

# FINAL AGENDA



## ANNUAL CONGRESS 2008 PLYMOUTH PAVILIONS

### CONGRESS - SUNDAY 8 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.00 pm

### CONGRESS - MONDAY 9 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.00 pm

### SECTION CONFERENCES – TUESDAY 10 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.00 pm

### SECTION CONFERENCES – WEDNESDAY 11 JUNE

9.30 am - 12.30 pm

### CONGRESS – WEDNESDAY 11 JUNE

2.00 pm - 5.00 pm

### CONGRESS – THURSDAY 12 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.00 pm

**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)*

## CONTENTS

Representation Statement	2
Guidelines for Congress Business	14
Standing Orders Committee Report No. 1	21
Congress Index of Motions	27
General Motions:	
Union Organisation	: General 34
Union Organisation	: Recruitment & Organisation 35
Union Organisation	: Representation & Accountability 36
Union Organisation	: Finance & Contributions 36
Union Organisation	: Union Benefits 37
Union Organisation	: Education & Training 37
Union Organisation	: Equality & Inclusion 38
Employment Policy	: Health & Safety at Work 39
Employment Policy	: Pensions & Retirement 42
Employment Policy	: Rights at Work 45
Employment Policy	: Migrant Workers 52
Industrial & Economic Policy	: Private Equity 53
Industrial & Economic Policy	: The Environment 54
Political	: Labour Party 55
Political	: Democracy & Constitutional Reform 58
Political	: Racism & Fascism 59
Political	: European Union 59
Social Policy	: Criminal Justice 60
Social Policy	: Education 61
Social Policy	: General 63
Social Policy	: Housing 66
Social Policy	: National Health Service 67
Social Policy	: Transport 68
Social Policy	: Welfare Rights & Services 69
International	71
Composite Motions	76
Central Executive Council Rule Amendments	83
Existing Policy Motions	84
Commercial Services Section	89
Manufacturing Section	99
Public Services Section	109

## **CENTRAL EXECUTIVE COUNCIL AND NATIONAL OFFICE**

### **GENERAL SECRETARY AND TREASURER**

KENNY, PAUL

### **NATIONAL SECRETARIES**

DAVIES, PHIL

SMITH, GARY

HAZLEWOOD, KEITH

STRUTTON, BRIAN

### **GENERAL MEMBER AUDITORS**

BURKETT, IAN

CLARKE, JIM

PERRY, PAT

### **CENTRAL EXECUTIVE COUNCIL LAY MEMBERS (54)** *(Section shown in brackets)*

ADAMS, BRIAN

*(Commercial Services)*

BARTLETT, MARK

*(Commercial Services)*

BEARCROFT, SHEILA

*(Manufacturing)*

BLACKMAN, ELIZABETH

*(Public Services)*

BRUNO, DANA

*(Public Services)*

CLARKE, LINDA

*(Public Services)*

CLEMENTS, DAVID

*(Commercial Services)*

CRUMMEY, KEVIN

*(Commercial Services)*

DALEY, ELAINE

*(Commercial Services)*

DOLAN, JOHN

*(Manufacturing)*

DOOLAN, GARY

*(Public Services)*

DUNNETT, ROY

*(Commercial Services)*

EVANS, GWYN

*(Commercial Services)*

FARR, BRIAN

*(Manufacturing)*

FERGUSON, GERRY

*(Manufacturing)*

FLANAGAN, KEVIN

*(Commercial Services)*

FOSTER, JEAN

*(Commercial Services)*

KANE, PETER

*(Commercial Services)*

LAWS, MICHAEL

*(Manufacturing)*

LEE, SUE

*(Public Services)*

MANNING, KATH

*(Commercial Services)*

MARNELL, EDWARD

*(Manufacturing)*

MARTIN, EVELYN

*(Public Services)*

McDONNELL, JOHN

*(Manufacturing)*

McGIVERN, ANDY

*(Manufacturing)*

McLAREN, ANN

*(Manufacturing)*

MINNERY, JUNE

*(Public Services)*

MURPHY, CATHY

*(Commercial Services)*

MURPHY, PETE

*(Public Services)*

NOBLE, DAVID

*(Public Services)*

PARKER, LORRAINE

*(Public Services)*

RANKIN, BEN

*(Commercial Services)*

RICE, STEVE

*(ASU)*

SAGE, MALCOLM

*(Commercial Services)*

FRASER, BRENDA  
*(Manufacturing)*  
FRASER, GEORGE  
*(Public Services)*  
GIBBS, GORDON  
*(Public Services)*  
HALL, TOMMY  
*(Manufacturing)*  
HARRY MBE, AUDREY  
*(Manufacturing)*  
HOPE, DAVID  
*(Public Services)*  
HUGHES, PAMELA  
*(Public Services)*  
HUTCHINSON, MARY  
*(Manufacturing)*  
JONES, JAMES  
*(Public Services)*  
JONES, KEVIN  
*(Public Services)*

#### **NATIONAL OFFICERS**

AZAM, REHANA  
BLACK, ALLAN  
BRIMBLE, JUDE

#### **NATIONAL OFFICE**

BADLAN, ROBERT  
BENZING, HEIDI  
CASHER, BARBARA  
CHAMBERS, AVRIL  
CLARKE, PAUL  
CLEMO, IDA  
COLES, LAURA  
CONROY, ROSE  
COOKE, NAOMI  
COULTER, DEBBIE  
DOW, GRAHAM  
FEIGHAN, KATIE  
GREGORY, CHARLOTTE  
HAYES, PAUL  
HEATH, HELEN  
JANDU, KAMALJEET  
KEMP, STEVE  
KING, CHARLIE  
LUDKIN, MARIA

SHARP, LENA  
*(Commercial Services)*  
SHAW, MARTIN  
*(Manufacturing)*  
SMART, VIVIEN  
*(Public Services)*  
TAYLOR, BERNARD  
*(Manufacturing)*  
TONNER, BILLY  
*(Public Services)*  
TURNER, MARY  
*(Public Services)*  
WAUGH, RON  
*(Manufacturing)*  
WHEATLEY, PAUL  
*(Manufacturing)*  
WIDDISON, MICHAEL  
*(Public Services)*  
WILKINS, RACHELLE  
*(Commercial Services)*

HOLDER, SHARON  
RIX, MICK  
SMITH, MARTIN

McCARGO, JOHN  
McCLEAN, JOHN  
McDOUGALL, JONI  
McEVOY, PHIL  
McMILLAN, ALEX  
McNICOL, IAIN  
NELSON, JERRY  
O'DONOGHUE, DOLORES  
O'HEARN-LARGE, EAMON  
PANTON, KEVIN  
PRYLE, STEVE  
REILLY, ANITA  
SHEARS, DANIEL  
SHORT, STEVE  
SMITH, BARRY  
SWEENEY, KEVIN  
WALKER-SHAW, KATHLEEN  
WILLIAMS, KEITH  
WYLIE, ALLAN

