet for workplace safety reps based on how they can use inspections and workplace mapping as an organising tool. This was launched at a Regional health and safety training seminar for officers run by Thompsons Solicitors in January of this year. The safety seminar was based on how officers can use organising safety in their workplaces as a recruitment tool and organising base. This concept is also integral to the safety training of our representatives.

The Department has been driving health and safety issues and raising awareness throughout the Region. This has been achieved by using the Media Officer to promote health and safety campaigns in the media along with providing materials for the Centrepoint Regional magazine and the regional website.

In the past year the health and safety department has been involved with the HSE in their induction process for new inspectors which are held twice a year. The health and safety officer has also been involved in a number of seminars; one for the NHS in Northampton on the role of the safety representative and one for senior HR managers at a Chartered Institute Personnel and Development (CIPD) seminar on the role of the safety representative in sickness absence processes.

Union Learning Agenda:

The Birmingham and West Midlands Region have also developed in partnership with the WEA a GMB badged ULR course and the first raft of ULR's will be starting this course at the end of February. Promotional and marketing materials have been designed and printed and recently a ULR learning section of the regional GMB website has gone live. This has helped to disseminate the message about the learning agenda to staff and our members.

It is not always understood about the impact learning can have in the workplace and contribute towards recruitment and organising. A recent report by the Labour Research Group has highlighted that ULR's and the learning agenda is having a significant impact on recruitment and organising, increasing union

membership and helping to educate activist making a positive impact in the growth and sustainability of trade unions.

LANCASHIRE REGION

1 Membership and Recruitment

Total membership	58290
Women membership	20086
Section membership (by each Section):	
Clothing & Textile	3041
Commercial Services	6346
CFTA	5344
Energy & Utilities	2713
Engineering	5887
Food & Leisure	9325
Process	8518
Public Services	17116
Grade 1 members	44793
Grade 2 members	8925
Sick, retired & unemployed members	4572
Total number recruited 1.1.2005 – 31.12.2005	5199
Gross increase/decrease 1.1.2005 – 31.12.2005	-8917
Net increase/decrease 1.1.2005 – 31.12.2005	-2716
Membership on Check-off	36601
Membership on Direct Debit	11606
Financial membership	54653

RESPONSE TO CULTURE CHANGE

There have been a number of difficulties within the Region which have meant, at times, the focus of the Region, i.e. growth and development of the membership, has not been prioritised in the way it could, and should, have been.

Nevertheless, there has not been quite the dramatic fall in levels seen in some areas and our female membership was virtually stable, which in itself, is a considerable accomplishment.

The focus within Lancashire Region has to be re-targeted to look at a branch structure that serves the whole membership rather than individuals and builds a vibrant network of able workplace representation whose priority is the growth of the Union.

To that end the Region will be looking to more workplace branches in the structure, rather than the current large general branches which often have little or no relevance to individual groups of workers, whichever sector they are in.

Also, for the first time in many years, officers are undertaking a number of training courses to increase their levels of proficiency and build their confidence which in turn will empower them to build strong workplace networks.

RECRUITMENT TARGETS AND CAMPAIGNS

With the establishment of the NOT all Regions now have not only National Targets which are reviewed every 3 months but also Regional Targets which are reviewed every 6 months.

At the time of compiling this report it is difficult to gauge the success so far, however, it is encouraging to see recruitment figures, in general, showing an increase, however small it may be, given the restrictions we currently operate under; it is a credit to all our Activists, Officers and Staff.

Our Officers are now in recruitment teams with a balance of skills and experience which should provide good all round support and we now enjoy inter -regional exchanges of information and best practice which can only be seen as a positive development.

OVERVIEW OF THE REGION'S ECONOMIC AND EMPLOYMENT SITUATION

As in all Regions, we are seeing a large growth in migrant workers and all the difficulties that it entails. However, ignoring or scapegoating these groups is not acceptable. Workers are workers and need protection from Unions whatever their nationality. There is an enormous amount of education to be done amongst our own workforces to create a supported environment that will enhance the opportunities for all groups of workers. The Region's second highest sectional membership is within Food and Leisure which is also the focus of not only a National, but a Regional recruitment target i.e. Asda, both stores and distribution. The Region is currently involved in tripartite discussions with ACAS to establish full collective bargaining at Skelmersdale DC.

There is huge scope for expansion within service industries, particularly with the regeneration programmes still under way in East Manchester and at Manchester Airport, where good recruitment figures are consistent at the time of compiling this report.

2 General Organisation

Regional Senior Organisers	4
Membership Development Officers	0
Regional Organisers	13
Recruitment and Organisation Officers	4
Regional Recruitment Officers	0
No. of Branches	122
BAOs	0
New branches	2
Branch Equality Officers	38

3 Benefits

Dispute	
Total Disablement – 1 member	£4000.00
Working Accident	£7998.88
Occupational Fatal Accident	Nil

Non-occupational Fatal Accident – 1 member	£970.00
Funeral	£18006.00

4. Journals & Publicity

Since the last report to Congress the Region has resurrected the Regional magazine which is much improved. The website also growing and we have now established web pages in a number of local authority Intranets. We are undertaking a joint venture with SPARC who help individuals with learning difficulties to lead fulfilling lives in their communities and work closely with Warrington Collegiate and Cath Mannion.

We are also currently in the final year of a 3 years sponsorship deal with Salford Reds Rugby Club

5 Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
1118	1118

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
1332	446	--	886 £6054437.06		£6054437.06
Cases outstanding at 31.12. 2005			1961		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	95
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
176	45	7	112 £469317.92	£	£469317.92
Cases outstanding at 31.12. 2005			172		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
0		£	

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
0		

The Lancashire Region has yet again enjoyed high profile wins during 2005. A large case was won recently for Plural Plaque, without taking it to the High Court, which is good news for the Region and will of course assist in our aims for recruitment.

However, the whole legal proceedings in the Lancashire Region are currently under review to provide a more holistic approach to Solicitors. We currently hold regular Employment Day Surgeries on sites to assist our members and their representatives. This will form part of the Tender which will be put out this year.

6. Equal Rights

The Equal Rights Committee appointed an LGBT delegate, David Hope, who is pro-active in taking the gay and lesbian rights forward.

The Committee were involved in the Refuge fund, raising much needed funds for victims of domestic violence and obtaining literature for partially and blind members.

Over £500 was raised for Breast Cancer Awareness.

RRAC

The GMB Lancashire Region does not stop representing and advising people at the factory gate. We are working outside the workplaces and helping and strengthening the communities to develop.

In recognition of our work in the Asian community The GMB Union was nominated, and won, the Community Skills award. This is a fantastic achievement for the Union.

BNP is still a threat to our Region and we will have to carry on campaigning until they go away.

Lancashire Region participated in many job fairs together with community and cultural events held in the North West which included TUC Black Worker Network, Manchester Pride, Inside Out job fair in HM Prison Warrington, Blackburn, Burnley, Manchester Melas, European Summer School, and Black History Month Event.

7. Youth

The benefits of the "MASSIVE" experience have had to be closely reviewed to see what, if any, overall benefit the Region gained.

It has to be acknowledged that other Regions' Young Members' structure has worked every bit as well, if not, in a number of Regions, better, and to that end, if we look at what added value MASSIVE has given the Region it would have to be acknowledged as minimal.

8 Training

(a) GMB COURSES BASIC TRAINING					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (3 days) Shop Steward Induction	16	116	14	130	390
GMB/TUC Induction (5 days)					
Branch Officers (please specify subject)					

(b) ON SITE COURSES (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
REMPLOY	1	8	1	9	9

(c) HEALTH & SAFETY COURSES (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Health and Safety Advanced 3 day	1	5	1	6	18

Health & Safety 5 day	1	8	0	8	40

(d) OTHER COURSES (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Ind.Relations 5 day	1	5	1	6	30
Communication Skills 3 day	1	5	0	5	15
Managing Meetings 1 day	1	4	0	4	4
Northern College	10	51	1	52	520

(f) TUC (STUC & ICTU) COURSES					
	No. of Courses	Male	Female	Total	Total Student Days
TUC Courses	214	Not Available	Not Available	1,246	

9. Health and Safety

The Lancashire Region has continued to carry out the Union's policy with regard to Health & Safety. We continue to promote Health & Safety as a primary recruitment issue with great emphasis to safety representative's rights and GMB involvement in the process of risk assessments.

The RHSO has intervened with many employers on a wide range of issues, giving advice, information and generally supporting our members and reps in the workplace.

In addition the Health & Safety department has participated in partnership presentations with employers promoting an emphasis of working together to achieve a reduction in workplace accidents; in some cases having a real effect on the organisations safety culture, driving home the Union's policy on preventative measures rather than reactionary.

Sector specific courses have been delivered in house where possible thus raising the profile of GMB support for reps and members.

WORKERS MEMORIAL DAY 2005

The GMB unveiled a Worker's Memorial Stone previously located at the National College and relocated it to the Peace Gardens in Manchester city centre. The

theme was around asbestos with speakers from TU's, MP's, lawyers and bereaved family members. The memorial ended with a service from Manchester Church for Industry. A successful day achieving our objectives in raising the awareness of Worker's Memorial Day and a joint commitment from other Trade Unions and TUC in working together on a joint initiative to build on what we have achieved over the years. We look towards a North West Joint Union Event in Manchester for 2006.

We now have over 350 people signed up to our Asbestos Register and have generated much interest – especially around the danger of asbestos in buildings.

Organisers and Branches made frequent use of the Regional Health & Safety services during 2005, particularly where recruitment activity was planned.

The Health & Safety department of the Lancashire Region is committed to its “hands on” approach in supporting and advising our reps and members in the workplace.

LIVERPOOL, NORTH WALES & IRISH REGION

1 Membership and Recruitment

Total membership	51,093
Women membership	22,531
Section membership (by each Section):	
Clothing & Textile	1,934
Commercial Services	2,648
CFTA	3,891
Energy & Utilities	2,543
Engineering	5,310
Food & Leisure	5,717
Process	3,272
Public Services	25,778
Grade 1 members	33,340
Grade 2 members	11,244
Sick, retired & unemployed members	6,509
Total number recruited 1.1.2005 – 31.12.2005	4,681
Gross increase/decrease 1.1.2005 – 31.12.2005	1,979 decrease
Net increase/decrease 1.1.2005 – 31.12.2005	1,599 decrease
Membership on Check-off	33,026
Membership on Direct Debit	6,474
Financial membership	48,225

RESPONSE TO THE ORGANISING AGENDA

For some time now the Union has utilised experienced lay representatives to assist in dealing with miscellaneous and composite branches for the purpose of

representing members in grievances and disciplinaries. This frees up Officer time to concentrate further on servicing, recruitment and organisation. Also our education programme is tailored toward this end in order to instil confidence and to equip new representatives and experienced representatives with the skills to do more representation and grievances, freeing up Officer time.

Since Congress 2005 within the Region we have continued to free up Officers' time by spending less time on committees and have been extremely pro-active in promoting lay representatives to take up positions. It is felt that this exercise benefits the Region in a number of ways, most notably it frees Officers up to concentrate on recruitment and retention but also allows lay representatives to gain valuable experience from sitting on various committees and acquiring greater confidence which will assist them in day to day representation of members. Lay representatives are also actively encouraged at the various meetings within the Region, including Regional Council, Committee, Sectional Conferences and Equalities meetings to become actively involved in the Region to attempt to recruit more members and also to retain those in existing membership. It is felt within the Region that as a result of this lay representative involvement there is more focus on recruitment and retention within the workplaces.

RECRUITMENT TARGETS AND CAMPAIGNS

The Liverpool, North Wales & Irish Region has embarked on a campaign for 2006 "A Plan for Growth". Over the years different recruitment activities and campaigns have been tried with varying degrees of success, i.e. concentrating on Greenfield and Brownfield sites, leafleting, responding to issues, campaign-led issues and the targeting of particular areas and the targeting of particular sectors, i.e. National Health Service, Local Authorities. Officers have mostly led these campaigns with assistance from their lay representatives, and indeed dedicated time has been allocated to Officers' diaries in respect of recruitment activities. These initiatives have ranged from a complete week out of an Officer's diary to one day a week.

Our Region intends to allocate diary time for the purposes of recruitment, but to do this in a more planned manner. Therefore our initial campaign for 2006 will consist of targeting classroom assistants in schools, which is an area where we have had success but we haven't visited for some time and as there are many issues relating to classroom assistants and pay, it is believed that it is time to revisit this area. Therefore Officers are organised in teams of no less than two and they are responsible for planning visits to the schools. To that end, time is allocated to the Officers for the sole purpose of planning, which is then followed up by visits to the schools. It is hoped that, along with this exercise, more planned recruitment activity will be a major feature in the Region's recruitment plans for this year. Running alongside this a number of other initiatives are used for the purposes of retention and these include the following:

- Regional magazine *CoastLines* always emphasises the need for people to remain in the Union if they leave jobs or are made redundant.

- Legal claims – Members with outstanding legal claims who have ceased Union membership are contacted in order to remind them that the claim will only be pursued if they are a financial member of the GMB.
- Members who leave the Union are contacted by the Region on at least two occasions in attempt to retain their membership. Also, apparent leavers are now being contacted by the Officers at the earliest stage in order to retain membership.
- Where we have large scale redundancies and closures and where we believe a legal challenge can be made to the employer in terms of consultation or the lack of it under the redundancy regulations, meetings are arranged with members who are in this position to encourage them to stay in the Union while the legal claim is being pursued. This has resulted in some success in respect of retention.

Since Congress 2005 regular meetings with Officers have taken place to plan strategy for recruitment and retention in order for growth to take place across the Region. An example of these meetings was held in the Regional Office between all full-time officers and the key local activists within the Public Services.

Following this meeting a strategy has been put in place for Public Service recruitment throughout 2006 which will be planned targeted recruitment within schools utilising both Officers and lay representatives and including members of the Regional Committee.

Consolidation

Officers are encouraged to cross reference a list of employees with members and identify the nonners. Increases in membership have been achieved at some workplaces, including Liverpool City Council Leisure Centres, Ineos Chlor and Stanley Casinos.

Issue Led Campaigns

On a few occasions, especially on the back of a pay review, we have consulted members in the early stages of the pay review, which has effectively improved communications where in one case resulted in an increase in membership, an example being Group 4 Security Services (UK) Ltd at John Lennon Airport. Another example of this was in Ibstock Brick, where we picked up members as a result of an industrial action ballot over pay. We have also had success within the Security Industry in respect of the SIA at their SIA and the requirement for licensing. This has proved a good opportunity to provide information and support for our members within this particular industry. We can offer members advice on applying for the license and what to do if turned down. This initiative led to an interest in people joining the GMB.

Migrant Workers

The Region is currently looking at how we can encourage migrant workers into membership as we have seen a marked increase of employers who are utilising this group of workers, most notably within Arriva/Stagecoach and Toms (formerly Taveners).

Organisers and lay representatives continue to push for GMB involvement in inductions and this has proved successful in recruiting new members.

Examples include Brothers of Charity, Chester & District Housing Trust and Chester City Council.

We now have available in the Region for distribution 'Know your Rights' leaflets in several languages which can be distributed to migrant workers within the industries where they are employed. We have also co-opted a full-time Officer onto a Committee made up of TUC affiliates and Government bodies for the purposes of information and further recruitment opportunities.

Equal Pay

In line with GMB National Policy, the Region set up an Equal Pay Unit and a communication was sent to all members across the Region. A further letter was sent to all NHS members. The responses are being monitored.

As a result of these initiatives and others the Region has continued with recruitment in the following areas:

Local Authorities – campaigned within the Region across all local authorities and have done since 1997. Clearly with the focus switching to single status implementation by 2007 and also the current dispute with regards to the local government pension it is hoped that this will lead to further recruitment opportunities.

Local Government/Single Status - Single status is at various stages of implementation across the Region ranging from initial proposals to implementation and second stage appeals. Senior Representatives in Liverpool and North Wales have received the training from Head Office and this will take place in Northern Ireland in the near future.

Housing Transfers- Ellesmere Port residents voted 'No' to stock transfers. In Sefton Metropolitan Borough Council there have been two ballots. The first delivered a 'No' vote following complaints from tenants. A second ballot took place and the outcome was reversed and the stock transfer will take place in 2006.

NHS - The Region's NHS was delighted when the Government conceded that Agenda for Change should apply to contractors providing Soft Facilities Management Services given that our members had taken industrial action over this issue at Aintree Hospital (ISS are the contractors). The strike lasted three days and was solid and generated considerable media interest.

Liverpool John Lennon Airport – the Region continues to grow with its membership in this workplace, both within the direct employed staff but also with the many contractors employed within the Airport

Energy and Utilities – the Region continues to recruit in this area, most notably within Morgan Estates. However, within this sector we are currently dealing with a number of redundancies in a number of companies. A major exception within Energy and Utilities is the Urenco Group which within the Region is based in Capenhurst where the GMB's membership has increased so that we have now become the largest union on site.

We play a lead role in the campaign against the introduction of water charges and privatisation of the industry in Northern Ireland. We have successfully won the support of all the local political parties and voluntary organisations for our position. However, in the absence of a devolved

administration in Northern Ireland the decisions will be taken by a Direct Rule Minister.

ECONOMIC AND EMPLOYMENT SITUATION, ENGLAND, WALES & NORTHERN IRELAND

The Region has suffered a year on year loss in the total of financial members. This is for a number of reasons. We have been hit hard by Textile losses in Northern Ireland and redundancies, particularly within the CFTA and Engineering Sections. It is felt that the new emphasis on the campaigning style of the Union which we initially saw in Newcastle 2005 will now cascade down to the Regions and out to members and non members alike. The campaigning style shown towards bad employers, it is felt, will have a positive impact in terms of future recruitment, retention and organisation. It is those opportunities that we must seize to take the Region and the Union forward.

In Northern Ireland investment has primarily been in the retail and commercial sectors with an expansion of retail outlets and an increasing level of new build contact centres.

The Government under the Direct Rule Ministers seek to change the Northern Ireland economic model by reducing public expenditure and outsourcing services. With the Irish Congress of Trade Unions we have consistently argued for an economic peace dividend with the savings in resources previously used for security being directed to regenerate the rebuild the local economy and to focus on a growth of knowledge based industries. Sections of the business community, supported by Government, seek to reduce and outsource public services favouring any and every form of privatisation which provide an opportunity for a 'fast buck'.

The current situation in relation to national figures on unemployment is as follows:

The current national unemployment rate is 5% and the national claimant rate is 3%. Across the region the claimant rate is as follows:

Merseyside	3.9%
North Wales	2.3%
Northern Ireland	2.6%

The Region has nine areas which have been identified as above the national claimant average:

Liverpool	5.2%	Derry	5.1%
Knowsley	4.2%	Strabane	4.7%
Wirral	3.2%	Belfast	3.9%
Halton	3.2%	Moyle	3.1%
		Coleraine	3.1%

The figures clearly indicate the decline in manufacturing industry related employment. Despite the problems, the Region's target for 2006 is one of growth and we will continue to allocate resources to optimise recruitment and retention across the whole of the Region.

2 General Organisation

Regional Senior Organisers	3
Membership Development Officers	-
Regional Organisers	14
Recruitment and Organisation Officers	-
Regional Recruitment Officers	-
No. of Branches	212
BAOs	-
New branches	2
Branch Equality Officers	11

3 Benefits

Dispute	680
Total Disablement	4,000
Working Accident	5,342.72
Occupational Fatal Accident	-
Non-occupational Fatal Accident	-
Funeral	14,406.50

4 Journals and Publicity

Two editions of our regional magazine *CoastLines* were published in 2005 and mailed directly to all members in May and November. We keep to a regular format and group news stories according to the three distinctive parts of the Region i.e. Merseyside, North Wales and Northern Ireland. *CoastLines Cymraeg* is an A4 newsletter in the Welsh language which includes stories from *CoastLines* of particular interest to members in North Wales. Although the circulation list for this is not large we do know that it is appreciated by those who have expressed an interest in receiving communication in the Welsh language. An A5 glossy three colour eight page leaflet 'Protecting People at Work' has been produced to improve the quality of information in the new members pack as well as for recruitment purposes. This leaflet includes information on benefits and services as well as rights at work and advantages of union membership. A special Asda recruitment leaflet with photos and contact details of local reps was designed to complement the national Asda leaflet. Simple but direct anti-racism posters were produced in response to a request from a particular workplace.

Tribunal victories, particularly a number of significant protective awards, have provided some positive press coverage. The official opening of a learning centre on Deeside Industrial Park received a prominent write-up in the North Wales business press and Andy McGivern's case against Labour over its refusal to allow members in Northern Ireland to set up constituency parties continues to be reported at both local and national level. Strong arguments for increased protection for GMB members working in the security industry have been included on a regular basis in reports of an increase in armed attacks on delivery vehicles in Northern Ireland. Survey style national press releases create interest particularly in North Wales and Northern Ireland. We have been able to respond to requests from Welsh language radio and TV thanks to Welsh speaking

activists. The signing of the agreement to end of the two tier workforce in the Health Service was particularly well covered on Merseyside where we were able to link it to disputes and industrial action at Liverpool hospitals earlier in the year. Conferences do not often attract much press attention but the Belfast Women's Conference and Modern Apprentices Seminar received good coverage in Northern Ireland.

We have used LexisNexis to monitor national and regional press coverage on a weekly basis as well as using individual websites.

The regional website was reviewed and updated at the beginning of the year. We have responded to requests from workplace reps and learning reps to set up message boards to allow an exchange of views and experiences to continue after initial training has been completed. We are now expanding the Equal Rights section including the addition of pages for young members.

Four light weight pull-up displays, two with the Regional Office telephone number and two with Northern Ireland contacts, have been purchased and used at the Women's Conference and Black History Month event in Liverpool and Modern Apprenticeship Seminar in Northern Ireland.

The Region has advertised in the Morning Star on a regular basis for conference editions and also in brochures for the Merseyside Youth Games, Liverpool Women's 10K, Liverpool Corporate Cup, Merseyside Disability Guide and the Eastern Drugs and Alcohol Year Planner 2005 in Northern Ireland. A full page advert aimed at encouraging young people to join the Union was placed in the Liverpool Healthy Schools Parent/Pupil Handbook for 2005/6. We have also advertised at Widnes Vikings Halton Stadium.

The following charities have been supported through sponsorship and fundraising: Northern Ireland Children's Hospice, Ty Gobaith Children's Hospice North Wales, Weston Spirit and the Tsunami Appeal.

5 Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
604	604

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
611	197	2	401	11	£2,458,131
			£2,398,305	£59,826	
Cases outstanding at 31.12. 2005			1,062		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	297
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
162	63	3	76	20	£562,854
			£550,103	£12,750	
Cases outstanding at 31.12. 2005			135		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
3	-	£-	3

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
20	6	3

The Region was pleased to announce the discontinuation of the legal admin fee as from 1st January 2006. This will only apply to new cases. The Region continues to work closely with its Regional Solicitors, EAD and P A Duffy in Northern Ireland and they have handled numerous PI and Employment Law cases over the last 12 months with some notable successes.

6 Equal Rights ENGLAND & WALES

The Region re-launched both the Equalities and Race Committees in September 2005 by inviting all branches for nominations and writing to all those committee members currently serving.

The response for further nominations was at this time poor but nevertheless almost all of the current committee members attended. We did, however, receive a nomination for LGBT delegate who seems to be very enthusiastic about his new role. It was discussed and agreed in great detail that both Equalities and Race Committees needed to expand and encourage members from ethnic backgrounds to participate. To support this we have updated both Committees' websites and we hope to expand the websites further when it is decided which campaigns they wish to support. We have also advertised in the Region's magazine publicising the relaunch and events that

have taken place and requested further activists to come forward. Hopefully this will be a regular feature in our quarterly magazine. It was also realised that we as a Region need to empower these Committees and support their needs to ultimately allow them to become more self-reliant.

