



# **ANNUAL CONGRESS 2007**

## **THE BRIGHTON CENTRE**

**SUNDAY 3 JUNE 2007**

**10.00 am - 12.30 pm, 2.00 pm - 4.00 pm**

**MONDAY 4 JUNE 2007 to THURSDAY 7 JUNE 2007**

**9.30 am - 12.30 pm, 2.00 pm - 5.00 pm**

# **PRELIMINARY**

# **AGENDA**

**1974 CONGRESS, BLACKPOOL**

**MOTION 257**

*PRE-CONGRESS DELEGATE MEETINGS*

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

**PERIVALE BRANCH**  
*(London Region)*

# **GUIDELINES FOR CONGRESS BUSINESS**

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

## **1. CONGRESS**

Congress is convened and delegates are elected subject to the provisions of the Union Rule Book. Congress shall conduct its business at the following times:

Sunday	:	:	:	10.00 am - 12.30 pm
			:	2.00 pm - 4.00 pm
Monday - Thursday	:	:	:	9.30 am - 12.30 pm
			:	2.00 pm - 5.00 pm

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

## **2. STANDING ORDERS COMMITTEE**

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

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

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

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

## **3. GENERAL MOTIONS AND RULE AMENDMENTS**

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

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

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

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

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

- (2) The Committee shall make proposals to Regional delegations on the withdrawal of a Motion in favour of another Motion on the Congress agenda. In determining whether to recommend the withdrawal of a Motion, the Committee shall ensure that the principles and proposals incorporated in that Motion are fully covered by the Motion that will remain on the agenda.

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

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

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

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

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

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

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

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

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

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

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

#### **4. EMERGENCY MOTIONS**

Any Delegate wishing to submit an Emergency Motion shall in the first instance seek the agreement of his/her Regional delegation that the Motion is an Emergency Motion. It shall then be referred to the Standing Orders.

Committee, which shall decide whether the Motion is an Emergency Motion after taking account of the following points:

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

Emergency Motions can be composited.

## **5. WITHDRAWAL OF MOTIONS**

If a Regional delegation wishes to withdraw a Motion in the name of a branch of the Region, or in the name of the Regional Committee, the Regional Secretary shall notify the Standing Orders Committee.

## **6. MATTERS OF URGENCY**

Any delegate wishing to bring before Congress "a matter of urgency" not on the agenda shall in the first instance seek the agreement of his/her Regional delegation that the matter is one of urgency in accordance with Rule 70. It shall then be referred to the Standing Orders Committee, which shall recommend whether or not the matter is one of urgency, after taking account of the following points:

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

The Standing Orders Committee shall inform the President of Congress and Congress of its recommendation. The President shall then, in accordance with Rule 70, put the Motion that the matter be taken as a matter of urgency, and it is then the responsibility of Congress to decide whether the matter be so brought forward.

## **7. CENTRAL EXECUTIVE COUNCIL**

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

The Central Executive Council shall have the right to submit Motions as "a matter of emergency" to Congress. The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member is asked by his/her Regional delegation to speak to the Regional delegation's policy, he/she shall only do so provided the delegation's policy is not in contravention with Central Executive Council policy.

## **8. DEBATING PROCEDURE**

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

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

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;
- precedence in debates shall be given to a Motion of the Central Executive Council;
- the procedures for taking Motions are as set out in Rule 70 Clauses 3-18 in respect of Council meetings;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

The Standing Orders Committee shall advise the President what Motions will fall if another motion or a Special Report is carried.

## 9. TIME LIMITS FOR SPEAKERS

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

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

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

## 10. VOTING

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

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

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

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

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

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



- (a) tellers will provide a ballot box for each regional delegation;
- (b) the President will announce the number of the card to be used – for example: ‘Card Vote number 1’;
- (c) delegates will choose the appropriate numbered card, marked either “For” or “Against” from their book of voting cards and place it into the ballot box provided;
- (d) once the President has announced ‘Card Vote completed’ tellers will take the ballot boxes to the General Member Auditors;
- (e) the General Member Auditors will count the votes, and notify the President of the result

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

#### **11. VOTING FOR PRESIDENT AND VICE-PRESIDENT**

The President and Vice-President of the Union shall be elected by Congress, in accordance with the provisions of Rule 12 and 13. Ballot papers bearing the names of the candidates will be issued at Congress.

#### **12. LITERATURE**

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

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

#### **13. PREVIOUS CONGRESS DECISIONS**

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

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

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

PERIVALE BRANCH  
*(London Region)*

**1985 CONGRESS, BLACKPOOL, SPECIAL MOTION**  
*CORE RULE 34*

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

CENTRAL EXECUTIVE COUNCIL

**1993 CONGRESS, PORTSMOUTH, MOTION 144**  
*CONGRESS DOCUMENTS*

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

MELTON GENERAL BRANCH  
*(Midland & East Coast Region)*

**1999 CONGRESS, BLACKPOOL, MOTION 9**  
*CONGRESS DEMOCRACY*

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

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

NORTH WEST LONDON BRANCH  
*(London Region)*

**2003 CONGRESS, BLACKPOOL, MOTION 11**  
*UNION DEMOCRACY*

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress.

At last Congress many delegates supported motions but voted against because they were instructed to oppose.

New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH  
*(London Region)*

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# **UNION ORGANISATION CONGRESS**

## **1. MANDATE**

No brother or sister should be mandated. It is an infringement of free speech. Also no member should have to say I am speaking without the support of my Region on any motion. It is time it was eradicated.

242 SALFORD NO 1 BOILERMAKERS BRANCH  
*North West & Irish Region*

## **2. ANNUAL CONGRESS**

This congress welcomes that fact that we have returned to an Annual Congress.

However, Congress accepts that there is a high financial price for upholding this crucial democratic principal. In order to lesson the financial impact to the members of holding an annual Congress, Congress calls on the CEC to investigate the following:

- a) Changing the date of Congress to the spring or autumn.
- b) Moving Congress from a weekend to weekdays only.
- c) Shortening Congress by at least half a day by cutting down the number of guest speakers.

HOME COUNTIES GENERAL BRANCH  
*London Region*

## **3. LENGTH OF CONGRESS**

Congress agrees that it is in session for too long. Prospective Delegates are sometimes put off by having to be present from Sunday until Thursday. Congress therefore resolves to examine ways in which it could be reduced to three days with the possibility of section conferences being bolted on to the end.

FULHAM 1 BRANCH  
*London Region*

## **4. DATES FOR GMB CONGRESS**

Congress asks the CEC to conduct a feasibility study into the cost savings that may be achieved by holding the GMB Congress in the spring or autumn and by reducing the length of Congress by one day.

STANSTED AIRPORT BRANCH  
*London Region*

## **5. START OF CONGRESS**

This Congress considers the current practice of starting Congress on a Sunday, to be grossly inconvenient for members with caring responsibilities. Therefore Congress resolves that all future congress's will start at lunch time on the appropriate Monday and finish lunch time, or earlier if the agenda allows, on the Friday.

PROFESSIONAL DRIVERS BRANCH  
*London Region*

## **6. MOTIONS PASSED AT CONGRESS**

Congress is concerned that many motions passed appear never to be actioned. We demand proper feedback as to the progress of all motions adopted that ask the CEC to specifically do something i.e. Campaign or Lobby Government etc. Any motions not acted on should then be debated again at the following Congress.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

# **UNION ORGANISATION GENERAL**

## **7. JOBS / ELECTED POSTS WITHIN THE GMB**

Congress,

The GMB must stop requiring that applicants for jobs within the Union or applicants for Elected posts must have a current clean driving licence, as this discriminates against disabled people who may be unable to drive.

The Union must accept applications from suitably qualified non-driving disabled candidates if alternative travel arrangements such as the Department for Work and Pensions 'Access to Work' support can be made by the applicant. All advertisements and letters advising of vacancies should reflect this.

GRANTHAM COMMUNITY BRANCH  
*Midland & East Coast Region*

## **8. COMMUNICATIONS**

Congress asks the CEC to look at ways to improve communications with members.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

## **9. BUYING TO SUPPORT GMB MEMBERS**

Congress calls on the CEC to produce an information pack giving details of all GMB recognised companies, along with a means of identifying their specific goods and services, in order for GMB members to make informed choices and support their GMB colleagues when purchasing said goods and services.

ANWICK & MID LINGS COMMUNITY BRANCH  
*Midland & East Coast Region*

## **10. FAIR TRADE AND SUSTAINABLE SOURCING**

Congress agrees that all consumables purchased by GMB should be, wherever possible, from fairly-traded and sustainable sources.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

## **11. POLICY**

Congress declares that this motion is not a Rules Revision Appeal.

Congress however sees this motion as a question of policy that will determine whether this union and the members will be fit for the 21<sup>st</sup> century. We need to create a social bond through comradeship, between the union as a body and the member as an individual.

Congress notes it is the members who bear the ownership of this union, with that ownership should come responsibilities.

Congress is well aware of the many benefits the member can enjoy, but what benefit does the union gain from the member?

Searching questions should be asked:

Are contributions only, enough?

Do the members of today share the ethos of our forebears?

Do they understand the social history of the GMB?

Congress, this motion calls for every member and every future member to sign a contract of a commitment; a commitment however small, through effort or deed to give back what is taken. This commitment should be binding; perhaps even introducing terms and conditions of membership.

Congress recognises that in an organisation of equality, equal input should be incumbent on every member. Only then will this union be a union prepared for the next century. Different, but the best, and recognised by employers as a progressive union, going forward as one.

Congress reiterates those immortal words with one slight re-adjustment:

“Do not ask what your Union can do for you; ask what you can do for your Union?”

SOUTHAMPTON CFTA S61 BRANCH  
*Southern Region*

## **12. NEW YEAR’S HONOURS LIST**

Congress,

The New Year’s Honours list should reflect the service, dedication and support for others without financial reward, giving the extra effort to help worthy causes, promote, and leading by example.

This Congress endorses that the CEC should also promote and endorse GMB Trade Union members who achieve this.

Congress agrees that the General Secretary, with the support of the CEC, nominate or support nominations to the New Year’s Honours List from within the GMB.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

# **UNION ORGANISATION RECRUITMENT & ORGANISATION**

## **13. MIGRANT WORKERS**

Congress calls on the CEC to formulate a national policy on the recruitment of migrant workers, enabling the GMB to grow within this expanding area.

R35 – ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*



#### **14. MIGRANT WORKERS BRANCH FOR EACH REGION**

Congress applauds the opening of a migrant workers branch in Southampton and urges similar branches for migrant workers to be set up in other Regions.

SOLO BRANCH  
*London Region*

#### **15. 2012 LONDON OLYMPICS**

We call on Congress to create a CEC sub committee to ensure that all opportunities relating to organising in relationship to the Olympics are realised.

SECURITY G36 BRANCH  
*Southern Region*

## **UNION ORGANISATION REPRESENTATION & ACCOUNTABILITY**

#### **16. DEMOCRACY IN THE GMB**

Congress, just when exactly did the GMB decide to remove the democratic right of lay activists to vote on major changes within the GMB that directly affects them?

Congress, as you are all well aware, last year a region was dissolved without any consultation whatsoever with the lay activists of that region.

Yes, there were a lot of unacceptable financial and employment issues within the region that needed to be addressed and indeed were addressed. However, the dissolution of the region was never discussed with the members of that region.

The decision taken by the CEC to dissolve the Lancashire Region in the way it did now opens the floodgates or backdoor to any decision the General Secretary may wish to impose.

Congress, what has happened has happened and there is no turning back. The question we now put to you is, what is left in a trade union once the doors to democracy have been firmly shut.

We call upon Congress to demand the right of all GMB members to have the right to vote on changes that involve them and to remove the right from the

General Secretary and the CEC in not consulting with the membership on such major changes.

MANCHESTER 115 BRANCH  
*North West & Irish Region*

## **17. CEC / REGIONAL COUNCIL ELECTIONS**

Congress,

CEC elections are due in 2007, and Regional Council elections are due in 2009, both for a four-year period. With this two-year difference, continuity is difficult.

As the CEC and the Task group have proposed changes to both, Congress should therefore bring these elections in line with each other.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **18. UNION REPRESENTATION**

Congress asks the GMB not to give representation for 3 months to anyone in a workplace who joins the GMB because they suddenly have a problem. It is a different matter if they have just started at the establishment as an employee.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

## **19. ACCOUNTABILITY**

Congress calls upon all National Officers, Negotiators and Representatives not to enter into agreements which are to the detriment of our members. The outcome of negotiations should always be put to the members concerned for their consideration prior to acceptance and in the absence of a mandate from the members to accept on their behalf.

Agreements should not be made for the convenience of Employers or to accommodate or comply with schedules. Our union must be seen by our members as a democracy run by our members for the benefit of our members. All elected groups, negotiators, representatives and committees must be accountable to the membership if we are to be seen as a democratic organising Union. Accountability is paramount.

SCOTTISH SECURITY BRANCH  
*GMB Scotland*

# **UNION ORGANISATION FINANCE & CONTRIBUTIONS**

## **20. BRANCH COMMISSION ALLOCATION**

Congress,

The widely circulated consultation document that led to the Task Group document identified, as one important area, equality issues regarding Branch commission allocation.

Congress 2006 supported and endorsed Motion 40 from the Midland and East Coast Region on Branch allocation.

Our Union prides itself on equality issues and rightly fights for them with vigour.

Therefore Congress 2007 should re-affirm the commitment to ensure Motion 40 from Congress 2006 is implemented fully.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **21. BRANCH RECRUITMENT PLAN**

Congress accepts that the vast majority of Branches have commission funds, in accordance with Rule.

These funds are members' money and rather than sit in bank accounts growing by the quarter, they should be used in campaigning, strengthening, growing, and supporting the members.

Congress therefore calls on all Branches to adopt a Branch Recruitment Plan annually, in line with Rule 37 and the initiatives contained therein. Once the plan has been approved by the Regional Committee, these should be jointly funded from the Regional recruitment fund and the Branch Commission Fund.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **22. LAY MEMBER EXPENSES**

Congress takes note of the large increase in fuel and associated running costs for motor vehicles. Congress also notes lack of public transport in some rural and semi-rural areas and also the constant on going reduction in provision of this service. This gives rise to our activists having no alternative but to travel on

union business by car. Congress therefore instructs the CEC to increase the mileage rate to an Inland Revenue rate of 40p per mile.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands*

### **23. MEMBERS' CONTRIBUTIONS**

Congress calls upon the CEC to investigate the prospect of members' contributions being set as a percentage of their earnings.

The CEC's findings and recommendations shall be presented to the 2008 Congress.

DURHAM GENERAL BRANCH  
*Northern Region*

### **24. CONTRIBUTION RATES**

Congress should display extreme caution when raising contribution rates this year and in following years. We are now more expensive than our competitors for lower wage earners and many part timers.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

### **25. CONTRIBUTION RATES**

Congress agrees to introduce a third tier contribution rate specifically aimed at recruiting the many migrant workers from Eastern Europe who, in the main, are employed by Agencies and are paid minimum wage, yet have this further reduced by deductions for travel and accommodation, making Trade Union membership in this country inaccessible.

GOOLE BRANCH  
*Midland & East Coast Region*

### **26. RETIRED LIFE MEMBERS**

Congress recognises and accepts that Rule 49A, Clause 4a directly discriminates against male Retired Life Members with 10 or more years Union membership and who retire prior to their 65<sup>th</sup> birthday and request that the Central Executive Council correct this unacceptable anomaly in our Rule Book without delay.

YORKSHIRE NO. 1 BRANCH  
*Yorkshire & North Derbyshire Region*

### **27. CHECK-OFF FEES**

Congress notes that some Labour controlled councils charge GMB a fee for administering check-off. Congress therefore agrees that the sum of those fees should be taken out of the political fund and deducted from our affiliation to the party.

FULHAM 1 BRANCH  
*London Region*

# **UNION ORGANISATION**

## **UNION BENEFITS**

### **28. UNION BENEFITS**

Congress asks the CEC to look at ways of supporting members who refuse to cross picket lines.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

### **29. REGIONAL HARDSHIP FUND**

Congress agrees that the current provision for strike pay is hopelessly outdated and instructs the CEC to explore ways of imposing a levy on contributions that would be remitted back to the Regions for accumulation in a separate fund that could be used to alleviate hardship for members in dispute. The CEC should produce a report with recommendations within 6 months.

FULHAM 1 BRANCH  
*London Region*

### **30. FUNERAL BENEFIT**

Congress asks the CEC to review the current levels of Funeral Benefit and report back to Congress 2008 with proposals to use Funeral Benefit as a retention tool.

LONDON BOROUGH HAVERING BRANCH  
*London Region*

### **31. NON-OCCUPATIONAL FATAL ACCIDENT**

Congress Agrees

That in the case of a non-occupational fatal accident benefit claim, where a death certificate states the cause and reason for the death. The death certificate with the correct claim form should be accepted by the National Administration Unit as sufficient proof of an accidental death. Therefore the National Administration Unit should forward the claim to the appropriate committee of the Central Executive Council for their consideration.

That it is intrusive and distressful to the family of the deceased member to be asked to provide further documentation to prove the claim, such as a report in a newspaper, a police report, or other such document.

B41 – BIRMINGHAM RUBBER BRANCH  
*Birmingham & West Midlands Region*

### **32. CONVALESCENT HOMES – AGE DISCRIMINATION**

Congress believes that demanding that members over the age of 65 need 20 years membership of the union, to be entitled to attend the unions convalescent homes free of charge, is discriminatory under age discrimination legislation. Therefore congress demands the removal of the 20 year qualification. This will not involve a rule change as at present there is no rule to cover convalescent home attendance.

SOUTHEND BRANCH  
*London Region*

## **UNION ORGANISATION EDUCATION & TRAINING**

### **33. SHOP STEWARD TRAINING – GMB @ WORK – ORGANISING FOR GROWTH**

Congress calls upon the Union to ensure that all new and existing Shop Stewards in delivering our Organising Strategy within the Workplace.

Growth within the GMB will come from ensuring that our Shop Stewards are trained and skilled in effective workplace organisation as set out in GMB @ Work. Workplace Organisation CEC Special Report detailing the five key elements:

- Campaigning
- Communications
- Contacting Workers
- Credibility
- Commitment

Congress this is the template for today, not tomorrow and I urge Congress to ensure that it will be the responsibility of Regions within the GMB to deliver this reality as soon as possible.

GLASGOW 28/51 BRANCH  
*GMB Scotland*

### **34. BRANCH TRAINING**

Congress instructs the CEC to put in place training for all Branch Secretaries, Chairpersons and Auditors - training in all aspects of branch organising, but more importantly on how to keep proper financial records and recording systems so better and more useful data can be shared between Regions and Branches.