## **BIRMINGHAM & WEST MIDLANDS REGION**

### **REGIONAL SECRETARY**

MORGAN, JOE

### **SENIOR ORGANISERS**

HIRD, MARTIN

### **ELECTED ORGANISERS**

FARRINGTON, RUSSELL

### **NON-ELECTED ORGANISERS**

WILDE, SHARON

### **REGIONAL STAFF**

ATKISS, ADELLE

PHILLIPS, PETER

### **LAY DELEGATES (25)**

AMIN, MOHAMMED

*B41 Birmingham Rubber*

BROOKES, FRED

*D40 Dudley Engineering*

CLARKE, MARGARET

*A15 Asda*

COGHLAN, MICK

*S60 Stafford Abrasives*

COOMBES, PAUL

*B01 Birmingham Forward*

CORBETT, ELIZABETH

*C15 General*

DUGGAN, JIM

*W40 Birmingham Community & Water*

ELSON, STACIE

*W10 Walsall Education & General*

EVANS, STEVE

*R50 Rover Motors*

FELLOWS, TREVOR

*T37 Tipton Electricity*

HACKETT, TONY

*A02 Ambulance*

HARVEY, GLYN

*W51 Shropshire Gas*

INGLEY, JACQUELINE

*T10 Tamworth*

JACKSON, BRIAN

*S64 Stafford/Stoke*

JONES, ROGER

*T36 Tipton No.2*

KEMPSON, DAVID

*B43 Birmingham City*

LAL, MADAN

*W70 Willenhall*

LAWSON, JUDITH

*Y24 Coventry*

McCANN, JANE

*W75 Worcester Community*

MURRAY, CLIFF

*W50 Wellington*

RICHARDSON, GORDON

*R35 Rocester JCB*

SCHUCK, MARTIN

*C36 Cheltenham*

TANNER, SANDRA

*B10 Banbury*

WILKINS, ROY

*S30 Solihull*

WOOD, COLIN

*C80 Dudley*

## **LONDON REGION**

### **REGIONAL SECRETARY**

BLISSETT, ED

### **SENIOR ORGANISERS**

BOWDEN, JUSTIN

WARR, TONY

### **ELECTED ORGANISERS**

BHATTI, TAHIR

KENT, DAVE

BROWNE, PAULINE

MERCER, IVAN

HOLLAND, MARK

### **REGIONAL STAFF**

FORSHAW, TERESA

TAVOLARA, HILDA

FOUNTAIN, SHEILA

## **LAY DELEGATES (44)**

AKBAR,,MOHAMED

*London Ambulance Health*

ANDERSON, CLIFF

*Luton*

BARKER, KEVIN

*Norwich General*

BENHAM, BARBARA

*Hendon*

BIGWOOD, GILLIAN

*London Hotels & Catering*

BYRNE, DANNY

*City of London*

ELUM-SMITH, EDDY

*GMB (London) Security*

FAITH, DANIEL

*BA Hatton Cross*

FLANAGAN, TERENCE

*GMB Professional Drivers*

FOSTER, MARTIN

*Beds County*

GAGLANI, SHAILESH

*Central Wembley*

GASPER, LINDA

*Tower Hamlets Apex*

GAYLE, LORNA

*Securicor 1*

GREEN, DAVID

*Fulham 1*

GUEDES, ADRIANO

*Lowestoft*

HAMBROOK, LESLEY

*GMB Unite*

HARDIMAN, FRAN

*MCA*

HENDERSON, KEITH

*London Central General*

HIOM, JIM

*Milton Keynes City*

HOLLAND, CATHY

*Essex Public Services*

ISAACS, JOE

*Energy Central*

KERR, COLIN

*Havering*

LINDSAY, DUNCAN

*Hounslow*

MCKENZIE, STEVE

*Solo*

MCLEAN, ALISTAIR

*Lowestoft Boilermakers*

MITCHELL- MURRAY, W

*Hillingdon*

OWEN, RICHARD

*Home Counties General*

PARMENTER, DARREN

*Stansted Airport*

PETERSON, DOTT

*Camden Apex*

POLE, RICHARD

*North West London*

RICHMOND, JIM

*Newham Apex*

RIGBY, DOUGLAS

*Braintree & Bocking*

ROBERTS, ALAN

*Cambridge 2*

ROBINSON, PENNY

*Barking*

SASSI, TARIK

*Hounslow Local Gov't*

SEYMOUR, ROBERT

*Ealing*

SHARKEY, GEORGE

*Islington 1*

SHAW, BRIAN

*GMB@PCS*

SMITH, JAN

*East Dereham*

VAIDYA, HITEN

*Central Wembley*

WALTON, MIKE

*Western General Branch*

WEST, VAUGHAN

*Islington Apex*

WHISTLECRAFT, JOHN

*Edmonton/ Enfield*

WHITTAKER, SHARON

*Barking & Dagenham*

## **MIDLAND & EAST COAST REGION**

### **REGIONAL SECRETARY**

WORTH, ANDY

### **SENIOR ORGANISERS**

ALLEN, MARTIN

### **ELECTED ORGANISERS**

PURKIS, JED

### **NON-ELECTED ORGANISERS**

CLEMENTS, TIM

### **REGIONAL STAFF**

EVANS, CHERYL

SEATH, SANDRA

### **LAY DELEGATES (25)**

ALLINSON, SHANE

*Hull Paint & Engineering*

BREARLEY, DAVID

*Derby Tec*

BRINKLOW, KEVIN

*Nottingham 5*

BULL, JEFFREY

*Matlock*

CLARKSON, CAROL

*Hull Retail & Distribution*

COLLIER, ANDREA

*Scarborough & North Yorks*

COPPIN, MICK

*Mansfield Central*

EVANS, JASON

*Leicester Water*

EYRE, PAUL

*Long Eaton CFTA*

FARMER, SARAH

*Nottingham Community*

GLASSFORD, GORDON

*Corby Community*

GUNTER, COLIN

*Grantham Community*

HALL, JOHN

*Ashfield General*

HELEY, BILL

*Midland Healthcare*

HALL, JOHN

*Ashfield General*

HELEY, BILL

*Midland Healthcare*

JOBSON, DAVID

*Leicester Services*

JOHNSON, HELEN

*Eurotec*

MILLS, DOROTHY

*Alfreton No.1*

MORGAN, RICHARD

*Derbyshire Community*

NEEDHAM, JOHN

*Hull Food & General*

RABBETTS, VIV

*Anwick*

RALSTON, MATT

*Nottinghamshire General*

SLATER, KATHLEEN

*Ashfield No.1*

SOPER, PHIL

*Nottingham Tec*

WHILDING, ROB

*Buxton*

WRIGHT, MICK

*Leicestershire 2000*



## **NORTHERN REGION**

### **REGIONAL SECRETARY**

BRENNAN, TOMMY

### **SENIOR ORGANISERS**

MARSHALL, HELEN

### **ELECTED ORGANISERS**

ELLIOTT, JULIE

MARSHALL, JIM

### **REGIONAL STAFF**

ANDERSON, SUSAN

TOLMIE, JENNY

## **LAY DELEGATES (34)**

APPLEBY, SUSAN

*Durham City LA*

BAILLIE, GILL

*W55 Innovia Limited*

BAKER, MICHAEL

*Newcastle City LA*

BROWN, STEVE

*Wincanton Distribution*

BRYAN, ALYSON

*Sunderland City LA*

CHARLTON, FREDERICK

*Durham General*

CHRISTON, ALAN

*Stockton 1*

DAVIES, BARRY

*Asda Tyneside*

DAVISON, VERONICA

*Littlewoods staff*

EBDEN, MICHAEL

*Newcastle 71 FTAT*

EMMERSON, GEORGE

*South East Northumberland General*

FISHER, IAN

*Sellafield Industrial*

GILBRAITH, MARY

*Hartlepool 3*

GOW, DANIEL

*East Cumbria General*

HENWOOD, COLIN

*Hartlepool 4*