A further joint meeting took place in December 2005 and in the New Year the full relaunch will take place, when the Race and Equality Committees will become independent by having their own individual 6 weekly meetings. At this time both Committees will act independently of each other with a joint meeting taking place twice yearly.

The Region had the honour of hosting the first ever GMB national event to celebrate Black History Month. The event held at the Liverpool Adelphi Hotel was the result of a resolution passed at the GMB National Race Conference in 2004. The aim of the event was to highlight the contribution that black, minority and ethnic communities make to British Culture. Liverpool's location was ideal as it has an historic role in the slave trade triangle.

The event was publicised as a family day out and was free to all of the public. A lively programme included live music from across the UK, ranging from hip hop to reggae, Chinese dragon dance, children's activities, workshops and the very popular Liverpool Slave Trail. The day was a success, thanks to the generosity of Branches and Regions who all played a part in supporting this event.

The Region also supported the TUC's Anti Racism March held on 23rd October 2005.

The Race Committee and the Region plan to offer support for the GMB campaign to 'Stop the BNP'. Mick Rix has already visited the Region to talk to officers and key activists about the campaign.

The Equal Rights Committee also hopes to support the Worst Kept Secret campaign which is currently running within Liverpool on domestic violence. It is hoped to invite a speaker to attend a future meeting.

Equality and Diversity training has taken place for Officers and key activists, it is further hoped to role this out to all Committee members in 2006. The Region sadly received little response for delegates to attend the national Equalities event in 2005 but hopefully this was due to the timing of the event rather than lack of enthusiasm.

The Region has organised two Women's Conferences in 2005, the first in Belfast in January and the second in Liverpool in October. These built on two similar events held in 2004 and the Women's Conference is now firmly established as an annual event in the Region. The aim is to encourage more women to play an active role in the Union and the conferences provide a stimulating and supportive experience for all who attend. Our National President Mary Turner chaired both events, European Kathleen Walker-Shaw contributed in each case and Acting General Secretary Paul Kenny addressed the Liverpool gathering. GMB Officers and workplace representatives played an active part in leading discussions and guest speakers covered a wide range of subjects such as equality, age discrimination, medical negligence, the Open University, health & safety, domestic violence, education, confidence building and much, much

more. The Regional Education Officer will now use these conferences as a springboard to arranging other women's development initiatives within the Region.

The RMA has met every six weeks throughout 2005, where members discuss issues which not only affect their lives, but members of their communities also. All of the Committee are active on most issues. The major campaign in 2005 was for the restoration of the Pension link. This was also part of the Pensioners' Manifesto which included health and care, transport and mobility, neighbourhood and community and TV and free internet.

ETHNIC BREAKDOWN – ENGLAND & WALES

Regional Equal Rights Committee

White UK Members 8

Regional Race Committee

White UK Members 7

White Non UK Members 1

Black Members 4

Retired Members Association

White UK members 31

White non UK members 1

Black members 1

NORTHERN IRELAND

Our representatives on the national bodies have continued to participate regularly in meetings and events. Locally we have strengthened and developed our links and contacts with organisations operating the equality fields.

We have engaged in a number of seminars under the auspices of City Bridges, an organisation that promotes relationships between workers in Ireland, North and South. The seminars have focussed on equality issues including harassment, bullying and disability and have included joint working with a number of trade unions including SIPTU, T&G and CWU and progressive employers' organisations such as Business in the Community. The Region's Education Officer, European Officer and members from Liverpool and North Wales played an active role in the project.

With Belfast Trades Council and the Community Training Resource Centre we have been engaged in awareness campaigns on Rights for Migrant Workers.

Equality Legislation within Northern Ireland is probably the strongest and most robust in Europe. We have been involved with Public Sector employers in reviews of their policies and practices and undertaking Equality Impact Assessment of proposed changes. An Organiser from GMB is regularly invited by the Equality Commission as a speaker on workers rights and the Trade Union Equality agenda and recently addressed their conference on promoting Lesbian and Gay rights in the workplace.

We had strong representation at workshops and seminars run between the ICTU and Disabled Organisations to discuss the most recent legislation and development. We are represented on the ICTU Women's Committee, Disability Committee and Global Solidarity committee and will be engaging in the relaunch

of the Youth Committee and the establishment of new committees for Lesbian, Gay and Migrant Workers.

Our retired members are a very active body, meeting regularly and participating in a wide range of campaigns including:

Doorstep Crime/ Doorstep Selling & Distraction Burglary - The Consumers Affairs Branch held a Seminar to raise awareness on this issue. Details have been circulated to our retired members. We wish to raise general awareness amongst our retired members and link into regional and national initiatives which are currently being debated to form new legislation on this issue.

Council Tax Protest - Information has been circulated which will heighten our understanding of this important issue that affects many pensioners across the water.

Transport Briefing Paper - This document contains an update on free local bus travel and current bus travel across the UK and also explains what the budget announcement this year has meant in relation to pensioners travel.

Campaign for Pensioners Charter - Documentation has been circulated in relation to this charter. A number of dates and lobbying events are also advertised.

Hospital Telephone Charges - Their campaign against the excessive costs of personal telephone charges to and from patients in local hospitals led to Ofcom initiating an investigation and ceasing any expansion of this service until that investigation is complete.

STOP- We participated in the launch of the STOP campaign which highlights the abuse suffered by the aged and seeks to put in place policies and procedures to provide additional protection for vulnerable citizens.

ETHNIC BREAKDOWN – NORTHERN IRELAND

Regional Equal Rights Committee

White UK members 8

Afro Caribbean members 2

Disability Forum members

White UK 5

Race Relations Committee

White UK members 4

Afro Caribbean members 3

Retired Members Association

White UK members 12

7 Youth

ENGLAND & WALES

During the past year the Region has tried three initiatives to attempt to engage the interest of our young members into becoming active within the section. The three initiatives were as follows:

TUC School Presentations - The TUC publicised this course twice within 2005, we did have a delegate for the initial training course, but the TUC cancelled this at very short notice due to low response, later on in the year the

course was run again, sadly even though this was circulated to branches and to the young members database we received no response.

Liverpool and North Wales Young Members Seminar - The second initiative we tried was to set up the above seminar. This would have been in a similar vein as the Region's very successful Women's Conferences; this was publicised through branches and our own young member database, but again despite our hopes the seminar had to be cancelled due to lack of interest.

International Summer School - The third initiative was an invitation from the Lancashire Region who had invited delegates to an International Summer School event that they had planned and hosted. Participants were from several other countries but as far as we are aware, we were the only region to send a delegate. Sadly our delegate returned home early, very disillusioned and upset, because of what can only be reported back as inhospitality and inappropriate behaviour by some of the delegates.

Nationally there has been no activity that we have been made aware of and again, as reported in previous reports, we believe this reflects not only the position in most other regions, but the national position also. Furthermore, we believe that we need to re-launch NYMAC in order to give regions a firm platform on which to promote young members' activities and issues.

NORTHERN IRELAND

The relaunch of the ICTU Youth Committee provides the opportunity for us to reevaluate and re-establish our Youth Committee. We hope to see substantial progress on the next year.

A conference on Modern Apprenticeships was held in partnership with Amicus, Belfast City Council and Bombardier. It was well supported and attracted favourable comment.

8 Training

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	11	80	37	117	234
GMB/TUC Induction (6 days)	5	56	17	73	438
Branch Officers (please specify subject)	-	-	-	-	-

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Women & Learning (1)	1	-	5	5	5
Public Speaking (2)	6	36	7	43	86
Learner Reps (5)	1	6	-	6	30
Information and Consultation (2)	1	20	5	25	50
Full Time Officer Training (1)	5	46	12	58	58

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Basic Health & Safety (2)	8	70	26	96	192
Health and Safety Inspection (2)	1	20	8	28	56
Men and Women's Health Awareness (1)	2	18	20	38	38
Health & Safety Exposition (3)	1	2	1	3	9

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student

					Days
Women's Conference w/d (2)	2	4	73	77	154
Bullying and Harassment w/d (1)	1	3	2	5	5
European Overview w/d (3)	1	9	6	15	45
Hazards Conference (3) w/d & w/e	1	3	1	4	12

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Reps Training Programme (10)	15	16	8	25	240

9 Health & Safety

The Region has looked to develop health and safety initiatives including men's and women's health seminars that promote a proactive approach to issues that members face regarding their health and welfare. This is something we intend to build on and develop further.

We have developed a positive working relationship with HSE in regard to our activist health and safety courses and involve HSE at some stage of the delivery of such courses.

A 2-day health and safety inspection of the workplace course has been added to courses we offer, to try and further develop the skills of activists.

Our regional Women's conferences are also platforms we utilise to engage more female members towards a proactive health and safety approach.

Our 10-day reps induction programme asks representatives to research, structure and present, a health and safety topic to their peers. This underpins our commitment to using health and safety as a way of building solid organising initiatives within the workplace.

We have participated in health and safety exhibitions as well as Hazards Conferences.

LONDON REGION

1 Membership and Recruitment

Total membership	89714
Women membership	40777
Section membership (by each Section):	
Clothing & Textile	458
Commercial Services	18818
CFTA	5976
Energy & Utilities	5338
Engineering	2983
Food & Leisure	9991
Process	2211
Public Services	43939
Grade 1 members	55864
Grade 2 members	19746
Sick, retired & unemployed members	8018
Total number recruited 1.1.2005 – 31.12.2005	12674
Gross increase/decrease 1.1.2005 – 31.12.2005	1484
Net increase/decrease 1.1.2005 – 31.12.2005	38
Membership on Check-off	55743
Membership on Direct Debit	26495
Financial membership	83628

RESPONSE TO ORGANISING AGENDA

The GMB London Region has sought over the last year to ensure that our levels of recruitment and organisational activity continue to increase. Our membership has risen by 1484 since January 2005 and our focus continues to be on developing our membership in four specific sectors, Public Services (in particular schools), Aviation (with particular emphasis on Airlines' Handling Agents and Cleaning companies), Security Companies (with particular focus on G4S), and the Food Processing Industry. All of these sectors have seen tackled major membership increases across the board.

ECONOMIC AND EMPLOYMENT SITUATION

The economic and employment position in the London Region continues to contain many contradictions. Many thousands of jobs have been lost in manufacturing and heavy, whilst jobs have been created in the Public Sector, and the Services sector.

Our task as a Region is to respond nimbly and flexibly to these changes to ensure that we are able to recruit members in the growing parts of the economy. This allows for growth in membership even when jobs in industries which we have traditionally organised heavily are being destroyed.

2. General Organisation

Regional Senior Organisers	4
Membership Development Officers	4
Regional Organisers	20
Recruitment and Organisation Officers	NIL
Regional Recruitment Officers	5
No. of Branches	149
BAOs	118
New branches	NIL
Branch Equality Officers	28

3. Benefits

Dispute	0
Total Disablement	0
Working Accident	£3373.65
Occupational Fatal Accident	0
Non-occupational Fatal Accident	0
Funeral	£13,816.50

4. Journals & Publicity

PRESS

The work of the GMB London Region has been reported to the national, London and East Anglian media via press releases. Official statistics on the performance levels of local councils have also been used to illustrate the work of GMB members in the Public Services and to highlight the contribution they make to their communities and society in general.

Employment issues at Heathrow, Stansted and City airports are a constant source of publicity for GMB. ASDA too keeps cropping up with disciplinary action and bad employment practise that, by bring it to the attention of the public, can be more easily resolve. The construction of major prestigious projects such as Heathrow Terminal 5 and the new Wembley stadium also provide a lot of press material and help keep GMB in the headlines as we work with members to improve their pay and conditions and fight unfair or dangerous actions by employers.

The CEC entrusted GMB London Region with the campaign to maximise the potential membership growth in the gaming industry following the government relaxation of the gaming industry legislation. By publicising the members in Stanley Casinos and Gala Casinos GMB is now known as the union for casino workers.

We have also highlighted workplace issues such as GMB policy for a total ban on smoking in every workplace in the England and Wales.

CANDID

Three editions of the GMB London Region members' magazine CANDID were produced since Congress 2005. Its format has been altered to 12 pages from 16

pages and its frequency will be raised to four times a year starting in January 2006. The content too has been altered to report more clearly the industrial agenda and work of the Region. Major issues such as public service members' ballots and equal pay audit forms have been included in the mailing of the magazine to inform and consult the members. Each edition is mailed directly to members' homes and also included in new members' welcome packs.

5 Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
849	847

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
1034	451	2	£6,994,190.17	£2098,257.05	£6994,190.17
Cases outstanding at 31.12. 2005			1693		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	298
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
398	42	58	235	63	£1,204,311.40
Cases outstanding at 31.12. 2005			224		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
211	-	£42,508.34	172

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
14	5	32

The GMB Legal Department has seen some changes in the last few months of 2005. Barbara Casher the Legal Executive Officer was seconded to work with the Acting General Secretary at the new Edgware Office. Carol Sears has now taken over this role as part of her duties as Head of Education, Legal and Administration.

Since December 2005 it has now been possible for members to lodge their personal injury and road traffic accident claims on line through the London Region website. This over time will reduce the amount of paper work and make it easier and faster for members to access services. Other legal services will be added on line over the next few months.

Careful monitoring of the legal resources and budgets will continue to ensure that members receive value for money thus aiding retention of existing members and encouraging new membership growth.

6 Equal Rights

The London Region Race and Equal Rights Committee has been involved in numerous dynamic and exciting actions over the last 12 months. As always the Committee remains focused on finding ways to recruit diverse members of the community as well as staying abreast of current events as they relate to race and equality issues. This report outlines, first of all, the various actions with which the Committee has been recently involved.

RISE FESTIVAL: In July of 2005 the Committee celebrated diversity at the Rise Festival (formerly known as the 'Respect Festival') in conjunction with Southern Region. The focus of the festival was to celebrate the contribution that migrant workers bring to London. The GMB had a stall, which was used to disseminate information to migrants about workers rights and the need for organising working people. Hundreds of people attended.

STOP THE BNP CAMPAIGN: The Committee is ever vigilant against the dangers posed by the BNP. The Committee has been involved in working with Searchlight and the ARA (Anti Racist Action) and has achieved good election results for Labour against the BNP. The GMB Race Committee commends the results in the East End and the hard work put in by our GMB Branch's at Barking and Dagenham. We watch with concern the setting up of "Solidarity – The Union

for British Workers” racist front and will do our best to expose their anti-union aims.

AIDING RESEARCHERS: The Committee has been working closely with several PhD students at Queen Mary (University of London), in their studies of migrant workers and further assisting Working Lives Research Institute in their research on Hotel & Catering workers in the hospitality industry at London Metropolitan University. It is our hope to disseminate their work once it is completed, so to assist our campaigns.

7/7 REPERCUSSIONS: Since the July 7 bombings in central London, the amount of racial anger directed towards minority communities – and in particular Muslims – has multiplied dramatically. The Committee has been working closely with the communities suffering the fallout of the attacks.

BLACK HISTORY MONTH_(29/10/2005): At the end of October last year the Committee organised a day to celebrate Black History Month. This was part of events being organised at regional and national level. This was a success story, with Ed Blissett, GMB London Regional Secretary, in attendance.

REGIONAL RACE AND EQUAL RIGHTS CONFERENCE: This conference was held in November. It produced good discussion and was addressed by Ed Blissett, GMB London Region Secretary. The Committee plans to produce a plan of action for 2006, communicate better with all Branches and encourage more participation.

GMB SHOUT

GMB Shout! is a group of lesbians, gay men, bisexual, and transgender members (LGBT) of the GMB London Region. We support LGBT GMB members who may experience problems at work surrounding their sexuality.

The group also aim to provide a safe forum where LGBT members can come together to talk about issues of concern and to network with other LGBT GMB members. The group also challenge negative attitudes towards LGBT people and lobby for, promote, progress, and publicise LGBT rights in the workplace and in local, regional, national, and international campaigns and matters. The group have already had successes in campaigning, in recruitment, and in assisting a number of other LGBT organisations.

GMB Shout! is expanding throughout the GMB Regions. Most of the activities over the previous year have concentrated on raising the profile of GMB Shout! both within the wider GMB, and also within the community, by ensuring a high profile for GMB Shout! at Pride events. This has resulted in our being able to recruit members to the GMB and also to the Shout! network.

ORGANISATION

Given the continuing growth of GMB Shout! it was decided to draw up a formal structure for the Regional network, which could also be recommended to other Regions. The constitution formalised objectives and set out roles of the members – Chair, Vice-chair, Secretary, Assistant Secretary, and Treasurer – and also how the meetings be conducted.

MEMBERSHIP

This year GMB Shout! recruited 51 new members. This is a growth rate of over 500% from the same period last year. Our most significant recruitment occurred

at the various Pride festivities. Other significant members have joined after seeing regular articles in the GMB London quarterly magazine Candid, through finding us through the internet, and via word of mouth. All our members' details are kept confidential in a password-protected database, which only a couple of officers have access to.

COMMUNICATIONS

Following key campaigns and events, newly designed members and Branch briefs have all been issued to members. To open up communications a confidential helpline and an e-mail address was set up and widely advertised. These are both regularly accessed by officers to deal with any inquiries, suggestions and contributions. All members have been invited to members' meetings and socials, which take place every two months. Where members are unable to attend, they are invited to submit contributions by e-mail and phone. Minutes are circulated to all members. Socials are held immediately following members' meetings with funds raised for the various campaigns.

TUC ACTIVITIES

TUC LBT Conference 2005: Members of the GMB Shout! in the London Region were part of the GMB Delegation to the 2005 TUC LGBT Conference. Speakers included the Deputy Minister for Women & Equality, the Chair of the Commission for Racial Equality, and the Chair of Broken Rainbow (the UK's only charity supporting LGBT victims of domestic violence).

The highlight of the Conference was a very moving speech from a member of J Flag, the Jamaican forum for LGBT people. The TUC and its affiliates have continued in their support for J Flag through lobbying the Jamaican Government, sending messages of support to their Confederation of Trade Unions, and sending donations. GMB London Region has also affiliated to J Flag.

BROKEN RAINBOW

GMB has brought the issue of domestic violence for straight couples to the attention of members and given Branches practical advice as to where to go in such circumstances, in the past. At this year's TUC LGBT Conference presentation was given by Britain's only charity to offer support for LGBT people suffering domestic violence, Broken Rainbow. It was revealed that:

- *At least 1 in 4 LGBT experience domestic violence (1.5 million people)*
- *It accounts for more than 16% of violent crime*
- *It has more repeat victims than any other crime*
- *It claims the lives of at least 150 people each year – mainly women*

Mainstream refuge services are largely unavailable to LGBT people. The group have worked hard this year in raising the profile of Broken Rainbow. GMB London Region has affiliated to Broken Rainbow and made a donation of £100.

7 Youth

A survey of GMB London Region young members in 2005 revealed that the most common problems faced by young workers in London and East Anglia is that of bullying and sexual harassment in the workplace. They are also subject to many

abuses of working conditions simply because they are inexperienced in what their rights at work are.

50% of the members who responded to the survey reported that they take part in GMB activity in the workplace being well aware of work of the Union in representing the workforce.

Fortunately most GMB London Region young members work in well organised workplaces such as Local Authorities and the privatised utilities. An increasing number are being recruited at Heathrow and Stansted airports.

A team of six GMB London Region young members earned £621 towards their campaigns when they volunteered to work as a server team at Glastonbury festival as part of the 1,500 strong Workers Beer Company crew. This activity doubles as a team building exercise so that the young members get to know each other and share their work and trade union experiences and expertise. It also lets them see that the GMB can deliver not only workplace organisation and protection for their rights at work, but also can get them into the world famous festival for free!

Young members (under 27 years of age) make up approximately 6% of the Region's membership.

8 Training

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (3 days)	20	151	74	225	675
GMB Follow On (5 days)	16	121	41	162	810
3 Day Advanced Negotiation Skills	4	32	3	35	105
2 Day Put it in Writing	6	36	19	55	110

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
5 day Health and safety for Anglian Windows	1	12		12	60

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
5 Day Health & Safety Courses	15	102	52	154	746
2 day Safety Inspection	5	39	9	48	96

(d) Other Courses (please specify subjects / weekdays/ weekends)					
All weekday courses	No. of Courses	Male	Female	Total	Total Student Days
ULR courses	12	26	15	41	123
Individual Learning Plans	90	n/a	n/a	748	
Literacy/Numeracy ESOL	75	n/a	n/a	580	
Skills for Life screenings	110	n/a	n/a	934	
Other accredited Opps	35	n/a	n/a	269	
National Literacy level 1 quals	10	n/a	n/a	87	
National Lit level 2	3	n/a	n/a	22	
National Numeracy level 1	2	n/a	n/a	20	
National Numeracy level 2	2	n/a	n/a	12	
E learning Learners		n/a	n/a	328	
Learners doing FE courses	10	n/a	n/a	77	
NVQ level 1	30	n/a	n/a	249	
NVQ level 2	11	n/a	n/a	86	

NVQ level 3	1	n/a	n/a	1	
Information, Advice & Guidance sessions	27	n/a	n/a	215	
Basic ULR course	14	n/a	n/a	109	
ULR Follow On courses	24	n/a	n/a	198	
ESOL	2	n/a	n/a	20	
Target BNP	1	4	7	11	33
Disciplinary course for Ealing Council	1	6	5	11	22

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
	1	1		1	3

9 Health & Safety

The Region continues to show a high level of commitment to Health, Safety and Welfare as an organising and recruiting tool by investing in a dedicated Regional Health & Safety officer. This enables both action and information to be accessible to officers, branch secretaries, safety reps and the membership in a rapid, professional and efficient manner.

It is obvious that even with an evolving national workforce health, safety and welfare problems are not diminishing. Indeed in some areas, workplace welfare for example, they are actually increasing. With the GMB needing to sustain its profile in many, varied workplaces it is important this commitment remains.

The Region believes that well trained safety reps are fundamental to both recruitment and organisation. This applies to workplaces where recognition already exists and where health and safety concerns can be used to maintain, and grow, membership levels, and in newly recognised workplaces where health and safety can directly aid recruitment and retention. Consequently safety reps in the London Region undergo a full programme of training. This training is constantly evaluated to take into account of any changes in health and safety legislation.

In workplaces where recognition has already been established or in organisations where the relationship between the employer and the GMB have deteriorated, joint training for managers and reps has proven to be advantageous. The training programme is based on the Safety Representatives and Safety Committee Regulations 1977 ("The Brown Book") and this approach has proved very successful in a number of ventures within the Region.

We are also looking to develop, with the Education Department, specialist courses in an attempt to empower our safety reps with knowledge and the ability to be confident in the workplace dealing with the members and management. These are to include Stress and Bullying in the near future, and the successful course on how to prepare to undertake practical Health and safety Workplace Inspections.

In response to suggestions from officers and activists, or changes in legislation, the Health and Safety Department continues to produce easy to use (A4) bulletins and news services on a wide range of health, safety and welfare topics. The region also played a major role in developing the guide on Driver Competencies.

The department also acts in an advisory capacity for officers, safety reps and individual members. Often problems can be sorted out over the telephone, though this needs to be followed up by supporting literature. Increasingly advice is sought and answered by electronic means. In more serious situations there will sometimes be a request for a site/workplace visit with a follow-up written report. Again the presence of a specialised officer can raise the profile of the GMB and help the safety reps maintain, and demonstrate the benefits of GMB membership.