NO 2 BRANCH  
*North West & Irish Region*

### **35. UNION LEARNING PROJECT – POTENTIAL**

This Congress notes the potential that exists if the Union Learning Project is properly utilised.

Skills for life learning in basic education from literacy and numeracy through to post graduate certification courses could benefit hundreds of thousands of GMB members. It could also benefit similarly, if not more, those not yet belonging to a union.

Union Learning Representatives, active in education projects, encouraging members and non members in adult education would:

- a) raise the profile of the union
- b) Help raise self esteem and confidence in members and, by this stage the not too many, non members.

If organised successfully and correctly this leads to recruitment and increased activity at branch level with ULR's going on to take up Steward, Safety Rep and Branch Officer positions.

Congress therefore resolves to continue to support Learning projects, but only if they are Trade Union orientated and bringing positive benefits to our members and future members.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

### **36. LEARNING REPS**

Congress is called upon to recognise the importance of union learning reps, by properly funding the learning agenda. This should include all regions as it is already well on its way to being a success in some regions. The Government's strategy on learning is to get people up to at least a level two in maths and English. This would be an ideal chance to recruit and retain new members, especially with more and more migrant workers entering the country.

C80 - DUDLEY BRANCH  
*Birmingham & West Midlands Region*

### **37. UNION LEARNING FUND**

Congress feels that it is a detrimental decision by any Regional Committee not to re-apply for further funding from the Union Learning Fund, and asks them to re-consider their decision.

SCARBOROUGH & NORTH YORKSHIRE COMMUNITY BRANCH  
*Midland & East Coast Region*

## **UNION ORGANISATION EQUALITY & DIVERSITY**

### **38. EQUALITY AND DIVERSITY ISSUES**

As a national trade union the GMB must aim as high as possible on all equality/diversity issues. Congress considers what follows to be reasonable aims and objectives. Congress moves that:-

1. GMB will adopt clear policies on all equalities issues.
2. GMB will be in a position to provide clear guidance and direction to lay reps and paid officials in line with those policies.
3. GMB will proactively push and promote those policies within all employing organisations.
4. Those policies to be based on seeking for all employers, regardless of which “sector” they fall within, to promote positively non-discriminatory measures in their employment practices and service provision across all diversity/equalities areas.
5. GMB will push proactively for the standards and practices adopted by employing organisations to be such that they are not merely gestures and tokenism but are forms of real positive action that allow for lasting and structural change.
6. GMB will provide full and proper training to lay reps and full time officers that equips them to challenge employers and to push and promote our agenda.
7. The GMB will follow the Henry Report and adopt employment, recruitment and election procedures that conform to the positive duties and responsibilities that come from Amendments to the Race Relations Act 2000.



8. The GMB will adopt employment, recruitment and election procedures that actively and positively promote non-discriminatory measures across all diversity/equalities areas.
9. The GMB will ensure that its mechanisms and systems of operation are such that they allow and encourage the widest range of members and activists.
10. The GMB will ensure that Diversity/Equality issues are a key element on all negotiating agendas and all GMB campaigns.
11. The GMB will push the TUC to adopt membership/affiliation criteria that requires the adoption of the measures covered in 7 & 8 herein.
12. The GMB will push the TUC to adopt more stringent audit processes in relation to the approach of consistent trade unions to equalities/diversity issues.
13. The GMB and other TUC affiliates will push government for the creation of amendments to all equalities legislation that requires employers to positively promote equality in employment practice and service delivery across all diversity areas.
14. The GMB will push proactively for standards, practices and provisions within this legislation to be considerably improved so that these non-discriminatory measures move employing organisations away from gestures and tokenism to real positive action that allows for lasting and structural change.
15. The GMB will ensure that it has the best possible workable and democratic processes that allow for full involvement of Race and Equality Rights Committees and other like groups (e.g. Shout!). Those committee and groups to also have workable and democratic mechanisms of operation.
16. The above steps will be introduced as a matter of urgency and not simply referred to other committees or sub-committees.

WESTMINSTER TUPS BRANCH  
*London Region*

### **39. EQUALITY AND DIVERSITY**

Congress recognises that discrimination is widespread across the labour market in all sections of the economy and all sections of the workplace; that segregation by age, gender, race, sexual orientation and disability are also widespread.

Congress therefore calls for a major campaign to promote legislation to ensure statutory monitoring of equality and diversity in the workplace and to promote positive action.

DURHAM COUNTY LA BRANCH  
*Northern Region*

#### **40. GENDER, DISABILITY AND RACE EQUALITIES DUTIES**

We call upon congress to ensure our lay reps are adequately trained in the new equalities duty relating to race, disability and gender which is now required by all public sector organisations and contractors/agencies who undertake a public service. Each organisation is required to produce a specific equality scheme (Gender Equality Scheme (wef April 2007), Disability Equality Scheme (2006) and Race Equality Scheme 2003). These documents set out clearly the organisations action plan to tackle 'gaps' in the provision of service and employment.

As a modern union we must ensure our reps fully understand and are able to contribute to this decision making process in order to protect and ensure our members are not disadvantaged. The main thrust should be around positive action and increased consultation therefore we must ensure we have a stake in this.

Congress we ask you to support.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

#### **41. LGBT (SHOUT)**

This Congress recognises the particular issues faced by Lesbian, Gay, Bisexual and Tran's members in both the workplace and in our society, in combating prejudice, discrimination, harassment and even violence. This conference reaffirms its commitment to equality and diversity across the strands and welcome the revitalised National GMB Shout! Forum in supporting LGBT members.

Congress believes that there should be an LGBT forum, GMB Shout in every region as well as the national committee and these should be supported by an officer responsible for LGBT issues along with training programme.

This Congress therefore believes that the Central Executive Committee must:

- Encourage the formation of GMB Shout Forums in every region working with the National GMB Shout group.
- Develop with GMB Shout, a training programme for LGBT members and for shop stewards and full time employees.
- Hold a national conference for LGBT members along similar lines to the race conference.
- Provide resources for the day to day running of the national GMB Shout group.
- Sponsor London and regional prides.
- Include GMB Shout in any further work required on reviewing equalities structures within the GMB.

B01 – BIRMINGHAM FORWARD BRANCH  
*Birmingham & West Midlands Region*

## **42. GMB COMMITMENT TO EQUALITY**

This Congress recognises the particular issues faced by Lesbian, gay, bisexual and trans members in both the workplace and in our society, in combating prejudice, discrimination, harassment and even violence. This conference reaffirms its commitment to equality and diversity across the strands, and welcomes the revitalised National GMB Shout! Forum in supporting LGBT members.

Congress believes that there should be an LGBT forum, GMB Shout! in every Region as well as the National Committee, and these should be supported by an Officer responsible for LGBT issues along with a training programme.

This Congress therefore instructs the CEC to:

- Encourage the formation of GMB Shout! Forums in every Region working with the National GMB Shout! Group.
- Develop with GMB Shout! A training programme for LGBT members and Shop Stewards and full time employees.
- Hold a National Conference for LGBT members on similar lines as the race conference.
- Provide recourses for the day to day running of the National GMB Shout! Group.
- Sponsor London Pride each year by at least £1000 along with other unions under the TUC sponsorship.
- Bring rule amendments to the 2008 GMB Congress to create seats on Regional and National committees.

Include GMB Shout! In any further work required on reviewing equalities structures in the GMB

GMB@PCS BRANCH  
*London Region*

## **43. GMB SHOUT FORUMS**

This Conference recognises the particular issues faced by lesbian, gay, bisexual and trans members in both the workplace and in our society, in combating prejudice, discrimination, harassment and even violence. This Conference reaffirms its commitment to equality and diversity across the strands and welcomes the revitalised national GMB Shout Forum in supporting LGBT members.

Conference believes that there should be an LGBT Forum, GMB Shout in every region as well as the National Committee and these should be supported by an Officer responsible for LGBT, along with a training programme.

This Conference therefore instructs the CEC to:

- Encourage the formation of GMB Shout Forums in every region working with the National GMB Shout Group.
- Develop with GMB Shout a training programme for LGBT members and for shop stewards and full time employees.
- Hold a National Conference for LGBT members on similar lines as the Race Conference
- Provide resources for the day to day running of the National GMB Shout Group.
- Sponsor London Pride each year by at least £1,000 along with other unions under the TUC sponsorship.
- Bring rule amendments to the 2008 GMB Congress to create seats on Regional and National Committees.
- Include GMB Shout in any further work required on reviewing equalities structures in the GMB.

177 TYLDESLEY BRANCH  
*North West & Irish Region*

#### **44. SHOUT!**

Congress agrees that Shout! must be properly funded to ensure its success, and to realise the full potential – in particular in recruitment in its areas of expertise.

BARKING BRANCH  
*London Region*

#### **45. EQUAL RIGHTS AND RACE RELATIONS COMMITTEE**

Congress calls on the CEC to investigate funding for the Equal Rights and Race Relations activities. Congress says if Race Relations is to be viable and successful it needs to be funded. It will not be able to hold events like the Black History Event if it hasn't got any funds.

Congress says the Equal Rights and Race Relations cannot be dependant on donations which may not be forthcoming.

EAST DEREHAM BRANCH  
*London Region*

#### **46. EQUAL RIGHTS AND RACE RELATIONS ACTIVITY FUNDING**

Congress calls on the CEC to investigate a method of funding for GMB's Equal Rights and Race Relations activities to be able to hold events without having to rely on donations which may not be forthcoming.

Congress says in the past the committee has been left with a deficit through lack of funding.

EAST DEREHAM BRANCH  
*London Region*

#### **47. EQUAL RIGHTS AND RACE RELATIONS**

Congress calls on the CEC to look into ways whereby when the Race Relations submit resolutions the Chairperson be able to put the resolutions to the Congress Conference and take part in the vote.

EAST DEREHAM BRANCH  
*London Region*

#### **48. EQUAL RIGHTS**

Congress agrees the Equal Rights Committee must be properly funded to ensure its success, and to realise its full potential, in particular in recruitment in its areas of expertise.

BARKING BRANCH  
*London Region*

#### **49. NATIONAL RACE CONFERENCE**

Congress agrees that the frequency of the National Race Conference be held on an annual basis.

GOOLE BRANCH  
*Midland & East Coast Region*

#### **50. YOUNG GMB MEMBERS REPRESENTATION**

This Congress recognises the issues faced by young members in both the workplace and in our society, in gaining representation, and the low density and general lack of awareness of employment rights of people under the age of 27. This Congress recognises a greater democratic voice and input into decision making processes should be given to young members' representatives who are the future lifeblood of the union. This Congress recognises that the national young members' conference held on 4<sup>th</sup> and 5<sup>th</sup> November 2006 was a major step forward into reinvigorating young members' structures nationally and regionally and needs to continue developing.

Congress believes that despite recent good work to date the regions should increase their efforts, and look at ways of identifying key activists in an effort to set up regional youth committees.

This Congress therefore calls on the Central Executive Committee to:

- Provide extra resources and encourage the re-establishment of regional youth committees.

- Recognise young member issues not just as equalities, but as an organisational issue.
- Develop with GMB national office and regional youth officers along with key young member activists to develop a training and recruitment programme for young members, shop stewards and officials.
- Include GMB young members' representatives in work on reviewing internal and equalities structures within the GMB.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

## **51. YOUNG MEMBERS SECTION**

We call upon this Congress to address the present decline in our Young Members Section.

In order for our Union to grow and develop we need to become more attractive to those workers under the age of 30 who have probably never been a member of a trade union in their working lives, and for whom current legislation is unfair.

One of the ways to access this group would be to utilise our ties with the labour party who we are led to believe have a very active Young Members section. We would ask that joint meetings are set up with our Young Members section and the labour party to strengthen the link, and hopefully encourage young labour party activists to become trade union activists who after all are seeking to remedy the same inequalities.

T10 - TAMWORTH BRANCH  
*Birmingham & West Midlands Region*

## **52. YOUNG MEMBERS**

Congress agrees that the Young Members Group must be properly funded to ensure its success, and to realise its full potential; in particular in recruitment in its areas of expertise.

BARKING BRANCH  
*London Region*

# **EMPLOYMENT POLICY**

## **HEALTH & SAFETY AT WORK**

### **53. ASBESTOS**

Congress applauds the intervention of the Prime Minister following his commitment at Congress 2006 to reinstate compensation in full for all victims of asbestos related diseases.

Congress calls on the CEC to campaign to ensure that all victims are made aware of their entitlements and are encouraged and supported by GMB trade union legal services.

BIRTLEY 1 BRANCH  
*Northern Region*

### **54. COMPENSATION FOR ASBESTOS SUFFERERS**

Congress firmly agrees that action should be taken for the reinstatement of compensation for all asbestos related diseases such as pleural plaque and supports a petition which will be submitted to Parliament when this matter is debated between the 25th June and 2nd July 2007.

Congress believes it is immoral for Insurance Companies to insist sufferers must have full blown asbestoses before compensation is paid.

SWANSEA BMS BRANCH  
*South Western Region*

### **55. ASBESTOS WASTE DISPOSAL**

Congress recognises that when asbestos waste is not properly disposed of it presents a serious health hazard to our communities. Illegal tipping and dumping of this waste also seriously threatens the health of GMB members employed in the waste industry.

Congress therefore calls upon the Environment Agency and the Health & Safety Executive to work together on this issue, and to produce and then vigorously enforce clear guidance on the rules and regulations governing the correct disposal of asbestos.

DERBYSHIRE COMMUNITY BRANCH  
*Midland & East Coast Region*

### **56. HEALTH AND SAFETY**

Congress calls upon the CEC to lobby the Government for greater funding and resources for the HSE. It is getting harder and harder to get an inspector into the

workplace now due to cut backs. The workload of individual inspectors has increased due to fewer and fewer on the ground.

W99 – WOLVERHAMPTON BRANCH  
*Birmingham & West Midlands Region*

## **57. OCCUPATIONAL AND ENVIRONMENTAL CANCERS**

Congress seeks support for a campaign aimed at highlighting the under-reporting of occupational and environmental cancers. The aim is to tackle exposures to carcinogens and focus on prevention and precaution which is contrary to much UK policy. There should be no obstacles to campaigning on occupational cancers and looking beyond a narrow health promotion perspective.

There is under-reporting of occupational illness amongst women who work in traditionally male-orientated establishments. The issue of female cancers needs to be urgently addressed. For common cancers, like breast cancer, the evidence for involvement of chemicals is not clear. A systematic review of female breast cancer and occupation should be commissioned.

Toxics Use Reduction legislation should be introduced to encourage the use of the safest suitable substances and processes. The precautionary principle should be applied to suspect human carcinogens.

A national occupational health records system should be developed to adequately record workplace exposures to toxic substances. A duty to inform workers of exposure to known or suspect occupational cancer risks and carcinogens should be strictly enforced on employers. Prevention through economic penalties requires government action to recover, in full, costs of occupational diseases, including occupational cancer, from employers. There should be effective environmental monitoring of industries and workplaces using and emitting carcinogens.

The Government should implement effectively European Union Legislation which requires workers to have access to occupational health services, industrial Injuries Benefit Scheme should be revised and extended to include a wider range of occupational cancers within its scope. There should be greater governmental and Local Authority support for victims of occupational cancer through welfare rights advice and access to social services.

Prevention of occupational cancers must be recognised by the government as an important public health priority and should be allocated resources accordingly. A national occupational cancer and carcinogens awareness campaign should be launched as a matter of urgency. In order to assist this aim the HSE should convene a tripartite working party which includes representatives of trade unions, hazards organisations and occupational disease victims' organisations to review its occupational cancer strategy.



In order to take the above matter forward Trade Unions and key stakeholders should mount a campaign in the workplace and through the media in support of the Hazards programme for action through the formation of a National Cancer at Work coalition.

DUMBARTON 2 BRANCH  
*GMB Scotland*

#### **58. CORPORATE MANSLAUGHTER**

Congress welcomes the proposed corporate manslaughter bill. However, while it does raise awareness and makes it easier to prosecute organisations it will still not deal with the negligent directors or senior managers. Congress therefore calls upon the GMB to campaign for new legislation which will specify director's duties for health and safety and make it clear that their negligence will not go unpunished.

CAMBRIDGE 2 BRANCH  
*London Region*

#### **59. ASSAULTS ON AIRPORT WORKERS**

Congress demands that members of the public who either verbally or physically assault airport workers should be banned by the relevant airport authorities from ever using the airport again.

STANSTED AIRPORT BRANCH  
*London Region*

#### **60. VIOLENCE AT WORK**

Congress instructs the Union to press the Government to extend the minimum penalties against those who assault health workers, to all workers who suffer violence and abuse.

NOTTINGHAM COMMUNITY BRANCH  
*Midland & East Coast Region*

#### **61. HEALTH & SAFETY – AGENCY AND MIGRANT WORKERS**

Congress,

Agency and Migrant Workers must have an understanding (written and verbal) on Health and Safety instructions, and to act promptly in an emergency situation.

NOTTINGHAM 5 BRANCH  
*Midland & East Coast Region*

#### **62. WORKING HOURS IN SAFETY CRITICAL JOBS**

Congress instructs the Union to campaign for a maximum of four hours work, followed by a break, for all workers in safety critical jobs.

NOTTINGHAM COMMUNITY BRANCH  
*Midland & East Coast Region*

# **EMPLOYMENT POLICY**

## **PENSIONS & RETIREMENT**

### **63. PENSIONABLE AGE**

This conference calls upon the CEC to campaign against the Governments plans to increase the pensionable age to 68 years.

Britain has the fourth richest economy in the world and can with a fairer level of taxation applied to the richest sections of society keep the retirement age at 60 and 65 years.

This conference supports those who wish to work beyond 65 years without discrimination providing it is of their choice.

MILTON KEYNES CITY BRANCH  
*London Region*

### **64. PENSIONS**

Congress calls upon the government to increase pensions to the poorest pensioners, without increasing the pension paid to all pensioners above inflation or wage rises, whichever is the greater. The aim should be to increase the weekly minimum to £200 per week.

DUNGENESS ELECTRICITY D27 BRANCH  
*Southern Region*

### **65. EARLY REINSTATEMENT**

Congress asks this union to lobby Government to reinstate Index/Inflation linked State Pensions earlier than stated (2012).

ASDA SOUTH BRANCH  
*Yorkshire & North Derbyshire Region*

### **66. A NEW AND FAIRER PENSION SCHEME**

Most of the European Social Systems have developed their Pension Schemes based on the presupposed image that future generations would be in greater number than the present one at the time.

Basically, and on average, each couple would have three and more children, meaning that there would be at least two or three people deducting National Insurance Contributions for each beneficiary – the Distributive Scheme. Unfortunately, the demography did not evolve that way and the Distributive Scheme is condemned to bankruptcy. The UK Pension Scheme is not an exception and this is an issue that concerns everybody.

