



GMB ANNUAL CONGRESS  
SUNDAY 3<sup>rd</sup> JUNE – THURSDAY 7<sup>TH</sup> JUNE 2007

## CEC SPECIAL REPORT 2007

### PROGRESS UPDATE A FRAMEWORK FOR THE FUTURE OF GMB: MOVING FORWARD

In this Special Report to Congress, the CEC provides an audit of the progress that has been made towards implementation of the 23 recommendations set out in the CEC Special Report *A Framework for the Future of the GMB*, and carried by Congress 2005. The table reflects the position at the time of going to print. More detailed accounts of some of the actions reported can be found in the General Secretary's Report and other Special Reports.

## Recommendations and Progress at February 2007

1	<p><b>The CEC Communications Committee will examine how best to achieve improved communications at all levels throughout the organisation, and will incorporate into this examination an assessment of how best use can be made of information technology to assist with improving communications. Each Region should examine communications within the Region to inform the work of the Communications Committee</b></p> <p><i>Implemented</i></p>
2	<p><b>The CEC recognises the strong consensus that retention and servicing of existing members should be given a higher priority, and will take proactive steps to ensure that this is reflected in the GMB's priorities. These proactive steps will include developing a system to allow the CEC to monitor the success of the Union's retention and servicing activities.</b></p> <p><i>Implemented</i></p>
3	<p><b>The CEC will establish a special working group on young people, whose terms of reference will be to examine how to raise trade union awareness amongst young people, how to attract more young people into membership of the GMB and how to increase the participation of young people in the Union.</b></p> <p><i>Work in Progress:</i></p> <p><i>A GMB Young Members Conference was held on 4/5 November 2006 attended by 60 young members representing all Regions.</i></p> <p><i>Recruitment of young members has been very successful via the on-line joining system. Of 3,000 joiners a third were under 35 and a quarter were under 25.</i></p>
4	<p><b>The CEC Training Committee will progress the development of education and training for workplace activists on the basis of the proposal outlined</b></p> <p><i>Work in Progress:</i></p> <p><i>The CEC Services &amp; Training Committee have been tasked with agreeing and implementing a national bench mark for shop steward training</i></p>
5	<p><b>The CEC will ask for examples of the good practice that already exist at all levels throughout the Union (nationally, regionally, at branches and in workplaces) to be gathered and presented to the CEC. In particular, examples of recruitment and retention strategies that work should be identified. The aim should be to identify what works most effectively and implement it as best practice throughout the GMB as widely as possible.</b></p>

	<i>Implemented</i>
6	<p><b>The CEC will make arrangements for further consultation with members at branch, regional and national level, to ensure further discussion and debate about how to achieve increased membership participation.</b></p> <p><i>Implemented</i></p>
7	<p><b>[Developing new recruitment strategies]The CEC will refer these issues to the recently established Organising Working Group for its consideration.</b></p> <p><i>Implemented:</i></p> <p><i>The National Organising Team are targeting 3 national targets – Southern Cross, G4S and Schools.</i></p>
8	<p><b>The CEC recommends that the GMB should adopt and implement this increased workplace focus as <i>policy</i>, and will refer this matter in the first instance to the Recruitment &amp; Organisation Committee for the Committee to identify how to progress this.</b></p> <p><i>The CEC Recruitment &amp; Organisation Committee is progressing this.</i></p>
9	<p><b>[Recruitment of GMB officials) The Task Group took into account that a Management sub-group had recently been established to examine the Union’s recruitment process and procedures. The CEC recommends that this sub-group should continue its deliberations and to report its findings as soon as possible.</b></p> <p><i>Implemented:</i></p> <p><i>Central Executive Council members, Regional Committee members and employees are now trained in recruitment techniques and the entry point for officers of “Organising Officer” has given Regions greater flexibility in servicing members.</i></p>
10	<p><b>The CEC recommends that:</b></p> <p><b>(i) Midlands &amp; East Coast region be asked to prepare a short summary document describing and defining the principles of a community branch. This document would then be distributed by the CEC to regions for onward distribution to branches in order to help develop understanding and inform and stimulate discussion and debate on the subject of community branches.</b></p> <p><i>This is being prepared by Midland &amp; East Coast Region. The principle of</i></p>