Perhaps what continues to be the most interesting development has been the bid by the region to the Health and Safety Executive – Worker Safety Advisor (WSA) fund. Our bid involved targeting small and medium enterprises working in the food industry, by offering Health and Safety advice, literature and training in 9 different languages, (5 Asian and 4 European).

The project and the WSA, Hiten Vaidya, have exceeded expectations and our bid has been extended for another two years and will expand into other industrial sectors within the Park Royal Industrial site, located in West London. Recruitment will initially be slow but over time and with raised awareness among employers and workers there will be an opportunity for serious recruitment.

In conclusion, during the last year, the Region has been able to maintain the high standards of health & safety services for all our officers, reps, activists and GMB members that were set by John McClean. We have taken the lead, where other unions *'feared to tread'*, by championing campaigns such as the workplace ban on exposure to environmental smoking. This included events outside the Gala Casino in London, and a successful lobby of MP's from all parties by regional activists and officers, which resulted in Parliament voting by a significant majority of 200 for a total workplace smoking ban in England from the summer of 2007.

MIDLAND & EAST COAST REGION

1 Membership and Recruitment

Total membership	53,790
Women membership	19,571
Section membership (by each Section):	
Clothing & Textile	615
Commercial Services	3,399
CFTA	4,707
Energy & Utilities	2,943
Engineering	7,483
Food & Leisure	11,114
Process	3,489
Public Services	20,040
Grade 1 members	38,651
Grade 2 members	9,141
Sick, retired & unemployed members	5,998
Total number recruited 1.1.2005 – 31.12.2005	6,725
Gross increase/decrease 1.1.2005 – 31.12.2005	1,782
Net increase/decrease 1.1.2005 – 31.12.2005	(756)
Membership on Check-off	31,345
Membership on Direct Debit	12,799
Financial membership	50,589

Whilst the Region's financial membership dropped by 2.3%, as we continue to cleanse our membership system, we did see growth in the Public Services Section of 6.3%.

It is recognised that manufacturing in the East Midlands has taken some big hits in jobs and its knock on effect has had an impact on all other sections.

RESPONSE TO ORGANISATION AGENDA

This Region has responded to the Organisation Agenda with a proactive position of accurate membership records.

In order to be successful in any planning we have a clear starting point on which to measure success or otherwise. We have demonstrated by results we can recruit, however retention is letting us down. It is with that in mind, our Region has wholeheartedly grasped the collective nettle and is focusing our energies into reinvigorating our workplace representatives into organising themselves as a cohesive force within the workplace. This is to be done by a series of road shows (area forums) workplace face to face meetings with Shop Stewards and Full Time Officers backed up by a new Regional education strategy of educating our new (existing) rep on what are the basic skills required for an effective workplace representative, and not to pitch it too high and risk our volunteers switching off. There will be the opportunity to progress through a more comprehensive education programme if and when required.

It is felt in our Region, if the education programme develops basic organisational skills and knowledge it will follow that the workplace will develop into an organised self sufficient workplace unit where the relevance of the representation of the Union is placed higher than the relevance of their Branch or Full Time Officer support on workplace issues. This is evident where we have organised Shop Stewards Committees who meet regularly. Full Time Officers now have ownership of their worksheets to develop and grow and can be measured against their own personal Development Plans for 2005/6.

So, from organising from the ground floor so to speak, it then opens up time and space for Branch Secretaries and Full Time Officers to concentrate on Branch growth and relevance of strategic planning of worksheets to encompass all local, Regional and National targets.

RECRUITMENT TARGETS AND CAMPAIGNS

Using Workplace Audits and visits, we are better placed to direct our resources using the analysis of the Workplace Audit to prioritise our targets. This Region has, for some time, used the Officer's time and efforts effectively by pre planning targets and resources, culminating in our new Regional recruiting/organising strategy (planned for the whole of 2006).

We have three area teams, Northern, Central and Southern with each area dedicating one week per quarter on a rolling basis to pre determined targets such as Local Authorities, schools, using the National School Support Staff folder which, to date, have secured 784 new members in the Region, alongside that the Full Time Officers have dedicated one day per fortnight to target their own worksheet priority areas, along with an area Recruitment Officer. These days can be used for consolidation or organisational visits, pre determined to address the organising agenda. This is outside of their day to day servicing duties.

Our aim is to build on our ability to improve our organisational skills by referring to 'Fresh Start for Branches' and 'A Framework for the Future of the GMB'.

This is done by interface with our members direct who remind us of their needs and where we can improve. One of our successes is the 'Employment Law' Road Shows for our members and activists and this is done in conjunction with Thompsons Solicitors throughout the Region.

REGIONAL AND LEARNING ORGANATIONAL ACTIVITY

At the end of 2005 we had achieved 16 new Union Learner Representatives (89 total) this as a result of drawing down funding for a ULR Co-Coordinator who works closely with our lay reps and Full Time Officers and is placed in our Education Department. A major success has been the Scarborough Adult Initiative for Learning (SAIL) Project in Scarborough, which secured paid release for our Union Learner Reps and is written into our agreement with the employers.

We identified in last year's report that our view for recruitment and retention is that 'one strategy fits all'. We are still of that view and we go further to suggest that the wheel is not broken but merely stalled, and we know how to start it again and that is by going back to basic organising within the workplace.

ECONOMIC AND EMPLOYMENT SITUATION – EAST MIDLANDS

Population

Although the East Midlands is the fourth largest region in terms of area, it has the second smallest population of the English regions, at 4.2 million residents, 7% of the UK total. The region's population comprises of slightly more women than men, at 51% compared to 49%. The East Midlands has approximately twice as many people economically active as economically inactive.

Urban and Rural

The East Midlands is the third most rural region in England, with 29.5% of the population living in rural areas.

Population Trends

The region's population is projected to increase by 13% between 2003 and 2028, exceeding the English average of 11%. The pensionable age group will be the principle driver of this growth, increasing by 63.4% over the forecast period. This will have significant implications for health care and labour market participation.

Ethnic Minorities

In the 2001 Census, 9% of the East Midlands population classified themselves as coming from an ethnic minority background.

Migrant Workers

Migrant workers are concentrated in the Health, Education, IT, Hospitality and Agriculture sectors, and address shortages at two extremes of the labour market with skilled migrants filling vacancies in Professional Occupations, whilst lower skilled migrants play an important role in addressing shortages in temporary and casual employment in Elementary Occupations. Those with 250+ employees account for more than 45% of total employment in the region.

Employment

The structure of employment in the East Midlands is very similar to the UK, with a slightly higher level of part-time employment and a slightly lower level of self-employment. Female part-time jobs are forecast to account for the largest proportion of new jobs in the future, whilst male full-time jobs are forecast to decline.

Skills and Qualifications

The East Midlands can be described as being in a 'low pay low skill equilibrium' with a lower than average proportion of the workforce with higher level qualifications and an above average proportion with no qualifications.

2 General Organisation

Regional Senior Organisers	3
Membership Development Officers	0
Regional Organisers	11
Recruitment and Organisation Officers	3
Regional Recruitment Officers	0
No. of Branches	109
BAOs	0
New Branches	2
Branch Equality Officers	40

CHANGES IN ADMINISTRATION

This Region continues to be organised in three geographical areas with a Senior Organiser in each area having managerial responsibility for teams of Officers and Support Staff. The three Senior Organisers then form part of the Region's management team, led by the Regional Secretary. Reference has been made in other parts of this report to the Organising Agenda within the Region.

3 Benefits

Dispute	-
Total Disablement	-
Working Accident	£4,595
Occupational Fatal Accident	£3,870
Non-occupational Fatal Accident	£2,200
Funeral	£15,651

4 Journals and Publicity

Whilst reviewing our communications to our members it was felt that the referral point must centre round our website which, after consultation with our members, it was recommended to re build it to make it more relevant to our members and to have it continually updated. We are still reviewing our twice yearly magazine 'Contact' to make it a members magazine and not an activist and officers role of honour, albeit that we still have to publicise successes.

A new updated version of our Membership Handbook has been completed and as a matter of course we issue the 'Frequently Asked Questions' document to all new Shop Stewards.

To date we have 55 Branches who have access to computers and there is an increase in Branch websites assisted by the Union Web Team in the initial set up process.

We now cascade press releases to the media by adapting the message to reflect the local officer teams on an individual basis to raise the officers and GMB profile in their locality. At one point we had a regular industrial question and answer slot on local radio phone in programme in the Hull area. Our activity in the community is also bringing our relevance to voluntary groups and we continue to sponsor worthwhile causes and groups in the community as a whole. Our aim is to have the media have the GMB as a first point of contact for all matters industrial, political and social.

OCCUPATIONAL STRUCTURE OF EMPLOYMENT

The occupational structure of employment in the East Midlands is more heavily weighted towards lower tier occupations, requiring few or no qualifications, and comparatively under-represented in higher tier occupations, usually requiring higher level qualifications. The occupational structure of employment has shifted significantly, as the decline of primary and manufacturing sectors has been accompanied by a shift from 'blue collar' manual activities to more service orientated manual activities.

EARNINGS

The analysis of the East Midlands labour market supports the view that the 'low pay low skill equilibrium' persists, with a low demand for skills coupled with high employment rates. A ready supply of workers with little or no qualifications enables some businesses in the region to maintain a competitive strategy on the basis of low cost.

The gender gap (as measured by the median hourly pay of full-time employees, excluding overtime) narrowed between 2004 and 2005 to its lowest value since records began. The gap between women's median hourly pay and men's was 13.0%, compared with the 14.5% recorded in April 2004. The median hourly rate for men went up 3.1% to £11.31, while the rate for women increased by 4.9% to £9.84.

The largest difference was in East Midlands where women's median pay was 15.9% less than men's.

5 Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
971	942

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
1206	386	1	818	1	£4,794,678.20
			£4,774,956.29	£19,722.09	
Cases outstanding at 31.12. 2005			1473		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	225
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
195	71	3	98	23	£246,253.27
			£220,259.03	£25,994.24	
Cases outstanding at 31.12. 2005			461		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
-	-	-	-

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
32	16	16

Legal Services within the Region are constantly being reviewed as they continue to be a big “seller” to existing and potential members.

We ensure that members and non-members know that our legal services are genuinely free, such as our welfare benefits service, which continues to be very popular. Many of our members use the service to help them obtain benefits they may be entitled to claim and our two trained representatives have proved to be an invaluable resource. They are on hand to assist with filling in forms, to make calls for our members and to help them in any way they can.

Since the implementation of the Disputes Regulations at the end of October 2004 we have noticed, we think because of these Regulations, a marked increase in our members rather than choosing to go via the Employment Tribunal route, opting to leave their employment by a Compromise Agreement.

Personal injury claims within the Region have dropped by almost 200 compared to the previous year’s figures. We would like to think this is because of our improved health and safety service in the work place but is also due in part, to many “no win, no fee” solicitors advertising in local news papers. Also, insurance companies are passing road traffic accident claims through to their solicitors to deal with as these very rarely come through us now. Our solicitors will shortly be planning a Regional campaign to encourage members to use the GMB’s solicitors which, of course, are totally free. This service also includes personal injury claims for family members (non-work related) and medical negligence, again for members and their families.

Thompsons have attended a number of Branch meetings throughout the year, addressing them on various topics. We have also jointly held with Thompsons, a dozen evening seminars where many activists and members attended and were briefed on a wide variety of employment issues.

Our free will service also continues to be a very popular benefit.

Over the past year we have also abolished the administration charge for any new claims settled over £5,000, again passing the benefit on to our members.

6 Equal Rights

REGIONAL EQUAL RIGHTS ADVISORY COMMITTEE

This last year has been a lot more positive both Regionally and Nationally. The Region's RERAC has met four times with one of these being a joint meeting with the Regional Race Committee. The two Committees have joint interests in a number of areas, one being disability. A very in depth discussion regarding disability awareness training took place at the joint meeting and both Committees agreed to seek permission from the Regional Secretary to hold a training seminar. This was granted and the seminar was well attended. Delegates found it very informative, being made more aware of hidden disabilities and the need for reps to receive more training on this subject to meet the needs of our disabled members.

Once again the Region's Equal Rights Officer, our NERAC member and an activist attended the Leicester Gay Pride event in June 2005. There was a lot of interest in the Employment Law leaflet we have produced in different languages.

The Refuge Campaign that was launched Nationally and within the Regions has been very successful in the Midland and East Coast Region. Officers, Staff, Branch Secretaries, Stewards, Activists and companies have all been involved in collecting mobile phones for the campaign. In some areas local pubs have put up posters with the GMB and Refuge working together. This has raised the GMB profile showing the GMB working with local communities. One pub held a raffle and raised £60.00 which may not seem a large amount but every little helps those who are victims of domestic violence. The campaign is still ongoing within the Region.

The Region's Equal Rights Officer attended the National Race Event on behalf of the Region. Branches donated very generously towards this event which was a great success. The event was held in Liverpool during Black History Month and the venue was very appropriate owing to Liverpool's history on the issue of slavery.

In November 2005 NERAC held a National Equality Event which was well attended by the Region, including the Equal Rights Officer, our NERAC member (David Lascelles) and two delegates (Desreen Vernon and Jason Webb). The theme of the event was women moving forward, and workshops were held and run by Regional Equality Officers on life coaching and confidence building, domestic violence and women workers in the security industry. It was fantastic to see a number of new activists at this event and the report backs from delegates were extremely positive.

To conclude this Region's report, RERAC and NERAC members are very keen to keep equality issues high on all agendas. We have increased the number of Branch Equality Officers within the Region. The Regional Equal Rights Conference will be held on 14 March 2006 with the theme being diversity and domestic violence.

REGIONAL RACE ADVISORY COMMITTEE

The Region's Race Committee has met on four occasions, one of which was a joint meeting with the Regional Equal Rights Committee. A consistent issue for the Committee has been their concern about the impact of the reductions and restrictions in terms of the race structure/agenda since our economic difficulties.

Most have been deeply concerned about the lack of a National Conference and Regional Conferences at which motions could be submitted. Although members fully appreciated the need to cut back in order to deal with our financial circumstances, they believe that this was a crucial factor not only in maintaining the democracy of the union but also in developing the race agenda.

Other issues for the Committee remain the huge increase in migrant workers across the Region and the huge difficulties we face in educating and organising both migrant workers and our existing membership at the workplace, specifically the facts and fiction on migrant employment and the huge scope for the union to develop strong organisation in the workplace to combat the negative effects of this issue.

The issue of migrant workers is also creating difficulties because of the confusion with the issue of asylum seekers, which has always created friction within communities. The activities of the BNP, and the recent escape from prosecution of the BNP Leader, Nick Griffin, have further aggravated the situation which is now approaching boiling point. It will take much networking and co-operation amongst GMB activists and other like-minded organisations to eliminate the irrational reactions to migration and employment that are often due to right-wing propaganda and our old but common enemy, ignorance.

All our efforts therefore, are focused on these issues and the Region will gladly update accordingly over any further developments.

ETHNIC BREAKDOWN OF THE REGION'S EQUAL RIGHTS ADVISORY COMMITTEE AND RACE ADVISORY COMMITTEE

	Black	White	Asian	Other
Male	3	6	0	0
Female	6	6	1	0

7 Youth

For the Midland and East Coast Region, 2005 continued to be a year of debate on culture change and in particular how this would affect the youth. The Region strongly maintains that youth needs to be engaged by GMB on a level that builds organisation and commitment.

Strenuous efforts were made to try to re-establish a fully functioning Regional Young Members Advisory Committee. Unfortunately this has not been achieved which begs the question as to whether GMB approaches young people in a way that is relevant to them. If traditional trade union committee structures have no interest to young people then perhaps another approach should be considered. This Region knows that young people do care passionately about single issue matters such as poverty and racism but at present there seems to be a lack of understanding of how to translate this into union growth and organisation.

This Region was well represented at the Make Poverty History event in Scotland in the summer. In the Region, representatives attended a Make Poverty History event in Leicester as well as providing organisational and financial backing to the programme. When interacting with young people at this event, GMB pushed the link between free trade unions and campaigning for

equality and justice with the emphasis on organisation. The challenge is to align this youthful idealism of wanting to change the world with the practical tools to do it. GMB should be able to do this as the potential for growth is enormous.

As long as the minimum wage rates continue to discriminate against young workers for no other reason than that of their age, then GMB must campaign against this blatant inequality. The naming and shaming policy of firms who pay lower youth rates has brought some success but only a change in legislation for a common minimum wage rate will solve this problem.

Regionally it is felt that a strong lead is required Nationally in GMB to push forward the youth agenda. On a positive note we hope that this is something that can be worked towards.

8 Training

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	-	-	-	-	-
GMB/TUC Induction (5 days)	10	90	31	121	605
Branch Officers (please specify subject)	-	-	-	-	-
Introduction to GMB (3 days)	10	112	37	149	447

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
	-	-	-	-	-

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
General	10	110	33	143	429

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(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Job Evaluation (1 day)	1	7	2	9	9
Communicating with Confidence (weekend)	1	13	10	23	69
Communicating with Confidence for Women (weekend)	1	0	8	8	24
Discover GMB (weekend)	1	13	3	16	48
Asbestos Conference	1	60	10	70	70
Disability Conference	1	10	8	18	18
Northern College courses	12	6	6	12	45

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
		85	18	103	

9 Health & Safety Service

RECRUITMENT, ORGANISATION AND CAMPAIGNING

Organisers and Branches continued to make use of the Regional Health and Safety Service during 2005, particularly where recruitment activity was planned. The RHSO has attended meetings with GMB members to advise on health and safety matters which assists with the process of securing recognition and consolidation. In certain sectors specialised leaflets with health and safety messages were drawn up aimed at potential members.

A seminar arranged within the Region, under the title of "Asbestos in Buildings Taking Control" took place in Derby on 22 March 2005 with 105 participants. This was part of a successful GMB bid to the Workers Safety Advisor Challenge Fund.

ENQUIRIES

Since 1994 to end 2005, 900 enquiries have been recorded on the electronic data base in Regional Office. On this data base is recorded only those inquiries

which require some sort of written advice on a specific problem. All replies receive a standard “feedback form” which is proving to be a vital means of follow-up and acquisition of “success stories”.

Concerns about COSHH (Control of Substances Hazardous to Health) and Working Time in general dominated the type of inquiry placed with the Department during 2005.

TRAINING

During 2005 a total of 10 three-day Health and Safety courses were held at locations throughout the Region with a total of 143 Representatives attending.

INFORMATION DISTRIBUTION

GMB members continue to make use of the Region’s website and the many Health and Safety documents and links that it has available, including an on line version of the Most Asked Questions and, in a members-only password-protected area, the full version of the GMB Health and Safety Best Practice Guide, back copies of *Health and Safety Matters*, and a Safety Reps Toolkit. In addition the Members Email Network (yahoo group) allows direct exchange of information by activists on problems they face at work. Finally the Regional E-Mailing Service continues to be regularly used to distribute electronic versions of documents dealing with health and safety.

NORTHERN REGION

1 Membership and Recruitment

Total membership	73,903
Women membership	25,888
Section membership (by each Section):	
Clothing & Textile	1,615
Commercial Services	7,585
CFTA	2,868
Energy & Utilities	6,979
Engineering	14,159
Food & Leisure	7,623
Process	9,131
Public Services	23,943
Grade 1 members	46,125
Grade 2 members	10,777
Sick, retired & unemployed members	17,001
Total number recruited 1.1.2005 – 31.12.2005	7,021
Gross increase/decrease 1.1.2005 – 31.12.2005	
Net increase/decrease 1.1.2005 – 31.12.2005	
Membership on Check-off	21,430
Membership on Direct Debit	11,584
Financial membership	73,903

ECONOMIC & EMPLOYMENT SITUATION

The manufacturing sector of the regional economy continues to shrink mainly due to the competition from India and China where the economies are growing at an extraordinary rate.

Parts of the service sector are also under threat from the far east with banks and building societies relocating service provision to India. Call centres have taken the brunt of this policy with the consequential loss of jobs to the Region.

The much heralded "hats in the air" so called employment of the future appears to have been hatched then extinct in the "blink of an eye". Despite this happening the number of jobs in the economy continues to increase with the public sector particularly benefiting from significant investment.

The tourism and leisure industry is also attracting investment and creating new jobs. Therefore the loss of manufacturing jobs has been more than offset by the creation of jobs in the service sector. However the value of the new employment is far less than the lost manufacturing jobs and has depleted the spending power of the pay packet, whilst increasing the number of hours at work.

This mitigates against GMB policy "to create a better work life balance for working people". It is therefore and must be a priority to make the breakthrough into the service sector and provide much needed support to what is basically an unrepresented workforce.

RECRUITMENT & ORGANISATION

We continue to make excellent progress in securing new recognition agreements through the Central Arbitration Committee route and have signed 20 in 2005. However we are conscious of the fact that although workers in great numbers vote in favour of having trade union representation this is not matched by the numbers who actually join when the recognition agreement is in place.

Consolidation is therefore high on the agenda and we need to be a lot better at recruiting the nons in workplaces wherein we have recognition and shop stewards.

This issue is being taken up by the National Recruitment Team with a view to achieving a best practice approach, following the success of the School Support Staff and Southern Cross national recruitment initiatives.

POLITICAL

The last year has been extremely busy for GMB Northern Region following on from a frenetic 2004.

GMB Northern played a very active role in the general election campaign of 2005, targeting our resources into the areas that most needed our help. We worked particularly hard in the City of Durham that was under severe threat from the Liberal Democrats who poured massive resources into their campaign. We won through in a hard fought campaign by challenging the Liberal Democrats on the issues, which they did not like. We worked closely with other trade unions and the Labour Party to ensure we held on to all of the Labour seats in the region. I am happy to say we were successful in this endeavour.

Five new Labour MPs were elected to Parliament in the Northern region, four of whom are members of the GMB: Roberta Blackman-Woods in the City of Durham, Helen Goodman in Bishop Auckland, Sharon Hodgson in Gateshead East and Washington West, and Jamie Reed in Copeland. This was an excellent result and increases the number of Labour MPs in the Northern region who are members of the GMB to 12, more than a third of the Group.

We have already established a good working relationship with our Northern Group of GMB MPs, having met with them either individually or as a group on issues that are of concern to us.

We are currently working with the MPs on issues we have around the Compensation Bill, of which we have a number of concerns; and a number of industrial issues.

We are currently organising in preparation for the local elections where we are working particularly hard in Newcastle where the Liberal Democrats took control of the Council two years ago. We are also planning to organise against the BNP if they put up candidates in any of the local councils.

GMB continue to have a very high profile politically in the Northern region, we continue to play a full and active role.

2 General Organisation

Regional Senior Organisers	5
Membership Development Officers	2
Regional Organisers	15
Recruitment and Organisation Officers	
Regional Recruitment Officers	3
No. of Branches	138
BAOs	
New branches	2
Branch Equality Officers	

3 Benefits

Dispute	126.00
Total Disablement	8,000.00
Working Accident	4854.75
Occupational Fatal Accident	3,870.00
Non-occupational Fatal Accident	1,100.00
Funeral	41,270.50

4 Journals and Publicity

GMB Northern Region continues to have a high profile in the regional media, being asked to comment on most issues of the day.

We have had more success this year in gaining publicity of some of our successful legal cases.

There have been two big industrial stories for us this year; the campaign to bring work to Swan Hunter shipbuilders and the issues surrounding our relationship with ASDA.

The campaign to bring work to Swan Hunters has gained huge amounts of publicity both in the print media and radio and TV. To date the campaign has unfortunately not been successful but we continue to fight for work to come to the yard in order to secure work for our highly skilled workforce. Also to bring security to all of the related employment the yard creates when in production. GMB Northern have had excellent support from the local community, the media, local businesses and local politicians in this campaign.