By principle, if a worker pays contributions into a Pension Scheme during 40 years of a life time's work, she/he expects a decent retirement pension that permits a wealthy enjoyment of her / his retirement. The actual systems do not meet that criterion.

Trade Unions are the representatives of most of the Pension Scheme contributors – the workers. Therefore, Trade Unions should be called upon to design, develop and manage the Pension Schemes in order to make the necessary adjustments that would permit the Pension Scheme to meet the goals for what it was created in the first instance, protecting the rights and interests of their members and future members.

**GMB, Britain's General Union** should press the **Labour Party** to take the necessary steps to make possible a new Pension Scheme Development Partnership to assure the future of the Pension Scheme and prevent its rupture.

LOWESTOFT BRANCH  
*London Region*

#### **67. PENSIONS**

Congress deplores the treatment of the workers who are relying on full compensation from the Financial Assistance Scheme (FAS). Government should honour any promises already made.

R35 – ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

#### **68. PENSIONS**

This debate on pensions will be on-going for evermore until such time that employers are made responsible for the conditions on which they employ people. Employees in the country used to have continuity of employment, either in full-time or part-time work, but unfortunately this does not exist anymore. Contracts of employment now mainly consist of three or six months' duration on N.M.R. or less. Employees cannot afford to contribute to private pension schemes or, as in a lot of cases, employers do not have a facility for them to pay contributions into a pension scheme. This short period of employment makes it a waste of an employee's money to pay into a pension scheme.

The other problems are employment agencies, who hire our labour on a day to day basis to companies and have no responsibility to these employees with regard to sick pay, holiday pay or pension entitlement. So it is time the Government in power should take a closer look at agencies and made them more responsible for the employees on their books.

MANCHESTER No 1, 243 BRANCH  
North West & Irish Region

## **69. PENSION CHANGES FOR FORMER FTA's**

This congress notes the positive changes to the pension's legislation to date. However, Congress believes that more needs to be done to achieve changes for staff who were fixed term appointees (FTA's) who become permanent members of staff.

Currently pension schemes across the country are being amended to allow FTA's to be treated as permanent members of staff for the purposes of the scheme. However, we are in the situation where a significant minority of our membership who started work for their employer as a fixed term or casual (and were excluded from their employers schemes) and then became permanent, could now have several years of reckonable service excluded from their pensions calculations.

In view of this, Congress instructs the CEC to lobby Government for a change in legislation to allow for retrospective change similar to that granted for part time workers some years ago.

GMB@PCS BRANCH  
*London Region*

## **70. NHS PENSIONS ADVICE**

Given the changes to the NHS Pensions Scheme and other pensions changes and the legislative restrictions upon the giving of advice, we ask that a National Advice Scheme is provided to GMB members.

THAMES VALLEY R12 BRANCH  
*Southern Region*

# **EMPLOYMENT POLICY**

## **RIGHTS AT WORK**

### **71. EMPLOYMENT RIGHTS**

Congress recalls that the former Labour Leader John Smith promised that a future Labour Government would ensure that every worker was covered by the protection of employment rights from day one of their employment.

Ten years after the return of a Labour Government it is a disgrace that a hard working, committed, probably underpaid and exploited employee can be sacked after 11 months service and has no right to seek unfair dismissal at an Employment Tribunal.

Congress demands that the Government stop pandering after the CBI and act immediately to introduce the regulations to give UK workers full employment rights from day one of their employment.

SOUTH EAST NORTHUMBERLAND GENERAL BRANCH  
*Northern Region*

## **72. EMPLOYMENT STATUTORY RIGHTS FROM DAY ONE TO ALL EMPLOYEES**

Employees with less than one year working time for their employers have seen their jobs terminated for various reasons or no reason at all.

Migrant workers are included in the disadvantaged group which is most affected by their lack of knowledge of the English Language and the English Employment Law. Most of the workers in this situation find themselves in extreme difficulties to find another job or return to their countries, and are 'pushed' into the benefit system.

Nevertheless, it is a workers 'RIGHT' to have the SAME RIGHTS as everybody else from day one, and not be 'legally' discriminated against.

**GMB, Britain's General Union** should press the **Labour Party** to make this simple but significant change in Employment Rights legislation.

LOWESTOFT BRANCH  
*London Region*

## **73. EMPLOYMENT**

Congress supports all efforts to increase any attempts to increase the protection of workers' rights.

DUNGENESS ELECTRICITY D27 BRANCH  
*Southern Region*

## **74. EMPLOYMENT RIGHTS**

Congress is appalled at the injustice suffered by members who have employment issues but cannot raise them at a tribunal because they have not been employed for over a year. Congress believes that everyone is equal under the law and instructs the CEC to mount a vigorous campaign to persuade the Government to give full employment rights to every worker from the commencement date of their employment.

ROSSENDALE 136 BRANCH  
*North West & Irish Region*

## **75. RE- INSTATEMENT OF PAST TRADE UNION RIGHTS**

Congress asks the CEC to look at the Trade Union rights which were removed in the Thatcher years and ask why they have not been re-instated in the Labour regime.

FULHAM 1 BRANCH  
*London Region*

## **76. REPEAL OF ALL ANTI TRADE UNION LEGISLATION**

Congress notes with alarm that the Labour Government has not repealed any of the anti Trade Union legislation brought in by the Thatcher Government.

Congress calls upon the Government to address this situation during this term of office.

HULL PAINT & ENGINEERING BRANCH  
*Midland & East Coast Region*

## **77. TRADE UNION FREEDOM BILL**

Congress instructs the GMB leadership to support fully the campaign and lobby for a Trade Union Freedom Bill and the restoration of the Trade Union rights and protections removed during the 18 hostile years of a Tory government.

Congress expects to be fully supported in this campaign by all the MP's from GMB supported constituencies and future GMB backing should be conditional on their involvement and help.

Congress wishes to see enshrined in law, the fundamental right to strike and without a protracted bureaucratic balloting process, as is the legal 'minefield' which exists today.

Congress wishes to see legislation to protect striking workers, protections against replacement labour and the ability to support in secondary action where relevant.

Congress requests GMB officials to inform the Labour leadership, that we support the Labour Government, but there is no 'Block Vote' in a General Election and our members will no longer support a party that does not look after its own .

Congress requires a Trade Union Freedom Bill to protect its workers in an ever increasing vulnerable working world.

DOVER FERRIES X23 BRANCH  
*Southern Region*

## **78. NATIONAL SHOP STEWARDS CONFERENCE**

This Congress instructs the CEC to support the National Shop Stewards Conference in its campaign for a Trade Union Freedom Bill and the repeal of the

anti Union laws, financially, and by calling Regional Shop Stewards Conferences on a monthly basis.

DESBOROUGH BRANCH  
*Midland & East Coast Region*

## **79. TRADE UNION RECOGNITION**

Congress recognises that the present trade union recognition legislation was only approved after substantial changes to satisfy the concerns of the CBI to ensure that it was as ineffective as possible.

In effect the legislation restricts trade union access to the workplace and workers and places the burden of proof upon unorganised workers.

Congress therefore calls for a major review of the current legislation.

The right to belong to a free and independent trade union is a basic human right. A right that Margaret Thatcher supported for Polish workers in Solidarity and one which a Labour Government should support for British workers.

NEWCASTLE CITY LA BRANCH  
*Northern Region*

## **80. STRIKE ACTION – SECONDARY PICKETING**

Congress notes that some of our greatest gains in terms and conditions resulted from the effects of secondary action. Since this right was stolen from our movement by the Thatcher Government, our ability to defend and promote workers rights has been severely curtailed. Congress calls upon the CEC to unite with our sister Unions to maximise a campaign directed at the Government to restore secondary action boundaries to pre Thatcher Government levels.

ROSSENDALE 136 BRANCH  
*North West & Irish Region*

## **81. IMPOSITION OF CONTRACTS**

This Congress condemns those employers who seek to impose changes of contracts on our members by threatening to dismiss those members if the impositions are not accepted.

8 ASHTON BRANCH  
*North West & Irish Region*

## **82. JOB SECURITY FOR EX PATS**

Congress calls upon the Labour Party to ensure that employees working within the UK and in Brussels – be it in local government posts, as parliamentary staff and in non-government agencies – have relevant and adequate contracts, a clear legal status and social security entitlements.

BRUSSELS B59 BRANCH  
*Southern Region*

### **83. INSOLVENCY**

Congress calls upon the CEC to put pressure on the Government's Insolvency Department to make sure that employees are paid their due entitlement when their company is put into administration and make it impossible for Administrators to use the Act to their advantage when setting classification of preferred and non preferred creditors and unjustly placing our members in the non preferred category even though they are aware that monies are owed to employees.

HENGOED ENGINEERING BRANCH  
*South Western Region*

### **84. AGENCY LABOUR**

Congress deplores the use of agency labour as a direct alternative to temporary or permanent employment within the workplace.

This is a widespread use of labour by a majority of employers since the implementation of the temporary worker regulations.

R35 – ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

### **85. AGENCY STAFF – LOCAL GOVERNMENT**

Congress deplores the continued use of agency staff to cover long term vacancies in local government, therefore we ask for the CEC to campaign for agency workers to become permanent staff after 6 months in the post as an agency worker.

SOUTHEND BRANCH  
*London Region*

### **86. HOLIDAYS**

This Congress is pleased that the Government has committed themselves to legislate that all workers should be entitled to four weeks paid holiday excluding Public Holidays, but we are very disappointed with regards to the timetable of this. We believe that this entitlement should not be phased in, but adopted fully and not in a piecemeal fashion.

MID GLAMORGAN C&T BRANCH  
*South Western Region*

### **87. HOLIDAY ENTITLEMENT**

Congress calls upon the CEC to instigate a major campaign to improve holiday entitlements.

As a campaign theme the GMB should promote 30 days (pro rata) holiday entitlement for all workers from day one of employment.

SUNDERLAND 1 CATS BRANCH  
*Northern Region*



## **88. STATUTORY HOLIDAYS**

Congress calls on the CEC to pressure the Government for more statutory Holidays. St George's day should become a public holidays.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire*

## **89. REDUNDANCY ACT**

Congress requests that the CEC continues to lobby the case for the limitation of 20 years maximum service for redundancy calculation is removed and that it be replaced with a more just and fair calculation based on actual full years service of unbroken service. This would be a fairer and equitable calculation for those unfortunate workers who have been served with redundancy notices after many years of loyal service to one company.

MAESTEG 2 BRANCH  
*South Western*

## **90. 48 HOUR WEEK**

Congress believes that the UK Government should adopt fully the EU Directive on working time, and ensure that workers do not have to work more than a 48 hours week to earn a reasonable wage.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire*

## **91. AGE DISCRIMINATION & LAW OF UNINTENDED CONSEQUENCES**

Congress welcomes the new Age Discrimination legislation in its underlying principle's, but is very concerned at the unintended consequences which have arisen in the drafting of the law.

Congress requests GMB leadership to seek to remedy this situation with government.

Congress recognises that many employers are using or 'hiding behind' this poorly drafted legislation to the detriment of working class people and trade union members.

Congress does not believe it is the intention of the legislation to deprive employees of time served benefits, but many employers are now directly linking service to age, to avoid giving service benefits, on the basis that it is age discriminatory.

Government have exempt the statutory redundancy provisions from the age legislation, but employers are now using the age and service criteria within redundancy legislation to avoid creating or improving enhancements to the state scheme on the grounds of age discrimination.

Many employers are arguing that it is only a matter of time before European Case Law, rules that age based redundancy legislation is unlawful and they are acting in advance of that scenario.

Congress urges a UK government and European lobby to rectify this situation.

DOVER FERRIES X23 BRANCH  
*Southern Region*

## **92. AGE DISCRIMINATION**

Congress believes that the age discrimination laws do not go far enough. Employees should have the unequivocal right to work beyond the age of 65 if they so wish, and that the GMB should do all it can to bring this about.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

## **93. NATIONAL MINIMUM WAGE**

Congress calls for an increase of the minimum wage to £7 for all workers regardless of age.

SOLO BRANCH  
*London Region*

## **94. EMPLOYMENT LAWS**

Congress supports the aim of increasing the minimum wage to above £7 per hour.

DUNGENESS ELECTRICITY D27 BRANCH  
*Southern Region*

## **95. NATIONAL MINIMUM WAGE**

Congress calls on the Government to abide by the provisions of their own legislation and outlaw all aspects of age discrimination in the workplace. Specifically, the GMB demands an immediate end to the age related provisions in the National Minimum Wage regulations.

SUNDERLAND CITY LA BRANCH  
*Northern Region*

## **96. WAGE DISCRIMINATION**

Congress,

The Government introduced the Age Discrimination Act for the protection of young and old alike. As a Union who lobbied hard and tirelessly for the Act, can we sit comfortably with the fact that rates of pay were not covered by the Act.

Congress calls upon the Government to recognise this inept inconsistency, abolish the two lower rates of the minimum wage, implement the higher rate from 16 – 22 or over and, therefore, ending this wage discrimination.

GRIMSBY FOOD & LEISURE BRANCH  
*Midland & East Coast Region*

## **97. LONDON LIVING WAGE/MINIMUM WAGE**

The elimination of poverty, especially child poverty, is a key priority for all workers and trades unionists and should form an essential part both of this Union's campaigning and of the London Mayoral and Assembly 2008 election strategy of social justice for Londoners.

This Congress therefore congratulates the Mayor of London in delivering on his manifesto commitment to introduce a London Living Wage for direct employees that more accurately reflects what is necessary and what is fair in our world city, currently a minimum of £7.05/hour.

This Congress further congratulates London Boroughs such as Lambeth who have done similarly in relation to direct employees. This Congress encourages all London Boroughs to adopt the same.

As a means of tackling the two-tier workforce this should be spread to all those working for suppliers or contractors to regional or borough governments so that no-one is paid less than the London Living Wage.

A key benefit of the London Living Wage is its transferability to the private service sector. We recognise its use as a benchmark for pay in organising workforce campaigns.

Ultimately, this Congress would like to see the London Living Wage adopted in legislation as a minimum wage for all employees in the Greater London area so as to reflect the reality of higher costs across the board in Greater London and particularly for those least well off. London weighting is used in many public and private sector pay deals, surely it ought also to be used in what we regard as the minimum requirements for working life in London.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

## **98. TWO TIER WORKFORCE**

Congress notes that the "Two-tier workforce" legislation is too little too late and difficult to enforce. Congress also notes that it is considered discriminatory to pay an individual less for doing the same job as a colleague on the grounds of sex, race, trade union activities, sexual orientation and so on. Congress believes that this should be extended to the effect that it would be unlawful to have any worker doing the same job on worse terms and conditions than any other, apart

from legitimate reasons such as incremental pay awards, and that the GMB should campaign for this to become law.

FULHAM 1 BRANCH  
*London Region*

## **99. TUPE REGULATIONS**

This Congress condemns the changes to TUPE Regulations introduced in April 2006.

In particular the additional powers given to employers to introduce changes after the transfer date for the reason of 'economic, technical or organisational' renders in our view protection under TUPE substantially weakened.

8 ASHTON BRANCH  
*North West & Irish Region*

## **100. TRADE UNION LEGAL SUPPORT**

Congress recognises the excellent record of various TU solicitors in settling the personal injury claims of GMB members.

A number of measures are currently being proposed and lobbied by the Insurance Industry that would undermine the ability of TU solicitors to settle GMB member's claims successfully.

This would represent a grave injustice to GMB members who are the victims of personal injury. A successful claim represents a part recompense for the negligence of employers. As significantly in our experience, a successful claim motivates an employer to take its 'duty of care' seriously, improving the working environment not only of the victim but also of his or her colleagues.

Congress instructs the GMB to initiate a vigorous campaign against the current proposals of the Insurance Industry.

DOVER FERRIES X23 BRANCH  
*Southern Region*

# **EMPLOYMENT POLICY**

## **MIGRANT WORKERS**

### **101. MIGRANT WORKERS**

Congress notes the benefit to all UK communities brought to both rural and urban by Migrant Workers.

Congress also recognises the issues faced by Migrant Workers relating to the exploitation of these workers by unscrupulous agencies and employers and notes

that notwithstanding the best efforts by the Government the exploitation of migrant workers continues across the UK.

Congress therefore calls on the GMB to support the recruitment of migrant workers; publicise the benefits that migrant workers bring to the national and local economy; expose the exploitation of migrant workers by naming and shaming bad employers and agencies.

Congress calls on the above to assist in the facilitation and integration of migrant workers into the UK and recognise their contribution culturally, socially and economically.

GLASGOW CAKE & CONFECTIONARY BRANCH  
*GMB Scotland*

## **102. MIGRANT WORKERS**

Congress agrees to use all its influence in the Labour and Trade Union Movement to halt the exploitation of migrant workers by campaigning to:

- Prevent any deductions from workers on minimum wage in respect of travel and accommodation.
- Agencies presently pay for the flights of those workers they recruit from Eastern Europe and elsewhere. Where such individuals become unemployed and wish to return home, or have to return home for any other domestic reason, then the Agency must be compelled to also fund such flights if the worker requests this.
- To seek amendments to the Posted Workers Directive, ensuring that any migrant workers who work in industrial sectors where there are negotiated recognised rates of pay for UK workers, have such rates applied to Agency workers of all nationality.
- GMB to issue a negotiating protocol to all of its Officers, ensuring that Recognition Agreements are amended to include recognition of any Agency company, including access to the Agency workforce for recruitment purposes.

GOOLE BRANCH  
*Midland & East Coast Region*

## **103. IMMIGRANT LABOUR**

Congress recognises the major positive contribution that immigrant labour has made to improving economic output and prosperity of the UK economy.

However Congress is concerned that alongside the legitimate economy there are too many unscrupulous employers who are prepared to exploit immigrant workers, in many cases paying below the national minimum wage and neglecting health and safety.

Congress calls for further improved legislation to regulate the activities of “gang masters” and employers who employ immigrant labour to ensure that UK employment and health and safety regulations are properly enforced.

MIDDLESBROUGH 5 BRANCH  
*Northern Region*

#### **104. FOREIGN LABOUR**

Congress expresses concern at the foreign labour which is being used in this country through agencies paying reduced rates of pay at the expense of our members who are unemployed.

SOUTH SHIELDS 1 ENGINEERING BRANCH  
*Northern Region*

#### **105. MIGRANT WORKERS**

Congress calls upon the Government and Driving Standards Agency to ensure that stringent checks are made upon bus companies to ensure drivers of a foreign nationality are totally compliant with the British Highway Code and have a level of English to be able to read and understand these signs, rather than these companies exploiting foreign workers and when tragic accidents happen, leave them out on their own, as seen in 2006 with certain companies in the North West.