HUGHES, WILLIAM

*Sunderland 9 Eng*

HUNT, MICHAEL

*Northern Electric Industrial*

JEFFREY, ELIZABETH

*North Cumbria General*

JEPSON, JANETTE

*Durham County LA*

JONES, DAPHNE

*Middlesbrough 5*

LINES, CAROL

*E10 Easington District*

MALE, MAUREEN

*Tees Valley General*

MAYFIELD, GARTH

*Northumberland Commercial Services*

MAYOR, GORDON

*Barrow 5*

MURRAY, GEORGE

*North Tyne General*

PIERCE, KAREN

*Northern Electric Industrial*

SAWDON, PETER

*Stockton 3 ENG*

SPEAKMAN, RICHARD

*Stockton FTAT*

STUBBS, KENNETH

*Reemploy North*

TOSH, ALLEN

*Willington Quay 1*

WALKER, ALAN

*Hartlepool Matsa*

WATERS, MALCOLM

*Consett 2*

WINTER, JOHN

*South Shields 2*

YOUNGER, MARGARET

*Littlewoods/Janet Frazer*

## **NORTH WEST & IRISH REGION**

### **REGIONAL SECRETARY**

PAUL MCCARTHY

### **SENIOR ORGANISERS**

TERRY MELLOR

### **ELECTED ORGANISERS**

SANDRA BLIGHT

GRAHAM COXON

### **REGIONAL STAFF**

MARGARET BARROW

### **LAY DELEGATES (44)**

ALBERTINA, FRANCIS  
287B

BENNETT, KENNETH  
D55

BODEN, STEPHEN  
178

BOYLAN, PAUL  
283

BUCKLEY, SEAN  
W87

CARTEY, YVONNE  
A08

COUGHLIN, STEPHEN  
79

DANIELS, ROBERT  
80

DAVIES, VERONICA  
16

DELAHUNTY, PATRICK  
173

DONLEY, JAMES  
286

DUNCAN, PAUL  
S62

EDWARDS, ALAN  
85

EVANS, PAUL  
14

FIRTH, KEITH  
181

GOULDING, WILLIAM  
1

GRAY, DAVID  
217

GREGG, MARGARET  
X07

GUNN, ROBERT  
F72

HENRY, DOUGLAS  
139

HOLMES, LYNN  
B16

HOPE, DAVID  
T77

KEIGHT, JEFFREY  
L50

KELLY, BRIDGET  
D41

LALKHAM, BERNARD  
82

LEFLEY, JOHN  
S16

LOWDEN, RAYMOND  
X02

LOWES, IAN  
5

MCDERMOTT, JAMES  
030

MILLS, ALEC  
R05

MOSS, ARTHUR  
44

MURPHY, ANGELA  
D127

PERRY, PATRICK  
243

PHILBIN, GED  
264

RAWSTHORNE, BARBARA  
Y03

RYAN, LISA  
6

SCHOFIELD, JOHN  
23

SMITH, GRAHAM  
9

SUTCLIFFE, DEREK  
2

SWINDELLS, ELIZABETH  
TU3

TOOMEY, JOHN  
Z32

WELHAM, ROBERT  
54

WILSON, DAVID  
M13

YOUNG, VIONA  
141

## **GMB SCOTLAND**

### **REGIONAL SECRETARY**

DONALDSON, HARRY

### **SENIOR ORGANISERS**

MCLUCKIE, ALEX

### **REGIONAL STAFF**

CRAIK, FIONA

MOONEY, MARIAN

### **DELEGATES (30)**

ARCHIBALD, BRUCE

*Aberdeenshire PS*

BOAL, ALLAN

*Clyde Bonding*

BRANNAN, PHIL

*Springburn Remploy 176 CFTA*

BUCHANAN, PETER

*Edinburgh 2*

CALLAGHAN, GEORGE

*Glasgow LM Eng*

CARSON, BRENDA

*Clyde Bonding*

COOPER, JOYCE

*Fife Public Services*

DEAN, ANNE

*Scottish Primary Care Nursing*

DRYLIE, ANNETTE

*Fife Public Services*

FAULDS, JOHN

*Glasgow NE & SW Health Service*

FINN, MARY

*Glasgow NE & SW Health Service*

FYFE, RHONA

*Scottish Ambulance*

GRIBBEN, PATRICK

*Dumbarton 2*

HILLS, JEFFREY

*Remploy Lanarkshire 306 CFTA*

KELBIE, TOM

*Dundee1*

LAVERY, CATHY

*Lanarkshire 1 & 2 CATS*

LOGAN, ALEXANDER

*Port Glasgow No4 Eng*

MACDOUGALL, GEORGE

*Glasgow 1*

MCAUGHTRIE, ALEXANDER

*Falkirk PS*

MCKAY, FRANCIS

*Motherwell 3*

MCKINNEY, JOHN

*Scottish Security*

MCLAUGHLIN, ELIZABETH

*Nth Lanarkshire Hospitals*

MCNEILL, FRANCIS

*Glasgow 66 Eng*

MIDDLETON, MICHAEL

*Aberdeen 3*

MILLAR, LINDA

*North Lanarkshire PS*

PEDDIE, STUART

*Beith Engineering*

REILLY, JAMES

*Tollcross Biscuits*

ROBERTSON, CHARLIE

*LA Staffs – Tayside APEX*

WALKER, DUNCAN

*Grangemouth 583 CFTA*

WARDEN, ELIZABETH

*Glasgow 50 (APEX)*

## SOUTHERN REGION

### REGIONAL SECRETARY

ASCOUGH, RICHARD

### SENIOR ORGANISERS

PURCELL, TED

### ELECTED ORGANISERS

THOMAS, JAN

### NON-ELECTED ORGANISERS

BAKER, ADRIAN

SMITH, CLIVE

MASON, KEVIN

### REGIONAL STAFF

SHURGOLD, JULIE

### LAY DELEGATES (35)

ARMSTRONG, STEPHEN

*Wiltshire & Swindon W15*

ARTHUR, WAYNE

*Camborne C21*

BALLANGER, JEFF

*Cobbs Wood & Dist. C46*

BARR, DOUGLAS

*Securicor Apex 5 S15*

BRITTAN, BARRY

*Isle of Wight I15*

BURTON, BRIAN

*North Kent Eng. Z39*

CALLOW, RAYMOND

*East Kent Ambulance E23*

CIRKET, ADRIAN

*Dungeness Electricity D27*

COLLINS, JULIE

*Bournemouth B40*

DICKINSON, KAREN

*Sth Coast Gas & Utility P29*

DONALD, RICHARD

*AA Section X31*

DURRANT, ALAN

*Portsmouth Water 49 P28*

FLAMBARD, MARK

*Wilkinsons W47*

GOODACRE, PAUL

*Dover Ferries X23*

GOODFELLOW, ALAN

*Southampton CFTA S61*

HONDOR-COLE, LYNN

*L.B. Merton M27*

HULLEY, BRYAN

*Southampton 1.641 Z42*

JEFFERY, CHRIS

*Plymouth Health P24*

LEWIS, JAN

*Greenwich Ambulance G33*

MCKENNA, ROBERT

*Sussex B50*

MEMMOTT, SAMANTHA

*Thames Valley R12*

MEW, KIERON

*Wimbledon W32*

MOBERG, BERNIE

*Surrey County G38*

PALMER, GARY

*Plymouth P20*

POLES, CHRIS

*Brussels B59*

PRICE, ANNE

*L.B. Greenwich I16*

REEVES, ROY

*Heatherwood & Windsor Pk H25*

ROLFE, COLIN

*Somerset General S33*

SMITH, TONY

*L.B. Lewisham L17*

STOKOE, ROBERT

*North Devon 686 Z27*

SYMS, NIGEL

*Torbay General T28*

TAYLOR, KATHY

*Dorset C.C. D30*

THEAKER, EILEEN

*Croydon C60*

TRIM, TERRY

*L.B. Wandsworth I 26*

WARN, NIGEL

*Devonport D19*

## **SOUTH WESTERN REGION**

### **REGIONAL SECRETARY**

GARLEY, ALLAN

### **SENIOR ORGANISERS**

BURNETT, MERVYN                      PHILLIPS, JOHN

### **ELECTED ORGANISERS**

BECK, JEFF                                      STEVENS, MARK  
JAMES, CLIVE