Our ongoing struggle with ASDA has created a lot of media interest, particularly around our membership in two ASDA distribution depots in Washington. The extent of the anti trade union stance of ASDA begs belief and we have had to resort to the employment tribunals to try to resolve some outstanding issues.

We continue to have two regional publications that go out to our members. Twice a year we produce a magazine "Northern Star" that is posted directly to members' homes. This has covered a number of current industrial topics including the shipyards, successful legal cases and ASDA. It has also covered the Warwick Agreement and what that will mean to our members, as well as an appeal to our members to join the Labour Party.

The Reps Report goes to all GMB reps in the Region (approximately 1700) every two months. This report covers up to date information that will be of use to our representatives, any campaigns and initiatives we are involved in as well as legal updates, changes in regulations etc.

5 Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
1,106	1,100

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled in	Won in Court	Total Compensation
1,338	423	0	7,193,829.95	£	7,193,829.95
Cases outstanding at 31.12. 2005			3,170		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	513
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
665	37	8	523,474.64	321,687.31	845,161.95
Cases outstanding at 31.12. 2005			781		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
Nil	Nil	Nil	Nil

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
65	35	42

A survey was carried out with all Activists during 2005 to identify what they wanted from the GMB legal service. It was useful to get feedback from Activists and this enabled us to tailor the delivery of legal services more appropriately.

During 2005 we prepared and circulated newsletters dealing with personal injury claims and health and safety issues again to highlight and advertise the range of legal services available to GMB members.

In 2005 GMB Northern Region ran an awareness campaign to highlight the pitfalls of using claims farmers and actively promoted the reporting of successful GMB cases both personal injury and employment law in various newspapers throughout the Region.

6 Equal Rights

The Equal Rights Committee has met on a number of occasions in the last year. They have discussed plans and priorities for the next year. The numbers attending the Equal Rights Committee has declined over the year so we are looking at ways to address this. We have looked at what external events we can attend and get involved in to raise the profile of the GMB and the work of the Equal Rights Committee.

We have decided to take part in future gay pride events organised by the University, and to look to involve ourselves in various external events.

We have also discussed ways in which we might engage with our members who may have an interest in equal rights.

The Equal Rights Committee have decided to concentrate on two areas to campaign on over the next twelve months, Women Internationally and Women in Pensions.

The pensions issue is relevant to all of our members but many women approaching pensionable age are facing real problems which we feel the Government must do something to address.

At the end of November we sent two delegates to the National Equal Rights event held in Manchester. This was an important event and an opportunity for delegates from around the country to discuss the many issues concerning the area of equal rights.

We have also sent a delegate to the reformed LGBT Forum.

The Race Committee has met a number of times over the last year, concentrating on two areas of work fighting the BNP and raising the GMB profile amongst the various minority ethnic communities in the North East.

We have worked with the Northern TUC and other organisations in the North East on our anti-racist agenda.

The coalitions that were set up the previous year have continued to meet. In 2005 many areas where the BNP have been most active did not have local elections so they did not have the opportunity to campaign as they had done in previous years. The BNP did stand a candidate at a local election in the autumn and ran a particularly nasty campaign, they were however beaten.

The GMB had a stall at the Middlesbrough Mela in July, an event that attracts many thousands of people from across the region. This was a successful event for us making contact with many people.

We have discussed a number of ideas to engage with and raise awareness of the issues of concern to the Race Committee, and in particular to try to increase interest and attendance of the Race Committee.

7 Youth

The Northern Region has maintained its policy of identifying potential activists and encouraging them to take on more active roles within the GMB. Despite our efforts this has been severely hampered due to pressures of work faced daily by our activists, their attempts to find a work/life balance, and difficulty in gaining time off to participate, although a number of activists have managed to take on more active roles within the GMB structure as shop stewards and involvement in our Regional Council, which is extremely encouraging.

Once identified within a branch or workplace, we will of course attempt to encourage more participation from them and seek to involve them wherever possible.

Unfortunately very few young activists seem to want to take on more active roles within our organisation. Disappointing I know, but where a branch or workplace is effectively organised we have found that young people are still joining the GMB. Our mailing list had continued to grow but we receive very little if any feedback from them. Whenever events are organised we have no problem finding people to attend, but become extremely frustrated when events are

cancelled and often at short notice, which happened on a number of occasions during 2005.

We participated in TUC organised training for speakers in schools initiative, which proved extremely useful and received very positive feedback from those that attended.

Following a mailing of our own 'Your Right at Work' booklet we received a number of requests to speak in schools, giving an opportunity to promote the GMB and the roles we fulfil for our members.

A programme of talks was organised at Gateshead College Centre of Learners, following discussions with the new manager. We hope to repeat this programme of talks with them but due to reorganisation within the College it may take some time to arrange.

Since our involvement with the first Northumberland Youth Games we have maintained our relationship with the organisers of this event resulting in being invited again to participate. The organisers have also invited ourselves to get involved in Healthy Schools Initiative throughout the Region. Sunderland and Redcar/Cleveland were the first local authorities to roll out this initiative with more local authorities to follow. We will where possible want to get involved and promote the GMB in all local authority initiatives of this kind which complements the hard work carried out by our Public Services Team. The initiative targets all schools, pupils, parents and teaching staff within the chosen area raising our profile and distributing a booklet to all involved.

Our delegate to attend the TUC Youth Conference will be Suzanne Robinson. The conference will take place in Eastbourne from 31 March to 2 April 2006. This will be Suzanne's first conference as a GMB delegate and she is looking forward to reporting back to us about her experience.

The TUC Work Wise booklet has been well received and distributed throughout the Region. Produced in conjunction with the Young Members Network and their speakers in schools programme, it is a practical guide for young workers entering the world of work, aimed towards 16-21 year olds with a particular focus on those aged 16-17 about their rights at work, preventing them from being exploited or mistreated and to introduce them to the benefits of trade unionism.

8 Training

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (3 days)	9	79	25	104	312
GMB 5 Day Follow on Course	10	96	26	122	610

Branch Officers (please specify subject)					
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(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
GMB 3 Day Introduction – County Hall, Durham	1	12	2	23	69

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
GMB 5 Day Health & Safety	7	74	14	88	440

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
3 Day Grievance & Disciplinary	5	N/A	N/A	73	219
2 Day Information & Consultation	1	18	4	22	44

(e) Northern College					
	No. of Courses	Male	Female	Total	Total Student Days
5 Day Employment Law	2	8	0	8	40

5 Day Advanced Health & Safety	2	6	0	6	30
5 Day Industrial Relations	1	3	0	3	15
3 Day Advanced Health & safety	1	2	0	2	6
5 Day Diversity & Equality	1	3	1	4	20
3 Day Advanced ULR Workforce Developments	1	1	0	1	3

SHOP STEWARD & SAFETY REPRESENTATIVE TRAINING

2005 saw a continued improvement in the development and provision of training in Northern Region. The 13 day core course for new Reps has now been consolidated and every new GMB Rep, following initial induction by their RO, is allocated to the first available course. All courses in Northern Region are still provided through the Regional Workers Educational Association (WEA).

The core course programme has become accepted as the first stage in the progression route to learning for new Reps and is very popular with them. The core 13 day course is the most important part of the regional programme as it provides their grounding for everything that follows. The programme is also flexible and is provided in two ways, a block release of 3+5+5 (Introduction, Follow-on and H&S) basis; and a 13 day on a day per week basis. Reps therefore have the options of block or day-per week training.

In-house training has also taken place. Alcan in Northumberland, McVities and Innovia in Cumbria, and KP Foods in Tees Valley are examples of where sector-specific training was provided.

Sector specific training advice and guidance has been provided in National Grid, Northumbrian Water and Northern Electric (utilities companies in the Region).

Northern College courses are taken up by Reps on an increasing basis, and, in collaboration with other Regions this residential resource is becoming more popular with those Reps who can access residential training. This year Northern College has allocated eleven weeks to the GMB for residential training.

Advanced Regional Courses – we have now consolidated the 3 day Grievance and Disciplinary Course and two day ‘Workplace Inspection Course’ (both ‘nicked’ from London Region – with consent) are being run this year as well as a ‘Negotiating Skills’ course.

The education programme in Northern Region is continuing to improve in terms of quality (best tutors, course materials, responses from students and

provider (WEA)) and quantity (numbers attending courses and demand for further courses).

UNION LEARNING FUND PROJECTS

Last year Northern Region was successful in obtaining funding for a three year Regional Project aimed at creating the opportunity for every GMB member to have access to learning by April 2008. This is a very ambitious and challenging project, which, with two full time project workers and some part time secondees is more than meeting the targets set by the LSC (Learning Skills Council) and we could achieve this objective if the current enthusiasm, commitment and organisation is maintained. It is also intended to integrate the regional TUC Learning for All Fund Projects into the bigger Union Learning Fund Project. We now have over 400 Union Learning Reps in the Northern Region.

9 Health and Safety

There have been a number of health and safety developments in the Region since last Congress. The establishment of the Tyne and Wear Asbestos Victims Support Group in July 2005 was a real boost to the fight against the injustices faced by victims of asbestos exposure. The GMB REO is the Chair of the Group and they had a stunning victory shortly after they were formed. A life enhancing drug, related to the killer mesothelioma, an asbestos-related death sentence, was denied to victims in the North East, despite being prescribed in parts of the country where the problem is less. The new group started a campaign with a petition and within two weeks had got the drug made available to the population of the Region – a magnificent victory.

Health and safety issues are continually being handled by the RHSO on intervention advice and guidance bases.

GMB SCOTLAND

1 Membership and Recruitment

Total membership	65681
Women membership	27098
Section membership (by each Section):	
Clothing & Textile	1861
Commercial Services	3753
CFTA	2312
Energy & Utilities	2911
Engineering	6390
Food & Leisure	11640
Process	1796
Public Services	35018
Grade 1 members	43894
Grade 2 members	13321
Sick, retired & unemployed members	4723

Total number recruited 1.1.2005 – 31.12.2005	5276
Gross increase/decrease 1.1.2005 – 31.12.2005	(6769)
Net increase/decrease 1.1.2005 – 31.12.2005	(1493)
Membership on Check-off	51527
Membership on Direct Debit	5724
Financial membership	61938

RESPONSE TO ORGANISING AGENDA

GMB Scotland notwithstanding long-term sickness issues have ensured that the Organising Agenda has been given the priority set out by Congress.

Linking with the current work being undertaken by the National Organising Team and the CEC Organising Working Group has ensured a keen focus within GMB Scotland and the alignment and integration of the National Organising Team outputs into our Regional Strategy. We are committed to increasing our monthly recruitment figures by measurably improving our contribution in terms of Recruitment by the agreed 200 additional members per month thereby increasing our rolling average and contributing to the National objectives to grow our membership base.

Due to long term absences experienced within the Region we have not as yet been able to divert resourcing for our Organising Agenda under the dedicated control of a single Senior Organiser.

The appointment in December of two Recruitment Officers has added significantly in our ability to refocus on Organising and Recruitment, the Region was very encouraged in having received thirty two applications for the two available posts which were filled by one female and one male applicant who are showing significant measurable improvement with clearly developed and integrated targets.

GMB Scotland has embraced the concept of moving forward and growing the Union on the basis of workplace organisation and the involvement and participation of our membership. Effective Recruitment and Retention underpins our approach and this has to be based on the approach of Recruit-Organise-Service-Retain. Approaches in the past had focused solely on achieving numbers however without an organisation we would be unable to service and so retain our membership. A sustainable workplace organisation is critical to involving members.

High quality regular communications has been significant as a result of Equal Pay within Local Government, our largest group of members within the Region. This has provided scope for growth which we are currently capitalising on with these Equal Pay Claims across the thirty-two Local Authorities in Scotland being targeted for Recruitment as a clear strategy.

We are currently reviewing our Branch Structures within the context of a fresh start for Branches 2001 within the headings of Recruitment, Organisation, Servicing, Retention, Resources, Branch Structures and Union Democracy.

The approach to move ahead in stimulating and encouraging those Branches to play a much more active role in focusing on opportunities for consolidation and growth within workplace or general Branches and to develop

Branch Development Plans with specific timescales and measurable outputs. More work has yet to be done in this area of development with Branch Secretaries to encourage and support this initiative.

The issue of Equal Pay had been touched on earlier in the report however the reality of this situation was such that the move into Scotland by Stefan Cross the No Win No Fee lawyer who marketed himself as the champion of low paid women within the Public Sector was running a very sophisticated operation and was ensuring that significant time was being taken up by our Legal Team, Officers and Staff to the degree that to ensure we reduce any possibility of negligence claims our resources were being stretched to the limit.

RECRUITMENT TARGETS AND CAMPAIGNS

Targets within GMB Scotland have continued to focus within the Local Authorities on the back of Equal Pay Claims with our Recruitment Officers capitalising on the opportunity this issue created in particular across schools in areas of Catering and Cleaning crossing over into Home Carers as the 3 key areas of opportunity.

Greenfield Sites have not been an area where we have targeted our limited resources as lessons from the past have clearly shown that the commitment in terms of resources yields a limited return on significant investment and therefore we have refocused on consolidation and ensuring that we need again to revitalise our Workplace Organisational Development Plan (Health Check). This is to ensure that we can achieve 100% membership in those areas of the workplace where membership density is low. We are also focusing on National Targets within the region coming out of the National Organising Team initiative being; the AA, Southern Cross, DHL and G4 Security.

These are being integrated with Regional Targets including Gala Casino's where we are trying to gain recognition with significant assistance from our two colleagues working on this project seconded from the London Region to the Casino's Project and I would wish to go on record in thanking Adrian Baker and Claire Laycock for all their support within the Region.

The economic decline within the Scottish Manufacturing Sector has still not as yet been offset by growing our membership within Private Services which still has low trade union density as is the case within the Hotel and Leisure Section. There are areas of growth however, they are also synonymous with significant labour turnover – these two areas will focus within Regional Targets and our Action Plan during 2006 in an attempt to balance out the structural change which has taken place within the Scottish Economy over the past decade.

I will also place on record the commitment and dedication of staff and officers within GMB Scotland during a period of fewer Human Resources as a result of genuine long term absences within the Region at a time when we are focussing on the pressures of Equal Pay at the same time as delivering our growth figures within the Region.

GMB Scotland have developed an Action Plan based on strategies to improve our performance against our National Objectives and has rolled this out to lay members of our Regional Council who have supported the agenda

wholeheartedly – ensuring the support and buy-in of our senior lay delegates will be critical in achieving success.

To ensure the delivery of the Agenda for Growth we have reviewed our Shop Stewards Training Provision to ensure that Workplace Organisation would be a key feature in achieving our objectives, that our training would be continuously reviewed on the basis of evaluation and feedback from the reps themselves but most importantly to move away from the growing dependency culture of relying on Organisers in representation at low level grievances. In order to deliver the agenda we are now ensuring delivery of training across Scotland reducing the need for significant travel and overnights which can be a barrier to undertaking training based in Glasgow.

The key principles of Recruitment, Organising, Servicing and Retention combined with Consolidation has been fully integrated within GMB Scotland's Action Plan ensuring that we have taken a holistic view to future growth and a Campaigning Union delivering in the workplace.

ECONOMIC & EMPLOYMENT SITUATION

The Scottish Economy – GMB Scotland does not under-estimate the long-term challenges facing the Scottish Economy on the Global Marketplace of 2006 and beyond, or the current factors, such as the decline in manufacturing and regrettably persistently high levels of Economic Inactivity. These factors currently restrict our economic performance however Scotland's current performance in terms of jobs and growth, is generally positive.

Scotland has currently been ranked joint fourth with the West Midlands out of twelve regions of the UK. December 2005 figures recorded that a strengthening of the Economy was maintained in to 2006.

This encouraging trend over recent months has not been confined solely to the service sector of the economy but also manufacturers were reporting sharper rises in output and new orders. These factors indicate that Scotland appears to be fairing better than the UK as a whole and indicates that economic growth is expected to stabilise towards the end of 2006.

The potential is therefore according to the Scottish Financial Institutions that Scotland will see stronger jobs growth in 2006 which is encouraging in terms of Recruitment Opportunities. These factors however have to be viewed in the context that growth may well continue to struggle unless the Bank of England are prepared to cut interest rates. Employment rates in Scotland at present are up .3% on a year ago, with seasonally adjusted figures was 5.3% down .2% on a year ago.

Public Procurement in Scotland is around £5billion in goods and services each year has a major impact as an economic driver and has a profound ability to meet our economic and social challenges. Procurement while not being a panacea for all our economic and social ills in Scotland can be an effective lever in promoting and supporting employment.

GMB has been at the forefront of demands on the Scottish Executive to set positive standards in employment conditions and ethical contracting, by demanding of the Executive that such considerations are not a burden on

business and that they need to acknowledge the clear benefits to be gained in productivity and quality.

The Public Procurement Directive was a key area in which GMB has been involved with meetings involving Ministers with Kathleen Walker-Shaw and Phil Davies on behalf of Sheltered Workshops to promote the social, environmental and employment agendas. However, it has to be said that there was a distinct unwillingness on behalf of the Scottish Executive to use fully its devolvement to implement a separate and distinct Scottish solution rather they had been only prepared to follow the Westminster line.

The review of the UK energy policy by the Minister Malcolm Wicks was of significance in Scotland in terms of supply and demand and the GMB has been part of the approach via the STUC in meeting the Scottish Parliament Labour Trade Union Group – The Deputy Enterprise Minister, Scottish Westminster MPS with a view to ensuring a balanced approach to Scotland's energy needs and the opportunity to invest in renewables as part of the long term solution as is Nuclear Manufacturing opportunities for Scottish industry, arising from development of renewable energy industries will provide again further opportunities for GMB Scotland. With this in mind we have held meetings with one of the emerging companies in this area including Keith Hazelwood, National Secretary and Charlie King, Policy & Research Department who are working on harnessing energy from wave power off Orkney.

GMB Scotland has also played a role in meeting with the Justice Minister to discuss the proposals for Corporate Culpable Homicide and Corporate Manslaughter legislation.

Overall within Scotland the major decline in manufacturing due to off-shoring has been significant over the last decade however this has resulted in significant growth within the Service Sector of the Economy which we have yet to capitalise on. The demographics still show that to achieve the Executive's goal of "Smart Successful Scotland" there will be a requirement to achieve the skills deficit by more influx of Eastern European job seekers into the labour market. Refocusing GMB Scotland's strategy for growth needs to be targeted within the Public Services where there is still potential and also the Service Sector while consolidation and retention needs to be key within manufacturing.

CLOTHING & TEXTILE SECTION

The Section has been fairly quiet over the last 2 years ago. There haven't been many major redundancies in the Section though our membership has obviously decreased.

Meetings with the Scottish TUC Textile Committee and also with the appropriate Ministers at the Scottish Parliament have been held. It is important though that the Section focuses on Public Procurement as a possibility and an opportunity to see sustained growth for the Industry for the future.

The message that we seem to get from employers regarding procurement contracts is that they don't know how to go about putting a tender in. It was discussed with the Politicians about a more open and encouraging forum in which Scottish and UK clothing and textile employers have the facility to tender

for contracts that would be a life saver for their businesses and for our members who work within.

There have been areas that have given cause for concern particularly in the knitwear industry in the Borders and the Lace Industry in the Irvine Valley in Scotland. We have had some closures in both these areas but not of a significant nature. It is hard to take looking at the overall membership within the Section that only ten years ago GMB Scotland was proud to boast over 15,000 Clothing & Textile employees. China appears to be the overall winner in this trade war which we are suffering as a result of an uneven playing field. It is important that we still stay organised, structured as a trade union fighting and pursuing better rights and better terms and conditions for clothing and textile members in what is a very difficult operating field.

It was not thought that based on the overall performance nationally of the clothing and textile section of the last 7 years that another conference would actually take place within the Section and it is pleasing to say that we are glad that we seem to have stabilised in some major areas and it is hoped that through the appropriate policies and decisions that we can maybe see future growth within the section.

COMMERCIAL SERVICES

Many of the issues that affect the Commercial Service Section are still subject to National Negotiations as will no doubt appear in other reports to Congress.

GMB Scotland had a mixed year in terms of building up our membership base. The effects of the closure of British Airways Call Centre had a dramatic impact on our membership levels. The Region has been working hard to address this and we are beginning to see growth in membership again. Our aim is to continue with that growth and not only make up for our losses in BA but to see even further growth. The Region was involved in the fight against the attempts to remove GMB as the recognised Trade Union in DHL and we have been reasonably successful in keeping the vast majority of members within the company. This has been down to a lot of hard work by our Organisers and Representatives. In Civil Aviation Transport there appears to be a shake up in the companies delivering services within Scotland's Airports and we are hard at work ensuring our members rights are maintained and that our workplace organisation remains in the okay.

CFTA SECTION

Vibration White Finger - the Health and Safety Executive is promising to turn the heat up on tool manufacturers in its campaign to cut the risks of hand-arm vibration. The HSE is considering plans for inspectors to work directly with manufacturers to ensure they improve the information given to tool users. This is one of a series of measures including increased access to specialist doctors and health surveillance checks to ensure that those most at risk are identified. It is not a war on manufacturers, but the customer has clear needs and often now they are not able to work out the risk levels from the information they are given. We would like the manufacturers to go beyond their basic responsibilities. If a manufacturer doesn't co-operate, we have the powers to go after them.

We want people to think carefully about whether it is the right thing simply to buy the cheapest tool. The HSE is working on a tiered system of health surveillance, whereby an employer, with some guidance, can decide whether a worker needs to visit an occupational specialist. It will be a one-page questionnaire for workers, whereby anyone with any signs of vibration illness is referred to a doctor. It won't help anyone to send all workers to the doctor, but it provides an essential safety net.

In a parallel move, the University of Loughborough has launched a Vibration Research Centre, which will provide a programme of 'real-life' vibration tests of commonly used tools to enable employers to get a more accurate picture of typical vibration exposures. The Centre, funded and run by the university's Operc equipment research operation, is to put the results of its tests on its website to enable access by anyone who needs guidance for risk assessments and health surveillance. The Centre has university funding in place for testing on 70 common tools over the first six months and is hoping to attract the support of the industry to expand the research. This information will be free of charge, but if anyone wants to they will be able to buy the full technical report. By providing the basic information firms should no longer need to fork out for specialist consultants.

ENERGY & UTILITIES SECTION

Scottish & Southern Energy - Pay Agreement (2005-2007) Ratified. The JNCC has formally ratified the three- year pay agreement for 2005 to 2007 following the results of the trade unions consultative ballots. An important element of the pay agreement is a commitment to review specific roles undertaken by employees to establish whether the level of their pay is correct. The trade unions are currently researching which roles should be examined and a process for the review is being agreed with the company. The aim is to complete the exercise by the end of this year and lay members of the JNCC will be fully involved. Flexible Working – the Preferred Option - The JNCC has reviewed the issue of TOIL (time off in lieu) balances that have accumulated under the Flexible Working – the Preferred Option arrangements provided for by clause C2 of the company agreement. This has been a source of considerable frustration to members for a long time.

Following representations by the Trade Union Side a Joint Working Party was established and the JNCC has now accepted its recommendations. Under the new arrangements Team Managers will be expected to manage TOIL requests in a way that prevents the accumulation of excessive balances. Provision is now being made to reduce TOIL balances that are in excess of 37 hours. There will also be provision for payment at the rate of time and a half where operational requirements prevent TOIL being granted within a reasonable time of the request for TOIL (i.e.6 weeks from the date of the request.) Full details of the new provisions will be circulated shortly and members should discuss any issues with their local representatives. The Trade Union Side will regularly monitor the new arrangements to ensure that they are being applied properly.