14 BRANCH  
*North West & Irish Region*

## **INDUSTRIAL & ECONOMIC POLICY COMMERCIAL SERVICES**

#### **106. PRIVATE EQUITY**

Conference calls upon the relevant Government Departments to regulate the Private Equity Industry, (Venture Capitalists).

AA SECTION X31 BRANCH  
*Southern Region*

#### **107. VENTURE CAPITALISTS**

Conference condemns the activities of venture capitalists who are destroying British industry, for example; Birds Eye, Little Chef and the AA.

AA SECTION X31 BRANCH  
*Southern Region*

## **108. AUTOMOBILE ASSOCIATION**

Conference condemns the action of the AA Management in their anti-Trade Union approach, and supports the return of the AA to a motoring organisation for the benefit of the motoring public.

AA SECTION X31 BRANCH  
*Southern Region*

## **109. WOMEN IN SECURITY**

We call on Congress to support a campaign to increase the number of women within the Security Industry given the future security needs the Industry will need support to increase the number of women employed. As the major union in the Industry we call for the GMB to ensure this remains the case.

SECURITY G36 BRANCH  
*Southern Region*

## **110. COMPENSATION SCHEME – SECURITY INDUSTRY**

This branch urges Congress to do all within their powers, working alongside the CIVT (cash in transit business) employer's organisation and Government, to ensure that there is in place, a system of universally agreed payment/compensation in respect of any member of staff, within the CIVT business, sustaining an injury and being unable to return to employment, as a result of an attack whilst at work.

We wish for a measure to be put in place that fully compensates those unable to work, or suffering any incapacity, as a result of an attack that ensures protection of actual earnings throughout their period of incapacity. We suggest that a similar model to that which operates within the construction industry, in that a levy is charged against all employers and a central system of compensation, with a set tariff in respect of injury as a result of an assault during an attack, is put in place.

SECURICOR 1 BRANCH  
*London Region*

## **111. 'O' LICENSES**

Congress calls upon GMB to organise a campaign to tighten up on the operation of 'O' licences which are being used by bus operators to develop 'taxi style' services to the detriment of the hackney carriage and private hire trade.

Unlike drivers who are required to operate under local authority control through the licencing procedures, drivers of 'O' licence vehicles are not required to undergo CRB checks or to undertake the knowledge test which is a requirement for private hire and hackney carriage drivers. The members believe that this is a serious weakness in the security for passengers and overall safety and standards that customers should expect.

Congress calls upon the GMB to campaign that those who are operating similar services to hackney carriage drivers or that would have a detriment on private hire services, should be required to meet the same regulations and standards that are required of the licenced trade. Bus operators should not be allowed to develop services which are in competition with hackney carriage drivers or the private hire services without also requiring to meet the same standards. This issue is placing the livelihoods of hackney carriage and private hire drivers in jeopardy and also runs the danger of bringing the trade into disrepute. The use of the term 'taxi' should only be allowed on vehicles which have met the full standards required by the Licencing Authorities. We call upon the GMB to bring this to the attention of the Government and Licencing Authorities to ensure that a more rigorous policing of 'O' licence operation is adopted and that new standards are introduced which remove the existing loopholes.

MANCHESTER CENTRAL D41 BRANCH  
*North West & Irish Region*

## **112. MARITIME & PORTS POLICY - THE GMB**

Congress recognises, that in a world of sustainable development and serious environmental concerns, that there is an economic need, currently European policy, to shift the transport of goods from road to rail and Sea.

Congress recognises, that we in the UK, live in grid-lock Britain as regards road transport and the economic and environmental damage is excessive.

Congress recognises that there must be a clearly defined and strategic development policy for Ports and Maritime Affairs.

Congress believes that new port development and upgrades and improvement to existing facilities should be supported by infrastructure development from government, which is the norm in most European countries, but not so in the UK.

Congress is unhappy with the normal Labour Government approach, based on free market led principles, which take no account of the national economy and regional development.

Congress recognises that ports and maritime business is essential for the economic 'well-being' of the nation and further recognises the forceful regenerative effect, within a locality/region, of ports development.

Congress recognises the national need of modern, efficient container terminals, feeder terminals and Ferry facilities, adequately supported by transport infrastructure, to ensure freight can move quickly, efficiently and on a sustainable basis.

Congress urges the GMB leadership to lobby and campaign for a national ports policy and address the issues contained within this motion.



Congress further requests the leadership, in a world of sustainable development and 'Motorways of the Seas' policy, that Ports and Maritime is a growth sector and the GMB should be equipped, as a priority, to increase its membership and service in these vital and expanding areas of the economy.

DOVER FERRIES X23 BRANCH  
*Southern Region*

**113. ENERGY POLICY**

Congress supports a continued balanced energy policy of coal, gas, re-newables and nuclear electricity generation.

DUNGENESS ELECTRICITY D27 BRANCH  
*Southern Region*

**114. ENERGY POLICY**

Congress supports the proposed new build of nuclear power stations at existing sites. GMB is the largest union in the Nuclear industry and should continue this role.

DUNGENESS ELECTRICITY D27 BRANCH  
*Southern Region*

**115. ENERGY POLICY**

Congress notes with concern the instability of international energy supplies and the consequent massive increases in global energy costs.

Congress recognises that a stable, affordable and environmentally safe UK energy supply is dependent upon the development of an Energy Policy based upon energy produced in Britain.

Congress calls on the Government to pursue an Energy Policy based upon secure energy produced in the UK.

Congress recognises that such a policy cannot be realised without a sizeable dependence upon nuclear energy.

SELLAFIELD BRANCH  
*Northern Region*

**116. ENERGY POLICY**

This Congress is opposed to the Government's Nuclear Energy Policy.

The legacy it will leave for future generations will be an environmental tragedy for future generations.

NORTH KENT ENGINEERING Z39 BRANCH  
*Southern Region*

## **117. DOMESTIC FUEL PRICES**

We ask Congress to lobby government to bring pressure upon the energy companies to reduce the unreasonably high domestic fuel prices in the U.K.

BRAINTREE AND BOCKING BRANCH  
*London Region*

## **118. WATER CHARGES NON-PAYMENT**

286 Branch calls on Congress to fully support the non-payment of water charges being introduced by Direct Rule Ministers from 1<sup>st</sup> April 2007. We have already been paying for water and sewerage services through the regional rates. Imposing charges makes us pay twice.

In Britain, even with treasury millions pumped in to smooth the path to privatisation, consumers have seen charges rocket, with massive profits going to the private shareholders. Here where they have no electoral mandate whatsoever, the Government plans to privatise water and leave ordinary people to pick up the bill.

The opposition to water charges has created unprecedented unity in every community. The legal position is clear. Non-payment is not a criminal offence. The water company cannot turn off your domestic supply.

In the early nineties the GMB and the Water group of Trade Unions successfully defeated the Tories, who tried to privatise the Water Industry. With help and support of Congress we can win this campaign.

286 BRANCH  
*North West & Irish Region*

## **119. COAL AND NEW TECHNOLOGY**

Congress urges the Government to invest in Clean Coal Technology and the development of our huge coal reserves throughout Britain.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

## **120. PROFITS FROM PROPERTY SALES**

Congress condemns the profits made by UK Coal in selling land inherited through the privatisation process whilst not investing in access to coal reserves.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

## **121. RECRUITMENT IN THE RETAIL SECTOR**

Congress welcomes the new National Organising Team and the role they will play within recruitment and retention. We therefore call for a national campaign within the retail sector, with particular reference to Asda, Wilkinsons and B & Q.

PRESTON 141 BRANCH  
*North West & Irish Region*

## **122. RECRUITMENT & ORGANISATION IN ASDA STORES**

Congress calls on members, activists and officers to continue to recruit and maintain pressure on Asda to observe the Agreement.

Asda Stores continue to apply the Partnership Clause relating to election of shop stewards (that 75 members are required in store), while failing to comply with the Clause allowing GMB access to recruit.

ASDA GROUP 2 BRANCH  
*GMB Scotland*

## **123. ASDA : HEALTH AND SAFETY**

We call upon Congress to ensure GMB Safety Reps are allowed to form a Health & Safety Committee. Within Asda stores we are at present denied this right and are informed by Asda that the colleague circle deal with health and safety issues.

This is proved not to be a true fact. Our members are at risk due to the inadequate health and safety facilities.

A15 - WOLSTANTON BRANCH  
*Birmingham & West Midlands Region*

## **124. EASTER SUNDAY TO BE A PAID HOLIDAY FOR SUPERMARKET EMPLOYEES**

Congress calls on the CEC to set up a campaign and to lobby the Government to make East Sunday a paid holiday for supermarket employees.

HULL RETAIL & DISTRIBUTION BRANCH  
*Midland & East Coast Region*

## **125. MULTI-NATIONAL TAKEOVERS**

Congress urgently seeks the Government to exercise firmer control over Multi-National Takeovers of companies within the Scottish Whisky Industry and other industries in Scotland to safeguard future economic and employment security for Scotland's Heritage Industries and other vital industries set up in Scotland by foreign companies beneficial from national subsidies and cheaper labour costs

provided by the Scottish Tax Payer, thus ensuring the future employment prospects for the people of Scotland and the nations wealth.

DUMBARTON 2 BRANCH  
*GMB Scotland*

## **126. UNFAIR TREATMENT**

Congress calls on GMB to seek a Recognition Agreement with Ladbroke Bookmakers - "Unfair Treatment to there workforce".

BEITH ENGINEERING .BRANCH  
*GMB Scotland*

# **INDUSTRIAL & ECONOMIC POLICY MANUFACTURING**

## **127. REMPLOY**

Congress is asked to support the GMB members in the ongoing campaign fight at Remploy. We are not just fighting for the short term future but the long term, where the public procurement and contracts need to be bid for in Remploy. It needs to be put at the top of the TU agenda that the factories should remain as manufacturing establishments and not turned into call centres, training centres or warehouses. What is happening at the moment is a worrying time for the GMB and members will not allow any factory to be closed. If you remember the miners strike, the Remploy disabled workers will fight even harder to save their jobs.

Any union sponsored MP should be named and shamed.

We all call on congress to support the sacking of the Remploy board. Remploy cannot move forward as long as the current Board of Directors are running the company into the gutter.

What future is there for any future disabled people in joining Remploy?

These matters need addressing as a matter of urgency.

We need support from the Labour Government put there by the working people.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

## **128. STOP THE BETRAYAL SAVE REMPLOY**

Congress condemns this Labour Government's betrayal of disabled workers in Remploy.

Congress calls for a guarantee from the Labour party and Government that there will be a National Network of factories providing meaningful employment for at least 5,000 disabled employees and training and support for other disabled persons within and outwith the factory network.

Congress further calls on this and future Governments to use the European Public Procurement Act to return to Remploy work that was lost in 1996 when Michael Portillo removed the Priority Supply Scheme and cost Remploy £20 million a year in MOD work alone.

SPRINGBURN 176 BRANCH  
*GMB Scotland*

## **129. DEFENCE INVESTMENT**

Congress,

Investment in defence is at its lowest level since 1930. This lack of investment means that all facets of defence, especially those that involve our members, has seen a steady but inexorable decline with a corresponding drive down of GMB membership. Our members face hardship and uncertainty. The Naval Bases and Royal Dockyards have been particularly badly hit, together with the principle private companies that work alongside and with them. Let us not forget the lessons of History. This dangerous attitude has been played out by successive governments and has cost this country dear. It affects all of us who work in the defence industries and let us not forget that many of our Trade Union members and their families are in the front line, serving in or alongside our armed services. Many more have been, or are, ex-members of the regular armed or reserve forces. We therefore call upon this, and indeed any subsequent government, to radically increase defence spending.

DEVONPORT D19 BRANCH  
*Southern Region*

## **130. ROYAL NAVY DOWNSIZING**

This Congress is greatly concerned at the Government's plans to further reduce the number of active ships and vessels of the Royal Navy and the Royal Fleet Auxilliary. We feel that this MOD cost cutting is having a detrimental effect on remaining UK shipyard orders and workload. A downsized Navy cannot effectively perform its role in national defence.

We call upon the GMB to campaign to maintain the size of the Royal Navy at an adequately funded level.

113 MANCHESTER BRANCH  
*North West & Irish Region*

### **131. SHIPBUILDING**

Congress recognises that the maintenance of the UK's shipbuilding capacity and skills is essential to the UK national interests; that successive mismanagements have reduced our capacity to unacceptable levels and that any further reduction in capacity could impact upon future national security.

Congress recognises that the future of MOD warship procurement in the UK could be seriously undermined unless urgent action is forthcoming; that in an increasing unstable world it is essential that the UK retains its essential MOD warship building capacity.

Congress calls on the Government to place all work on orders for warships and warlike vessels within the UK.

Congress therefore calls for urgent action to secure the UK's warship building capacity.

SUNDERLAND 9 BRANCH  
*Northern Region*

### **132. CAMMELL LAIRD 1984**

This Congress calls upon the GMB to start proceedings immediately through the European Court of Human Rights for compensation from the Government for all members involved in the 1984 strike at Cammell Laird Shipyard.

287B BRANCH  
*North West & Irish Region*

### **133. MANUFACTURING**

Congress recognises that manufacturing output and employment are essential to the economic prosperity of the UK and notes with concern the loss of UK manufacturing employment as British and multi-national employers move production abroad to exploit low wage economies.

Congress therefore calls for a major campaign to halt the decline of the UK manufacturing sector, to ensure that the Government stops wringing its hands and whining about the inevitability of "globalisation" and recognises that "low wage economies" means exploited workers – including child labour, low social costs, no health and safety or welfare and exploitation of the environment.

The GMB demands action from the Government to ensure that improved social and environmental standards are enforced globally.

In addition the GMB demands action from Government to ensure that every possible means is used to secure manufacturing sector output and employment, including

additional funding to improve skills and innovation;

ensuring that Public Procurement Budgets are used to support UK manufacturing.

NORTH TYNE MANUFACTURING BRANCH  
*Northern Region*

#### **134. PUBLIC PROCUREMENT**

Congress calls upon the CEC to continue with its pressure on Government to act upon their Warwick commitment regarding Public Procurement, promoting a procurement strategy to safeguard UK jobs and skills as confined within the EU rules to ensure that our UK manufacturing industry can compete fairly with the rest of the EU, but ensure that encouragement is given whereby public procurement contracts are granted to UK firms who manufacture and use UK workers.

MOTIL PLASTICS BRANCH  
*South Western Region*

#### **135. TRANSFER OF MANUFACTURING JOBS, THE IMPACT ON THE ENVIRONMENT**

Congress,

This Union condemns the rush to destroy Britain's manufacturing base by greedy and ruthless companies.

Not only is the loss of skills and employment an important issue which we rightly continue to campaign on, many new factories are built in China and the Far Eastern block without any thought on environmental issues. We already see that China's growth has resulted in massive pollution of their own country and wholesale poisoning of the atmosphere, not only for their own people but the world.

We instruct the CEC to identify, name and shame these companies that carry out this practice, building these issues into our campaign.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

#### **136. MANUFACTURING**

Congress requests that the Labour Government supports manufacturing and does not reward the likes of James Dyson with knighthoods.

Manufacturing is being decimated in this country.

YORK ROWNTREES BRANCH  
*Yorkshire & North Derbyshire Region*

### **137. CONSULTATION**

Congress calls upon the CEC to continue to campaign that this Government give the British worker a level playing field with regards to employment that is enjoyed by many of our EU colleagues. That companies are not given carte blanche to cease manufacturing operations in the UK and transfer work off shore to countries where terms and conditions are considerably inferior just purely to satisfy the greed of shareholders. This Government's laissez faire approach is not satisfactory and they should fully adopt a policy whereby it is made difficult for these companies, particularly those who have been given incentives to manufacture in the UK, to withdraw employment at a stroke. Our workers deserve the same respect as afforded our EU colleagues.

MID GLAMORGAN C&T BRANCH  
South Western *Region*

## **INDUSTRIAL & ECONOMIC POLICY PUBLIC SERVICES**

### **138. SINGLE STATUS**

Congress, single status has had the effect of downgrading not only pay, but it has also reduced long and hard fought for terms and conditions of employment for thousands of low pay workers. This has been done by job evaluation/job redesign and the removal of bonus payments from predominantly make workers.

This in effect has allowed the employers to tear up contracts and implement new less favourable contracts of employment that our legal advisors are telling our members they have to accept or resign on the grounds of constructive dismissal.

Why is the union expecting our members to go out on a limb? Why is the GMB not fighting the employer on this issue? Why have the National negotiators placed our lay activists and members in this position, i.e. the NJC National Agreement, aka Do it yourself Agreement?

GMB lay activists were not at all prepared by the GMB for this onslaught, in fact the Tool Kit only arrived late 2006. Most activists have been involved since 1999/2000 and without the Toolkit. It should be said that in this respect the GMB has let its members down.



We call upon the GMB to initiate a campaign aimed at the recovery of the pay and terms and conditions now lost by thousands of local authority workers under Single Status and to stop turning a blind eye.

MANCHESTER 112 BRANCH  
*North West & Irish Region*

### **139. SINGLE STATUS – ATTACK ON NATIONAL TERMS AND CONDITIONS**

Congress calls upon the Government to put an end to the attacks on the National Terms and Conditions of Local Government employees and reverse the total lack of funding which is needed to carry out the single status process. It seems that Local Authorities are considering paying for this exercise on the backs of our members. After twenty years of struggles endured by Local Authority members, under the CCT regime, these attacks will seriously damage the terms and conditions achieved on pay and conditions.

DENBIGHSHIRE BRANCH  
*South Western Region*

### **140. TERMS AND CONDITIONS**

Congress asks the CEC to maintain the pressure on employers not to reduce hard earned terms and conditions when negotiating Single Status agreements under the NJC Green Book.

NO 2 BRANCH  
*North West & Irish Region*

### **141. EQUAL PAY**

Congress recognises the success of the GMB's campaign in Local Government, in particular to secure retrospective back payments and new fair and equitable pay and grading structures.

However, despite 30 years of Equal Pay and Sexual Discrimination legislation, the gender pay gap in the UK remains.

Congress calls upon the CEC to extend the successful Local Government Equal Pay Campaign into the private sector and to seek improvements to the current legislation to ensure that employers in the private sector who employ predominantly low paid female employees are unable to avoid the provisions of the legislation.

SOUTH SHIELDS 2 BRANCH  
*Northern Region*

### **142. EQUAL PAY – FUNDING**

Congress recognises the success of the Local Government Equal Pay Campaign to secure £millions of retrospective back pay on behalf of our low paid female members and in implementing new equal pay and grading structures.

However Congress further recognises the enormous costs of these settlements and that National Government has failed to provide any additional funding to Local Government to cover these costs.