### **REGIONAL STAFF**

BOWEN, LYNNE                              HUGHES, NICK

### **LAY DELEGATES (20)**

BENNETT, RUTH <i>Hengoed Engineering</i>	O'CONNOR, MATHEW <i>COSI</i>
BROWN, ANDREW <i>Cardiff Water</i>	PICKSTOCK, SHARON <i>Motil Plastics</i>
CLARKE, LYNDON <i>Newport 1</i>	PUCKETT, COLIN <i>North Bristol NHS</i>
DANIELS, KENNETH <i>Cardiff 1</i>	SMITH, JENNIFER <i>Mid Glamorgan C&amp;T</i>
DAVIES, ALUN <i>Prysmian Cables</i>	WALL, NORMAN <i>Security</i>
GASKELL, LORRAINE <i>Wilkinsons</i>	WILLIAMS, GARY <i>Newport 6</i>
HEALY, YVONNE <i>Merthyr Tydfil CBC</i>	WILLIAMS, PETRA <i>Cardiff &amp; District</i>
JENKINS, KEITH <i>Western Power Distribution</i>	WILSON, MICHAEL <i>Monmouth Utilities</i>
JONES, CRAIG <i>Rhondda Cynon Taff CBC</i>	
LEADER, ANN <i>West Glamorgan C&amp;T</i>	
LEGG, BRIAN <i>Swansea BMS</i>	
LEWIS, GARETH <i>Vale of Glamorgan</i>	

## YORKSHIRE & NORTH DERBYSHIRE REGION

### REGIONAL SECRETARY

ROACHE, TIM

### SENIOR ORGANISERS

JENNINGS, STEVE

### ELECTED ORGANISERS

HUCKERBY, STEVE

RISEBURY, DESIREE

MAY, KERRY

### REGIONAL STAFF

FORD, MARIA

JONES, CAROLINE

### LAY DELEGATES (27)

ALDERMAN, RAY

*Bradford GMB*

BAGNALL, PETER

*Yorkshire No. 1*

BOYLE, JAMES

*Chesterfield No. 1 Holding*

BROWNE, PATRICK

*Leeds 616*

CLARK, ROBERT

*Rotherham Chemicals*

CRAMPTON, MARK

*Leeds Local Govt. Staff*

EDWARDS, PETER

*Transport & Distribution*

GILL, COLIN

*Leeds Works Dept*

GRANT, CLIFFORD

*Sheffield Mcp & Lt*

HATTON, STEVE

*Barnsley Health Service*

HORROBIN, PAUL

*Leeds Central & Symphony*

KEMP, IAN

*Parkgate*

LORD, LINDA

*Wilko Hardware*

McLEAN, DAVID

*Leeds School Support Staff*

NEWMAN, DAVID

*Asdair*

OUTLAW, PHIL

*Retford GMB*

PHILLIPS, PAUL

*Doncaster Central*

RAJCH, HENRY

*Barnsley GMB*

STODDART, STUART

*Ciba Chemicals*

STRIBLEY, JAMES

*Brightside*

TAYLOR, MAUREEN

*Chapelton*

TROUGHTON, MELVERN

*Bentham 4*

WAKE, DAVID

*Asda Stores*

WALKER, SUSAN

*Asda Stores*

WARWICK, GARRY

*Sheffield Local Govt. Staff*

WELLS, KEITH

*Sheffield 680*

WHITEHEAD, ROBERT

*York Rowntrees*

## 2008 CONGRESS LAY DELEGATES

### MALE / FEMALE BREAKDOWN

REGION	NOMINATED		ELECTED	
	M	F	M	F
BIRMINGHAM & WEST MIDLANDS	22	7	18	7
LONDON	32	15	29	15
MIDLAND & EAST COAST	26	8	20	6
NORTHERN	27	12	22	12
NORTH WEST & IRISH	41	10	34	10
GMB SCOTLAND	28	10	20	10
SOUTHERN	28	9	27	9
SOUTH WESTERN	16	7	16	7
YORKSHIRE & NORTH DERBYSHIRE	27	4	23	4
<b>TOTAL</b>	<b>247</b>	<b>82</b>	<b>209</b>	<b>80</b>

## **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:

**Congress - Sunday 8 June 2008**

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

**Congress - Monday 9 June 2008**

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

}	<b>Section Conferences – Tuesday 10 June 2008</b>	}
	<b>9.30 am - 12.30 pm, 2.00 pm - 5.00 pm</b>	
}	<b>Section Conferences – Wednesday 11 June 2008</b>	}
	<b>9.30 am - 12.30 pm</b>	

**Congress – Wednesday 11 June 2008**

**2.00 pm - 5.00 pm**

**Congress – Thursday 12 June 2008**

**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 Rule Book
- whether the Motion relates to a decision already taken by the Congress which is in session and would consequently amend or rescind the decision.

Emergency Motions can be composited.

## **5. WITHDRAWAL OF MOTIONS**

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

## **6. MATTERS OF URGENCY**

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

## STANDING ORDERS COMMITTEE REPORT NO 1

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

### Times for Congress

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

Sunday 8 June	9.30 am - 12.30 pm 2.00 pm – 5.00 pm
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Monday 9 June	9.30 am - 12.30 pm 2.00 pm – 5.00 pm
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*(Section Conferences will take place between 9.30 am on Tuesday 10 June and 12.30 pm on Wednesday 11 June)*

Wednesday 11 June	2.00 pm – 5.00 pm
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Thursday 12 June	9.30 am – 12.30 pm 2.00 pm – 5.00 pm
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The Standing Orders Committee recommends that the President be authorised to close each session when appropriate, without further reference to the Standing Orders Committee or to Congress.

### Times for Speakers

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

#### General Motions and Rule Amendments:

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

#### Officers' Reports:

General Secretary up to	10 Minutes
Deputy General Secretary up to	7 Minutes
Movers of Section Reports up to	5 Minutes
Questions up to	1 Minute

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

## **Special Reports and CEC Statements:**

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

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

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

## **Questions on Balance Sheet and Auditors' Report**

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the Congress Office no later than 5 pm on Tuesday 10 June.