Drug and Alcohol Policy - The Trade Union Side has agreed to participate in a joint review of the Company's Drug and Alcohol Abuse Policy. The trade

unions accept that the safety of staff and the public is of paramount priority. The Company has indicated that it would like a revised policy to include provision for the random testing of employees to establish if prohibited drugs have been used or if the employee is unfit for work due to excess alcohol in the bloodstream. All the issues will be thoroughly debated in a Joint Working Party, which will involve a majority of lay representatives on the trade union side. Careful consideration will be given to the experience of similar companies which have random testing e.g. Scottish Power and those which do not e.g. United Utilities. The Trade Unions have indicated that we have major reservations about the need for random testing and its effectiveness. We would expect all legitimate staff concerns to be addressed. It is emphasized that the trade unions have not agreed to random testing.

British Energy -HR & Management Briefing – Staff Refreshment Programme - In 2005 the Company announced that arrangement would be made to facilitate a combination of SVS and enhanced early retirements. The Refreshment Programme will be limited in number and will help to resolve a growing number of issues resulting from previous and current reorganisations, A1 fitness and a recognition that there are a number of employees whose health is not commensurate with the demands required by the business but not such that it would qualify them for ill-health early retirement.

Aside from the reorganisation affecting Peel Park, it is a considerable time since there was a severance programme and there have been a number of requests for severance or early retirement. As a result of that, it is expected that the response to this new initiative will be more than can be accommodated by the funds available. It is recognised that the staff will prefer SVS, even if they are eligible for early retirement but it will not be possible to meet those aspirations in full within the finances available. To assist, the company have agreed to introduce a programme of early retirement terms which are significantly better than those potentially available to those staff who leave and ask for early release of their pension. They are also further enhanced over the current terms available for those who retire with Company consent. Volunteers will be sought from the categories outlined above for SVS or early retirement. For some of those who are unsuccessful in their application for SVS, enhanced early retirement might be an option which they may wish to consider and programme is designed to facilitate that need subject to the limited resources available.

For guidance, SVS will be more suited to those unable to take the early retirement option but that will not preclude SVS being approved for suitable candidates. This is not a mechanism to reduce headcount but primarily to assist with refreshing the skills base in line with the Company's restructuring plans whilst offering individuals a further option. This will for a limited number of staff (excluding Peel Park), for a limited period and needs to be closely managed. Cases need to be identified and agreed by mid August, however, actual release dates can be agreed for a date appropriate for the case. In some cases, NII approval may be necessary, but in most cases it is expected that the majority of staff involved will be released before the end of March 2006.

Scottish Power, Customer Sales & Service, Integrated Approach to Pay – Outcome of Negotiation. Members will by now be aware of the agreed offer that has been made by ScottishPower Management as a result of the last 3 years of discussions, and subsequent difficult negotiations, over an integrated approach to pay across the Customer Sales & Service group of businesses. Management started this project in an effort to develop common pay, terms and conditions of employment across all of the businesses and to tie this to both individual performance and the wider employment market. The unions have played a full part in the process to ensure that the result gives as good a fit to members' needs as possible. The result is a new pay and grading system, a new performance management scheme and new arrangements for annual leave. This is a three year deal, covering all pay related issues for 2005 to 2007, so you should consider it in that context. The offer cannot be comprehensive, so there are issues that remain to be addressed when we return to pay negotiations for 2008. Through the negotiations we managed to secure significant improvements to the company's original position and are certain that we could not have achieved anything more. Within the duration of this offer, there will be pay benefits for the majority of members. It has not been possible to deliver improved pay and conditions for everyone, however, so we sought to protect pay for those above the max of their scale as much as was possible within the constraints of the current business drivers and economic climate that relate to the various businesses within CS&S.

Scottish Power PowerSystems -2005 Pay and Conditions Final Offer - Following extensive negotiations your Joint Trade Union Negotiating Committee received the Company's final offer at a meeting on 30 June 2005 and arising from a meeting of Amicus, GMB and TGWU Shop Stewards on 5 July 2005 it was agreed to RECOMMEND the settlement in a ballot as the best that can be achieved by negotiation. Key elements of the package: PAY - With effect from 1 April 2005, 3.8% increase on schedule salaries with follow-through to appropriate allowances and payments. 'WORKING TOGETHER' PHILOSOPHY AND OPERATION OF JOINT NEGOTIATIONS AND CONSULTATIVE ARRANGEMENTS. As part of the 2005/06 Pay and Conditions Negotiations the Business outlined its proposal to enter into further discussions with the Joint Industrial Trade Unions on (i) the achievement of a longer-term Pay and Conditions Agreement for April 2006 and (ii) the potential for collective Trade Union negotiations. The Joint Industrial Trade Unions and the Business are committed to enter into discussions collectively with the other Trade Unions with a view to reaching agreement on the following:

The key principles and objectives of a Joint 'Working Together Philosophy' between the Trade Unions and PowerSystems;

- The potential scope for development of Joint Trade Union Negotiations; and
- The potential framework which would underpin both these joint negotiations and a longer term Pay and Conditions Agreement from 1 April 2006.

Job Evaluation Scheme And Process - The Business and the Joint Industrial Trade Unions jointly recognise that all potential job evaluation issues across PowerSystems must be assessed in a fair and consistent manner. Both the Business and the Industrial Trade Unions agreed that the existing job evaluation schemes and processes lacked integration, consistency and transparency. To address these issues a Joint Steering Group will then be established to review the existing job evaluation schemes and processes and formulate proposals on the implementation of one job evaluation scheme and development of common job evaluation processes for application across PowerSystems. A Joint Steering Group, drawn from members of the JANCC, TJNCC and JINCC will be established with the following terms of reference: Jointly review existing job evaluation scheme for PowerSystems and common job evaluation processes.

ENGINEERING SECTION

Burntisland Fabrications - management have entered talks with GMB and AMICUS over Recognition. Recruitment is good and talks are nearly complete. 70 platers and welders will be offered employment status out of a workforce of 100.

NAECI – Scotland - the Organiser has held several meetings with Babcock over 2nd Tier payments for Cockenzie and Longannet. It was agreed that there would be a 15p an hour increase to 75p an hour.

Babcock Cockenzie - management offered 3.7%, plus an increase in sick pay and duration. Awaiting confirmation and meeting with members.

Norec Longannet - the membership agreed a 3.7% pay deal and an increase in sick pay rates and duration.

SGL Technic Ltd - we have two representatives on Site and have reinstated monthly meetings and membership is steadily increasing. A major incident occurred on Site with a line explosion and the Organiser will be meeting with the Company in the near future to discuss any implications.

Enterprise Engineering - following very long protracted consultations the Organiser is pleased to advise that we have been able to meet the aspirations of our Enterprise members and settled on a 3.61% one year deal with no strings attached. This now gives Craft employees a minimum of £10 an hour.

Peterhead Engineering - the Employer's current offer is to move to £9.50 an hour which is considerably less than other Fabrication Shops in the area.

KBR NAECI Site Sage Project, St. Fergus Gas Terminal - the Site was due for completion at the end of August 2005. The Site is currently very busy with all trades, significant numbers of which are recently employed travelling tradesmen. Currently a night shift is being organised as the contract moves to 24 hour working. The Organiser will shortly be on Site to undertake recruitment. Further to this there are a number of new apprentices started and some improvers.

OCA Partnership Companies Construction - this Organisation in the North Sea and West Africa Offshore sectors are very busy with a large upturn in maintenance due in the main to two factors. Firstly, the Shell incident where 2 employees died as a consequence of industrial accidents, and obviously age portfolio of North Sea stock which now requires significant maintenance.

Wood Group in the Talisman field i.e. Shell – Recently, has introduced additional holidays and more flexible working arrangements with increased incomes and significant allowances for new Foreman/Supervisor positions.

Employment - there is an ever increasing demand for skilled labour in the north and north-east in particular for Platers, Welders, Mechanics, Engineers, Electricians, Scaffolders and Riggers. On the Wellhead side of the oil business, companies such as Weatherfords, Santa Fe UK and Drillquip are crying out for employees to train as wellhead technicians to the extent that they are paying for trainees to undertake offshore survival certificates etc.

Tannoy - the Officer has negotiated a wage settlement in Tannoy which resulted in a 3.2% increase. Chep UK - The Officer again has negotiated a wage settlement of 3%. Terex - at the start of this month we had a final offer which will go back to the Terex workforce for them to decide on the offer which is 3%. Met Tech - proposals to close the Paisley Centre and also make redundant 2 instructors at Grangemouth, ongoing.

Offshore Industry - with regard to wage negotiations under UKOA we have secured a 5% wage increase for wellhead operational staff. The Unions have recently won the right to have employment tribunal heard concerning holiday entitlement under the Working Time Directive this effectively means that the jurisdiction of the Tribunal System has extended the recognition that Working Time Directive claims can be heard for those who work from here to the continental shelf. Offshore Recruitment - we have made arrangements for access at employee inductions with the OCA companies such as AMEC & Wood Group. National Office has produced an offshore recruitment leaflet.

UKOA and OCA recently sponsored a Skills Seminar with the emphasis on attracting new blood into the offshore industry they highlighted that there is a huge shortage of skilled labour, they are also defiantly willing to look at adult trainees. With the emphasis, that you do not need to relocate to Aberdeen to work in the Industry.

Rosyth Dockyard - several meetings held on 2 Failure to Agree on Pay and Redundancies. Both went to National Level talks and resulted in agreement on the way forward and a 4% pay offer which was accepted.

Ferguson's Shipyard – Port Glasgow – Ferguson Shipyard was recently awarded a contract for a £6 million ferry from Calmac. This order will ensure the job security for the workforce for the foreseeable future with a prospect of increased employment. However, there remains a question mark over the long term future and support required to enable the yard to sustain employment. The First Minister, Jack McConnell has been written to regarding the yard's precarious position within the shipbuilding market and the need for the Scottish Executive to take a closer interest in the future of the Port Glasgow Site. This is the last remaining commercial shipyard within the UK and it would be an absolute disaster if we did not do as other nations would do in protecting their interests. The EU rules and the principles behind them was one of protectionism to ensure that no nation would provide unfair subsidies to assist their particular shipbuilding company. We are well aware that this has been breached in the past 20 years continuously and yet we have failed to show signs of support in times of need for

our own yards. The important factor for the long term is that we have a site which can do commercial shipbuilding and work alongside BAE Systems who carry out MOD work this would allow in the long term BAE Systems to expand its horizons and look for specialist work within the commercial market. Only in having this vision is there any prospect of a long term future instead of the peaks and troughs scenario toward total collapse.

FOOD & LEISURE SECTION

The Section has been particularly stable over the last few years. Membership within the Section has remained pretty much the same without having any significant job losses or any significant gains in recruitment across all areas of the Food & Leisure Section. The one area that we do believe we can capitalise on heavily is in Casinos as a result of the new legislation regarding Casinos and the possible introduction of Super and Regional Casinos all over the United Kingdom. Glasgow is the strong favourite to win one of the Regional Casino bids with the Casino being built at Ibrox Stadium in a £200 million plus project that will see a hotel casino complex and other facilities which will lead first and foremost to employment in the construction industry in the initial stages and then employment in the servicing of the facilities that are built. It is hoped that GMB can nationally exploit the situation in respect of membership development and we look forward to working with other regions and the National Casino Steering Group to oversee all potential areas that we can use our expertise and our knowledge to raise the GMB profile.

Leisure - There has been a real increase in the building of leisure facilities and fitness centres all over Scotland which again means that there is a real potential for recruitment within this sector. Unfortunately as of yet we do not have any national agreements or indeed local agreements with any of these companies as they appear to be anti-union establishments. We have though had interest from people employed in the leisure and fitness centres who wish to become trade union members but we cannot negotiate terms and conditions on their behalf at this moment in time because the trade union density is too low. It will be an objective of GMB Scotland's to try and change that situation and keep picking away at recruitment in order that we may at some stage be able to ballot the company on a recognition deal.

The Whisky Industry once again has remained pretty stable with the major players declaring increased profits. The only point of concern is the relationship between 2 of the big 3, Allied Domecq and Chivas who have indicated that they will merge which could lead to substantial job losses. As this is in the early stages of its infancy we will be monitoring the situation on an ongoing basis to make sure that we are able to protect plant and jobs for our members which will lead to stability and obviously workplace harmony. There was a major dispute in the whisky sector last year where Edrington GMB members took part in industrial action against the company in the pursuit of a higher wage offer. Edrington who produce brands like Cutty Sark and the Famous Grouse eventually brokered a deal which our members accepted and gave them an above inflation deal which was equivalent to what was negotiated elsewhere within the sector.

Hotel and Catering is another particular that we should be seriously developing in as tourism in Scotland is growing year on year and major hotel chains are building new hotels up and down the whole of Scotland. Glasgow in particular has saw huge capital investment in the hotel building with some of the main players like Jurys, Bewleys, Radisson, Ibis and Accor all building new hotels within Glasgow. It is important that GMB Scotland organises in these particular establishments as the GMB at one particular time had an actual Hotel & Catering Section.

The ongoing problems within Asda retail remain the same with the underhand tactics that Asda use to de-recognise the GMB through various union busting means. Asda Retail are in pursuit of trying to achieve that all their employees move on to New World Contracts which mean less favourable terms and conditions for our members who have worked there for years and years and have contributed to the overall profitability of Asda. Things will get particularly worse as they try to compete with Tesco who again at Christmas saw an 11% increase in its Christmas sales which makes them well in front as a market leader. The only way that Asda will be able to claw back any of the ground that it has lost will be through members' terms and conditions and we must oppose at every opportunity Asda's attempts to do this.

In the Distribution Sector things are still pretty desperate with Asda using local agreements to introduce national issues through the back door. We still have an ongoing problem at the Falkirk Site where the TGWU have got a majority of members in the Falkirk site and are pushing for GMB to tear up the existing Partnership Agreement that GMB signed approximately 3 years ago. It could well be that the TGWU will try to use the weaknesses within Asda to exploit on their own behalf recruitment opportunities which will cause us some concern. It is my belief that the senior Asda organisers along with the National Secretary get into debate with the National Officer from the TGWU regarding this situation before it gets out of hand.

PROCESS SECTION

In order to resolve the present deadlock between the Management of Polimeri Europa Grangemouth, & Trade Union Representatives the following arrangements will apply in respect shop stewards recognition. The current Management Recognised Shop Stewards will enter into immediate discussions with the management side on the composition of the number of Shop Stewards and Safety Representatives at the plant. At the end of November 2005 a Branch Meeting will be convened and elections (conducted by way of the GMB Rulebook) will take place. The Company agree to recognise the Shop Stewards & Safety Representatives duly elected by the Branch on 1st December 2005, with no exceptions. With immediate effect, the current Management Recognised Shop Stewards will begin discussions on:- A new local Agreement, A new Alcohol & Drugs Policy, Safety Matters and Any other relevant business.

Both the Company and the GMB will use all reasonable endeavours to conclude agreement on the new local Agreement and the new Alcohol & Drugs Policy by 1 December 2005. If this is agreed by all sides, then the GMB will drop

its action currently set to be heard by the Appeals Tribunal, Barrie Fraser -v- Polimeri Europa.

PUBLIC SERVICES

Recruitment- Due to some resourcing issues this year it has been difficult to maintain our Recruitment activity within the year. Despite this however the Section has managed to see improvements in its Financial Membership levels. With the resourcing issues improving there is an air of confidence that the improvements in our membership base will continue in the months ahead.

Equal Pay - The issue of Equal Pay has been at the heart of the work in GMB Scotland's Public Sector this year. GMB Scotland has been at the forefront of the Campaign to eradicate Pay inequality within Public Sector Organisations. Our Campaigning has brought this to the top of the Negotiating Agenda in Local Government when we lodged with all Councils Grievances on Equal Pay. This has led to over 50% of Councils proposing local arrangements to deal with the historical Equal Pay issues and proposing Equality proofed Pay Structures for the future which has resulted in significant increases in Pay for many of our women members employed in low paid, part-time occupations such as Catering, Cleaning, and Caring jobs. This Campaign has now been extended to the NHS where Grievances have been lodged with many of the Health Boards in Scotland.

Local Government Pay - Our members in Local Government have received an increase this year as part of a two-year deal which ends on 31st March 2006. GMB Scotland has argued for this year's Claim to include an 'Across the Board' payment as opposed to a percentage increase. This was done as the best way to continue our fight to end Low Pay in Local Government. Whilst this view was not shared by the other Local Authority Trade Unions we were successful in structuring the Joint Claim in such a manner that it still focuses on the Low Pay issue.

NHS Partnership Working - The NHS in Scotland has for some time now had Partnership arrangements in place which has seen a greater involvement of Trade Unions in the development and implementation of Strategies and Policies within the Health Service. The Partnership arrangements have been the subject of a Review this year and a new Framework has been agreed that removes a lot of the duplication that existed between the different Forums. There are now three main Bodies. The Scottish Partnership Forum, The Scottish Workforce and Staff Governance Forum, and The Scottish Terms and Conditions Forum. GMB are represented and fully involved with the work of these Fora.

Agenda for Change - The Management and Trade Unions have taken a much longer time than other areas of the UK to assimilate jobs onto the new Pay Structure. This was done despite considerable pressure from the Health Minister and the Scottish Health Department. The reason for the longer time period was the Trade Unions, including the GMB, wanted to get it right and avoid a situation where there would be a high volume of Appeals. It would appear as the first Occupational Groups are now moving over to the new Pay Structure that this strategy has been successful as there does not appear at this minute in time to be many Appeals coming through.

Pensions - As Pensions are a devolved, or more accurately a partly devolved matter, the proposed changes in the Pension Schemes for NHS workers and Local Government workers have been the subject of negotiations in Scotland. GMB are actively involved in the Working Groups that are looking at a future Pension Scheme for both Groups.

2 General Organisation

Regional Senior Organisers	3
Membership Development Officers	-
Regional Organisers	19
Recruitment and Organisation Officers	-
Regional Recruitment Officers	2
No. of Branches	191
BAOs	-
New branches	0
Branch Equality Officers	33

Administration changes have resulted in the focus ensuring that effective and efficient administration can and does assist within the Organisation Agenda. Closer working relationships across all departments within the Region has been able to reduce bureaucracy and ensure a speedier turnaround in processing membership, claims and payments.

The integration of Regional Education in Partnership with the TUC has also ensured our processes are much more targeted and effective in ensuring a speedier delivery of training for our New Shop Stewards and because of the diverse geography of Scotland we have now been able to ensure the delivery of training across Scotland thus reducing time away from home due to distance. This has been a positive development and is linked to our Organising Agenda by ensuring speedy training.

The administration is also working closely with our Legal Department in particular as a result of Equal Pay which is having a huge implication on our Human Resources within the Region. However, there is a positive scale to this as we have effectively again built this into our Organising Agenda in identifying areas within the Public Sector on this issue.

Administration has become much more a central function within the Region involved on a cross functional and interdepartmental basis. The geographical spread of Officers across the Region has also highlighted the speed of response required and that all staff are clearly aligned with our organising culture in everything they do so that we have effective and efficient processes designed to deliver a service level to existing members while ensuring the prompt co-ordination of potential members to Officer to ensure an effective response time capitalising on every available opportunity.

3 Benefits

Dispute	-
Total Disablement	4000
Working Accident	6960
Occupational Fatal Accident	-
Non-occupational Fatal Accident	1055
Funeral	21362

4 Journals & publicity

Recent publicity within GMB Scotland highlighted the successful role of GMB in the Learning and Skills Agenda within the Scotch Whisky Industry which was driven out of a successful application by GMB Scotland for a two year funded programme for the industry. This provided a key message that the GMB was the lead Trade Union within the Sector.

GMB Scotland were leading the fight to retain Scottish Water as a Public Utility having organised and publicised Press Releases on the Union Agenda to fight off deregulation and privatisation.

Successful coverage of GMB's agenda for Equal Pay within the Public Sector has been reported across both tabloids and broadsheets and TV highlighting a strong stance in rejecting offer by Councils' and taking a strong campaigning role. Successful medial coverage to protect shipbuilding and repair on the Clyde and at Fergusons Yard in Port Glasgow. GMB have sponsored a major conference on Asbestos which is attracting significant media coverage and international speakers. GMB defending local Health Services has secured significant TV and press coverage. Media work has been successful following on from the National Releases during the year which has resulted in significant media coverage particularly radio.

Significant communications sent to thousands of our female members in Equal Pay; Questionnaires, Guidance and Updates. The Scottish Professional Footballers Branch has been successful in ensuring that they have a high profile within Scotland. We continue to advertise at events run by Local Government and Health Service to ensure a high GMB Profile.

All of the above has been to ensure that these all support our organising agenda and that we are seen as a campaigning union. Currently we are working on a new Journal for the Region to promote our key messages and provide both interesting and informative articles.

5 Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
696	696

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
994	302	5	678	9	£5,516,827.24
			£5,408,441.99	£108,385.25	
Cases outstanding at 31.12. 2005			1636.		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	130
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Tribunal	Total Compensation
113	60	2	47	4	£231,308.02
			£190,082.03	£41,225.97	
Cases outstanding at 31.12. 2005			532		

(c) Other Employment Law Cases None

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
		£	

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
68	37	25

Organisers in GMB Scotland no longer represent members before Employment Tribunals. Instead Representation is provided by Solicitors from the Employment Law Unit of Digby Brown Solicitors. They also provide Employment Law Advice via an Advice Helpline.

Significantly in 2005, the Employment Law Unit has been at the forefront of supporting and assisting GMB Scotland with the challenges we face in tackling

pay equality in the public sector. In autumn 2005 their involvement led to the creation of a GMB Scotland Equal Pay Working Group which includes the Head of the Employment Law Unit Margaret Gribbon, the Principal Legal Officer of the EOC in Scotland Muriel Robson, GMB Regional Legal Officer and Senior GMB Scotland Officers and Organisers.

The Working Group provides specialist legal advice to GMB Scotland to ensure that the rights of our members and interests of the union overall are protected. So far Equal Pay claims have been raised before the Employment Tribunal for over three hundred members in fourteen different local authorities in Scotland. These claims have been lodged to protect the time limit position of those women who have left local authority employment in the last six months.

We have also selected target local authorities with the aim of commencing litigation against those authorities where no agreement on a deal has been reached. In addition to litigation, GMB Organisers continue to actively negotiate on Equal Pay with thirty two local authorities in Scotland.

PI Compensation - Digby Brown Solicitors recovered on behalf of GMB Scotland members total compensation of £3,542,448. Thompsons Solicitors recovered on behalf of GMB Scotland members total compensation of £1,974,378.

Training - The Employment Law Unit Solicitors have also provided training seminars for GMB Organisers on various employment law issues including Equal Pay. The programme of Organiser training within GMB Scotland will be extended in 2006.

6 Equal Rights

Since Congress 2005, GMB Scotland's Equal Rights work has been dominated by Equal Pay; with successes in the Private Sector and meeting the challenges in the Public Sector, especially Scottish Local Government and the NHS. MSPs, MP's and Government Ministers from both the Scottish Parliament and Westminster have been lobbied over the need to find a resolution to the financing of our members Equal Pay Claims. At all times we have worked closely with the Equal Opportunities Commission. Equal Pay has been major campaigning and recruitment issue over the last few months.

The Regional Equal Rights and Race Equality Committee has met and the Region as well as playing an active part in the Union's Equal Rights work Nationally, is also heavily involved in the Equalities work of the Scottish TUC, through the Black Workers Committee and Conference, the Woman's Committee and Conference as well as the more recently established Disabled and LGBT Networks.