Congress calls upon the CEC to campaign to ensure that the victories secured in Local Government are not lost through further privatisations and job losses and that the Government demonstrates the strength of its commitment to equality by ensuring that the additional costs of providing equality in Local Government are fully covered by Central Government.

SUNDERLAND CITY LA BRANCH  
*Northern Region*

#### **143. EQUAL PAY**

We ask Congress to continue lobbying for equal pay audits and equalities impact assessments to be undertaken by **all** employers and not just within the public sector. Even in the public sector who, as part of the three pay award, have been tasked by the NJC to undertake equal pay awards employers are dragging their heels as many have still not implemented single status job evaluation schemes. We request Congress share good practice across regions where local authorities have undertaken these audits with the GMB input.

By having a JE scheme does not give automatic right of an equal pay structure – why do we still have part-time women workers in the care sector, cleaning, catering and schools still earning less than their male equivalents.

When a restructuring or reduction in services are being undertaken, local authorities should be made to undertake an equalities impact assessment jointly with the trade unions. This would show any inequality that may result from any changes to both services and staffing implications. The Equal Pay Commission Working Group on Equalities is currently working on this. but employers appear less than keen to progress this. Congress we call upon you to support this motion.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

#### **144. LOCAL AUTHORITY FUNDING**

Congress asks the CEC to pressurise the Government to fund Local Authorities to a level that will allow Authorities to fund the cost of job evaluation without forcing them to the option of outsourcing the services that are predominantly low paid women workers. One of the aims of job evaluation was to pay staff what they should be paid, not to outsource them to avoid paying the correct rate for the job.

NO 2 BRANCH  
*North West & Irish Region*

#### **145. OUTSOURCED CONTRACT MONITORING**

This Congress calls upon the Government to introduce the same vigorous inspection process on outsourced contracts as those applied to the in house provider.

This would ensure true value for money the government should also introduce BVPI targets for local authorities to monitor externalized contracts to ensure best value.

CAMBRIDGE 2 BRANCH  
*London Region*

#### **146. TWO TIER WORKFORCE/CODE OF PRACTICE ON WORKFORCE MATTERS**

The purpose of the Transfer of Undertakings (Protection of Employment) Regulations 1981 ("TUPE") and European Directive 77/187/EEC on Employees' Rights on Transfer of Undertakings (The Acquired Rights Directive - "ARD") is to preserve continuity of employment and to safeguard employment rights of all employees whose employment transfers to a new employer as a result of a relevant transfer.

The Code of Practice was introduced to reinforce these principles by ensuring that staff taken on by an undertaker following a TUPE transfer are provided with no less favourable terms and conditions of employment as staff transferred to them when they took over the business.

Local Councils should ensure that all individual contracts comply with Best Value requirements under the Local Government Act 1999, including workforce requirements in the Code and accompanying statutory guidance.

In reality Local Councils up and down the country have failed to consult the trade unions on workforce matters either through Best Value Reviews or through the tendering of new contracts. The responsibility of Local Councils to monitor and exercise their statutory duty under the Code has been largely neglected. Local Councils have no incentive to monitor new starter contracts because of the potential cost implications. Similarly trade unions have been slow

to react to Local Councils indifference which has, in many cases, led to a worsening of the Two Tier problem. GMB must ensure that the Code is embedded in all Local Council service contracts. As usual it is our members at the bottom of the pile who continue to suffer the most. These include Cleaners and Carers amongst others and they deserve better.

GMB should make it their priority to campaign to ensure that all Local Councils comply with their obligations to consult with GMB on Best Value reviews and on every service contract transfer. GMB should make it their business to identify every service contract in every Council where new starter employment contracts fail to meet statutory requirements to provide employment contracts for new starters that are no less favourable than the transferees from the Council. GMB should write to the Leader and Chief Executive of every Council to demand our consultation rights and highlight GMB expectations on all existing and future service contracts. GMB need to highlight every detail in the Code to ensure that activists know what they need to do to deal with breaches of the Code. Let GMB make a difference and demonstrate that organisation in the workplace will deliver improved terms and conditions. GMB must go back to basics and fight for the rights of the less well off and those members who are being exploited.

L.B. LAMBETH L09 BRANCH  
*Southern Region*

#### **147. CONTRACTORS ADMITTED BODY STATUS**

Congress agrees that all future Local Authority Contracts being moved to the Private Sector should be on condition that Admitted Body Status Applies, giving GMB members some protection.

B43 – BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **148. LOCAL GOVERNMENT PUBLIC SERVICE ADMITTED BODY STATUS**

Congress demands that the government make admitted body status compulsory in all local government TUPE transfers. It asks the CEC to campaign on this issue on behalf of the ever growing number of members we have in local government.

SOUTHEND BRANCH  
*London Region*

#### **149. KEEP PUBLIC SERVICES PUBLIC!**

Congress, we would ask for your support in the fight against the continuing privatisation of our public services. The attacks are focussed upon the low paid workforce mostly in the facilities management sector (catering, cleaning), but recently we have seen an increase in direct attacks in the care sector – both in residential and community care – we must highlight and fight to protect our members' jobs.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

#### **150. PUBLIC SERVICES IN PUBLIC OWNERSHIP**

Congress agrees that there is still more that the union can do in the fight to Keep Public Services Public, in particular raising the profile of this fundamental campaign and ensuring more information is regularly available to our lay membership regarding rallies, parliamentary lobbies and other campaigning initiatives.

BARKING BRANCH  
*London Region*

#### **151. RETENTION OF NATIONAL AND PUBLIC SERVICES**

This Congress calls for a campaign to retain and restore what is left of our once national and public services.

BRAINTREE AND BOCKING BRANCH  
*London Region*

#### **152. CONTRACTORS IN PUBLIC SERVICES**

Congress agrees that a full review will take place of all National Agreements of Private Contractors working and operating in the Public Sector.

B43 – BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **153. PFI**

This Congress is totally opposed to PFI, a racket in which private companies rake in billions of pounds of taxpayers cash.

MANCHESTER 101 BRANCH  
*North West & Irish Region*

#### **154. PFI PROFITS**

This Congress calls upon the GMB to campaign for a capping level to attach to all PFI projects to ensure value for money.

It is sensible to put a fixed percentage limit on PFI projects that should all be subject to best value criteria.

CAMBRIDGE 2 BRANCH  
*London Region*

#### **155. FACTS OF PPP**

Congress calls on GMB to press the Government to force Public Private Partnerships to release their intentions on job security for transferred employees.

MOTHERWELL 3 BRANCH  
*GMB Scotland*

#### **156. SCHOOL SUPPORT STAFF**

Congress asks the CEC to pressurise the Government to put regulations in place that support school support staff to be treated equally with teachers when school Governors and head teachers are dealing with school redundancies and not as an easy option to reduce school costs.

NO 2 BRANCH  
*North West & Irish Region*

#### **157. EQUAL CONDITIONS FOR SCHOOL SUPPORT STAFF**

Congress calls on the GMB to put pressure on this Government to grant equal conditions for School Support Staff.

MOTHERWELL 3 BRANCH  
*GMB Scotland*

#### **158. SPECIAL EDUCATIONAL NEEDS ALLOWANCE**

This Congress calls upon the Government to introduce a special educational needs allowance to be paid to all Support Staff working with special needs children.

W10 – WALSALL EDUCATION BRANCH  
*Birmingham & West Midlands Region*

#### **159. SCHOOL SUPPORT STAFF AND TERM TIME WORKING**

Congress demands that all school support staff are moved from term time only contracts to 52 week permanent contracts. We ask the CEC to ensure that this issue is pursued with the Government

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

#### **160. SCHOOL KITCHEN STAFF**

Congress calls on National Officers to campaign to protect kitchen staff's hours and wages. With the "Jamie Oliver Effect", this entails longer hours and longer preparation of food. London Borough of Havering's response is to actually reduce hours stating the cuts are needed for staff training, new equipment and promotion of the service.

LONDON BOROUGH HAVERING BRANCH  
*London Region*

#### **161. FREE SCHOOL MEALS FOR ALL PRIMARY SCHOOL CHILDREN**

Congress calls for the GMB Union to campaign throughout the United Kingdom for free school meals for all children at primary school.

Health and nutrition experts tell us that adult dietary patterns are learnt in childhood. Poor diet in children is linked to disease in later life.

Children eat only two of the five recommended portions of fresh fruit and vegetables a day; nutritious food at school improves cognition, attendance and classroom behaviour.

Children who are officially recognised as living in poverty are not currently getting the benefit of a free school meal. Twenty-three percent of children live in poverty yet only nineteen percent of school children are entitled to free school meals.

One in three children entitled to free school meals are not taking them because of the stigma associated with them.

Means testing inevitably undermine peoples efforts to move out of poverty through work. Losing free school meals entitlement means losing the equivalent of up to £27 a week – a sum that can easily leave families no better off when they move into work.

NORTH LANARKSHIRE PUBLIC SERVICES BRANCH  
*GMB Scotland*

## **162. LOCAL GOVERNMENT**

Congress supports the idea of more GMB members becoming involved in Local Government. This includes town and parish councils, district and county councils, along with school governing bodies. The election of GMB members will support GMB members employed by these schools or councils and prevent some of the poor and outdated approaches taken by some councils.

DUNGENESS ELECTRICITY D27 BRANCH  
*Southern Region*

## **163. PUBLIC SERVICES - NO TO PERCENTAGE PAY DEALS FOR LOCAL GOVERNMENT WORKERS**

Congress agrees that future NJC for Local Pay Claims must be flat rate and across the board, to benefit the Low Paid and to close the differential with the highest paid opened up by past percentage increases.

Why should those on the lower scales continue to pay for the few at the upper echelons of the pay spine? Close the differential and stop discrimination against the lower graded workforce.

BARKING BRANCH  
*London Region*

## **164. TIED ACCOMMODATION**

Congress asks the CEC to address the issue of our members who live in tied accommodation, which is now reducing, but is still a big problem when they retire or face school closures. Due to LFM schools are less helpful in dealing with

problems of re-housing staff as they have no control over housing and the Local Authority don't want to get involved.

NO 2 BRANCH  
*North West & Irish Region*

#### **165. UNDERMINING THE GMB RECOGNITION RIGHTS**

In the South Western Region, some Liberal Democrat Councils are now trying to undermine the role of the Trade Union Movement, by setting up employee 'focus' groups offering workers the opportunity to influence policy and decision making in the organisation. Whilst we are not against democracy we see this as a direct attack on our role as Trade Union Representatives and a ploy to divide the workforce. We have to stop this now!

Congress we ask you to support.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

## **INDUSTRIAL & ECONOMIC POLICY TRIDENT**

#### **166. NEW GENERATION OF TRIDENT NUCLEAR MISSILES**

Congress opposes the Governments' decision to order a new generation of Trident Nuclear Missiles.

The decision has been taken without adequate debate in the Cabinet, Parliament and the Nation a whole. It commits us to an estimated initial expenditure of £25 billion, which, on top of the debacle in Iraq, puts even greater strains on our equipping of conventional military forces. It draws precious resources away from the social expenditure that is needed to tackle the shortcomings in our educational, transport, health and environmental infrastructures. It condemns us as hypocrites of the first order as we neglect our duties as a signatory of the Nuclear Non-proliferation Treaty while condemning such nations as Iran and North Korea for their nuclear technology and weapons ambitions. It is not supported by any clear definition of who our potential enemies are and under which circumstances we would use such weapons. It relies on the delusion that the United States has no influence on our use of such weapons and that our military independence is defined by their possession.

Congress therefore calls on the Union to oppose this decision and devote energies to the support of such movements and organisations that call for the resolution of conflict through diplomacy and good example. Environmental



disaster looms and adding potential clouds of nuclear fall-out to that nightmare vision makes no sense at all. Our children will ultimately condemn us if we support this decision merely for the sake of defending jobs, with vision and determination we can develop alternatives to nuclear based employment and rebuild the respect our nation has lost in recent years.

NORWICH GENERAL BRANCH  
*London Region*

## **167. ACTIVELY OPPOSING TRIDENT RENEWAL/REPLACEMENT**

This conference notes:

- Mr Blair took our country to war under the (false) pretence of destroying weapons of mass destruction at a cost of over 650,000 lives.
- This Government now proposes to renew the UK's own weapons of mass destruction at an estimated cost to the UK taxpayer of up to £50 billion – the equivalent of 120,000 newly qualified nurses every year for the next 10 years.
- Just one of the potential 192 missiles in the Trident replacement programme could destroy a city, killing hundreds of thousand of innocent civilians.
- The 1996 ruling from the International Court of Justice that “there is an obligation to pursue in good faith and bring to a conclusion negotiations leading to nuclear disarmament in all its aspects”

This conference believes:

- Weapons of Mass Destruction make the world a more dangerous place.
- Limited public funds should be spent on improved welfare, health, education and transport services.
- This current Labour Government has an historic opportunity to lead the world by example on the issue of nuclear disarmament.

This conference resolves:

- To instruct the GMB leadership to make every possible representation to the Government and Labour Party to demand that the existing Trident system is not renewed or replaced.
- To instruct the GMB leadership to initiate / continue full support to national campaign groups which actively oppose Trident renewal / replacement including CND and Stop the War Coalition.
- To instruct the GMB leadership to encourage and support GMB local branches and groups to actively campaign against Trident renewal / replacement by:

- Organising workplace/branch meetings to discuss the issues
- Contacting local MP's to express GMB's strong opposition to Trident renewal /replacement
- Organising local protest to target MP's who indicate that they support Trident renewal /replacement
- Affiliating and providing active organisational support to anti-nuclear campaign groups and protests.

NORTH WEST LONDON BRANCH  
*London Region*

### **168. NO REPLACEMENT FOR TRIDENT NUCLEAR SUBMARINES**

This Congress opposes the expenditure on Trident nuclear submarines. The life cycle costs are likely to exceed £70 billion. This money should be used to support jobs and manufacturing skills to develop a sustainable society, rather than threaten its annihilation. These weapons do not make Britain safer but encourages other countries to develop their own nuclear weapons. Britain should be aiming for a world free of nuclear weapons rather than spending billions more on them.

We will affiliate to Trade Union CND and donate £500

HOLBORN APEX BRANCH  
*London Region*

### **169. TRIDENT MISSILE SYSTEM**

This Congress totally rejects New Labour's proposal to replace the present Trident Nuclear Missile System with a newer, more expensive and destructive system.

We believe a redirecting of finances towards the NHS and Public Services would be of greater benefit to the people of the UK

This Congress believes it to be hypocritical to ask other countries to stop developing the hydrogen bomb when we intend to expand and increase our destructive capability.

We believe the GMB should act now and campaign against this madness.

8 ASHTON BRANCH  
*North West & Irish Region*

### **170. THE REPLACEMENT OF TRIDENT**

Congress believes that Britain's nuclear weapons system is immoral and illegal and urges the Government to comply with its obligations under Article VI of the Nuclear Non-Proliferation Treaty and calls on the Government to decommission

the Trident programme and rule out any plans for future nuclear weapon systems.

YORKSHIRE NO. 1 BRANCH  
*Yorkshire & North Derbyshire Region*

## **INDUSTRIAL & ECONOMIC POLICY**

### **THE ECONOMY**

#### **171. ECONOMIC GROWTH**

Congress recognises the Government's success in maintaining a stable economy with record levels of employment and commitment to sustainable economic growth.

Congress further wishes to ensure a United Kingdom where the benefits of economic growth are shared with those who contribute to the creation of that growth.

It is therefore unacceptable that social mobility has decreased as income and wealth inequalities continue to increase and that the poorest pay a disproportionate share of their income in tax. Compare this with an average FTSE Chief Executive who in 2005 earned an average 113 times more than the average UK worker.

Congress believes that the UK Business Community must acknowledge the simple truth that a strong Public Sector is fundamental to meeting the economic and social challenges effectively.

Congress therefore calls for:

A monetary policy that ensures growth in UK manufacturing rather than in inflationary bonuses for City Executives.

A genuinely progressive fiscal policy aimed at supporting low paid workers.

Fair and Equal Pay

The mainstreaming of efforts to tackle inequality within society.

HAWICK 2 BRANCH  
*GMB Scotland*

## **172. PAY GAP**

Congress deplores the ever widening pay gap between the highest and lowest earners.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

## **173. PAY FREEZES**

Congress calls for the GMB to oppose pay freezes either in the public or private sector when those proposing pay freezes vastly increase their own incomes at our expense.

Any attempt to artificially keep down pay in the public sector will only lead to discontent as workers see pay in the private sector overtaking them year on year.

With inflation expected to remain steady at two percent for two years, the public sector would be seeing virtually no increase in real take-home pay.

This is unacceptable.

A senior Tory denied that politicians were greedy, as MPs faced a fierce backlash over calls for a sixty-six percent pay rise.

A leading Tory MP insisted MPs; £60,270 salary was substantially less than their public service counterparts, and defended calls for a significant increase in pay. MPs were today reported to have called for a £40,00 increase in salaries, raising them to £100,000 a year.

Last year a major finance company in London awarded an executive a bonus of £10 million. Cleaners who work the graveyard shift at the company's plush offices take home just £6.20 an hour.

The average annual wage at the same company is £260,000 – it would take a cleaner over 20 years to earn that.

NORTH LANARKSHIRE PUBLIC SERVICES BRANCH  
*GMB Scotland*

# **INDUSTRIAL & ECONOMIC POLICY**

## **THE ENVIRONMENT**

### **174. GMB ENVIRONMENTAL POLICY**

Congress is concerned that GMB does not have an up-to-date Environmental Policy, and urges the CEC to review this situation as a matter of urgency.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

### **175. GLOBAL WARMING**

Congress calls upon the CEC to adopt a policy over global warming that encourages all of its members and those of all other sister Trade Unions worldwide, especially in America, to campaign against the short sightedness of major Governments around the world in not adopting the Kyoto Agreement and ignoring the increasing guidance that is being built up by scientists that the glaciers and ice shelves in the southern and northern hemispheres are receding at alarming rates.

As Trade Unionists we should be looking after our fellow man and also other countries.

ALFRETON NO.1 BRANCH  
*Midland & East Coast Region*

### **176. RECYCLING**

Congress calls on Government to formulate a policy on recycling which is both practical and sustainable.

Big brother tactics are not the way forward if we all want to be part of helping to save our planet.

R35 – ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

# **POLITICAL LABOUR PARTY**

## **177. LABOUR LEADERSHIP/DEPUTY LEADERSHIP**

In the event of an election for the Leader and/or Deputy Leader of the Labour Party being held, Congress agrees that the GMB will only consider supporting candidates who are in broad agreement with the policies of the GMB. Any candidates who are not in broad agreement with the policies of the GMB will not receive our support.