## **Congress Motions transferred to Section Conferences**

In accordance with Recommendation 14 of the "Framework for the Future of GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the Standing Orders Committee is recommending that the following Motions which were submitted as Congress Motions should be dealt with by the relevant Section Conferences (*the Motions are listed as they appear in the relevant Section Conference Agendas*):

### **Commercial Services**

CS7	Energy Crisis
CS10	Violent Attacks on CVIT Staff
CS11	Health and Safety
CS13	Contract Security

### **Manufacturing**

MF1	Manufacturing Strategy
MF3	Manufacturing
MF5	UK Manufacturing Procurement
MF8	Aircraft Carriers
MF9	Reemploy
MF10	Reemploy Closures
MF18	Scotch Whisky Bottled in Scotland Our Heritage
MF21*	35 Hour Week
MF22*	Sickness Pay
MF23*	Suing in the American Courts

*(Note\* these Motions appeared in the Preliminary Agenda as Congress Motions. The SOC is recommending that they are dealt with by the Manufacturing Section Conference).*



## **Public Services**

PS1	Public Services
PS2	Public Sector Pay
PS6	Public Sector Pay
PS8	Public Sector Pay
PS13	Public Services
PS22	Privatisation of Care for the Elderly <i>(Note: PS 22 appears as part of the Section Composite Motion “Against the Privatisation of Care for the Elderly”)</i>
PS25	Hospital Chaplaincy
PS39	Code of Practice on Workforce Matters in Local Authority Contracts
PS40	Two Tier Workforce
PS48	Seeking Recognition Agreement with Sodexo Defence (Unfair Treatment of Cleaners)
PS50	Local Government Pension Scheme
PS51	Pensions <i>(Note: PS51 appears as part of the Section Composite “LGPS Admitted Body Status”)</i>

## **Section Conference Motions transferred to Congress**

In accordance with Recommendation 14 of the “Framework for the Future of GMB: Moving Forward” CEC Special Report endorsed by Congress 2007, the Standing Orders Committee is also recommending that the following Motions which were submitted as Section Conference Motions should be dealt with by Congress *(the Motions are listed as they appear in the Final Congress Agenda)*:

## **Congress**

5.	Congress
13.	Olympic Games
58.	Government Legislation
60.	New Legislation Plural Plaque & Pleural Thickening
69.	Pensions
76.	Protection of Company Pensions
88.	Annual Holiday Entitlement
97.	Working Time Directive 2003 Transport Regulations
102.	The National Minimum Wage Helpline
140.	Armed Forces Health and Safety
169.	Financial Services Institutions
178.	Housing
193.	Carers Allowance
215.	GMB Global Support

## **Motions Out of Order**

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

### **Motion 16: Pay Negotiations**

The Motion calls for negotiated improvements on pay and conditions once agreed to only be given to GMB members in the workplace. This would require an amendment to Rule 2 to give effect to give effect to its provisions. Congress 2008 is not a rules revision year, so the Motion is out of order at this year's Congress.

### **Motion 19: The election of Regional Secretary's**

The Motion calls on the CEC to initiate rule changes to ensure that Regional Secretaries stand for election of the entire Regional Membership, with proposals being brought to Congress 2009. This would require amendments to Rule 17 D to give effect to its provisions. Congress 2008 is not a rules revision year, so the Motion is out of order for debate at this year's Congress.

### **Motion 21: Election of Organisers**

The Motion calls on the CEC to bring forward rule changes to eliminate the requirement of Regional Organisers to stand for elections within 5 years of their appointment. This would require amendments to Rule 17G to give effect to its provisions. Congress 2008 is not a rules revision year, so the Motion is out of order for debate at this year's Congress.

### **Motion 37: Contribution Increase**

The Motion calls for contribution rate changes. This would require amendments to Rule 47 to give effect to its provisions. Congress 2008 is not a rules revision year, so is out of order for debate at this year's Congress.

### **Motion 38: Contributions & Benefits**

The Motion calls for the CEC to bring amendments to rules to the next appropriate Congress concerning the contributions and benefits that apply to part-time workers. This would require amendments to Rule 47 to give effect to its provisions. Congress 2008 is not a rules revision year, so is out of order for debate at this year's Congress.

### **Motion 40: Increase in Benefits**

The Motion calls for benefits to be increased in line with contributions. This would require amendments to Rules 47, 50, 51, 52, 53, 54, 55, 56, 59, 60, and 61 to give effect to its provisions. Congress 2008 is not a rules revision year, so the Motion is out of order for debate at this year's Congress.

### **Motion 43: Funeral Benefit**

The Motion calls for an increase in Funeral Benefit. This would require amendments to Rule 56. Congress 2008 is not a rules revision year, so the Motion is out of order for debate at this year's Congress.

## **Motion 126: Labour Party Affiliation and Use of the Political Fund**

The Motion calls for the Union to end its affiliation to the Labour Party. This would require amendments to Rules 2.10, 10.7, 20.10, and 66. Congress 2008 is not a rules revision year, so the Motion is out of order for debate at this year's Congress.

### **Motions in line with Existing Policy**

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

- 55. Health & Safety Executive Funding
- 63. Introduction of the Roving Safety Representative
- 64. Roving Reps
- 67. Provisional Improvement Notices (PIN)
- 73. Campaign for Removal of Fixed Retirement Age
- 75. Pensions
- 76. Protection of Company Pensions
- 77. Protection of Pensions
- 78. Company Pensions
- 80. Trade Union Freedom Bill
- 81. Trade Union Freedom Bill
- 83. Union Legislation
- 84. Simplification of the Legislation on 'the right to take industrial action'
- 88. Annual Holiday Entitlement
- 89. Extra Bank Holiday
- 90. Bank Holidays
- 91. Bank Holidays
- 95. The Removal of the UK's Opt-Out Clause of the Working Time Directive
- 104. Minimum Wage
- 105. Minimum Wage
- 108. Redundancy Pay
- 109. TUPE Regulations 2006 Statutory Instrument 2006 No. 246
- 110. Equal Treatment for Agency Workers in the United Kingdom
- 111. Protection of Vulnerable GMB Members
- 112. Agency Workers
- 113. Temporary and Agency Workers
- 115. Temp Agency Regulations
- 117. Temporary Agency Workers
- 133. The Labour Party
- 141. ID cards

- 151. Education
- 168. Abortion Rights
- 178. Housing
- 180. National Health Service
- 181. National Health Service Campaign
- 182. Health Policy
- 183. The Decline of NHS Dentists
- 188. Free Personal Care
- 190. Care of the elderly
- 212. Palastinian Solidarity Campaign

### **Composite Motions**

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

### **Mobile Phones**

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

### **Film Cameras**

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

### **DVDs, Videos etc**

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

### **Bucket Collections**

Requests for permission to hold Bucket Collections should be submitted in writing to the Committee by 11 am on the first Sunday morning session of Congress. (It is a term of Exhibitors' agreements with GMB that they will not request permission to hold a collection.) Requests must be submitted in writing by the Regional Secretary, and must have the support of the Regional Delegation. Priority will be given to requests for bucket collections which concern trade union or related issues. Where permission is granted, those requesting the collection must organise, count and bank the collection, if necessary liaising with the Congress office for support from Congress Stewards. They must then notify the Congress office of the amount collected, so that the President can inform Congress.