7 Youth

8 Training

(a) GMB Courses Basic Training					
	No. of	Male	Female	Total	Total

	Courses				Student Days
Introduction to GMB (2 days)	10	115	26	141	20
GMB/TUC Induction (5 days)	2	27	6	33	10
GMB/ 3 Day Risk Assessment	1	16	0	16	3

(b) On Site Courses (please specify subjects)					
N/A	No. of Courses	Male	Female	Total	Total Student Days

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Health & Safety Stage 1 /TUC	12	11	1	12	120
Health & Safety Stage 2 /TUC	9	7	2	9	90
Health & Safety Update /TUC	2	1	1	2	10
Health & Safety Online /TUC	1	1	0	1	Over a 6 month period
Accident Investigation and Reporting /TUC	1	1	0	1	5

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of	Male	Female	Total	Total Student

	Courses				Days

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Union reps Stage 1/TUC	5	4	1		50
Stepping Up – Advance Course for Union Reps / TUC	1	1	0	1	10
Handling Disciplinarys & Grievances/TUC	3	2	1	3	9
Using Computers & Communications Skills/ TUC	5	1	4	5	50
Bargaining for Equality /TUC	1	1	0	1	3
Negotiating Skills/TUC	1	1	0	1	2
Certificate in Employment Law /TUC	1	1	0	1	36 Days
Understanding Pensions/TUC	1	0	1	1	2
Workforce Development /TUC	1	1	0	1	10
Introduction to On – Line learning /TUC	1	1	0	1	Over Period of 1 Month
Introduction to Spanish/TUC	1	1	0	1	15
Equal pay Weekend School / STUC	1	0	2	2	2
One Workplace Equality Weekend School/STUC	1	0	2	2	3
Woman's Weekend	1	0	3	3	2

School					
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9 Health & Safety

Regrettably GMB Scotland's Health & Safety Officer, Robert McGregor, has been diagnosed with cancer and is currently undergoing drug therapy. At the time of writing this report Robert is waiting on a diagnosis from his consultant and remains very positive in his wish to return to work. Given these circumstances Health & Safety has not had the profile intended since Congress last year, however we have invested in ensuring through the Regional Education Officer that all of our Health & Safety Reps have been contacted and updated as to why Health and Safety is of significant importance to our members and also is a priority within the Bargaining Agenda.

Two of our female Shop Stewards have achieved IOSH qualifications assisting in creating a central focus on Health & Safety and in particular the role of women in the workplace again key to the Organising Agenda. A positive outcome of this approach has been the successful appointment of one of our qualified female members to the role of Regional Recruitment Officer ensuring that Health & Safety does indeed feature heavily within the Organising Agenda as we move through 2006.

All Health and Safety Reps have been recently supplied with new materials and have been made aware of the role that Health and Safety needs to play within the Organising Agenda ensuring that Health and Safety becomes mainstreamed within the workplace and that the GMB can make a difference and becomes integrated into the Region's plan for growth.

SOUTHERN REGION

1 Membership and Recruitment

Total membership	81384
Women membership	38395
Section membership (by each Section):	
Clothing & Textile	202
Commercial Services	10084
CFTA	2674
Energy & Utilities	7174
Engineering	6883
Food & Leisure	9643
Process	1758
Public Services	42966
Grade 1 members	53820
Grade 2 members	21182
Sick, retired & unemployed members	6382
Total number recruited 1.1.2005 – 31.12.2005	9265

Gross increase/decrease 1.1.2005 – 31.12.2005	(12431) Decrease
Net increase/decrease 1.1.2005 – 31.12.2005	(11252) Decrease
Membership on Check-off	50199
Membership on Direct Debit	16370
Financial membership	75253

RESPONSE TO ORGANISING AGENDA

During the course of 2005, the Region has developed a much stronger regional identity with the aim of becoming a more campaigning organisation. The issue of recruitment and servicing has been subsumed into the organising agenda and the Region is focused on delivering a high level of service through organisation.

In order to assist the organising agenda, a priority has been establishing more full-time release for activists in order to better utilise Officers' time for organising. There has been some success with obtaining more release time but the Region is also concentrating on using its political influence to achieve further releases within the Public Sector.

Throughout 2005 recruitment was undertaken by the Area teams but the Region has identified that there is a need for a Regional team as well, in order to deal with sectors and companies that operate across the whole Region. This is particularly the case in Commercial Services and Food and Leisure. The Area teams have continued with considerable success in the Schools' Support Staff recruitment programme. This successful campaign will also now be used to recruit further in School Kitchens.

In its 2005 report the Region identified that there was a need to establish a proactive approach to Officer and Staff training. The first round of training was put in place from April 2005 and by February 2006 every Officer had been on at least one course, with many attending a number of modules. Integral to these courses is the priority of organising. In addition, a programme of on-line training for Staff has just recently been initiated.

At the centre of the re-focused activist training programme is the need to promote the organising agenda. In addition, the question of equalities is also a core theme.

RECRUITMENT TARGETS AND CAMPAIGNS

In the last year the Southern Region faced some challenging demands where our membership came under further attack by Employers and disgruntled former Officials. We have, as a Region, overcome these challenges, and are making good progress towards recovering what was the most under-mining and savage attack on our Organisation.

As a result we have in place a better structure for organisation and representation of our members. We, like most Regions, are encountering on-going difficulties with Asda in both the Stores and Distribution Centres.

We have concentrated on Education establishments across Southern Region, and we continue to grow our membership in Public Services to this exercise and ending up with good workplace representatives and organisation.

We are also engaged in an active campaign in the Security Industry, paying particular attention to G4S, which is also a National target.

Despite some heavy redundancy losses in our Warehouse Distribution Sector, we have identified growth potential in 3663, and we continue to maintain our strong presence in Food and Leisure across the Region.

The Officers and activists across the Region are engaged in consolidation exercises within Southern Cross. Although there are only 14 residential establishments within Southern Region, the potential for the GMB is estimated at about 750.

With the vast changes to terms and conditions within the NHS, together with the severe financial constraints, there are daily issues where the GMB are becoming involved again with opportunities to promote the GMB, and we have now a nominated Officer within the Region with direct responsibility for the NHS.

The GMB Southern Region plays an active role in the National Organisation Team and have a Regional Organisation Team that adopts the National targets, and identifies Regional campaigns for recruitment and organisation. Every campaign has been supported by Officers and offices across the Region, and backed up by our Regional Education Department, where we are bringing added value to GMB membership for potential recruits in identified target companies.

OVERVIEW OF REGION'S ECONOMIC AND EMPLOYMENT SITUATION

The Region continues to see an increase in its Public Service membership but a decline in Engineering and Manufacturing jobs.

The purchase of P&O by Dubai Ports World has led to some uncertainty in regard to our P&O Ferries membership. It is though too early at this stage to see if there will be any impact.

The acquisition of Safeways by Morrisons has led to the closure of the Aylesford Depot. We predicted in September that this would happen. This was initially denied by the Company but our position was proved right. Due to a very successful campaign by the Officer and Activists we have been able to retain the majority of members who have been made redundant.

In addition to the Public Service Section, we continue to see recruitment opportunities in Commercial Services and Food and Leisure. In Commercial Services these are predominantly in the Security field where we anticipate further opportunities due to new Agreements that have been signed. In Food and Leisure we continue to have some small scale success in Casinos.

The migrant workforce has grown in Southern England. In particular, the Portuguese community and certain Eastern European communities, predominantly Polish. The Region has made contact in a number of areas, particularly with Portuguese and Polish workers and through our Project Teams are putting together programmes in order to try and introduce the Union to these communities. We already have a growing Portuguese membership in Somerset and we are confident that we will be able to have some success with the Polish communities, particularly those based on the South Coast.

The Region has an exceptionally high number of small enterprises, the definition of which is a company that employ 250 or less. These account for 80% of employment in the Region. The SME market continues to be particularly

difficult to organise in but we are beginning to see some success in making in-roads into a number of small organisations.

2 General Organisation

Regional Senior Organisers	4
Membership Development Officers	0
Regional Organisers	17
Recruitment and Organisation Officers	2
Regional Recruitment Officers	2
No. of Branches	109
BAOs	0
New branches	0
Branch Equality Officers	* * *

During 2005, one Senior Organiser left GMB employment and two Senior Organisers were appointed.

One Regional Organiser transferred to another Region and two Regional Organisers resigned from GMB employment. Two Recruitment Officers were appointed.

3 Benefits

Dispute	0.00
Total Disablement	4000.00
Working Accident	5515.15
Occupational Fatal Accident	24000.00
Non-occupational Fatal Accident	0.00
Funeral	14347.50

4. Journals and Publicity

The Region has issued hundreds of press releases throughout the year which has helped raise the profile and awareness of the GMB in the media.

In particular, the Region has publicised bad practices within the AA and has achieved considerable press coverage.

The redundancies in Morrisons resulted in some Regional and National Television coverage. The continuing problems in the relationship with ASDA has also created media interest.

The Region is currently conducting an in-depth analysis of its Regional magazine Proactive, with a view to re-launching it with a new title.

5 Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
872	830

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
825	280	2	542	1	£6,564,612
			£6,548,642	£5,630	
Cases outstanding at 31.12. 2005			919		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	95
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
95	12	1	74	8	£507,074
			£459,705	£32,532	
Cases outstanding at 31.12. 2005			20		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
86	9	£894,333	13

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
14	11	3

INNOVATIONS AND CHANGES TO GMB SOUTHERN REGION LEGAL SERVICES BETWEEN 01.01.2005 AND 31.12.2005.

The Call Centre operated by Thompsons Solicitors which was launched in 2005 has proved very popular with our members. It provides a free service of legal advice on non-employment matters and allows on-line access to the personal injury services.

6. Equal Rights

Once again the Southern Regional Equal Rights Committee has had a successful year.

Each GMB Southern Region Officer has attended Equal Rights training to further support the values of Equal Rights and demonstrating Southern Region's commitment to the values of the GMB, as indicated in the Rule Book.

Building on the organising structures from 2005, the Equal Rights Committee has met each quarter, supporting individual cases and developing communication and strategy. Within the Region, Committee members have attended LGBT meetings, Pride demonstrations and parades, as well as attending Branch, workplace or area meetings where invited, to highlight Equal Rights values.

This year saw the first GMB Equality two day event held in Manchester. Each Region sent four delegates, including the GMB Organisers. The Southern Region held one of the first seminars of the event, focusing on "Women in Security" – security being a Congress 2005 project.

Our delegates came from the Food and Leisure, Public Services and Security Sections. Each has returned, inspired, to develop equality within their given area.

RACE

Committee Membership - From 1 January 2005 to 13 October 2005 the Committee had eight members and was chaired by Charles Adje. At the Regional Race Conference on 13 October 2005, the Committee expanded its membership to twelve and Dotun Alade Odumosu was elected as Chair, with Lorraine Parker as Vice Chair.

The Committee has met bi monthly during the year and most of the meetings have been well attended.

Regional Race Conference - We had a successful race conference on 13 October 2005 and the Committee agreed to establish a Plan of Action for 2006-7 and agreed that the Committee should continue to meet bi monthly with guest speakers being asked to make presentations wherever possible.

Political Activities - Members of the Regional Race Committee were active during the local and European elections throughout the Southern Region, particularly in areas where the BNP were active, and worked with London Region GMB in BNP target seats in the east end of London.

Members were also involved in events to commemorate Black History Month in London and in Liverpool and attended the London Mayors Rise Festival in London

Branches - Branches have been reminded of the requirement to appoint Race Officers although only a minority have done so. To assist with this the Committee has now drawn up a "job description" for the role so that interested individuals are made fully aware of what might be expected of them. This has resulted in more appointments but this till only covers a minority of branches.

The Committee understands that the job description has been adopted at national level for inclusion in a forthcoming Equalities handbook for branches and the format has been adopted in principle by the Southern Region Equalities Committee.

Southern Regional Race Committee also identified the need for basic employment rights material to be produced for migrant and guest workers. The Regional Political Officer facilitated the production of basic rights material initially in Portugese and Polish. This was subsequently distributed to officers and branches to enable them to recruit guest workers. A number of guest workers in a variety of companies subsequently joined GMB

Future Plans - The Committee has agreed to meet on a bimonthly basis with a Conference in October 2006, and plans to play a full and active part within the Region and the National Race Committee. Dotun was recently elected to the CEC Task Force and intends to play a full part in its activities and deliberations as well.

In addition the Committee has now drawn up a Plan of Action for 2006-7 which will guide the Committee's work, ensure Southern Region participation in a number of important regional and national events, and provide information to enable resources to be made available when required by the Regional Secretary and Regional Committee.

BREAKDOWN OF GMB COMMITTEES BY ETHNIC ORIGIN

Regional Committee

White British/European	10
Other	0

Regional Council

White British/European	64
Non White	3

7. Youth

2005 saw the continuation of a number of successful activities that the Young Members Section is involved in, alongside the development of new initiatives.

Workers' Beer Company - The section again sent a team of volunteers to work at Reading Festival. In doing so they raised money that will help support future events. It is also important to note that the opportunity to get involved in this way was the reason some of these volunteers joined the GMB in the first place.

Tolpuddle Summer Academy - A delegation of young members attended the Academy taking part in a week of activities and workshops in the run up to the Festival. GMB Southern Region was again the best represented there. Some of the members who attended have been inspired to become more active since in their own workplace, and in the activities of the Young Members Section.

Target BNP - Young members in the Brighton area gave their support to the launching of "Target BNP" in Brighton. They attended the sold out night enjoying music and film. The Young Members Section aims to build further links with Love Music Hate Racism in 2006.

Young Members Website - Communicating with young members through the specifically designed website is having an increasingly positive impact. Members are able to view the events, activities and campaigns we're involved in. They can also get employment advice directed at young workers.

Young Members Committee - The next exciting part of 2005 was the first meeting of a Young Members committee. Members put forward suggestions to help design a job description for the largely unused post of "Branch Youth Officer". From here we can begin to ensure the position is filled and volunteers are co-ordinated and aware of their duties. The Committee put forward a proposal for reduced contribution rates for students and young people. Various members agreed to take on certain roles within the Committee including a Campaigns Officer and Training Officer. With more meetings planned for early 2006 this is very much a work in progress.

Future Plans - 2006 will hopefully see the development of the Young Members Committee. I aim to use the group to set up training specifically for young members, campaigns we can work around and a full programme of events throughout the year.

8 Training

(a) GMB Activists Basic Courses					
	No. of Courses	Male	Female	Total	Total Student Days
5-Day GMB Induction Part 1	18	147	65	212	1060

(b) GMB Activists Courses					
	No. of Courses	Male	Female	Total	Total Student Days
5-Day GMB Union Learning Reps	5	33	14	47	235
5-Day GMB Industrial Relations Part 1	3	20	3	23	115
3-Day GMB Employment Law	2	14	6	20	60
3-Day GMB Political	1	13	3	16	48

Weekend Education School (residential)					
3-Day GMB Negotiating Skills	2	16	5	21	63
5-Day GMB Stress at Work	1	4	1	5	25
3-Day GMB Leadership Skills	1	5	0	5	15

(c) GMB Activists Health & Safety Courses						
	No. of Courses	Male	Female	Total	Total Student Days	
5-Day GMB Induction Part 2 (H&S)	14	118	47	165	825	
5-Day GMB Health & Safety Part 1	4	30	10	40	200	
5-Day GMB Health & Safety Part 2	3	20	8	28	140	

(d) Other GMB Courses						
	No. of Courses	Male	Female	Total	Total Student Days	
3-Day GMB / AA Introductory (residential)	2 only figures available for 1	11	2	13	39	
5-Day AA / AA Follow-on (residential)	1	10	3	13	65	

(e) GMB Officers Courses						
	No. of Courses	Male	Female	Total	Total Student Days	
2-Day GMB ICT Basic	1	4	0	4	8	
2-Day GMB ICT	1	4	1	5	10	

Intermediate					
2-Day GMB ICT Advanced	1	0	1	1	2
2-Day GMB Recruitment & Organising	1	4	2	6	12
2-Day GMB Negotiating Skills	1	6	1	7	14
2-Day GMB Equal Pay	1	9	3	12	24
2-Day GMB Handling Casework	1	9	3	12	24
2-Day GMB Tackling Inequality Part 1	1	17	4	21	42

	No. of Courses	Male	Female	Total	Total Student Days
TOTALS	65	494	182	676	3026

9 Health & Safety

Introduction - From a health and safety perspective the region's focus during 2005 has been to develop and improve on the service we offer to both our members' and representatives. The regional office is adopting a more proactive and hands on approach in this respect offering support and assistance as and when needed in tackling workplace health and safety problems. Whilst we continue to provide technical support and advice, a great deal of effort is being put into working closer with our reps in the workplace and drive forward with the union's organising agenda. Regional visitations to workplaces are becoming more frequent and are being welcomed by our members and reps alike. Collective problems are being dealt with collectively and are relevant to the GMB organising agenda.

The Union Effect - It is acknowledged that the most effective tool that we have in ensuring good health, safety and welfare at work is trade unions, and being organised in the workplace, because organised workplaces are safer workplaces. Therefore crucially and more importantly is the involvement of our members' and trained GMB reps who make a substantial difference in addressing workplace health, safety and welfare problems.

In support of the above position the regional activist education programme links directly into the organising agenda where reps are encouraged to recognise the value of the organising culture with the emphasis on membership participation, empowerment and a real sense of ownership of the processes of organisation and bargaining.

Instead of the shop steward/safety rep acting as a delegate they are encouraged to adopt the role in taking a lead in building participatory workplace trade unionism, moving away from the 'leave it to me mentality' and the passiveness of the past.

HEALTH & SAFETY TRAINING

Apart from our core programme of health and safety courses, specialised areas of study are also on offer i.e. Risk Assessment, Stress at Work, Bullying and Harassment with an on line Occupational Health and Safety course currently under review. The programme continues to expand which now includes sector specific courses where our members' and reps needs are being addressed in a more flexible and organised way.

A good example of this was a course that was set up for the ambulance workers in Dover and surrounding areas. They highlighted a need for health and safety training focusing on inspections and risk assessment. Instead of them coming to us we organised a course to suit them and their needs on a local basis. As a result of that course and the issues and problems that were exposed it was recognised that there was a real need for organisation i.e. a structure of elected reps, an agreed process of inspections /risk assessments and more crucially a proactive membership helping to resolve their problems through collective activity.

Making A Difference - As a union we can only reap the rewards of the above process. By addressing the needs of the membership/activists via training and education and a more proactive approach by the region will in the long-term assist and increase the strength of workplace trade unionism.

Examples/Advantages of Being More Proactive - A caretaker in a school in Richmond has been helped to resolve concerns regarding manual handling issues and unsafe systems of work. Meetings and visits that included local reps from the Borough Council, the GMB and the school business manager have proved to be very productive in establishing manual handling training, more effective risk assessments and in addition the purchase of mechanical aids to assist the caretaker in his work.

In contrast we have been involved in supporting members at the Horniman Museum and Gardens in London, which has a new aquarium close to completion. Operationally the project is to be handed over to management by March/April 2006. Whilst there is a recognised employer health and safety officer on site, our reps requested and preferred to seek "independent clearer advice" from region. This was done initially by providing technical support i.e. GMB health and safety leaflets regarding risk assessment, contractors on site, manual handling and other resources, and subsequently offering advice and assistance in producing procedures/policies and a health and safety policy. This will be backed up with a visit during early 2006 to offer further organisational help as and when required.

Aviance Cargo at Gatwick Airport has been a focus during the second part of 2005. Historically the employer is not renowned to have the best health and safety record. Although there is a health and safety policy in place it is not

reflective of managements actions in terms of managing workplace health, safety and welfare.

GMB reps on site became increasingly frustrated in this respect and contacted regional office initially regarding concerns in the handling of radioactive materials. Information was provided regarding appropriate regulations under law as well as GMB risk assessment documentation, which proved to be very useful in helping the reps to deal with the problem. They worked out a plan of action, which resulted in them being proactive in carrying out risk assessments and assisting in training requirements.

Although progress was being made the reps remained very concerned about management's general attitude to health and safety and apparent neglect in recognising their responsibilities and obligations.

Sadly during July 2005 one of our members had a serious accident whilst working on an automatic pallet transfer system. During the operation of this equipment he was crushed with his left leg being trapped and subsequently broken, he also suffered from deep vein thrombosis and severe shock. He is still receiving medical treatment today and may not fully recover from the accident. The case is currently in the hands of our legal representatives.

As far as the GMB reps and union is concerned the accident happened due to an unsafe system of work. It transpired that this was indeed the case.

Initially the employer tried to cover up their negligence and breach of health and safety and targeted the victim blaming him for the cause of the accident. Fortunately he and the reps had highlighted their concerns in respect of the said equipment and expressed those concerns to management on more than one occasion prior to the accident reinforcing the need for risk assessments, training and a properly recorded maintenance programme.

To their credit the reps had kept a paper trail of events and ensured that they were involved in the investigation process. As a result of the accident, mitigating circumstances and managements apparent unwillingness to carry out appropriate inspections and maintenance, despite repeated requests from the reps to do so. It was decided at this juncture to involve the union regionally.

A collective decision was made to make a formal complaint to the Health and Safety Executive. This was initiated at the regional office. All the paperwork, including photographs, witness statements, documents and minutes from meetings and subsequent meetings as well as records of any maintenance, work done, or alterations made were passed across to the HSE. This later proved to be invaluable, not only in supporting the victim's position, but also the collective one of the union.

In essence the complaint expressed the union's view that the employer was in serious breach of health and safety law neglecting their responsibilities and obligations to ensure the health, safety and welfare of their employees connected to their undertaking. It was proposed that an investigation and inspection take place at the site by the local HSE inspector, including the presence and involvement of the reps and representation from the regional office.

As a result of organising collectively and utilising union involvement to the full the HSE issued the employer with improvement notices, giving definitive guidelines and dates as to when those necessary improvements need to be done and clearly identified the law and possible consequences if they did not comply.

Although the case has not reached a conclusion the employer has now admitted liability. The equipment has been modified, improved and is back in use including control measures to ensure that it is safe to operate.

The reps continue to be actively involved in the risk assessment process as well as reviewing training issues and have been instrumental in proposing and devising solutions to health and safety problems. Although there is still a lot to be done, being proactive has helped to forge a good relationship with the safety reps on site, not only to assist in educating management but also to try and involve everyone in making it a much safer place to work.

At P&O Dover we have been assisting GMB reps and members working in the call centre industry. The focus here has been to raise the profile of Work-Life Balance as well as workers rights relating to health and safety. The Labour Research Department (LRD) has been very helpful in this respect in supporting the regional office with questionnaires, surveys, case studies and other supportive documentation. This initiative will create greater GMB activity and assist with recruitment.

Conclusion - Being more proactive appears to be paying dividends for the region and more importantly it is helping our members' and representatives to raise the standards of health and safety and to be more involved in the decision making process. In essence it is about providing a service, helping our members' to help themselves.

SOUTH WESTERN REGION

Membership and Recruitment

Total membership	42,449
Women membership	17,955
Section membership (by each Section):	
Clothing & Textile	1562
Commercial Services	3783
CFTA	2655
Energy & Utilities	2798
Engineering	2080
Food & Leisure	4974
Process	6047
Public Services	18,550
Grade 1 members	30,694
Grade 2 members	7999
Sick, retired & unemployed members	3756

Total number recruited 1.1.2005 – 31.12.2005	4706
Gross increase/decrease 1.1.2005 – 31.12.2005	(2,083)
Net increase/decrease 1.1.2005 – 31.12.2005	(486)
Membership on Check-off	30,490
Membership on Direct Debit	6627
Financial membership	40270

Response to organising agenda

The South Western Region continues to fully appreciate the hard work and endeavours of Branch Officials, Shop Stewards, Staff Representatives, Activists, Full Time Officials, and Regional Staff. Thanks to the efforts of all, the Region has again been able to consolidate its financial membership and produce a break even budget. Whilst there remains some work to do in the tidying up exercise of the Regions' membership data, the fact is a higher proportion of the Regions' Membership Base is now making a financial contribution to the Organisation. Well done to everyone for their effort and endeavour.