5 BRANCH  
*North West & Irish Region*

## **178. LABOUR PARTY LEADERSHIP AND DEPUTY LEADERSHIP**

This congress calls for an open and wide ranging debate between all candidates in the election for the Labour Party Leader and Deputy Leader. These elections provide an opportunity for the Labour Party to examine its policies and allow all sections of the Labour Party, including the affiliated trade unions, to contribute to the future direction of the party. This Congress calls on the GMB to support candidates in these elections who support GMB values and policies in defence of working people.

ISLINGTON APEX BRANCH  
*London Region*

## **179. LABOUR LEADERSHIP/DEPUTY LEADERSHIP ELECTION CONSULTATION WITH MEMBERS**

In the event of an election for the Leader and/or Deputy Leader of the Labour Party being held, Congress agrees that before our vote is cast, widespread consultation on who to support is held amongst the membership. The CEC to determine the nature of the consultation.

5 BRANCH  
*North West & Irish Region*

## **180. LABOUR/GMB RELATIONSHIP**

This Congress believes that both Labour Party membership and active democracy within the Labour Party would be greatly improved by encouraging activists from GMB to take out membership of the Labour Party and that GMB Branches also resolve to affiliate to their local Constituency Labour Party.

113 MANCHESTER BRANCH  
*North West & Irish Region*

### **181. RELATIONSHIP WITH THE LABOUR PARTY**

Congress agrees that a full review of GMB policy in regard to our future relationship with the Labour Party takes place before the next General Election at regional and national level. The review to also include future funding at local and national level.

B43 – BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

### **182. LINK WITH THE LABOUR PARTY**

This Congress believes that the GMB, in this year of transition in the Labour Party, should take responsibility and leadership in organising and campaigning to win the Party back to its socialist roots and traditions, a party based on the trade unions for trade unionists. Congress requests that the GMB through its TULO officers, regional secretaries and regional committees and branch secretaries carry out an audit to ensure that every branch is affiliated to its local CLP or CLP's. Once the audit is carried out, to then ensure that every branch is indeed affiliated to every local CLP within its scope and to carry out a recruitment drive among GMB members to build our strength within the Labour Party. On this basis with GMB branches and activists affiliated and active in their local CLP's we as a union can begin the campaign to win the Party back for socialism and trade unionism.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

### **183. LABOUR PARTY TRADE UNION LINK**

This Congress notes with concern that the 'cash for honours scandal' has led to suggestions that the Labour Party Trade Union link should be weakened. Trade unions were at the forefront of the founding of the Labour Party and have throughout its history been the bedrock of financial support for the party. This congress calls on the CEC to vigorously oppose any legislation that seeks to weaken this historical link.

ISLINGTON APEX BRANCH  
*London Region*

### **184. LABOUR FUNDING**

This Congress believes that a proposed 'cap' on donations of £50,000 to political parties would have grave implications for the future campaigning role of the Labour Party. In particular the historic link between Trade Unions and the Labour Party would be seriously impaired.

We would strongly urge that those Trade Union donations made to Labour on a collective basis are recognised as such and kept legally separate from those donations received from rich and wealthy individuals.

113 MANCHESTER BRANCH  
*North West & Irish*

### **185. POLITICAL PARTY FUNDING**

Congress opposes the funding of Political parties from national taxation. Government must legislate to set a figure that can be donated according to the membership of the party and its affiliates.

MILTON KEYNES CITY BRANCH  
*London Region*

### **186. LABOUR PARTY FUNDING**

Congress is alarmed that the Labour Party is engaged in privatising huge slices of the public sector, including the NHS, Education, the Probation Service and the Prison Service. Congress is aware that these policies contradict the philosophy of our rulebook and principals. Congress calls upon the CEC to give notice to the Labour Party that financial assistance is to be phased out over a reasonable period of time and that the CEC gives serious consideration to financially supporting political parties which support our political aims and aspirations.

ROSSENDALE 136 BRANCH  
*North West & Irish Region*

### **187. WARWICK AGREEMENT**

This Congress calls on the CEC to continue to campaign and press for the full implementation of the Warwick Agreement before the end of this parliament. Congress further calls for the development of a Warwick '2' agreement in preparation for the next Labour manifesto.

ISLINGTON APEX BRANCH  
*London Region*

### **188. FULL IMPLEMENTATION OF THE WARWICK AGREEMENT**

Congress is concerned that the Labour Government has not fully implemented the Warwick Agreement.

Congress asks the CEC to call on the Government to honour the Agreement in full by the end of this Parliament.

HULL PAINT & ENGINEERING BRANCH  
Midland & East Coast Region

### **189. LABOUR PARTY CONFERENCE**

This Congress deplores the action of the Labour Party leadership who consistently follows its own agenda acting only on conference motions that it agrees with and then choosing to disregard conference policy motions passed that they disagree with.

Party conference has had strong support in opposing privatisation in the NHS and for a return to public ownership in the railway industry, plus many other issues.



The party must understand that this practice must end if the party is to be a democratic party in any sense of the word.

MILTON KEYNES CITY BRANCH  
*London Region*

#### **190. “CONTRACTS” FOR GMB SPONSORED MP’S AND COUNCILLORS**

Congress instructs the General Secretary and the CEC to draw up “contracts” for GMB sponsored MP’s and Councillors, stipulating what is expected of them in terms of not voting for legislation that contravenes Union Policy and not acting against the Union’s interests. Any politician that refused to sign their “contract” or breached the terms of the same would be struck off the approved list and would receive no further support of any kind.

FULHAM 1 BRANCH  
*London Region*

#### **191. MAKE LABOUR MP’S MORE ACCOUNTABLE**

This Congress notes the sometimes less than helpful attitude adopted by Labour MP’s who have enjoyed physical and financial support from the GMB at election time.

Congress also notes the unsatisfactory situation of overburdened Officers being given the role of Political Officer, which they have little time or support to develop.

Congress therefore calls on the National Executive, along with the relevant National and Regional Officers, to examine the feasibility of developing a more organised and professional approach. Such an approach should involve the financial and administrative support necessary for setting up small lay member political committee’s who, in conjunction with the relevant Regional Officers, would meet quarterly in order to hold GMB sponsored MP’s to account by:

- a) checking voting records, signing EDM’s and work in Parliamentary or Local Council committee’s in relation to trade union issues
- b) ensuring strong support at Election times for those who have approached union work in an appropriate manner
- c) politically motivate and organise GMB members who are prepared to get active in the Labour Party in pursuit of GMB aims, values and policies.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

#### **192. PROSPECTIVE PARLIAMENTARY CANDIDATES – CONSTITUENCY LABOUR PARTY – ALL WOMEN SHORTLISTS**

This Congress deplores the policy of positive discrimination, regarding the selection of all female candidates in Prospective Parliamentary Candidate nominations in certain constituencies.

This is a detrimental policy to limit the opportunities of suitable candidates to represent their constituencies and is against the principles of this Union, equality.

CAMBORNE C21 BRANCH  
*Southern Region*

### **193. GMB & “NEW” LABOUR PARTY**

Congress agrees that as a Union we must do everything in our power to re-ignite the fire and passion of socialist principles back into the Labour Party.

BARKING BRANCH  
*London Region*

### **194. POLITICAL**

Congress is concerned that falling membership of the Labour Party and reduction in activity by lay activists is seriously undermining the representative process of the Labour Party.

Congress further recognises that without a substantial increase in membership, particularly of working people, the Labour Party will continue to decline and in the near future face difficulties in both local and national elections.

Faced with the prospect of the return of the Tories, Congress calls on the CEC to campaign to substantially increase trade union membership of the Labour Party.

SOUTH EAST NORTHUMBERLAND BRANCH  
*Northern Region*

### **195. ABOLISHING OF THE POLITICAL LEVY BALLOT**

Congress calls on the Labour Government to abolish the political levy ballot for all Trade Unions.

The procedure is costly, time consuming and unnecessary.

HULL PAINT & ENGINEERING BRANCH  
*Midland & East Coast Region*

## **POLITICAL DEMOCRACY & CONSTITUTIONAL REFORM**

### **196. GMB OPPOSITION TO AN INDEPENDENT SCOTLAND**

Congress is called to adopt the position of opposition to an independent Scotland.

Whilst we support devolved decision making to a local level, a fully independent Scotland would lead to the political break-up of the U.K. and undermine our strength of unity both as a country and as a union organisation.

DUNDEE 1 BRANCH  
*GMB Scotland*

### **197. INDEPENDENCE**

Congress calls on the GMB to take an active role in guarding against independence in Scotland.

BEITH ENGINEERING BRANCH  
*GMB Scotland*

### **198. HOUSE OF LORDS**

Congress calls on the CEC to use its entire political links to ensure that the Labour Government in its reform of the House of Lords has a fully elected second chamber. The length of office for these members must be a maximum of a ten year term after which they will be debarred from standing again for election to the second chamber.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### **199. MINISTERIAL SALARIES AND BENEFITS**

Congress is disturbed by recent calls from Westminster for an increase of up to 40% in MPs' salaries to take them to £100,000 per year. It notes that when a minister leaves the government he/she receives 25% of ministerial salary, which for a cabinet minister is £16,750 irrespective of length of time in office (some like Alan Milburn, Peter Mandelson and David Blunkett have been entitled to two such payments!).

The spectacle of our representatives feathering their own nests in such a blatant manner, while ordinary workers are restricted on the whole to cost-of-living index increases and statutory redundancy payments is offensive. Congress therefore call on GMB sponsored MPs' to oppose such a scale of salary increases and mandates the Unions' leadership to initiate a campaign for the ending of the disproportionately high payments to ex-ministers for whatever reason they may leave government.

NORWICH GENERAL BRANCH  
*London Region*

### **200. IMMIGRATION CONTROLS**

This Congress resolves to work towards an end to all immigration controls and for freedom of movement and equal rights for all regardless of nationality or immigration status and to initiate an amnesty for people with a private and family life in Britain.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

# **POLITICAL RACISM & FASCISM**

## **201. STOPPING THE BNP**

This Congress recognises we have a serious responsibility to stem the rise of the BNP, and we must continually re-examine the best way to achieve this. We recognise the need for our union to develop a broader based strategy that can bring together activists from a spectrum of organisations to help defeat the fascists. We note the successful events Unite Against Fascism has organised in Trafalgar Square, and elsewhere, bringing together tens of thousands of anti fascists, as an example of this.

It is difficult to see how we can achieve our aims if our anti fascist campaigning is exclusively centred on supporting one political party. We need the participation of those with different political opinions. There would be many more activists prepared to get involved if we do open our campaign up in this way and we would be more effective at stopping the BNP.

We will continue our affiliation to UAF and resolve to circulate its material, encourage members to take part in their events and send a senior officer as delegate to their steering committee.

HOLBORN APEX BRANCH  
*London Region*

## **202. THE BNP**

Congress agrees that we must campaign within all levels of the Union to rid our communities of the BNP and their lies and hatred.

Congress further agrees to set up a specific fund to support the Union's work in driving the BNP out.

BARKING BRANCH  
*London Region*

## **203. RACISM – GMB BRANCHES**

Congress asks the CEC to explore and investigate whether branches would have the right to expel members who actively support racist organisations or who can be proved to be members of said racist organisations such as the British National Party.

SOUTHEND BRANCH  
*London Region*

## **POLITICAL EUROPEAN UNION**

### **204. EURO**

It is time Britain joined the Euro. The CBI and some Unions are in favour of joining.

242 SALFORD NO 1 BOILERMAKERS BRANCH  
*North West & Irish*

## **SOCIAL POLICY CRIMINAL JUSTICE**

### **205. PROSTITUTION**

Congress calls on the CEC to lobby Government to call for the legalisation of prostitution in order to provide a safer working environment for this section of the sex industry.

R35 – ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

### **206. ASBO'S**

Congress is called upon to campaign against anti social behaviour orders (ASBO), as it is obvious the majority of them are not working. Offenders often see an ASBO as a trophy or badge of pride. There are more effective options available like tagging and community service, which would shame these offenders. It is all too often the victim who suffers more than the offender; it is time this was reversed.

C80 - DUDLEY BRANCH  
*Birmingham & West Midlands Region*

### **207. CRIMINAL OFFENCE**

Congress,

As monetary fines do not seem to deter some employers from breaking the law, is it not time that this matter was made a criminal offence.

DERBY TEC BRANCH  
*Midland & East Coast Region*

# **SOCIAL POLICY**

## **EDUCATION**

### **208. EDUCATION**

This Congress re-iterates its commitment to comprehensive state education and believes that government ministers should demonstrate their own personal commitment to the state education service.

ISLINGTON APEX BRANCH  
*London Region*

### **209. SUPPORT FOR SKILLS AT SCHOOL**

Congress calls on the GMB to pressure the Government to keep their promise for Skills At School and to fund this Policy nationwide.

MOTHERWELL 3 BRANCH  
*GMB Scotland*

### **210. PERSONAL FINANCE**

Congress notes with concern the growing level of personal debt and the hardship this brings to families, students in and after full-time education and workers throughout this country.

In order to combat the current lack of financial awareness, and promote responsible and controlled borrowing, I propose that financial education be provided in schools for all students. Also, a short finance course should be included in all GMB workplace learning schemes.

HOUNSLOW BRANCH  
*London Region*

### **211. ACADEMIES**

We are now experiencing the second wave of academy status – the government is not happy with selling our children's education to the lowest happy clappy bidder at secondary stage, but are now promoting and giving huge amounts of money as incentives to have what they call a 'through education' scheme. This means that the 'happy clappy' brigade are able to have our children from the age of 4 right the way through to 18 years of age – we have to show this up for what it is, a direct attack upon our education system – we cannot let this go without challenging this.

Congress we ask you to support

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

## **212. ADULT LEARNING AND FUNDING**

Congress believes that a skilled workforce is essential for the UK to compete in the world economic order and supports initiatives to enable individuals to obtain those skills.

Congress notes that first full level 2 provision is free, but is deeply concerned that provision for under level 2 is not free. Conference, those under level 2 are the most vulnerable and in need people in the land.

Congress calls upon the CEC to lobby the Government to ensure that adult learning is free and available to all who are not yet at first full level to give them equal access to learning.

16 BLACKBURN BRANCH  
*North West & Irish Region*

## **213. SKILLS AND LIFELONG LEARNING**

Congress welcomes the publication of the Leitch Review of Skills and supports the view that a radical step change is necessary for the UK in Skills and Lifelong Learning if the UK is to remain competitive in the Global Economy of the 21<sup>st</sup> Century.

Congress is concerned that Leitch has not taken the positive step of recommending the introduction of Statutory Entitlement to workplace training and that he has opted to recommend instead a statutory element by 2010 only if employers are seen to be delaying the process.

Congress is concerned that too many employers do not invest in skills and training, with the majority of the workforce of 2020 already in today's workplace skills training will be vital in meeting the challenges and employment opportunities of the 21<sup>st</sup> Century.

Congress therefore calls for GMB to campaign for:

The introduction of a Statutory Entitlement to workplace training for all employees

Widening the scope of the Collective Bargaining Agenda to include a provision for training

The establishment of a workplace numeracy and literacy fund

The continuation and expansion of the Union Learning Fund.

SRC GENERAL BRANCH  
*GMB Scotland*

#### **214. APPRENTICESHIPS**

Congress calls on the Government, employers and Trade Unions to re-introduce traditional apprenticeships with quotas put on industries so as to meet the current and future skills shortage.

SOLO BRANCH  
*London Region*

#### **215. SKILLS SHORTAGE**

Congress, the GMB must keep up the pressure on addressing the skills shortage.

NORTH KENT ENGINEERING Z39 BRANCH  
*Southern Region*

#### **216. OPEN UNIVERSITY**

Congress believes that anomalies in funding the Open University should be reviewed.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

#### **217. ESOL (ENGLISH FOR SPEAKERS OF OTHER LANGUAGES)**

Congress is appalled at the government's decision to cut funding for ESOL (English for Speakers of Other Languages) training for migrant workers and refugees.

As trade unionists we are fully aware of how important it is for migrant workers and refugees to be able to read, write and speak English to ensure that they can integrate, be aware of their rights and make a full contribution to society.

We have many examples of where ESOL has been provided to our members and this has led to improvements in health and safety, increased trade union membership and activity amongst migrant workers, solidarity between workers as well as benefits for the individuals.

We also know that exploitation arises when workers do not understand their rights and cannot communicate effectively or access support.

These cuts in ESOL funding are most likely to impact on low paid and vulnerable workers. Free English language training ensures that members can access their rights and fully integrate into not only their workplace but also the wider community.

Congress calls upon the GMB to campaign through the TUC, the Learning and Skills Council and national government to restore and extend funding for ESOL training for all.

WILTSHIRE & SWINDON W15 BRANCH  
*Southern Region*



## **218. CHANGES TO ESOL (ENGLISH FOR SPEAKERS OF OTHER LANGUAGES) FUNDING**

From August 2007 the government has announced the following changes:

- Withdrawal of eligibility from asylum seekers to access Further Education
- Withdrawal of automatic fee remission from ESOL course, with eligibility for full fee remission being available to those on income related benefits

Congress recognises that the changes mean that for many people with ESOL needs, the cost of paying for courses will shift from the public purse to individuals, unless employers make a contribution. While we want to encourage employers to do that, the reality is that GMB members, or potential members, who need ESOL are in low paid unorganised workplaces.

In these circumstances the employer is happy to have workforce whose lack of English makes it more difficult for them to fight for their basic rights as workers.

Restricting access to ESOL runs counter to the government's efforts to promote greater community cohesion and potentially prevent black and minority ethnic communities from integrating and meeting the new standard test for citizenship.

There are serious implications for unions in supporting vulnerable workers, including the work of the union learning representatives.

Congress recognises the urgent need to support our members with ESOL needs if they are to play a full role within the workplace, union and society. Congress pledges GMB support in the national campaign to oppose these changes.

NORTH WEST LONDON BRANCH  
*London Region*

## **SOCIAL POLICY GENERAL**

### **219. ANIMAL WELFARE BILL**

This legislation is so urgently needed and how it will help animals in the future.

242 SALFORD NO 1 BOILERMAKERS BRANCH  
*North West & Irish Region*

## **220. ATTITUDES TO IMMIGRATION WORKERS (living in the UK)**

Congress calls on GMB to bring attention to the “Myth” that British people are described as being intolerant to foreign workers within the UK, because of the colour of his or her skin?

Our Branch feel that colour of skin is not the main objection being cited towards foreign personnel, we feel the biggest factor causing unrest is down to the fact that the persons from abroad, are indeed foreign to our country and not because of colour of skin! A prime example would be the treatment dished out to natives of Ireland, from UK citizens over the past “70 years” when they tried to settle in the UK due to food famine in their environment! And their skin colour was not different from the UK population.