	<p>a “Community Branch” is to combine separate branches within the same town into one Community Branch serving all GMB members in that town. However, this model will not work in all instances</p> <p><b>(ii) Regions are asked to report to the CEC on progress to date to implement the GMB policy ‘Fresh Start for Branches 2001’, and for each region’s report to outline what steps will be taken to progress implementation further where this has not yet been achieved.</b></p> <p><i>Implemented</i></p>
11	<p><b>There will be a full examination of all nationally serviced branches by the Recruitment &amp; Organisation Committee. This examination will be conducted with full consultation with the members of the nationally serviced branches and the Regions.</b></p> <p><i>An update is required from the Recruitment &amp; Organisation Committee, but this has been implemented for the AA membership</i></p>
12	<p><b>The CEC will examine the issue of “tidying up” some regional boundaries where any alterations to these could enhance and improve the service to GMB members.</b></p> <p><i>Work in Progress:</i></p> <p><i>The CEC has agreed boundary changes following the creation of the new North West &amp; Irish Region.</i></p> <p><i>Midland &amp; East Coast Region and Yorkshire &amp; North Derbyshire Region are discussing their Regional boundary lines.</i></p>
13	<p><b>The CEC recommends that:</b></p> <p><b>(i) there should be a reduction to three sections based around Public Services, Private Services and Manufacturing, and that these sections should hold sectional conferences.</b></p> <p><i>Implemented</i></p> <p><b>(ii) the CEC Recruitment &amp; Organisation Committee progresses this matter, and in doing so considers the creative use of industrial conferences under the new sectional structure to encourage greater participation by the members in the work of the Union.</b></p> <p><i>Implemented (see 14. below)</i></p>

14	<p><b>The CEC recommends that there should be a return to an annual Congress and that the ‘traditional’ existing structure remains. Further, that Congress should debate the implications of this proposal, and consider a variety of options for the future running of an annual Congress, taking into account factors such as the location, timing and overall cost.</b></p> <p><i>Implemented as Congress is now annual.</i></p> <p><i>The CEC Task Group recommends that Section Conferences are incorporated into Congress week from 2008 and thereafter in the years that Sectional Conferences are held in line with rule. Sectional Conferences will bring forward key issues for the main Congress to debate and agree policy.</i></p> <p><i>In order to free up time for Section Conferences to be held within the 5 day Congress Programme the Task Group recommends that Congress is asked to endorse Motions that the CEC determine are already in line with existing policy without the need for speakers.</i></p> <p><i>The Senior Management Team will discuss a reduction in the number of officers who attend Congress</i></p> <p><i>National Office will explore options for hotels and other locations which could accommodate all delegates and visitors in one venue with a view to moving the timing of Congress to February or March from 2010 onwards.</i></p>
15	<p><b>The CEC recommends that:</b></p> <p><b>(i) an examination should take place of the size and effectiveness of the CEC and Regional Councils and;</b></p> <p><b>(ii) the current system whereby only members of Regional Councils are eligible to stand for election to the CEC should be maintained.</b></p> <p><u><i>Central Executive Council</i></u>  <i>The CEC Task Group recommends that with effect from the 2007 CEC Elections the CEC shall comprise (in addition to the General Secretary and Deputy General Secretary) elected members, as follows:</i></p> <p><i>1 Seat per Section per Region</i>  <i>1 General Seat per Region</i>  <i>1 General Seat reserved for members in Ireland</i>  <i>1 Extra General Seat for Regions with over 75,000 members as at the May membership figures in the year of election</i>  <i>1 Women’s Reserved Seat per Region</i>  <i>5 Nationally Elected Race Reserved Seats</i></p> <p><i>The Task Group further proposes that:</i></p> <ul style="list-style-type: none"> <li><i>• vacancies arising on the CEC shall be filled by one round of mid-term by-elections. Vacancies arising thereafter will not be filled.</i></li> <li><i>• the Quorum for CEC meetings shall be 50% of elected members in office</i></li> <li><i>• as agreed by Congress 2005, the current system whereby only</i></li> </ul>

members of Regional Councils are eligible to stand for election to the CEC should be maintained.

- Regional Secretaries shall cease to be eligible for election.
- CEC sub committees be reviewed and reduced in number.

Regional Councils

The CEC Task Group proposes that with effect from the 2009 Regional Council elections, Regional Councils shall comprise elected members, calculated as follows:

1 Section member for each 1,000 financial members of each Section of which:

10% of members (rounded up) of each Section shall be Women's Reserved Seats, but with a guaranteed minimum of 1 Women's Reserved Seat per Section

and

5% of members (rounded up) shall be Race Reserved Seats, but with a guaranteed minimum of 1 Race Reserved Seat per Section, elected from members of racial groups defined by the CEC.