The Regions' Workplace Representatives continue to be highly valued and the Union could not function without the army of voluntary representatives which make up our great Union.

The protection of our members' health in the workplace, the fight for equality, better pay, decent pensions and challenging unfair practices which some employers continue to attempt to impose must continue to be the priority for the GMB. The Region will continue to offer support and assistance in the challenges ahead, including further resources being made available in the area of education and training to build on what already is a first class provision. The South Western Region has always been rightly proud of its education provision and Bro. Clive James Regional Education Officer, has again developed a Training and Education Programme that is "second to none" for Regional Activists.

Whilst a number of difficulties remain, and challenges that need to be addressed, there is, I believe, since the last Congress and the adoption of Paul Kenny as Acting General Secretary a new found desire amongst the Union Membership, Lay Officials and employees to take on these challenges and work for the good of the Union. It is quite clear over recent months there has been a mood change and a commitment change, with everyone working for the good of the Union, and a recognition that we are entirely reliant upon each other to produce a growing Union, built to offer the best services to members that can be achieved.

There is little doubt that Paul Kenny, Acting General Secretary has made a significant contribution to the Unions' growing and positive agenda.

RECRUITMENT TARGETS AND CAMPAIGNS

One of the most important initiatives introduced and activated since the 2005 Congress is the National Organising Team and the establishment of the Regional Organising Teams.

The National Organising Teams remit is to look at every and any aspect within Regions' that has an impact on organising.

The South Western Region is very much on board with the strategy and members' of the Regional Organising Team include Regional Organisers and the Regional Education Officer in addition to Senior Organisers.

Recruitment Campaigns have been underway in DHL the AA and ASDA, in addition to 3663. The Region has also put resources in to the Schools Campaign, with very successful results.

For the future Group 4 Security and Southern Cross Health Care remain firm targets in addition to maintaining recruitment in the Schools Campaign.

The above list is not exhaustive and the Region recognises and appreciates all of the recruitment activities that have taken place in all of the Sections of the Union.

There is a recognition, the answer to the membership decline of the past is in our hands, but that we need to change how we operate.

The challenge of the future is not to manage decline but to take steps to halt and reverse membership loss, by identifying and eradicating the failed recruitment and organising practice from our past.

There is no doubt the future needs to focus on workplace organisation, by increasing the activity of our membership and giving them a role in building the GMB at the workplace, bringing about mobilisation, recruitment and organisation.

There is a requirement to increase Officer resources spent on recruitment and organisation, directing and targeting more effectively as well as equipping the Regions' workplace representatives with the skills they need to service and organise in the workplace.

Finally there is a requirement to focus on sustained membership growth, integrating recruitment and organising work with industrial issues and workplace organisation and the involvement of everyone in the Regions' organising and servicing work.

In this way the Region can deliver a premium service to its members, from a modern Union.

The recommendation for action, adopted by the South Western Region.

PERFORMANCE AND ACCOUNTABILITY

- Change performance measurement from league tables to a rolling average figure over the preceding year to replace competition between Regions.
- Each region to contribute to increasing the national rolling average by 2000 per month by increasing its rolling average recruitment figure substantially.
- The adoption of regional targets with collective performance measurements.

ORGANISING TEAMS

- To divert resources into organising in each region under the control of a dedicated Senior Organiser.
- To organise these resources into an Organising Team including an appropriate mix of skills and experience.

- To require Servicing organisers to allocate regular time (i.e. one week per quarter) to the Organising Team on a rolling basis, to work on Project Board priorities at the direction of the Senior Organiser.
- Organising Teams to include RHSO's to assist in identifying consolidation targets.
- To consciously break with the "Recruitment Team" sales culture by full integration of the Organising Team into every aspect of regional activity, using servicing work as an opportunity to build membership.
- To change the entry point for new officers, renaming the Recruitment Officer grade as Organiser.

ORGANISING PROJECT BOARDS

- A Single Organising Project Board in every region to ensure disciplined targeting of resources, with a clear, open and transparent method of selecting projects, regularly reviewed.
- Organising Project Boards to include collective quarterly numerical and be an open display.
- Organising Project Boards to include no more than six main projects and the numbers expected to deliver in the quarter – and no more than 5 developmental targets.
- Most targets to be consolidation – but in workplaces with membership density below 60%. Above 60% we should expect existing workplace organisation to improve density further – with external support and training.
- Consolidation targets to be identified using organisers own workplace maps, and centrally produced information on membership levels, existence of check off and numbers of post holders.
- Targets to be prioritised using the Aim Organising Test (Access, Issues, Momentum)

ADMINISTRATIVE

- To ensure each local office co-ordinates calls from potential members with allocated organisers to follow up leads within 24 hours.
- To have an agreed and understood policy on services available to new members joining with pre-dated problems.
- To adopt a systematic policy of contacting apparent leavers which involves the relevant servicing officer and establishes the scale of the problem of apparent leavers.
- To ensure the shift in resources to organising is understood by front line staff and put across to members.

TRAINING

- Follow on training in workplace organisation to be targeted at reps in consolidation targets. Training to be standardised, based around the five key principles and delivery to include organisers involved in the workplace.
- Regional Training programmes to be reviewed and standardised, shifting the focus from dependency on officers to workplace organisation.

- Regional training programmes to be open for entry at every level to allow retraining of representatives in targeted workplaces.

OVERVIEW OF REGION'S ECONOMIC & EMPLOYMENT SITUATION

All sections of the GMB have suffered job losses, the main casualties since the last Congress is CFTA, Engineering, Energy and Utilities, Manufacturing and Process.

It is to the credit of all that despite the job losses a number of the above sections have seen an increase in membership, i.e. Engineering and Energy and Utilities.

Manufacturing of course continues to bear the brunt of factory closures and redundancy and the Region continues to highlight the urgency and need of "state aid" and public procurement to be used as a tool to not only prevent further job losses, but provide the platform for a strategic co-ordinated Manufacturing Strategy which could provide a positive increase in employment for the Manufacturing and Service Industries.

The South Western Region wishes to highlight the fact that across the EU, £1,000 billion a year is spent on public contracts. This level of spending power could have a massive influence on promoting social, employment, ethical and environmental issues and other sustainable development goals.

For over ten years, GMB has actively campaigned at European and National level for these key considerations to be included when public money is spent – emphasising that lowest price is not necessarily best value.

GMB believes too little heed is paid in public contracting to employment and social rights, keeping public services public, observing and promoting labour standards and fair trade, respecting and promoting British manufacturing, equality, disability and other non-discrimination goals.

Some governments (including ours) like to blame Europe for limiting the scope to consider these issues in the contracting process. Yet GMB knows that the same governments insisted on this narrower scope when they were agreeing the laws at European level. The UK Government's position was that the EU Public Procurement Directives were not the place to deal with Labour Law.

The EU has recently revised the European Directives on Public Procurement and they are currently being transposed into national regulations, to be implemented by January 2006.

GMB had a major success in changing these laws at EU level to allow public authorities to reserve contracts for supported employment factories for disabled people. GMB members in supported factories and workplaces deserve a regular supply of stable, good quality work worthy of their high skills. We are working with the Government in implementing this amendment into UK law to ensure that it achieves our aims.

The Union also worked at European level to improve the scope to consider social, employment, ethical and environmental issues at various stages of the contracting process. There is no doubt that the scope is there and GMB calls on the Government and Scottish Parliament (implementing separately) to maximise its inclusion and use in the national regulations. Furthermore, we call

on public and local authorities to give the provisions full force in their contracting procedures.

South Western Region wants to see:

- Quality public services – kept public.
- Solidarity with the quality and stands of British manufacturing and an end to our jobs being sacrificed in a race to the bottom when competing with countries failing to respect working conditions, labour standards and quality and technical specifications.
- The promotion of quality jobs for disabled people.
- Respect for and promotion of collective agreements and working conditions.
- Promotion of skills and training, together with investment in research and innovation.

The GMB hopes that we can attain a high level of support on this issue which would give a commitment to our workers and be beneficial to the wider populace and the economy both locally and nationally.

The struggle must continue to ensure the Labour Government delivers its responsibility of developing an effective manufacturing strategy.

2 General Organisation

Regional Senior Organisers	2
Membership Development Officers	2
Regional Organisers	10
Recruitment and Organisation Officers	0
Regional Recruitment Officers	1
No. of Branches	175
BAOs	0
New branches	1
Branch Equality Officers	32

3 Benefits

Dispute	5,000
Total Disablement	Nil
Working Accident	4,103
Occupational Fatal Accident	Nil
Non-occupational Fatal Accident	Nil
Funeral	9,214

4 Journals & publicity

The Region has maintained its established contact with all areas of the media through press releases, interviews, newspaper articles and appearances in radio and television. The Region has sustained its focus, through the TUC, Labour Party and the National Welsh Assembly for Wales, on the need to retain

manufacturing within Wales and the South West. The Region endeavours to ensure, via various publicity routes that Public Services and all other regional issues affecting GMB members' are given full exposure via the media as and when possible. The Region has been extremely active in the affairs and business of the Wales TUC and Wales Labour Party. Similarly, the Region maintains its activity in the business of the South West TUC and South West Labour Party.

The Region continues to produce its bi-annual Regional Magazine NEXUS, which is always well received by our members. NEXUS is a well balanced journal covering topics of interest to our members such as equal rights, legal and health and safety issues, along with news from the branches. The magazine is delivered to all members within the Region and also used as a recruitment tool.

SPONSORSHIP

The Region has maintained its policy of using determining factors with regard to sponsorship being granted, the main factor for sponsorship requests are publicity for the Union and the promotion of Union Membership. The Region has continued with a reduced budget for sponsorship.

5 Legal Services

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
739	669

Cases in which Outcome became known

Total	Withdrawn	Lost Court in	Settled	Won Court in	Total Compensation
722	266	-	456		
			£2,670,951	£	£2,670,951
Cases outstanding at 31.12. 2005			1039		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	123
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
239	114		125		
			£235,140.	£	£235,140
Cases outstanding at 31.12. 2005			250		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
		£	

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
32	11	1

6 Equal Rights

The Regional Equal Rights Advisory Committee continues to meet on a regular basis and has in the last twelve month period held joint meetings with the Race Committee as it was felt that they would benefit by holding regular joint meetings as many of the issues were of interest to both committees and it was agreed that this was the way forward to progress all equality issues within the Region.

The Region did not hold an Equal Rights Conference in 2005, but decided to put their efforts into becoming involved in regional projects and issues, with several members of the Committee having roles within the Wales TUC, South West TUC, Labour South West and the Wales Labour Party.

The South Western Region has always encouraged new shop stewards to attend the various conferences that take place in the region and once again in 2005 we sent a good elevation to the Wales TUC Women's Conference and the Wales TUC Race Conference. At both of these events our new delegates took part and spoke from the rostrum which was a new and worthwhile experience for them and we have also had a good presence at the South West events.

There are several projects on going in Wales at the present time, besides the Equal Pay Campaign, our National Regional Equal Rights delegate Jill Richards is one of the lead members of a sub group dealing with domestic violence and in the latter part of 2005 several campaigns have commenced one dealing with domestic violence and two other new issues, the trafficking of women and children for prostitution and migrant workers.

On international Women's Day on the 8th March 2005 in Cardiff a lunch was held in Cardiff with a guest speaker who spoke to the guests on "honour killing".

Both Committees will continue to support all Equality events within the Region and raise the profile of the GMB.

Regional Equal Rights committee has 11 members:

8 Female and 3 Male

Regional Race Advisory Committee has 15 members:

10 Male – 5 of ethnic minority

6 Female - 2 of ethnic minority

7 Youth

In August Mel Whitter, one of the Regions' active Young Members' was privileged to represent the GMB on a solidarity delegation of young trade unionists visiting Colombia. The Delegation was arranged by Justice for Colombia, a coalition of British Trade Unions and NGOs working in support of the Colombian people and trade union movement in their campaign for basic human rights and their struggle for peace with social justice.

During November the Region again supported the Welsh Labour Students Conference and Welsh Young Labour Event.

The Regions' policy of taking the GMB and Trade Union membership and rights, straight into schools is now into its second year and has proved to be a successful initiative.

8 Training

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (10 days)	6	55	19	74	740
GMB/TUC Induction (5 days)					
Branch Officers (please specify subject)					

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
3 Day Remploy	1	12	2	14	42

Representing Members					
2 Day Risk Assessment, Rizla	1	6	3	9	18
2 Day Drain Aid Company	1	9	3	12	24
3 Day Local Authority Rhondda Cynon Taff	1	12	4	16	48

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
5 Day Health & Safety	4	22	16	38	190

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
2 Day Transco	1	19		19	38
3 Day Risk Assessment	3	22	5	27	81
3 Day Representing Members	2	18	4	22	66
5 Day Employment Law	3	25	12	37	185

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
TUC Various X 10 Days	8	48	22	70	700

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9 Health & Safety

The South Western Region continues to provide a valued Health and Safety Service to our Representatives and Members.

Education – Since the Regions' last report to Congress the Health and Safety Department have worked closely with our Education providers in ensuring that all our Representatives attend and benefit from our full Training Programme. The last year has seen more Safety Representatives apply to attend the IOSH certificate courses than ever before.

The Region is very proud of the service provided by our dedicated Health and Safety Representatives. The Region also continues to respond to in-house training needs specific to industry based issues, this activity has also aided our recruitment campaigns.

Recruitment – Raising the profile of the GMB at the work place through Health and Safety Representatives understanding and dealing with workplace issues has certainly played a major role in our retention and recruitment activities. The Regional Health and Safety Officer has been invited onto the Regional Organising Team.

YORKSHIRE AND NORTH DERBYSHIRE REGION

1 Membership & Recruitment

Total membership	62,239
Women membership	28,515
Section membership (by each Section):	
Clothing & Textile	2,558
Commercial Services	3,019
CFTA	5,101
Energy & Utilities	3,311
Engineering	5,549
Food & Leisure	10,980
Process	4,436
Public Services	27,285
Grade 1 members	37,901
Grade 2 members	15,251
Sick, retired & unemployed members	9,087
Total number recruited 1.1.2005 – 31.12.2005	6,929
Gross decrease 1.1.2005 – 31.12.2005	4,837
Net decrease 1.1.2005 – 31.12.2005	143
Membership on Check-off	39,900

Membership on Direct Debit	9,430
Financial membership	58,771

THE REGION

The region since 2005 has seen an upturn in the recruitment activities, a small growth in membership and a good performance on retention, which is also the key to the continued prosperity of this region and every other region of the GMB. The Senior Management Team within the region took time developing a strategy for growth based around 'The Fresh Start for Branches' that was agreed and accepted at Congress 2001 and the CEC special report 'A Framework for the Future of GMB.'

The Regional Senior Management Team, after consultation with the teams, agreed on a new system of recruitment based on the three area teams within the region; having one week in five concentrating solely on recruitment exercises in the target areas selected by the teams themselves, but all teams having a high concentration of effort towards Public Services, as there were many key issues in Public Services on which we could recruit successfully, namely equal pay but more recently the pension issues.

The teams quickly settled down into the new way of working and the results for the remainder of 2005 spoke for themselves. This strategy will continue throughout 2006 and beyond. Running alongside the new recruitment strategy the region embarked on a review of all its branches, as clearly the consultation process in the final CEC special report 'A Framework for the Future of GMB' clearly indicates that we needed greater membership participation and the branch is the first place members should be able to take part in the wider democratic processes of life within the GMB.

The review itself has taken over six months to complete and really told us what we already know, that a very large percentage of our branches were in fact not active and clearly struggling to attract ordinary members to take part. The region will now through 2006 direct a great deal of time and effort into consulting with the existing branch activists and officials on ideas on how to increase participation. The region will also put more financial resources towards this exercise controlled by a small team based out of the regional office. This team will be directed by me, the Regional Secretary to ensure that we do whatever is necessary to re-generate the branches into active and vibrant forums to which our members will enjoy participating. We do not under estimate the challenge we have set ourselves in this task and it may be a long and rocky road that we head down, but we will reach our goal for effective branch organisation.

The region has in some areas part funded the supply of computer equipment and other IT equipment to help them with their tasks. In Leeds and Sheffield our biggest Public Services membership areas we supply them with secretarial support and the necessary resources to service our membership, which was established shortly after 2001 and arose out of the 'Fresh Start for Branches' report that we endorsed.

We are now integrating our strategy on recruitment and retention and re-generation of branch life into our training and education courses, which is now

back on track after our appointment in 2005 of a new Education Officer in Colin Kirkham, who is doing an extremely good job of rebuilding this key part of our services to activists and members.

This region also has a strong commitment to promoting our legal and financial services as equal partners; this strengthens what this region is trying to achieve in terms of growth and participation. Whittles Solicitors who deliver our legal services, and have for decades, provided the members within this region with a fantastic service and they continue to do so.

We now, since the change in law, earn a substantial amount of income from our conditional fee arrangements, which is an extremely useful source of income that will, over a period of time, put this region and some other regions into solid financial stability. We coupled this with our financial services, which are also extremely popular within our membership, which generates an extremely useful source of income in addition to giving our members access to the best financial products in the marketplace.

The three organisations working in partnership has proved to be the most effective way of promoting the future face of GMB, where we genuinely deliver a one stop shop for all the needs of our members, as well as offering the key element of protection at work.

The partnership approach has been a key element in our recent success in recruiting. It has also been key in our retention strategy, which is to send in a support team consisting of a regional organiser, representatives from Whittles Solicitors, the legal team, education and financial services in all redundancy situations that arise in the region.

The team give all our members in these situations access to advice and help in what is for many of our members a traumatic and life changing experience. This initiative is proving to be an extremely beneficial service to our members in need and is helping to show our members that we can look after all aspects of their needs both at work and outside of work, which greatly improves our retention of members in these situations.

ECONOMIC AND EMPLOYMENT SITUATION CLOTHING & TEXTILE SECTION

Over the last two years there have been more company closures in the region. Browns of Bramley closed with the loss of fifty four jobs which has been blamed on the economic climate.

The Wakefield Shirt Group of companies, including the company's best know brand, Double 2, have, in three stages, reduced to nil all UK manufacturing with the exception of a small design unit making trade samples.

SR Gent, formally the region's largest clothing manufacturing employer have, again, in stages, finally ceased UK production in January 2005. The pressure of downward pricing has forced their principal customer, Marks and Spencer, to move to an almost totally imported garment situation. The constant pressure from the famous entrepreneur Phillip Green to cease control of Marks & Spencer has not helped.

Burberry is the only company to have increased UK production in 2004 with the acquisition of the SR Gent factory at Rotherham. This has involved a TUPE transfer with almost all members transferring to Burberry.

Burberry at Castleford introduced a new management structure in 2004 with a complete change of senior managers. The only issues outstanding are in respect of piece work in relation to the minimum wage. A review is currently underway with up to 7.5% added to incentive. Workers with no piecework have been given up to 5% depending on skill levels; this has to be completed by October 2005 to comply with the anniversary date of the minimum wage keeping their differentials accordingly.

Arcadia has been acquired by the above mentioned Phillip Green. Members initially feared the worst when the famous Hudson Road site, synonymous with the Burtons brand, was moved to Milton Keynes. These fears have not materialised as the company has moved from strength to strength. Profits are up and new jobs created. The company have reorganised logistics with Exel who have taken over from Spectrum for Arcadia, subsequently DHL are in talks with regards to taking over the contract from Exel, we have been assured that there will be no changes in terms and conditions for members.

Finally, in our region, we have seen a further decline in company's involved with the National Agreement with the BCIA with only Burberry, and what is left of the Wakefield Shirt Company, involved but Burberry do not want to pay the 2.75% national rise from 1 January 2006 they want to move it to April 2006, negotiations are ongoing.

COMMERCIAL SERVICES SECTION

I am pleased to report that since the last national conference in Scarborough on 19th/20th May 2004, membership in the region has increased to 2702 with the majority of those members working either within the security industry or legal services.

Security

As delegates will appreciate, this group work either in one of the main companies such as Group 4 Securicor, (either in guarding, patrol & response or cash in transit), that at least enjoy the protection of union recognition and national bargaining or for one of the multitude of smaller so called cowboy companies that exploit a workforce too concerned for their jobs to protest at the minimum rates of terms and conditions of employment and/or illegal practices. However, despite all the well documented difficulties our members and activists face on a day to day basis, not only have we managed to maintain membership levels, but have in fact increased them. This is also the case at GSL (Court Services) UK Ltd where we now have a settled well motivated team of local activists working hard to increase our influence on the company. As ever, I am indebted to all the activists within the region for their efforts without whom GMB would grind to a halt.

On a more downbeat note, the organising of door supervisors has not proved successful. On the other hand, we receive an ever increasing number of calls and applications from the private security industry workforce who are still struggling to come to terms with the licensing scheme and the requirements of the Working Time Regulations. The provision of national organising literature has

been extremely useful giving a focus to an often over looked industry. Every officer in the region has been supplied with copies so that when and wherever security officers are come across in their daily travels and business, they can be directly approached and left with application forms and information if they do not sign up there and then. We were also successful in obtaining a list of contracts from one employer which resulted in initial and follow up visits outside of normal working hours.

Legal Services

Again, membership tends to be concentrated on the larger employers within the region. Since the last conference, Joel Smith from Thompson's' Solicitors has been an active participant on the national section committee and has been keen to increase the influence of GMB within the sector generally.

As always, and at the risk of repeating myself, the region would wish to place on record our thanks to all the workplace activists and branch officials who continue to recruit, represent and retain members on a daily basis, thank you.

CONSTRUCTION, FURNITURE, TIMBER & ALLIED SECTION

Closures

During the last twelve months we have seen the closure of the following companies within our region:

1. Wades Furniture, Leeds
2. P & L Beds, Barnsley

Both have been the victims of foreign competition. It was with particular sadness that Wades closed as it was at the quality end of the industry. An area that was considered the best insulated from cheap imports.

P & L Beds (part of the Silent Night Group) - this was due to a general downturn in the demand within the bedding Industry. It should also be reported that the companies Batley site is due to close in February 2006 with production of existing orders being transferred to Barnoldswick.

Redundancies

The region has seen redundancy programmes at the following firms:

1. Magnet Joinery, Bingley
2. Flexiform, Bradford
3. Carleton Furniture, Pontefract
4. Abseal, Leeds
5. Remploy (Clerical), Leeds

We have also seen Remploy continue to renege on their commitment to maintain factory numbers, the widespread loss of members through natural wastage and an increase in the use of agency workers.

Given the above, it is a tribute to the commitment of our shop stewards and activists that we have maintained our regional membership within the section at its current level.

Other Developments

Dorlux Beds, Halifax - entered into receivership but have now been purchased and one hundred and thirty jobs have been saved.

Symphony, Leeds and Rotherham - have purchased land in the Barnsley area and are looking to build a new factory. We have been assured that this is

not a threat to current jobs and is expected to enable the company to make its own components rather than import. We have an agreement in principle for recognition at the proposed new site.

EBP, Leeds - where we have recently gained recognition is continuing to flourish and our GMB structure within the site continues to provide benefits for our members.