FAIRFIELD ENGINEERING BRANCH  
*GMB Scotland*

## **221. CRIMINAL RECORDS BUREAU**

Congress was disgusted at the privatisation of the CRB to now find the company CAPITA has now outsourced it to India (sub contracted it in other words)

This congress believes this is a breach of our member’s confidentiality & human rights and calls on the Home Office to remove this contract from CAPITA and keep it in house.

HENDON BRANCH  
*London Region*

## **222. CHILD SUPPORT AGENCY**

With the replacement of the CSA with another quango, there is a proposal that the new body will have powers to deduct monies from bank accounts without need of a court order.

We call on Congress to use all its powers to prevent this. The GMB has always supported individual rights and freedoms and will ensure that bureaucracy does not interfere with this.

THAMES VALLEY R12 BRANCH  
*Southern Region*

## **223. BANK CHARGES**

This Congress condemns the excessive charges made by the main high street banks for minor infringements such as unauthorised overdrafts and bounced cheques. These charges hit the poorest in our society the hardest and provide the banks with billions of pounds in profit. We call on the CEC to campaign for banks to be forced to reduce charges to amounts that reflect the true administrative cost.

128 BRANCH  
*North West & Irish Region*

## **224. PUBLIC PROTECTION IN BANKRUPTCY**

Congress recognises that some rogue traders especially in the building trade are still going bankrupt on a Friday and starting up again on a Monday morning under a slightly different name. This action is causing severe financial distress to some of our members who then have no legal redress to obtain correction to the work or financial payments to correct bad workmanship.

Congress instructs the CEC to use all its powers to persuade Government to tighten up legislation on this matter in order to stop businesses using bankruptcy as a method of wiping out its debts and obligations to the general public whilst carrying on business as usual.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **225. NATIONAL INSURANCE CONTRIBUTIONS**

We ask that Congress enquires, and makes public to members, exactly what our National Insurance Contributions go towards.

BRAINTREE & BOCKING BRANCH  
*London Region*

## **226. DISABILITY ACCESS**

Congress calls on the CEC to hold talks with the Government about the ongoing and sustainability of the work set out by the Disability Discrimination Act 2005, in order to allow our members who are disabled access to more public buildings, transport and amenities.

R35 – ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

# **SOCIAL POLICY**

## **HOUSING**

### **227. HOUSING MARKET**

Congress notes the inexorable rise in house values in the UK and recognises that many young working people will find it impossible to afford a home of their own. Congress further notes, that many key sector workers, particularly in inner city areas, cannot afford to live within a reasonable distance of their employment. Congress welcomes many of the scheme's providing assistance to key sector workers, but believes that this does not adequately address the fundamental problems.

Unsustainable house price increases have helped to create a myth of economic prosperity in the UK which has hidden core problems, such as the decline in the manufacturing base and the loss of quality jobs, to low pay, poor condition employment.

Approximately 20 years ago, house prices reflected a 3 to 4 multiplier of average earnings, but this has risen to a present day situation of average house prices being 8 to 9 times earnings with the average home costing in excess of £200k.

Congress requests GMB leadership to lobby government to resolve the housing crisis and in particular, end its laissez faire, free market, liberal approach, which is such a feature of this Labour Government.

Congress wishes to see constraints on the activities of estate agents whose interests are served by ever spiralling house prices and also see government controls on individual borrowing amounts and time periods. Mortgages based on excessive multipliers of earnings and time periods in excess of the traditional 25 years are not in working people's interests and only help fuel further price rises.

Congress wishes to see government policy that creates an attitude of house ownership for a home, not as for an investment. It further wishes to see legislation, such as in France, that penalises housing as a speculative or investment adventure. Clearly in the UK, house price rises have gained momentum due to the buy to let business agenda of many individuals.

Congress wishes to see the investment in housing stock, particularly in the renovation of existing property and new build on brown field sites, but does not wish to see the erosion of further green belt and space. Furthermore, it does not wish to see the continuation of 'parachute', (requires a parachute to enter the property), development, where properties are crammed into very small areas (often people selling off their garden space), with total disregard to other locals.

Congress deplores the current two tier situation, where those who have owned a property for many years, sit very financially comfortable, but clearly at the expense of many working people, in particular young, working class and key sector workers.

DOVER FERRIES X23 BRANCH  
*Southern Region*

## **228. COUNCIL HOUSING**

This Congress calls for investment into Council housing fully funded by Central Government. Any Council whose residents reject after a ballot to move to a Housing Association should continue to receive funding to keep the housing stock under municipal ownership and in good condition.

WEYMOUTH W27 BRANCH  
*Southern Region*

## **229. SOCIAL HOUSING**

Congress recognises that despite the Government's declared intention of empowering tenants, that empowerment does not extend to choosing their local authority as their future landlord.

Repeatedly in independent surveys tenants have demonstrated their satisfaction with local authority housing only to be informed that their wishes will not be allowed.

Congress calls on the Government to respect the wishes of tenants where they choose to remain local authority tenants and to provide a level playing field for local authority housing.

EASINGTON DISTRICT BRANCH  
*Northern Region*

### **230. KEY WORKER HOUSING STATUS**

This Congress welcomes the introduction of key worker status to provide housing for workers in cities and towns of the UK. However, Congress is of the view that the criteria for key worker is too restrictive in that it applies to professional people such as teachers, nurses and police officers. This Congress is concerned that the non professional but key workers nonetheless can no longer afford to live in London and many other cities of the UK.

Therefore Congress should campaign for key worker status to be extended to local authority and utility workers.

CROYDON C60 BRANCH  
*Southern Region*

### **231. AFFORDABLE HOUSING**

Congress recognises that The World Health Organisation cites that the provision of safe, decent and affordable housing is one of the essential prerequisites for improving standards of public health and reducing preventable premature mortality.

Congress therefore calls on the Government to provide the capital resources to Local Authorities and other social landlords to fund a substantial national programme to build affordable homes for rent.

CONSETT 2 BRANCH  
*Northern Region*

### **232. COUNCIL TAX BANDING**

Congress demands that the CEC lobby the Government to retain the right of appeal in relation to Council Tax Banding.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

### **233. LAND TAX**

Congress calls upon the GMB to investigate the possibility of a land tax, upon which a building stands, to take the place of council tax or local tax as a means of paying for local services and ensuring house prices are affordable.

CAMBRIDGE 2 BRANCH  
*London Region*

# **SOCIAL POLICY**

## **NATIONAL HEALTH SERVICE**

### **234. NHS**

Congress reminds the Government of the original intention of the NHS 'Free at the point of Need'.

YORKSHIRE COAL STAFFS BRANCH  
*Yorkshire & North Derbyshire Region*

### **235. NATIONAL HEALTH SERVICE**

Congress believes that the introduction of Foundation Trust Hospitals heralds the death-knell of the NHS and calls on the Government to bring back control of all hospitals under state control.

D40 – DUDLEY ENGINEERING BRANCH  
*Birmingham & West Midlands Region*

### **236. NATIONAL HEALTH SERVICE**

A lot of money has been invested by the Government in the past 5 – 6 years into the NHS, but the situation has not changed. In fact, its deterioration has escalated. It seems no matter what money is invested, conditions continue to get worse.

We know a lot has been spent upgrading facilities, but this money comes from a separate budget.

Staff numbers, according to various sources, have been drastically reduced. So where is the money going to. So who is responsible for monitoring the use of the money invested, as there is no point in funding something if patients are not benefiting from the services the money has been given to provide. It is time the Government investigated how the money is spent.

MANCHESTER NO 1, 243 BRANCH  
*North West & Irish Region*

### **237. NATIONAL HEALTH SERVICE FINANCES**

Congress agrees the inability of up to 175 National Health Service Organisations to break even despite stringent cuts to services and staff is testimony to the incompetence of their management.

The past year has seen monumental increases in payments to consultants, temporary doctors, agency nurses, private contractors and fat cat payoffs to failed executives and for what? More ward closures. More A & E departments axed. More MRSA. More redundancies for our members. And more misery and less care for patients.

The government claims it has provided more and more cash for the NHS. If that is true then failure of an NHS Trust to provide its obligatory services and balance the books must be the fault of the trust management.

Congress calls upon the CEC to make urgent representation to the government to hold these failed NHS trusts to account and to ensure they are replaced with management teams who can deliver.

HOME COUNTIES GENERAL BRANCH  
*London Region*

### **238. NHS JOB LOSSES**

Congress is appalled that a Labour Government has overseen redundancies and mass deletion of posts within the NHS. We demand that this cease with immediate effect, and that the GMB campaign vigorously on this issue.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

### **239. NATIONAL HEALTH SERVICE**

Congress calls on the CEC to campaign against job cuts which affect our much needed nurses. Congress deplores the lack of no job security particularly midwifery nurses at the end of their training.

EAST DEREHAM BRANCH  
*London Region*

### **240. NHS CLEANING CONTRACTS**

Congress calls upon the CEC to monitor what action is being taken against companies operating cleaning contracts who do not reach the standard of cleanliness required in hospitals and care homes. This is of utmost importance where people's lives are at stake and this should be constantly assessed and where a high level of standard is not reached that the powers are in place to withdraw that contract and wherever possible return the contract "in-house."

MID GLAMORGAN C&T BRANCH  
*South Western Region*

### **241. MRSA HOSPITAL CLEANING**

Congress calls for an Independent Public Enquiry into the standards of hospital cleaning and the increase in cases of deaths related to MRSA and other treatment resistant viruses.

The above enquiry should include within its remit the fact that over £100million was spent by hospital trusts on public art works in 2005/2006 and the impact that expenditure would have in saving lives if diverted to cleaning hospitals.

Congress believes that all hospital cleaning should be brought back in-house to be employed as direct labour.

TYNE & WEAR HEALTH BRANCH  
*Northern Region*

## **242. HOSPITAL SUPERBUGS**

Congress Believes the recent announcement that the NHS will fail to meet its target of reducing MRSA infections by 50% by April 2008 is completely unacceptable.

It is unacceptable that patients must take part in a form of Russian roulette with MRSA and other super bugs taking the place of the bullet in the gun. Congress agrees that pressure must be brought to bear on the NHS and the Government to eradicate these superbugs by increasing research, investment and investigation and, where negligence on the part of the cleaning contractor is found, severe financial penalty must be imposed on these contractors.

LUTON BRANCH  
*London Region*

## **243. NATIONAL INSTITUTE FOR HEALTH & CLINICAL EXCELLENCE (NICE)**

This Congress recognises the good work undertaken by “NICE” in licensing new drug use by the NHS and ensuring that new drugs are properly tested.

We also recognise the pressure applied to “NICE” by multi-national drug companies to licence every new drug, regardless of cost.

However, this Congress is concerned that “NICE” does not take into consideration quality of life when considering new drugs.

This often results in patients suffering unnecessarily during the last months or years of their lives. This criteria has stopped the licensing of Alimta, a drug that assists patients with asbestosis and industrial disease. Without this drug many people will suffer unfairly.

Congress calls on the CEC to lobby the government and “NICE” to licence Alimta and other similar drugs that improve the quality of life for terminally ill patients.

CROYDON C60 BRANCH  
*Southern Region*

## **244. PRESCRIPTION MEDICINES**

Congress says that all male and females should be entitled to all drugs and treatment for life threatening illnesses.

Congress says it is morally wrong for treatments to only be available in some areas and not in others creating a post code treatment zone.

EAST DEREHAM BRANCH  
*London Region*



#### **245. NHS CARE PROVISION**

Congress calls on the CEC to use its entire political links to stop the post code provision of CPAP machines on the NHS for people suffering from Obstructive Sleep Apnoea. These machines are vital life support need for our members who suffer this condition and stop breathing during their sleep. They also ensure that people have a night's deep sleep and do not constantly partially wake up during the night leaving them liable to fall asleep at any time during their waking day. The dangers of this are that they may fall asleep whilst driving or operating machinery putting other people's lives at risk.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

#### **246. NHS INFORMATION TECHNOLOGY (IT)**

Congress calls on GMB to campaign within the NHS for compatibility of IT systems across the Service to ensure that records can be accessed quickly and thus treatment started immediately.

As it stands NHS Health Boards and trusts buy independent computer systems and telephone systems to meet their own individual requirements within their operational areas.

These systems are incompatible with neighbouring boards and trusts – even less so across the NHS generally.

This leads to delays in the transfer of medical records and prescribed medication that an individual may be on. This information is critical in dealing with emergencies and in turn increases the time that an individual has to spend in triage awaiting the arrival of this information.

Within internal operational areas there is often a mixture of analogue and digital systems and this again causes operational difficulties.

EAST AYRSHIRE PUBLIC SERVICES BRANCH  
*GMB Scotland*

## **SOCIAL POLICY TRANSPORT**

#### **247. NO AIRPORT EXPANSION**

This Congress calls for a halt to airport expansion. Aviation is Britain's fastest growing source of greenhouse gas emissions (responsible for over 10% Dept of

Transport 2005). The projected expansion of aviation is incompatible with meeting the government's targets (60% reduction by 2050), let alone the greater reductions many scientists think are necessary. If climate change continues unchecked the effects are predicted to be devastating. The growth in aviation is not socially inclusive as most extra flights are from richer people flying more.[Cairns 2006] The money spent on airport expansion could provide more employment and greater benefit to society if invested in schools, hospitals and local services.

We will renew our affiliation to the Campaign against Climate Change and donate £500

Cairns S, Newson C. Predict and decide: Aviation, climate change and UK policy: Environmental Change Institute, University of Oxford, 2006.

HOLBORN APEX BRANCH  
*London Region*

#### **248. STANSTED EXPANSION**

Congress supports the Stansted expansion plans.

STANSTED AIRPORT BRANCH  
*London Region*

#### **249. RAIL CLOSURES AND FARE PRICING**

Congress expresses its opposition to any proposed rail closures of small branch lines on supposed "economic" grounds and repeats its demands for the return of the rail network to public ownership in line with the decision taken by the Labour Party Conference in 2004.

Congress is also concerned in respect of the above inflation fare prices made in January which leave "turn up and go" passengers being faced with the most expensive fares in Europe and believes this can only have a detrimental effect on the environment with rail travel becoming the preserve of the wealthy and others being forced onto less environmentally friendly methods of travel.

NORTH WEST LONDON BRANCH  
*London Region*

#### **250. ROAD PRICING**

Congress calls for the GMB to campaign against the proposals to further penalise road users.

It was stated that one of the reasons that the road pricing proposal was to raise money for possible road building and improvements to existing road.

It should be noted, all the money currently collected by the DVLA for road fund licences, only twenty-three to twenty-four percent is actually spent on road building and improvements!

The Government's proposal to introduce road pricing will mean you having to purchase a tracking device for your car and paying a monthly bill to use it.

The tracking device will cost about £200 and in a recent study by the BBC, the lowest monthly bill was £28 for a rural florist and £194 for a delivery driver.

A non-working mum who used the car to take the kids to school paid £86 in one month.

On top of this massive increase in tax, you will be tracked. Somebody will know where you are at all times. They will also know how fast you have been going, so even if you accidentally creep over a speed limit you can expect an NIP with your monthly bill.

NORTH LANARKSHIRE PUBLIC SERVICES BRANCH  
*GMB Scotland*

### **251. DVLA PAY AS YOU GO**

Congress is aware of local councils' attempts to introduce road charging in the UK.

We therefore call on our CEC to lobby Parliament and our supported MP's to bring about the laws enacted years ago by this Labour Government that allows this to happen.

ACCRINGTON 1 BRANCH  
*North West & Irish Region*

### **252. SPEED CAMERAS**

Congress notes with alarm the rise in deaths on our roads. The installation of more speed cameras by this Government will not halt this rise.

We therefore call on our CEC to lobby our supported MP's to halt this crazy and expensive exercise and to spend the estimated cost (£100 million) on the badly run down NHS.

ACCRINGTON 1 BRANCH  
*North West & Irish Region*

### **253. SPEED CAMERAS**

Congress instructs the CEC to review any policies it may have on the need and use of speed cameras on the highway.

In doing so it should have the view that any alternative should be only for the promotion of a safer environment and not a stealth tax.

R35 – ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

#### **254. ROAD SURVEY**

Congress supports all efforts to reduce the death toll on British roads. This includes longer prison sentences for causing death by dangerous driving. The minimum ban for failing a drink-drive alcohol test should be increased from one year to 18 months.

DUNGENESS ELECTRICITY D27 BRANCH  
*Southern Region*

#### **255. ROAD SURVEY**

Congress calls upon the Government to introduce measures to prevent drivers who have to drive as part of the employment driving while unfit through lack of sleep.

DUNGENESS ELECTRICITY D27 BRANCH  
*Southern Region*

#### **256. BRITISH WATERWAYS**

Congress fully supports British Waterways in its present form (our last remaining nationalised industry). It has built up the canal system over the years, from a low ebb, with the help of the voluntary sector, while working with local and national organisations, to the credit of all. We see the canal system as a national asset similar to a national park but with much wider usage and appeal, an integral part of our environment, to be enjoyed by all.

Congress calls upon HM Government to fully support British Waterways by ensuring it is properly and securely funded, to enable it to continue its sterling work and plan for the future.

HEATHERWOOD AND WINDSOR PARK H25 BRANCH  
*Southern Region*

#### **257. 2012 OLYMPICS**

Congress welcomes the Olympic Committee's decision to award the Games to the City of London. It will bring much needed investment and jobs and we call on the Government to ensure that adequate funding is made available to ensure that local taxpayers will not pick up the bill.

Congress further calls for investment in those regional event areas outside of the capital, such as the National Sailing Centre in Portland, Dorset – an area that requires an up-to-date road and transport before the year 2012.

WEYMOUTH W27 BRANCH  
*Southern Region*

## **258. WINTER MAINTENANCE**

Congress calls upon the CEC to lobby Government for the application and use of sirens on winter maintenance vehicles in snowy conditions only. This would help prevent our road systems snarling up and coming to a standstill, as what use is a gritter or snowplough stuck in a queue of traffic. By not being able to quickly clear the carriageway, lives are being put at risk especially if fire engines, ambulances or police cars can't get through.

C80 - DUDLEY BRANCH  
*Birmingham & West Midlands Region*

# **SOCIAL POLICY**

## **WELFARE RIGHTS & SERVICES**

## **259. CARE HOME STANDARDS**

Congress agrees to lead a campaign within the TUC and Wider Trade Union Movement to ensure that this Government implements enforceable standards of care in residential / nursing homes that are rigorous enough to ensure:

- proper administration of medication
- staffing ratios that are adequate 24 hours a day, 7 days a week
- proper cleaning / hygiene standards
- all bedrooms in new build to be ensuite

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

## **260. NURSING AND CARE HOMES**

This Congress demands more funding from the Government to feed our elderly people in nursing and care homes.