These proposals to go out to Regional Councils for consultation with final recommendations to Congress 2008.

Regional Council Elections

Branch block vote to elect Regional Council will remain, but Regions will be consulted about adopting a common system of election without the present Regional variations.

Regional Committees

The CEC Task Group proposes that the existing Rule 20.8 on election of Regional Committees remains unchanged, but that this should be reviewed once it has been operated following the 2009 Elections

16 **The CEC will establish a working party to review the rulebook (at an appropriate time) following Congress 2005.**

*The February 2007 meeting of the CEC selected the membership of this Working Group which will review the rulebook and report back to the CEC, and subsequently Congress in due course.*

17 **The CEC has established an Election Working Group chaired by the Vice President to review GMB election rules for future elections, and recommends that any CEC decision should await the outcome of the Working Group's report.**

*The Election Working Group will meet to adapt the election by-laws agreed by recall Congress 2005 for use in the 2007 CEC elections. Their recommendations will be placed before CEC in March 2007 for agreement.*

18 **The CEC recommends that the Finance Committee and Senior Managers review all the financial restructuring issues identified by the Task Group with the aim of identifying appropriate reforms that can be implemented immediately and, in the case of reforms**

	<p><b>requiring changes to Union Rules, recommending detailed Rule Amendments for the CEC to propose to the next GMB Congress. Senior Managers have already taken preliminary steps so that the financial restructuring review can proceed quickly should Congress 2005 accept this recommendation.</b></p> <p><i>Work is ongoing</i></p>
19	<p><b>The CEC will look at all areas of expenditure to identify those that are unproductive and to make recommendations that these practices are stopped, to free up resources for direct servicing of members and ensuring the growth of the Union.</b></p> <p><i>Work is ongoing to identify further areas for cost savings.</i></p>
20	<p><b>The CEC considered the report from the NAU Review Group on 19 April 2005 and endorsed its conclusions and recommendations. Action is already under way to implement the recommendations, notably identifying a Regional Secretary to work with the NAU and Regions in encouraging employers to switch to direct debit and to increase the use of electronic data transfer.</b></p> <p><i>Implemented</i></p>
21	<p><b>The CEC Finance Committee will conduct a review of branch commission payments.</b></p> <p><i>In line with Motion 40 carried by Congress 2006 the Task Group propose that all Branches should have a fixed commission allocation of 10%. The CEC Finance Committee will discuss and progress this matter.</i></p>
22	<p><b>The CEC Finance Committee will conduct a full review of members' benefits to consider upgrading them. The review will be based upon all the relevant data and information available on current benefits.</b></p> <p><i>The Finance Committee is reviewing the qualification for benefits and level of benefits</i></p>
23	<p><b>Regions should examine how to increase the number of members paying by direct debit, and whether incentives to convert to direct debit should be offered in the Region.</b></p> <p><i>Work is ongoing. Paperless direct debit has allowed us to introduce web-site recruitment and joining by telephone.</i></p>

Congress 2006 referred the following Motions and Rule Amendments to the Task Group to progress

**20. RULE BOOK CLARITY**

**Congress believes that the Rule Book should be transparent not opaque and assist in the smooth running of the organisation it serves. Further it should be fully accessible to the membership.**

**Congress accepts that our current Rule Book wording and format falls far short of delivering on these points. Therefore, Congress instructs the CEC to commission both the translation of the Rule Book into plain English and change of format to loose leaf files which will be easier to update following rule changes and far more cost effective.**

**136 ROSSENDALE BRANCH  
Lancashire Region**

*The Rulebook Working Group established by the CEC at its February 2007 meeting will include this motion in its review.*

**24. BRANCH FACILITIES**

**Congress - recruitment and retention are the most used buzz words within the GMB, however, facilities to assist branches and its activists in ensuring recruitment and retention, does not appear to be a priority.**

**We call upon the CEC to end the GMB's discriminatory practices in respect of the facilities it provides to activists in different branches.**

**Colleagues, what we call for is a level playing field to allow activists to conduct the business of the GMB.**

**We call upon the CEC to undertake a review of branches to identify where the GMB is failing in the facilities it does or does not provide.**