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

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

## **CONGRESS INDEX OF MOTIONS**

118	<b>A BETTER SERVICE TO MIGRANT WORKERS</b>
92	<b>A NEW PUBLIC HOLIDAY – ARMISTICE DAY</b>
119	<b>AA/SAGA</b>
164	<b>ABOLITION OF PRESCRIPTION CHARGES</b>
168	<b>ABORTION RIGHTS</b>
47	<b>AGE DISCRIMINATION</b>
112	<b>AGENCY WORKERS</b>
165	<b>ALCOHOL DRINKING</b>
158	<b>ANIMAL RIGHTS</b>
88	<b>ANNUAL HOLIDAY ENTITLEMENT</b>
140	<b>ARMED FORCES HEALTH &amp; SAFETY</b>
62	<b>ASBESTOS</b>
57	<b>ASBESTOS PLEURAL PLAQUES</b>
61	<b>ASBESTOS RELATED DISEASES</b>
90	<b>BANK HOLIDAYS</b>
91	<b>BANK HOLIDAYS</b>
154	<b>BASIC LIFE SUPPORT FOR CHILDREN</b>
68	<b>BASIC STATE PENSION</b>
194	<b>BENEFITS ADVICE</b>
28	<b>BRANCH SECRETARY PAYMENTS</b>
185	<b>CALL TO GOVERNMENT TO PROMOTE THE CREATION OF A WORLD LEADING PUBLIC TRANSPORT SYSTEM</b>
147	<b>CAMMELL LAIRD 1984</b>
73	<b>CAMPAIGN FOR REMOVAL OF FIXED RETIREMENT AGE</b>
157	<b>CAMPAIGN TO SAVE TRADE UNION EDUCATION AT KEELE UNIVERSITY</b>

121	CAMPAIGNING AGAINST CLIMATE CHANGE
190	CARE OF THE ELDERLY
192	CARERS ALLOWANCE
196	CAUTION ON INCAPACITY BENEFIT TESTING
87	CHANGES WITHIN THE EMPLOYMENT TRIBUNAL SERVICES
179	COMMITMENT TO THE FOURTH OPTION
78	COMPANY PENSIONS
37	CONTRIBUTION INCREASE
38	CONTRIBUTIONS & BENEFITS
187	CONTROLLED PARKING ZONES
56	CORPORATE MANSLAUGHTER ACT
49	CULTURAL AWARENESS
130	DIGBY JONES AND THE CBI
191	DIGNITY IN CARE
53	DISABILITY
151	EDUCATION
152	EDUCATION
153	EDUCATION FOR YOUNGSTERS
150	EDUCATION, SKILLS AND LIFELONG LEARNING: THE EARLY YEARS
21	ELECTION OF ORGANISERS
86	EMPLOYMENT TRIBUNALS
122	ENVIRONMENTAL REPRESENTATIVES
110	EQUAL TREATMENT FOR AGENCY WORKERS IN THE UNITED KINGDOM
52	EQUALITIES
159	ETHICAL TREATMENT OF INTENSIVELY REARED POULTRY
146	EUROPE

89	EXTRA BANK HOLIDAY
94	EXTRA DAY HOLIDAY FOR ST GEORGES DAY
9	FAIR TRADE UNION
74	FINAL SALARY SCHEMES
169	FINANCIAL SERVICES INSTITUTIONS
204	FREE BUS TRAVEL FOR THE OVER 60's
188	FREE PERSONAL CARE
175	FUEL POVERTY
162	FUNDING FOR HOSPICES ADULT AND CHILDRENS CARE
43	FUNERAL BENEFIT
6	FUTURE OF THE GMB – A WAY FORWARD
8	GEOGRAPHICAL BOUNDARIES OF THE GMB
123	GLOBAL WARMING
213	GLOBALISATION
12	GMB @ WORK ORGANISING STRATEDGY
17	GMB ELECTIONS
215	GMB GLOBAL SUPPORT
135	GMB SPONSORED MEMBERS OF PARLIAMENT
136	GMB SPONSORED MP'S
58	GOVERNMENT LEGISLATION
160	GRANDPARENT CARERS
10	GREEN OPTIONS AND ECO FRIENDLY POLICIES
55	HEALTH & SAFETY EXECUTIVE FUNDING
182	HEALTH POLICY
178	HOUSING
167	HUMAN ORGAN DONATION

216	HUMAN TRAFFICKING
141	ID CARDS
40	INCREASE IN BENEFITS
63	INTRODUCTION OF THE ROVING SAFETY REPRESENTATIVE
207	IRAQ
209	IRAQ OIL MOTION
128	LABOUR INTERNAL ELECTION SPENDING LIMITS
126	LABOUR PARTY AFFILIATION AND USE OF THE POLITICAL FUND
127	LABOUR PARTY LEADERSHIP CONTESTS
129	LABOUR PARTY LEADERSHIP ELECTIONS
139	LABOUR REPRESENTATION COMMITTEE
218	LAND MINES
4	LAY DEMOCRACY
166	LICENSING HOURS
124	LOW ENERGY LIGHT BULBS – POSSIBLE HEALTH RISK
103	LOW PAY UNION MEMBERS
137	MEMBERS OF PARLIAMENT – OUTSIDE INTERESTS
104	MINIMUM WAGE
105	MINIMUM WAGE
180	NATIONAL HEALTH SERVICE
181	NATIONAL HEALTH SERVICE CAMPAIGN
163	NATIONAL INSURANCE DEDUCTIONS
101	NATIONAL MINIMUM WAGE
59	NEW LEGISLATION PLURAL PLAQUE & PLURAL THICKENING
60	NEW LEGISLATION PLURAL PLAQUE & PLURAL THICKENING
170	NORTHERN ROCK AND FAREPAK



13	OLYMPIC GAMES
212	PALASTINIAN SOLIDARITY CAMPAIGN
16	PAY NEGOTIATIONS
210	PEACE AND STATEHOOD FOR PALESTINE
70	PENSIONS
71	PENSIONS
72	PENSIONS
75	PENSIONS
148	POLITICAL
120	PRIVATE EQUITY
138	PRIVATE EQUITY AND MINISTERS
172	PROPOSED CUTS WITHIN THE FIRE SERVICE
76	PROTECTION OF COMPANY PENSIONS
77	PROTECTION OF PENSIONS
111	PROTECTION OF VULNERABLE GMB MEMBERS
67	PROVISIONAL IMPROVEMENT NOTICES (PIN)
108	REDUNDANCY PAY
145	REFERENDUM ON EUROPEAN CONSTITUTION
171	REFORM OF HONORS LIST
82	REPEAL THE ANTI TRADE UNION LAWS
54	RE-RUN OF TOXIC SHOCK SYNDROME CAMPAIGN
46	RESIDENTIAL EDUCATION
174	REVIEW THE REGULATORS OF PRIVATISED INDUSTRIES TO MAKE THEM MORE ACCOUNTABLE TO THE CONSUMERS
186	ROAD SAFETY
96	ROAD TRANSPORT

64	ROVING REPS
66	SERVICE AWARDS
99	SHORTER WORKING WEEK
84	SIMPLIFICATION OF THE LEGISLATION ON 'THE RIGHT TO TAKE INDUSTRIAL ACTION'
155	SKILLS AND EMPLOYABILITY
144	SOCIAL EUROPE
45	STEWARDS TRAINING IN RELEVANT LANGUAGES
205	STOP THE WAR
161	SUPPORT FOR CARERS
132	SUPPORT FOR LABOUR MP'S AT THE NEXT GENERAL ELECTION
208	SUPPORT FOR TRADE UNIONS INTERNATIONALLY
149	TACKLING GANG CULTURE
176	TELESALES
115	TEMP AGENCY REGULATIONS
117	TEMPORARY AGENCY WORKERS
113	TEMPORARY AND AGENCY WORKERS
116	TEMPORARY AND AGENCY WORKERS DIRECTIVE
183	THE DECLINE OF NHS DENTISTS
19	THE ELECTION OF REGIONAL SECRETARY'S
133	THE LABOUR PARTY
102	THE NATIONAL MINIMUM WAGE HELPLINE
95	THE REMOVAL OF THE UK'S OP-OUT CLAUSE OF THE WORKING TIME DIRECTIVE
109	THE TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT) REGULATIONS 2006 STATUTORY INSTRUMENT 2006 No. 246
65	THIRD PARTY VIOLENCE AT WORK

156	TIME OFF FOR BASIC SKILLS COURSES
98	TOWARDS A 35 HOUR WORKING WEEK
80	TRADE UNION FREEDOM BILL
81	TRADE UNION FREEDOM BILL
173	TRADES UNION COUNCILS
85	'TRANSFORMING TRIBUNALS' LEGISLATION
206	UK SERVICE PERSONNEL
203	UK WIDE CONCESSIONARY FARE SCHEMES FOR SENIOR CITIZENS
83	UNION LEGISLATION
143	UNITE AGAINST FASCISM
195	VULNERABLE MEMBERS
198	WARM FRONT
131	WARWICK AGREEMENT
51	WIDENING THE SCOPE OF EQUALITY CLAIMS
201	WINTER FUEL ALLOWANCE
202	WINTER FUEL ALLOWANCE
199	WINTER FUEL ALLOWANCES
214	WORKERS RIGHTS IN THE HIGH STREET SUPPLY CHAINS
97	WORKING TIME DIRECTIVE 2003 TRANSPORT REGULATIONS

# UNION ORGANISATION

## GENERAL

### **4. LAY DEMOCRACY**

This Congress is concerned about the ever reducing influence and involvement of lay members in GMB democracy and decision making.