Industrial Disputes

We can report that following the membership's decision to take industrial action at J T Ellis's of Huddersfield's over the interpretation of the NLA's holiday arrangements the members were successful in moving the company and reaching agreement on the dispute.

Recruitment

We have continued to work hard on consolidation within existing companies.

There have been specific campaigns at:

Remploy

J T Ellis

Geo Moores

Symphony

Dorlux

We are currently also in a recruitment campaign at M Bedford & Sons, Brighouse. It is hoped that this will lead to full recognition in due course.

ENERGY AND UTILITIES SECTION

The major developments have been within the following firm YEDL. The amalgamation of YEDL with NEDL under CE Electric has required extensive negotiations to formulate new negotiating structures.

The new ICI is now established and I can report that the shop stewards of former companies that cover the Yorkshire & North Derbyshire region are working well together ensuring that our member's interests are properly protected during this period of change.

The company have just announced the restructure of its IUS business. The proposals are that it is to be separated from the rest of the business. It has been established that TUPER applies and the necessary consultations are ongoing.

Northern Gas Network

The sale of the above network from Transco to United Utilities has required new negotiating structures to be formulated. The new CCF is now established and I can once again report that the shop stewards and officers of the Yorkshire and North Derbyshire region are co-operating well with their comrades from the Northern region ensuring our members interests are properly protected in the new company.

United Utilities are now looking at taking on new starters and reducing the dependence of contractors. It is hoped that this will now provide opportunities for membership growth.

British Gas

We have established an ongoing recruitment campaign with this company. Special praise must be given to our shop steward, Andy Glen who has been relentless in his recruitment activities.

The industry is still in a constant mix of changing contracts and new tenders. Balfour Beatty has taken over the maintenance contract from AMEC. TUPE issues have been ongoing for over twelve months with Balfour Beatty always finding different interpretations than GMB for the smallest issues.

Yorkshire Water

Pay review negotiations ongoing. The company are proposing a five year deal to match their business planning. To replace:-

- The annual pay negotiated sum which currently runs along side performance related pay – allocated through objective setting and appraisals.
- and the Profit Related Pay sum which equates to approx £420 for every employee annually

The company is offering a five year deal of RPI plus a recast and simplified system of Performance Related Pay where employees are likely to receive an 'achiever' award on average of £620. There are also over achiever awards at £1000 p.a.

A consultation exercise with us, our members and Unison and their members is being carried out on a joint basis through meetings and workgroups. It is the intention that a ballot will take place in the early part of the New Year with work continuing on the offered 'package' until April.

Various other negotiations ongoing in separate parts of Yorkshire Water e.g. Tanker Drivers Samplers.

Blackburn Meadows

Ten employees received consolidated overtime pay as pensionable pay in exchange for a self managed shift pattern arrangement. Reported to be working well.

Weirs and Morrison's E & M have also lost a Yorkshire Water contract to Robert McAlpines with serious issues arising regarding their pension provision which is, as yet, unresolved.

Severn Trent Water is midway through a two year pay deal 3.2% in the first year. Second year RPI (Retail Price Index) plus 1.5%.

Morrison's

Morrison's have offered a two year deal backdated to July 2005. A consultative ballot is currently running.

ENGINEERING SECTION

The region's membership appears to have stabilised somewhat since the last conference in 2004 and now stands at 5306, a decline of about 800 members compared to the two years before that which was a loss of several thousands. While this may appear depressing at first glance, it does represent an achievement as the traditional manufacturing base of employers continue to fall victim to the old enemy of overseas competition, global capitalism at its most cut throat. As companies have consolidated, so has our core base of members with local activists being the key to success.

This is of course reflected in pay bargaining with relatively little activity or growth in wages for either manual or craft workers, the average settlement figure scraping in at or just above the RPI figure of the month. Both employers and employees concentrating on survival rather than the perceived luxuries in life, astronomical increases in energy costs being the prime example with some employers quoting 100% increases in less than a year.

Large sections of manufacturing remain under intense pressure with escalating costs and tight margins offering little prospect of a significant pickup in the foreseeable future. Within South Yorkshire, jobs in engineering continue to decline with the industry shedding around 3000 jobs a year with up to another 12000 forecast to go over the next five to seven years according to the local EEF. The big companies employing 1000 people in one place are no more and the future lies with the smaller employers scattered across the numerous industrial estates which are traditionally difficult to organise. The change from collectivism to individualism is becoming more and more marked with officers and activists being pulled from pillar to post as a result.

Organising activities therefore are concentrated on workplace consolidation while at the same time keeping a wary watch for any recruitment potential as and when it presents itself. Regrettably, we do appear to suffer from losing workplace organisers where companies do close. For every company that can claim to be surviving, more seem to be struggling and subsequently close. Perhaps the one of the biggest in our region being TEi Green in Wakefield, an engineering company with a great reputation for turning out excellent workmanship had to close after two years of uncertainty, work and workers alike consigned to the industrial wasteland that is New Labour.

Nearly all the blue book work is now outside the region with all the nominated projects having been successfully completed. Our members once more scattered to the four corners of the UK and beyond in their search for work hindered by the continuing blight of cheap foreign labour.

A depressing picture of the state of play perhaps, but as ever, a challenge to be met.

FOOD AND LEISURE SECTION

The Yorkshire and North Derbyshire region has around 10,403 members within the Food and Leisure Section. The section continues to suffer from the general decline in manufacturing output.

The rundown and closure of Terry's in York has now been affected. The commitment of local representatives and the regional organiser, John Kirk, has ensured that the vast majority of GMB members losing their jobs at Terry's have nevertheless kept their GMB membership and taken it to their next employment.

Our partners, PFP, have played a vital role in providing support and financial advice to those made redundant by Terry's.

In retail, the Wal-Mart owned supermarket chain ASDA announced the loss of 1,400 jobs across the UK. Most of these job losses were in the Yorkshire region as they occurred at ASDA House in Leeds as well as in stores across the country.

The GMB reacted immediately to this brutal culling of jobs and secured National and Regional TV, radio and press coverage. A number of sacked staff/managers have joined the GMB on the back of this publicity.

Recognition/recruitment campaigns are ongoing at 3663 Swithenbank, Lloyd Fraser Distribution, Yorkshire Premier Meats and TK Maxx.

Industrial action ballots have been conducted at Arla Foods and Carlsberg Tetley.

Arla Foods UK

3.25% effective from 1st April, 2005, for all colleagues except those in distribution who will commence separate negotiations in April. An increase in Christmas day payment from £115 to £120.

British Bakeries

With effect from March, 2005, a pay increase of 3.2%.

Cadbury Trebor Bassetts Ltd

A three year deal has been negotiated.

Year 1 – represents a 5% increase in 2005, with an increase of 3.3% being paid from 3rd January, 2005, and a further 1.7% to be paid from 20th June, 2005.

Year 2 – RPI plus 0.25% paid from January, 2006.

Year 3 – RPI plus 0.5% paid from January 2007.

Carlsberg Tetley's

Effective from 15th August, 2004, a three year agreement.

3% for 2004, 2005 and 2006 with guarantees of inflation increases.

Consolidation of £3,500 into the basic rates for 2007.

Club Stewards

All club stewards gained a fifty pence pay rise on their existing pay which was £5.00 and £5.35, now £5.50 and £5.85. If the steward had been at the club for two years, they gained a further one day's holiday from January, 2005.

Doncaster Dome

2.5% pay increase with effect from 1st January, 2005.

Excel

2.9% pay increase plus changes to sick pay scheme with effect from 1st January, 2005.

Nestle Group Distribution

An increase of 3.4% on all rates of pay from 1st November, for a fifteen month period with the new anniversary date of 1st February, 2006.

Nestle Rowntree

From 1st April, 2005, an increase of RPI plus 0.5%.

From 1st April, 2006, an increase of RPI plus 0.25%.

Sports and Leisure

The GMB Yorkshire and North Derbyshire region continues to play a central role in professional sport within the region.

The Rugby League Players' Association continues to grow.

The Rugby League Coaches' Association has consolidated its membership with professional coaches within rugby league.

The British Boxers' Association continues to consolidate its presence within the boxing industry with a very high press and media profile which has led to some significant publicity for the GMB.

PROCESS SECTION

The GMB has 4,178 members in the Process Section within the region.

Despite strong employment growth, the Labour Force Survey suggests that Yorkshire and Humberside's unemployment rate is still above the UK average. Despite the fact that employment in the service sector continues to expand, this is outstripped by the fact that jobs in the manufacturing sector are still being shed. The outlook for the manufacturing sector continues to be gloomy with any exceptions being on the smaller scale.

As the industrial structure of the Yorkshire and Humberside region is different to the UK average in that there is a heavier dependence on manufacturing and lower proportion of people employed in finance and business services, any gloomy outlook for manufacturing is bad news for the region as a whole. This is why the GMB is pressing the Government to:

1. Review business support and do what is necessary to boost manufacturing.

2. To ensure a 'level playing field' and that UK workers benefit from Government procurement.

3. Ensure Regional Development Agencies produce manufacturing strategies.

Regrettably, skill shortages still blight the region. As in previous years, when it comes to spending money on training, businesses in Yorkshire and Humberside trail with 32% of companies spending less than £20.00 per employee per year. 56% of companies say they train their staff. This is significantly lower than business training in Great Britain as a whole which is 67%. Bizarrely, despite all the evidence, the main reason given for not providing training is that "staff do not need it."

The introduction of the forty eight hours limit for road transport drivers, with effect from 1st April, 2005, has led to significant negotiation activity in this sector – as employers with their own transport fleet come to terms with the fact that they can no longer force our members to work up to sixty or seventy hours a week.

GMB representatives and officers have had to work hard to protect our member's standard of living in the face of the changes.

The region still sees a decline in the fortunes of the manufacturing sector – few employers are creating jobs.

This is one sector where our "back to basics" workplace audits, designed to ensure everyone is a union member, where we have organisation, is of vital importance.

Despite the hostile economic climate, our activists and officers have made significant breakthroughs in recruitment and organisation, with recognition being secured at Rhodia and campaigns underway at Harrison Bedding and Elite Card.

Redundancies have been implemented at Degussa, where industrial action has been the workforce response.

An industrial action ballot was also held at Kalon. This was supported and action followed. The dispute, thereafter, was resolved.

ABN

Agreement has been reached at two ABN sites in Sherburn and Northallerton.

Driver's hours have been reduced from around seventy hours per week to the working time directive limit of forty eight hours, together with a consolidation of salary between £22,200 and £26,500 per annum.

Cepac

With effect from 1st January, 2005, a 2.5% pay increase.

Also, a grading system based on skills to be implemented on an ongoing basis.

Degussa

2.25% pay increase with effect from 1st January, 2005.

Emmerson Industrial Doors

With effect from 1st April, 2005, the introduction of an attendance bonus instead of a traditional increase. The bonus will be paid on a weekly basis to those achieving 100% attendance.

Kalon

With effect from 1st January, 2005, 4% increase for lowest paid employees (grade 3) with a 3.2% pay increase for all other employees.

Additional 1% bonus if targets are achieved.

Laporte Fluorides

2.5% pay increase with effect from 1st January, 2005.

Linpac Plastics

With effect from 1st May, 2005, an increase of 3%.

With effect from 1st February, 2006, an increase of 3.5%.

London & Scandinavia

With effect from 1st January, 2005, a 3.2% pay increase.

Mallinckrodt Speciality Chemicals (UK) Ltd

3.2% pay increase with effect from 1st January, 2005.

Robert McBride Ltd

With effect from January, 2005, 3% on all rates of pay.

Increase holidays to thirty one days per annum for those with twenty years service.

Increases to long service award to £500 for twenty five years, £1,000 for thirty years, £1,500 for thirty five years and £2,000 for forty years.

Increase in Blow Moulding shift pay premium by 1.35% to 28.75%.

Robinsons Paperboard Packaging

A 3% increase on all basic rates from 1st January, 2005.

Rhodia Eco Services Ltd

2.5% on all grades from 1st January, 2005.

Rohm & Haas

With effect from April, a 3.4% pay increase on all rates of pay.

Saint Gobain

Effective from 1st January, 2005, a 3% increase on all rates of pay.

PUBLIC SERVICES SECTION

Organising

The region has continued to focus organising activity in public service areas, namely Leeds City Council, Calderdale and Sheffield City Council targeting the schools workforce.

Recruitment in the section within the region has continued. Membership within the section is now around 25,000.

The GMB is now the largest union within Leeds City Council having overtaken UNISON for the first time. This is a major achievement in the region's largest local authority.

Equal Pay: Local Government

Negotiations are being concluded with councils across the region. Members are being balloted on the outcome. The following have been accepted:

Rotherham	£5,000
Barnsley	£5,500
Kirklees	£7,300

The following are subject to consultation:

Doncaster	£12,250 max
Leeds	£ 5,800

The recommendation in Leeds will be to reject.

Equal Pay – NHS

The response to our direct mail on Equal Pay to NHS staff has been good. We have lodged internal grievances in most of the large trusts where time limits are an issue. GMB solicitors, Whittles are pursuing Equal Pay claims where appropriate.

Care Sector/NHS Forum

We have established a forum for key activists within the care and health service sectors in the region. This mirrors our Local Government Core Group which has been established for some years.

After a slow start, the forum has met three times and is beginning to provide a forum for strategy and best practice discussion in these areas.

Eric Illsley, MP for Barnsley, addressed our NHS Meeting in support of our Campaign against Independent Treatment Centres within the NHS.

The GMB has had a huge profile regionally, specifically in Barnsley, where the local hospital would be severely threatened by the proposed South Yorkshire ITC.

West Yorkshire Police Staff

The Home Office is currently progressing work in relation to the merger of the current forty three Police Forces in England and Wales, with the intention of forming fewer and larger "Strategic Forces." The Police Authorities and Police Forces have already submitted an initial business case.

Currently, under consideration for the West Yorkshire Police are two options, firstly a Regional Yorkshire Force which would include forces from West Yorkshire, North Yorkshire, South Yorkshire and Humberside. Secondly, to have two Strategic Forces, by merging West Yorkshire and North Yorkshire and South Yorkshire and Humberside Forces.

However, West Yorkshire is already a Strategic Force in its own right, as it meets the criteria laid down by the Home Office and hence a third proposal is also being considered. A business case is currently being put forward to identify West Yorkshire Police as a "Lead Force" in delivering the two key Protective Services, of Counter Terrorism and Serious and Organised Crime.

The plans are to have these forces in operation by 2007, however there appears to be already some delay in that the Police Authorities are not happy with some of the proposals and some of them have refused to submit the initial business plans by the required date.

There continues to be national negotiations through the Police Staff Council to ensure that our members maintain their terms and conditions of service and that we work towards a no redundancy strategy, during any mergers or amalgamations.

Police Staff membership within the GMB continues to grow and as of the 31st March, GMB will have a full time convenor, Sandra Berwick based at the West Yorkshire Police Headquarters at Wakefield.

2 General Organisation

Regional Senior Organisers	3
Membership Development Officers	0
Regional Organisers	16
Recruitment and Organisation Officers	0
Regional Recruitment Officers	1
No. of Branches	137
BAOs	0
New branches	1
Branch Equality Officers	24

3 Benefits

Dispute	750.00
Total Disablement	8,000.00
Working Accident	8,153.55
Occupational Fatal Accident	1,100.00
Non-occupational Fatal Accident	0
Funeral	20,970.00

4 Journals & Publicity

The region, like many others, produced journals on a six monthly basis up until our financial problem in 2004 when we cut back on this expenditure. We have now since the middle of last year started to produce a journal again which, as always, proves extremely popular and we intend to produce two journals during 2006, spring and autumn.

The region continued to sponsor many charities and organisations during 2005, which were:

- Children with Leukaemia
- Bosom Friends & Bradford Cancer Support Show 2005
- Pontefract Sports & social Junior Football Section
- Chris Lesley – Shipley Constituency
- ME Awareness
- South Yorkshire Festival
- Derbyshire Unemployment Workers' Centre
- Breakthrough Breast Cancer
- Weston Park Hospital Cancer Appeal
- Genesis Appeal for Breast Cancer
- Central Cutting Fighting Fund
- Chesterfield & North Derbyshire Pensioners' Action Association
- LGI Special Care Baby Unit
- Three Peaks Charity Walk
- Jimmy Knapp Cancer Fund
- The Rainbow Trust
- Remploy Sheffield Fishing Club
- GMB – Target BNP
- Spirettes Cheerleaders
- Justice for Bernard
- Darren Kenny – NHS
- SITRAP
- Victoria Rangers Rugby Club
- Gary Nesbitt – 2nd Freedom of Information Conference
- Initial Textile Services, Bradford
- Castleford Tigers
- St Gemma's Hospice
- Wibsey Warriors
- Banana Link
- Show Racism the Red Card
- Wakefield Hockey Club
- G Pilling, Heavyweight Powerlifter
- Black History Month
- BARLA National Cup 2006-02-09 Elmet CLP Christmas Social/Race Night
- European Parliament Visit for Young Political Activists
- Harrogate Shotokan Karate Club

5 Legal Services

- (a) Occupational accidents and diseases (including criminal injuries)

Applications for Legal Assistance	Legal Assistance Granted
1106	1106

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
9052	308	3	593	1	£4,624,844.48
			£4,579,202.54	£45,641.94	
Cases outstanding at 31.12.2005			2454		

(b) Industrial Tribunals (notified to Legal Department)

Claims supported by Union	185
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
261	41	4	197	19	£784,012.85
			£181,120.53	£602,892.32	
Cases outstanding at 31.12.2005			112		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2005
-	-	-	-

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2005
26	24	42

6 Regional Race Committee/Equal Rights

The Black History event held in Liverpool, was very successful with delegates from all GMB regions visiting and participating in the event, including Charlie

James, National RAC member, Paul McCarthy, Liverpool, North Wales and Irish Regional Secretary. Many people attended the Slave Trade walks around the city where they could trace the route of slaves when they arrived in Liverpool and were transported or put to work. All attendees found the event interesting and educational.

Meetings of the Regional Race Advisory Committee were arranged for the year. However, attendance to all meetings has been extremely disappointing. Therefore, there has been no opportunity for the Advisory Committee to plan a strategy for progress.

GMB IN THE COMMUNITY

This region has made the decision consider taking GMB into the local communities and agreed that this is the way we should work to raise GMB profile and ultimately, recruit members GMB in local communities. We cannot expect members to find us we must go into communities to reach both prospective and current members.

Charlie James, National Race Advisory Delegate had undertaken a commitment to raise £1.5 million to build a new extension at the Easterly Road Community Centre in Leeds. The Centre is currently be used by all members of the community, but there is not enough space. Therefore, business plan had been put forward to build a new centre and provide a variety of activities including, sport, dance, music and a learning centre where people can gain computer & literacy skills or brush up and improve their knowledge. Following discussion with the regional secretary, and education officer, we the Learning Centre in place, and utilising the TUC and, GMB have provided six lap top computers. We also have a GMB logo on 'log in', a membership form and GMB information.

The 'presentation' was made by the regional secretary. On the evening, all members of the community were there. Grandparents, wishing to learn how to use a computer. Young people, who had some knowledge but wanted more, others who wanted to learn new skills. There are tutors to provide the training. Hopefully, this is just the beginning.

REGIONAL EQUAL RIGHTS ADVISORY COMMITTEE

Delegates from Yorkshire & North Derbyshire region attended the National Equalities Event which was held in Manchester in November 2005. The event was every successful with this region joining Midlands & East Coast region to facilitate the workshop on Domestic Violence. All of the attendees agreed that the workshop was informative and thought provoking. It was agreed that we should use the Mobile Phone Campaign, which gives £3 for every old mobile phone they receive to Refuge, who provide emergency accommodation and support to women & children who have been subject to domestic violence. It became clear during the presentations that it is not only women who suffer from this abuse. Men and children are silent sufferers too.

With in the region, I have to report that attendance at Advisory meetings has been poor. Dates have been set for the year and in line with the Regional Race Advisory Committee, it is intended that we take Equality in to local

communities. This work has already been begun within Leeds City Council with GMB taking the lead role in presentations to members and staff.

7 Young Members' Report

Young members attended both the Leeds and Glastonbury festivals working in the beer tents raising monies for future campaigns. The region's young members have been actively campaigning against the BNP a number acted as stewards in the TUC organised demonstrations outside Leeds Crown Court during the trial of Nick Griffin the BNP Leader. Lucinda Yeadon represents the GMB nationally on the TUC and was active in organising at the G8 Summit. Lucinda and Kath Owen are both representing the GMB at the TUC Young Members' Conference.

8 Training

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)	12	81	27	108	216
GMB/TUC Induction (5 days)	12	61	15	76	380
Branch Officers (please specify subject)	-	-	-	-	-

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
ET Regulations	1 Day	14	6	20	20
ERA	1 Day	14	6	20	20
Employment Law	1 Day	14	6	20	20
TULR's	1 Day	14	6	20	20
Employment Law Update	1 Day	14	6	20	20

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
GMB/TUC	12	89	25	114	342

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Disability Awareness	2	14	21	35	35
Pensions	1	14	6	20	20
Sector Specific Training	2			12	24

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Union Reps Stage 1				12	144
Union Reps Stage 2				5	60
H&S Stage 1				12	144
H&S Stage 2				6	60
ICT 10				9	90
ULR				9	45
Employment Law				19	

Grievance & Disciplinary				1	3
PCS Negotiating Skills				1	1
Work Life Balance				1	1
ICT (Evenings)				1	10
GREL				5	5
Computers				9	-

Since coming into position in August 2005 as regional education officer I have concentrated my efforts on fulfilling the existing training calendar for 2005.

I have also created a more focused and organised training programme for 2006, developing some new courses and expanding existing provision to all activists via a progress ional route.

As you will probably be aware, the region has also been involved in the bidding process of the ULF Round 9 funding. The region's bid is called Conversion to Learning. Based at the regional office and as part of the region's Education Centre there will soon be access to Move On national literacy and numeracy tests and practice tests.

All new activists will now be encouraged to follow the regional educational progress ional route as part of their individual learning plans.

New methods of monitoring numbers attending training courses have been put into place and it is envisaged that next year the education department will be able to provide a more detailed breakdown of attendees.

9 Health & Safety

The exercise of raising the profile of the health and safety resource in the region continues in earnest, both with activists and external organisations.

The regional health and safety database continues to grow, with contacts and activists now regularly, and consistently, receiving information and updates by mail-shots and email.

Support and guidance is regularly provided to our activists and organisers. The number of health and safety related telephone enquiries are increasing month by month. Additionally, there has been an increase in the number of requests to attend workplaces, to conduct inspections, sit in on health and safety committee meetings, and provide further support in an advisory capacity, proving an effective means of highlighting and gaining recognition of workplace health and safety issues.

As of February 2006, the health and safety officer will be delivering an additional element of training to our workplace representatives on GMB workplace inspections. In addition, tailor-made training in specific areas, or on

specific topics, will be offered to representatives to aid them in representing their member's interests, safety and welfare at work more effectively.

The region has also recently been involved, as the lead partner, in submitting a joint bid to the Workers' Safety Advisor Fund Challenge, for three safety advisors based in the South Yorkshire area. At the date of writing this report the outcome of the bid is unknown, however, we are confident that it will prove successful, and expect confirmation of our bid sometime mid February.

Given that workplace health and safety has always been and remains one of the foremost concerns amongst members, and is given as one of the main considerations by those who join, or remain members of a trade union, an ongoing commitment is made to be actively involved in recruitment campaigns and promotions. Assisted by the use of GMB published information tailored to the target workplace, the health and safety officer will support our organisers and workplace activists in the consolidation and retention of existing members, and recruitment of new members and securing recognition.