**97 MANCHESTER BRANCH  
Lancashire Region**

*A review is underway which will be progressed by the Senior Management Team and the CEC Recruitment & Organisation Committee*

**C3 COVERING MOTIONS**

**35 EQUALITY AND SELF ORGANISATION (London Region)**

**36 LGBT EQUALITY (Lancashire Region)**

**EQUALITY AND SELF-ORGANISATION**

**This Annual Congress of the GMB welcomes the changes in legislation introduced by the Labour Government since 1997, providing legal protection and equal rights for lesbian, gay, bisexual and trans (LGBT) members of the GMB. However, Congress recognises that many LGBT members still feel isolated in the workplace and are unable to tackle the discrimination they face.**

**This Congress notes the success of the TUC LGBT Committee and how other unions organise around equality issues with self organised groups.**

**This GMB Congress further calls on the Central Executive Committee to review with the women, black and disabled members how their equality issues are progressed in the GMB and report back to Congress 2007 with any recommendations for further rule changes.**

*An Equalities Review Group is reviewing this matter, but the proposals of the Task Group for changes to the CEC address this issue.*

**RULE 18 QUALIFICATIONS FOR OFFICE AND DEFINITION OF OFFICERS**

**3 The third qualification for any member seeking election to the Central Executive Council under Rule 11 shall be that at the date of nomination and election s/he is a member of his/her Regional Council. This qualification shall not apply to any member seeking election to the post of General Secretary and Treasurer or Deputy General Secretary.**

**RA 352**

**Clause 3: Delete**

**Insert:**

**“Every member, in line with paragraph 1 can be nominated to stand for election to this Central Executive Council.”**

**NORTH KENT.ENG.Z37 BRANCH  
Southern Region**

**RA 353**

**Clause 3: Delete: “The third qualification for any member seeking election to the Central Executive Council under Rule 11 shall be that at the date of nomination and election s/he is a member of his/her Regional Council. This qualification shall not apply to any member seeking election to the post of General Secretary and Treasurer or Deputy General Secretary”.**

**8 ASHTON BRANCH  
Lancashire Region**

*The Task Group propose no change to the existing rule, as agreed by Congress 2005.*

## **APPENDIX: RULE AMENDMENTS**

### **RULE 10 CENTRAL EXECUTIVE COUNCIL**

Clause 3, Line 5 Insert words “in office” so final sentence of clause 3 reads

“One half of the total number of members in office shall form a quorum”

### **RULE 11 ELECTIONS TO THE CENTRAL EXECUTIVE COUNCIL**

Clause 1a, b, c and Clause 2: Delete clauses and substitute

- “1. One member shall be elected as a Section representative in each Region in respect of each Section.
2. Members shall be elected as General representatives as follows:
  - a. One member shall be elected as a General representative in each Region having 75,000 or fewer members as at 31<sup>st</sup> May in the election year
  - b. two members shall be elected as General representatives in each Region having more than 75,000 members as at 31<sup>st</sup> May in the election year
  - c. one member shall be elected as a General representative from members resident in Ireland.”

Clause 5, Lines 4-7: delete “ Only Branches in Ireland may nominate for the Clothing & Textile Section Seat under clause 1 (c) (ii), and such Branches

shall not be entitled to nominate for a Clothing and Textile Seat under clause 1 (c) (i)", and substitute

"Only Branches in Ireland may nominate for the General seat under clause 2c and such Branches shall not be entitled to nominate for any other General seat."

Clause 6: Delete clause and substitute:

- "6. Each member in a Region shall have one vote for each of the Seats to be filled from that Region PROVIDED THAT
- a. only members resident in Ireland shall be entitled to vote in the election of the General representative under clause 2c and such members shall not be entitled to vote for any other General representative
  - b. each member of the Union shall also have one vote for each of the Race Reserved Seats"

Clause 7, Line 2: Delete "1995" and substitute "2007".

Clause 7, Line 4: Delete "A casual vacancy shall be filled by by-election under this Rule and a member so elected shall hold office for the remainder of the above period of four years" and substitute

"Casual vacancies occurring during the first two years of the term of office shall be filled by by-election at a time to be decided by the Central Executive Council. Save where the Central Executive Council decides otherwise, casual vacancies occurring during the last two years of the term of office shall not be filled. Any member elected to fill a casual vacancy shall hold office for the remainder of the above period of four years."