The GMB believes that active lay member involvement in the GMB democratic structure is essential for the future success of the GMB and maintenance of our ethos of lay activity which this Congress recognises has been the foundation of our great union.

This Congress therefore, instructs the CEC to take action to prevent the erosion of lay members' involvement and the increasing move to centralising decision making.

ASHTON 8 BRANCH  
*North West and Irish Region*

### **6. FUTURE OF THE GMB – A WAY FORWARD**

This Congress supports the proposal that the GMB in the long term works to facilitate the merger of the GMB and Unite (formerly AMICUS and T &G) for the future benefits of our wider membership and a stronger voice in collective bargaining.

CAMBORNE C21 BRANCH  
*Southern Region*

### **8. GEOGRAPHICAL BOUNDARIES OF THE GMB**

This Congress instructs the CEC to address the issue of regional boundaries forthwith.

The current situation of boundaries dividing cities, such as in the case of London, is plainly ridiculous. Therefore the CEC must present to Congress 2009 a plan for re-drawing the Regional Boundaries eradicating this ridiculous situation.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

### **9. FAIR TRADE UNION**

Congress calls upon the CEC to ensure that the GMB seeks to become a Fair Trade Union by adopting Fair Trade best practice and policies at National, Regional and Local level. By doing so, the Union will be demonstrating its commitment to poorer and disadvantaged groups of workers throughout the world.

MANCHESTER CENTRAL D41 BRANCH  
*North West and Irish Region*

### **10. GREEN OPTIONS AND ECO FRIENDLY POLICIES**

Congress calls on the CEC to carry out a review into green options when looking to renew the GMB car fleet for officers and staff. This could mean looking at a mix of electric, petrol or gas cars depending on the type of journey and the purpose of the vehicle required. The GMB should play its part in being ECO friendly.

2 BRANCH  
*North West and Irish Region*

# UNION ORGANISATION

## RECRUITMENT & ORGANISATION

### 12. GMB @ WORK ORGANISING STRATEGY

This GMB Congress welcomes the GMB@Work Organising Strategy, and the ongoing attempts by members and staff to transform GMB into an organising union. Congress recognises that we are being increasingly successful in growing the union, in building effective, active and strong workplace organisation, and in mobilising members to organise themselves.

Congress believes, however, that if we are to fulfill our potential to become a genuinely powerful, campaigning and democratic union we must ensure that the diversity of our membership is fully represented at each level of the decision-making process – in workplaces, in regions, in the sections and in the governing body of our union, the Central Executive Council (CEC).

Whilst the GMB, like our sister unions in the UK, is at the forefront of campaigns for equality and against discrimination for British workers, we must recognise that GMB activists are not yet representative of our membership as a whole.

Congress therefore welcomes the recent appointment of the National Equality & Inclusion Officer, and the fact that one of his priorities is to establish a new and comprehensive monitoring system governing our employees, members and all the equality strands, as a first step in ensuring that our organisation becomes representative of our members and potential members.

Congress **instructs** the CEC to:

1. Ensure that this monitoring system continues to be treated as a priority
2. To report back to Congress 2009 on its' successful completion and implementation
3. To present a paper to Congress 2009 with a comprehensive plan of action to address the under-representations identified by the new monitoring system, which should include specific timescales.

GMB@PCS BRANCH  
*London Region*

### 13. OLYMPIC GAMES

This Congress notes the sterling work of our Branch, Regional and National Officials in relation to the Olympic Games.

The enormous amount of work and job creation creates an opportunity for genuine unionism to gain a foothold, basing itself on national rates for the job, directly employed labour, and stringent health & Safety standards.

Congress calls upon the Union to maintain its effort and to raise our profile at every given opportunity in relation to this prestigious event.

SOLO BRANCH  
*London Region*

## **UNION ORGANISATION REPRESENTATION & ACCOUNTABILITY**

### **X 16. PAY NEGOTIATIONS**

Congress, when union representatives negotiate improvements on pay and conditions for their members, it should be union policy that these improvements once agreed should only be given to GMB members in that workplace.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

### **17. GMB ELECTIONS**

Congress calls on the CEC to bring forward rule changes and by laws to allow candidates to produce short statements in support of their candidature in any election within the Union.

ISLINGTON APEX BRANCH  
*London Region*

### **X 19. THE ELECTION OF REGIONAL SECRETARY'S**

That this Congress instructs the CEC to initiate the appropriate rule changes to:

1. Ensure that all Regional Secretary's must stand for election every four years, such an election to be of the entire Regional Membership clear of all contributions.
2. The CEC to put the proposals to the 2009 Congress

SOLO BRANCH  
*London Region*

### **X 21. ELECTION OF ORGANISERS**

Congress calls on the CEC to bring forward rule changes to eliminate the requirement of Organisers to have to face elections within five years of their appointment. This rule is anachronistic, not in line with modern employment practices and could potentially lead to the GMB facing claims at Employment Tribunals for unfair dismissal.

ISLINGTON APEX BRANCH  
*London Region*

## **UNION ORGANISATION FINANCE & CONTRIBUTIONS**

### **28. BRANCH SECRETARY PAYMENTS**

Congress, in approximately 1987, supported a resolution that on the quarterly returns it would show Branch Secretary Payments, less allowance as agreed with the Inland Revenue, with a taxable amount payable.

This did happen prior to the introduction of the National Admin Unit in Paisley.

The re-introduction of this would assist Branch Secretary's should they have reason to claim benefits. Without this the Branch Secretary's benefits are calculated on the full amount shown which means they can lose out through no fault of their own.

Therefore Congress calls upon the CEC to re-introduce the previous accounting policy.

EAST DEREHAM BRANCH  
*London Region*

**X 37. CONTRIBUTION INCREASE**

We ask Congress approve an increase in the differential between Grade 1 and Grade 2 contribution to 25 hours instead of the current 20 hours. We also ask that all current members who fall into this band have their Grade 1 contribution rate reduced to the Grade 2 equivalent over the next 3 years. We believe this would encourage more part-time workers to join the GMB, particularly in Local Government, where there is a growing trend to employ part-time staff especially in areas where female staff are normally employed.

44 BRANCH  
*North West and Irish Region*

## **UNION ORGANISATION**

### **UNION BENEFITS**

**X 38. CONTRIBUTIONS & BENEFITS**

This Congress instructs the Central Executive Committee to review, in consultation with Branches, the national rules which state that part-time workers paying reduced contributions are not eligible to receive the full rate of membership benefits, with a view to bringing proposed amendments to rules to the next appropriate Congress.