MANCHESTER 101 BRANCH  
*North West & Irish Region*

## **261. RETIREMENT HOMES**

Congress believes that increased pressure should be directed at the present Government on the plight of people having to depend on after care in homes and that better inspections should be made to guarantee better conditions.

SOUTH YORKSHIRE RMA BRANCH  
*Yorkshire & North Derbyshire Region*

## **262. RESIDENTIAL CARE FOR THE ELDERLY**

Congress demands that the CEC lobby the Government to ensure that unscrupulous private sector companies, such as Excelcare, are barred, nationally, from taking over local authority care homes.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

## **263. CARE FOR THE ELDERLY**

This Congress opposes any further privatisation of care homes and domiciliary care services. The GMB will vigorously campaign and oppose local authorities

seeking to privatise care of the elderly, whether care homes or home care. Furthermore the GMB will continue to campaign for those care homes and home care services that have already been privatised to be brought back in house.

ISLINGTON APEX BRANCH  
*London Region*

## **264. ACCESS TO SOCIAL CARE SERVICES**

This Congress agrees to lead a campaign with the TUC and Wider Trade Union Movement to ensure that this Labour Government brings legislation onto the statute book within the next two years under national qualification criteria for social care services that Local Authorities have a legal obligation to implement, and that such criteria ensures that the threshold that determines who qualifies for state funded social care is not a barrier to those who are in need.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

## **265. LIFE LINE SERVICES**

Life Line Services is a scheme run by local Councils for vulnerable people living on their own. They provide a telephone which is connected straight to their control room back at the Council and a buzzer for the person to wear around their neck so that if they fall or take ill and cannot get to the telephone, they press the buzzer and it rings the control room for them to then contact a given phone number to alert them that something is wrong. For this service they charge £44.30 per quarter of which £6.60 of that is vat at 17.5%.

We feel that they should not have to pay any vat on a vital service like this, and we ask the CEC to ask all our GMB sponsored MPs and MEPs to lobby the Government to abolish all vat on Life Line Services.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **266. FLEXIBLE WORKING/CARERS ALLOWANCE**

Congress welcomes the Government's extension of the right to request flexible working to the three million workers who combine work with caring responsibilities.

However, we believe that the current Carers Allowance of just £46.95 a week is unacceptably low. Furthermore we condemn the "gainfully employed" rule that withdraws the allowance from carers earning more than £84.00 a week.

Congress therefore agrees to campaign for an increased allowance that will be paid regardless of the level of a carers earnings.

DURHAM GENERAL BRANCH  
Northern Region

## **267. MEANS TESTING FOR CARERS ALLOWANCE**

Congress calls on the GMB to campaign to abolish means testing in respect of the Carers Allowance and the application of the Overlapping Benefit Rule.

With pensioners now living longer, it's unfortunate that many find that either they or their partner may require to have care due to disability or deterioration of health due to age, the burden of providing care then usually falls on the fittest partner.

A Carer's Allowance can be claimed if caring for a person for 35 hours weekly, however, if the carer is receiving any other benefit, the overlapping benefit rule comes into play and only the highest benefit can be paid.

For example, a carer receiving Carer Allowance and then becoming eligible for Retirement Benefit loses the Carers Allowance.

All carers should receive Carers Allowance as a right.

EAST KILBRIDE ENGINEERING BRANCH  
*GMB Scotland*

## **268. INDUSTRIAL DEAFNESS**

Congress recognises that the current regulations on disability benefit require that an individual must have a loss of at least 50 decibels in each ear to qualify for disablement benefit.

Congress believes it is unreasonable that any level of deafness suffered as a consequence of exposure to noise at work should attract a percentage of benefit on a sliding scale of compensation.

STOCKTON 3 BRANCH  
*Northern Region*

## **269. WINTER FUEL ALLOWANCE - DISABLED**

Congress seeks the CEC to use its powers by asking the government to include persons who are on Disability Living Allowance and children under 5 years to be eligible for the winter fuel allowance as under the old scheme.

EAST DEREHAM BRANCH  
*London Region*

## **270. WINTER FUEL ALLOWANCE - COUPLES**

Congress calls on the CEC to ask/request the government to provide all persons of eligible age, with a winter fuel allowance of the same amount for each person and not split as it is now for couples.

EAST DEREHAM BRANCH  
*London Region*

## **271. WINTER FUEL ALLOWANCE - ENTITLEMENT**

Congress agrees when a person becomes 60 they should be entitled to the winter fuel allowance regardless as to date of the birthday.

Congress says one receives free prescriptions; eye tests etc when one becomes 60 and winter fuel allowance should be eligible in the same manner and not have to wait another year if birthday falls after the cut off.

EAST DEREHAM BRANCH  
*London Region*

## **272. BENEFIT THEFT**

Congress deplores the concerted attack by this New Labour Government on GMB working class members. This is being run via a multi-media campaign.

The Department of Work & Pensions is focusing on 'benefit theft' through adverts on public transport, bus shelters, etc. and a television onslaught. This covers anything from undeclared work, monies left from a dying relative, a partner setting up home with another, to moving of households.

Congress recognises some of the above can be considered as fraud. However, if benefit fraud is theft, so is tax evasion. Congress recognizes the former is committed by the weakest and most vulnerable, whilst the latter is committed by the rich and powerful.

Congress says the figures don't add up. The DWP figures for benefit fraud are £900million lost in 2005. However, leaked treasury papers reveal Government estimates for losses annually due to tax evasion are a staggering £97 – £150 billion. This is an appalling 8 – 12% of GDP.



Congress condemns amounts allocated to the recoupment campaigns. For 'benefit theft', £7.3million plus any local authority monies. For tax evasion, the first campaign in 2006, £1.5million.

Congress therefore calls upon the General Secretary to use his offices to force Government to fight the war on the real aggressors. This is the City of London, the leafy suburbs of Kensington and company boardrooms, etc. They should be the targets of the hoardings and television adverts containing all the veiled threats.

182 BRANCH  
*North West & Irish Region*

### **273. CLOSURE OF POST OFFICES/BANKS IN RURAL AREAS/CITY CENTRES**

With the forecast of more closures of the above named facilities, which will have a serious effect on young families and old age pensioners who use them on a regular basis, we believe a national campaign should be put in progress to stop this happening, as clients who are on benefits should have an option on how they are paid, instead of being forced into opening bank accounts.

At the same time as post offices are closing, a lot of rural banks are closing or reducing opening hours, which means a lot of the public who are working or are on benefits, will unfortunately have to start traveling excess distances to use these facilities for drawing their pensions, benefits and for general use.

Most of these areas already have problems with transport, or the lack of it. It is also time-consuming, expensive and money is being spent which people can ill afford.

MANCHESTER NO 1, 243 BRANCH  
*North West & Irish Region*

### **274. POST OFFICES**

Congress asks the CEC to look into the withdrawing of services that were available at Post Offices which are an essential service to the community, especially the elderly and infirm.

Congress resolves that the withdrawing the ability to purchase TV stamps, TV licences, Road Fund Tax (now encouraged to buy on line) and electricity pre-payments from post offices etc is causing unnecessary worry to the customers and making the small post office unviable especially with the withdrawing of the pension card account.

Congress says the Post Office closures causes hardship to everyone and not everyone has on-Line facilities or means of transport.

EAST DEREHAM BRANCH  
*London Region*

## **275. POST OFFICE CARD ACCOUNTS**

This Congress condemns the Government's decision to end support for the Post Office Card Account from 2010. These accounts provide basic banking facilities for those on low incomes who often have difficulty in getting traditional bank accounts. They are also considered a key factor in sustaining local Post Offices in deprived urban areas. We call on the Government to reverse this decision and to look at other ways of supporting Post Offices to enable them to continue to fulfil their vital social role.

128 BRANCH  
*North West & Irish Region*

## **276. POST OFFICES**

Congress calls upon the CEC to call on this Government to make sure that Pensioners and other people on benefit are able to collect their benefits from Post Offices within their locality. This is vital to the community to retain links and to remove this facility will cause considerable distress and inconvenience to the old and the young of our communities.

MID GLAMORGAN C&T BRANCH  
*South Western Region*

## **277. ROYAL MAIL POSTAGE**

Congress asks the CEC to use its powers to return the postage system whereby one would pay the postage by weight alone.

Congress says the current system causes much confusion by the differential issues relating to the said postage i.e. weight, size and thickness.

EAST DEREHAM BRANCH  
*London Region*

## **278. PENSIONERS CHARTER**

We urge our present Government to comply with the points made in the Pensioners Charter, one of which is for free nationwide travel for all pensioners on public and local transport and parity with other EU countries, such as Ireland, with free travel on buses, trains and ferries, with no restrictions! This must surely be affordable from a country that spends £52 billion on an illegal war.

We note that once again Gordon Brown has moved the goalposts on the proposed free bus travel for pensioners in England, causing more chaos and unrest. Ideally our Government should have repealed the wicked de-regulation brought in by Thatcher in 1986, when they took power in 1997, since when public transport has not existed and is now being run by money grabbing privateers.

128 BRANCH  
*North West & Irish Region*

## **279. FREE BUS TRAVEL**

Congress welcomes the various schemes given to our over 60s population since 1997 when Labour came to power. However one scheme, though welcomed, has caused confusion and great frustration to many of our members, namely the free bus pass for the over 60s and disabled residents. As the scheme is funded by Government to Local Government, many local Councils differ in the scheme offered.

Congress calls on Central Government to both fund and administer the scheme at National level so that all qualified residents enjoy the same scheme nationwide.

WEYMOUTH W27 BRANCH  
*Southern Region*

## **280. FREE TV LICENCES**

Congress calls upon the GMB to lobby for free TV licences for all retired pensioners aged 65 or over and for reduced licence fees for students undertaking full-time study course at Universities or Colleges of Study. We believe that the Government should introduce a 50% reduction in the licensing fee for students who are being supported by a grant or who are funding their own educational course.

MANCHESTER CENTRAL D41 BRANCH  
*North West & Irish Region*

## **281. LEGAL AID REFORMS**

This Congress resolves to campaign against the proposed market-based reforms in legal aid, calls for an end to the freeze in the legal aid budget and supports the Law Society's 'What Price Justice' campaign.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

## **282. LEGAL AID REFORMS**

This Congress opposes any proposals to increase the current small claims limits and the resultant consequences in terms of non-recovery of legal costs and believes that any move to do so would have serious implications in terms of access to justice and professional legal advice, particularly for the most vulnerable members of society. This Congress therefore resolves to actively campaign against any such proposals.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

# INTERNATIONAL

## 283. IRAQ

Congress strongly opposes the continued illegal invasion and occupation of Iraq.

We condemn the tragic daily loss of life on all sides.

Congress calls for the immediate withdrawal of British troops followed by a payment of compensation to the bereaved families.

Compensation should also be paid to help towards the rebuilding costs to put right damage caused by British bombs and munitions.

LEEDS 616 BRANCH  
*Yorkshire & North Derbyshire Region*

## 284. FOREIGN POLICY

This Congress condemns the continued war on terror which in Iraq alone has caused the deaths of at least 650,000 people and will have cost the UK £6 billion by the end of 2007. This is equivalent to the building of 50 new hospitals. As well as the futile war in Afghanistan the war on terror has now extended to Somalia and threats are also being made to carry out strikes on Iran. In addition there has been a considerable rise in attacks against Muslims as part of a climate of Islamophobia.

As a Union we should be more proactive by speaking out on 'Stop the War' platforms and raising the awareness amongst members of their power to influence in this area.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

## 285. GUANTANAMO BAY DETAINEES

This Congress asks all GMB sponsored MP's to raise in the House the continued incarceration of the detainees at Guantanamo Bay. It urges them to campaign for the immediate closure of the camp and release of all detainees therein.

SOUTHEND BRANCH  
*London Region*

## 286. PRIVATE MILITARY SECURITY COMPANIES

Congress recognises that the British Government today is making increasing use of mercenaries in conflict zones while failing to introduce legislation to tackle their human rights abuses. There are now as many as 48,000 mercenaries in Iraq, compared to 7,200 British soldiers and income for the global private military and security industry reached \$100bn in 2004.

In a recent report *Corporate Mercenaries*, by War on Want, it is revealed that there have been no prosecutions despite hundreds of accounts of personnel from private military and security firms committing abuses in Iraq. In one example, a website run by a former employee of the UK-based Aegis Defence Services showed security guards randomly shooting automatic rifles at civilian cars.

The occupation of Iraq has allowed British mercenaries to reap huge profits. But the Government has failed to enact laws to punish their human rights abuses, including firing on Iraqi civilians. This conference calls upon our Government to introduce tough legislation as a matter of urgency to ban the use of mercenaries in these conflict situations.

British company Aegis has seen its turnover sky-rocket from £554,000 in 2003 to £62m last year – three quarters through work in Iraq, including its role coordinating all private military and security firms operating in the country. Aegis is led by Lieutenant-Colonel Tim Spicer. The same man who broke a UN arms embargo on Sierra Leone with his former company Sandline International, and who was jailed in Papua New Guinea for earlier activities. Aegis's non-executive directors include ex-UK defence minister Nicholas Soames, as well as Lord Inge, former Chief of defence staff and Roger Wheeler, earlier professional head of the British army as chief of the general staff.

ArmorGroup, which trebled its turnover from \$71m in 2001 to \$233.2m last year, typifies the private military sector in hiring former Government Officials and officers to wield political influence. Sir Malcolm Rifkind, the former UK Defence and Foreign Secretary, is a non-executive director of ArmorGroup. In 2005 the Foreign Office and the Department for International Development awarded the firm armed security contracts in the Afghan capital Kabul, as well as in the Iraqi cities Baghdad and Basra, together with control of the Iraqi police-monitoring programme.

This conference believes that these companies must be made accountable for their actions around the world and therefore calls upon the CEC –

1. To lobby the UK Government to introduce legislation as a matter of urgency to regulate PMSC's.
2. To lobby our union-sponsored MP's.
3. To build partnerships with other campaigning organisations such as War on Want.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **287. SUPPORT OF VENEZUELAN WORKERS**

This Congress supports the marvellous struggle of the Venezuelan working class to create a socialist society which can act as a bulwark to US imperialism in Latin America. We pledge our support to their struggle and in solidarity demonstrate this by affiliating to the Venezuelan Information Centre and Hands Off Venezuela campaigns.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

## **288. FAIR TRADE**

Congress notes that recent research in Bangladesh has revealed the true cost of the low prices in our supermarkets that we as British consumers have become accustomed to. Despite signing up to voluntary codes established to protect workers producing goods for their companies, major UK supermarket chains are still profiting from a low wage workforce often working in sweatshop conditions.

In War on Want's recent report *Fashion Victims* based on worker testimonies, unsafe factories, unrealistic targets and compulsory overtime with workers locked in unsafe buildings have led to a spate of factory collapses and fires leaving almost 100 workers dead and many more injured in just two months.

Asda, Tesco and Primark have all made public commitments to working towards the payment of living wages in their supply chains. At present the national minimum wage still rests at £7 per month, yet even Tesco itself agrees that the figure should be more like £22 per month. While it is true that factory owners and Government policy are not blameless, it is the price-cutting tactics of low-cost clothing retailers sourcing from Bangladesh that have led to wage levels of as little as 5p an hour.

This conference notes that voluntary codes are not delivering decent working conditions or effective protection for many workers. Companies must be held accountable for their actions around the world, including the conditions in their supply chains.

This resolution calls upon this conference to instruct the CEC to:

1. Urge the Government to state its support for a binding framework of regulation that stops UK companies and their suppliers continuing the abuse of workers overseas.
2. Lobby our union-sponsored MP's to support the call for legislation.
3. Offer solidarity to sister trade unions around the world whose members are working in the supply chain producing goods for such multinational companies.
4. Support War on Want's ongoing corporate accountability campaign.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **289. CORPORATE ACCOUNTABILITY**

Congress, this conference notes that voluntary codes are not delivering decent working conditions or effective protection for many workers. Companies must be held accountable for their actions around the world, including the conditions in their supply chain.

LONDON STORES GENERAL BRANCH  
*London Region*

## **290. WORLD WIDE TRADE UNION RIGHTS OF MEMBERSHIP**

Congress, the GMB Trade Union often receives appeals for donations from other Union Branches during industrial disputes within the UK. We help where we can.

In the last few months we have noticed that our Union has received many requests for help and assistance from Trade Unionists from overseas.

From June to November 2006 our Branch has received pleas for help from workers in struggle in Ecuador, Zimbabwe, Palestine, Guyana, Costa Rica and Venezuela. It is quite clear that the Trade Unions in these, and other, countries so not have the Legal Rights that we enjoy in the UK.

Unfortunately it is beyond the resources of the local Union Branches (and probably National) of the GMB to give more than a token offer of help to these people, in their efforts to establish fair and just Trade Union recognition. A relatively small but well intentioned, donation from us is hardly going to stop dictatorships and multinational companies from exploiting and sometimes even murdering these workers. The UK has trading and diplomatic relations with most if not all of these countries. Therefore;

This Congress urges the Labour Government's Foreign Secretary to apply pressure and persuasion on those countries to implement the basic Human Rights of a fair and democratic Trade Union Movement.

LOWESTOFT BRANCH  
*London Region*

## **291. TRADE UNIONISM IN CHINA**

This Congress expresses particular concern that many millions of Chinese workers in the new economic zones of China do not have adequate trade unions, despite these being guaranteed under the Constitution of the Peoples Republic.

Much western business investment in China is often made at the expense of the loss of many thousands of jobs in the UK. If Chinese workers were properly organised, they would be subject to less exploitation. This in turn might contribute to a levelling out of grossly unfair global economic competition and the protection of employment in the UK.

113 MANCHESTER BRANCH  
*North West & Irish Region*

## **292. FEMALE GENITAL MUTILATION**

Female Genital Mutilation (FGM), sometimes incorrectly called female circumcision, is defined by the World Health Organisation (WHO) as 'the partial or complete removal of the external female genitalia or other injury to the female genital organs whether for cultural or any other non-therapeutic reason'.

It involves major surgery to the vulva, including removal of the clitoris and inner labia, and stitching to reduce the opening of the vagina to a tiny aperture. The

short term health implications include severe pain, shock, blood loss, infection, urine retention, the inability to lose menstrual blood; the long term include extensive damage to the reproductive system, incontinence of faeces and urine, complications in pregnancy and childbirth, chronic pain and severe psychological damage.

The WHO estimates that at least 140 million girls and women have been subject to FGM, and despite legislation brought into effect in 2003, it is estimated that 6,500 girls face the risk of this mutilation every year in the UK.

This Congress condemns this barbaric and inhumane practice and calls on the GMB Women's Committee to raise our concerns with the TUC General Council and through them the UK Government and raise this issue with all of the TUC's International Affiliates

NORTH WEST LONDON BRANCH  
*London Region*