NORTH WEST LONDON BRANCH  
*London Region*

**X 40. INCREASE IN BENEFITS**

Congress believes that benefits have remained static for many years. It is time that they should be increased in line with the contributions that our members are paying.

HULL HEATING WORKERS BRANCH  
*Midland & East Coast Region*

**X 43. FUNERAL BENEFIT**

President, Congress, please support this motion.

We are asking Congress to consider giving an increase in the amount of Funeral Benefit that is paid to members.

The actual amount presently available for these families of deceased members is far too low. There has been no revision of this benefit for some years.

Most funerals today would cost 3 to 4 thousand pounds. We ask for a substantial increase be agreed by Congress and also a less complex structure of the scheme.

Please support this motion. Thank you.

L.B. WANDSWORTH L26 BRANCH  
*Southern Region*

## **UNION ORGANISATION**

### **EDUCATION & TRAINING**

**45. STEWARDS TRAINING IN RELEVANT LANGUAGES**

Congress recognises the influx of migrant workers and the need to get them organized. Some GMB regions have set up migrant workers branches. Such Branches can isolate these members. So we call upon Congress to provide relevant training in languages to stewards in

areas where there is a influx of migrant workers thus being able help integrate these members and to give the correct advice about UK employment issues the GMB should be trying to integrate these members into organised work places.

CAMBRIDGE 2 BRANCH  
*London Region*

#### **46. RESIDENTIAL EDUCATION**

Congress calls on the CEC to facilitate the reintroduction of a residential educational facility, bespoke to the GMB.

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

## **UNION ORGANISATION EQUALITY & INCLUSION**

#### **47. AGE DISCRIMINATION**

This GMB Congress welcomes the appointment of the new Diversity and Equality Officer at GMB National office.

This Congress notes the useful briefings available on the GMB National Website but believes representatives would benefit from further assistance in dealing with this area of discrimination and instructs the GMB to introduce it's own training for representatives covering understanding age discrimination legislation and tackling age discrimination at the workplace.

GMB@PCS BRANCH  
*London Region*

#### **49. CULTURAL AWARENESS**

Congress is concerned that some GMB Black and Minority Ethnic members are facing indirect discrimination and often disciplinary action through their employers lack of cultural awareness in relation to cultural and religious differences.

Congress we ask you to endorse a programme of cultural and religious awareness for officers and lay activists in order to understand and identify any potential issues our members may experience in the workplace.

HENGOED ENGINEERING BRANCH  
*South Western Region*

#### **51. WIDENING THE SCOPE OF EQUALITY CLAIMS**

Equalities claims to date have covered gender, race and ethnicity and disability. At present the majority of cases comprises of female workers who are paid less than males for the same or comparable work. This motion proposes that this should only be the beginning of the attempt to bring equality on a basis of equal work. GMB should continue to fight for equal pay regardless of gender or the other key comparators. Women should be able to bring forward equal pay claims on a basis of personal discrimination where other women are paid more for comparable work. We must now complete the process and allow equality to stand throughout the entire workforce. This motion proposes that legislation should be pursued that would further this on a basis of personal discrimination.

DORSET COUNTY COUNCIL BRANCH  
*Southern Region*



## **52. EQUALITIES**

Congress, If we are going to have equality/diversity representatives then we need to campaign to change the law, as at the moment diversity representatives have no legal rights to time off as shop stewards/ safety representatives and union learning representatives.

We need to pressure the Government and the EU to give us these rights and it's the Government who are pushing for a multicultural society and every one treated the same and as equals.

If every one is treated as equals it's the trade union and equality representatives who will change society.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

## **53. DISABILITY**

This Congress has concerns regarding the ever increasing emphasis on profit and 'business case' mentality, with many organisations making direct attacks against disabled employees. This has been the case where an employee has sustained an industrial injury, won a claim against the organisation and then found themselves the subject of a re-structuring and/or re-organisation programme.

Legislation is in place under the DDA, but it appears that there are loopholes that unscrupulous employers can get away with it.

Congress we call upon the CEC to continue to monitor any abuses and campaign for the present legislation to be strengthened to stop any possible attacks on disabled and vulnerable employees and members.

MOTIL PLASTICS BRANCH  
*South Western Region*

## **54. RE-RUN OF TOXIC SHOCK SYNDROME CAMPAIGN**

Congress is appalled that in this day and age women are still suffering the effects of Toxic Shock Syndrome. The successful campaign that ran in the early 90's helped prevent many women from contracting this disease. We therefore call on the CEC to re-run this important and beneficial campaign.

BURNLEY 22 BRANCH  
*North West and Irish Region*

# **EMPLOYMENT POLICY HEALTH & SAFETY AT WORK**

## **EP 55. HEALTH & SAFETY EXECUTIVE FUNDING**

This Congress calls upon the GMB to campaign for the Government to reverse the spending cuts at the Health & Safety Executive and to increase spending on the inspection regime.

SOLO BRANCH  
*London Region*

## **56. CORPORATE MANSLAUGHTER ACT**

Congress welcomes the introduction by the Labour Government of the new Corporate Manslaughter Act creating a new criminal offence by companies who negligently kill workers during the course of their employment.

However, there is a need for additional legislation which will create a specific legal liability for company directors in respect of health and safety.

Congress resolves to seek, through meetings of the TUC, GMB Labour MPs and the Labour Party Policy Forum, a commitment to new legislation establishing specific, legally binding health and safety duties on directors for which they can be held to account.

CARDIFF AND DISTRICT BRANCH  
*South Western Region*

©1 **57. ASBESTOS PLEURAL PLAQUES**

Congress is appalled at the decision of the House of Lords to prevent those suffering from asbestos-related pleural plaque disease to continue to receive their rightful compensation.

Congress believes this action again illustrates the Law Lords siding with big business interests against the interests of working people and calls upon the National Secretary of the Manufacturing Section, the General Secretary, and the CEC, to not only mount a vigorous and sustained campaign to change the law to provide the sufferers with their just compensation, but also a campaign to expose the actions of the big insurance companies, principally Norwich Union, who have brought about this situation and to discourage our members and others from using their services.

SOUTHAMPTON NO. 1 Z42 BRANCH  
*Southern Region*

©1 **58. GOVERNMENT LEGISLATION**

The Manufacturing Section conference instructs our CEC that in the wake of the House of Lords decision that Plural Plaque & Plural Thickening are not a compensatable disease that they make a concerted effort for Government Legislation to compensate our members and others for deterioration in their health.

SOUTH SHIELDS 2 BRANCH  
*Northern Region*

©1 **59. NEW LEGISLATION PLURAL PLAQUE & PLURAL THICKENING**

Congress supports the Scottish Governments decision in December 2007 that it intended to reverse the law lords ruling on Plural Plaque and Plural Thickening where they ruled it was not a compensatable disease. By introducing new legislation and ask the CEC to press the Government to follow the same lines.

SOUTH SHIELDS 1 BRANCH  
*Northern Region*

©1 **60. NEW LEGISLATION PLURAL PLAQUE & PLURAL THICKENING**

The Manufacturing Section conference supports the Scottish Governments decision in December 2007 that it intended to reverse the law lords ruling on Plural Plaque and Plural Thickening where they ruled it was not a compensatable disease. By introducing new legislation and ask the CEC to press the Government to follow the same lines.

SOUTH SHIELDS 1 BRANCH  
*Northern Region*

**61. ASBESTOS RELATED DISEASES**

At the last Congress in Brighton, Gordon Brown gave assurance that members suffering from Pleural Plaques and Pleural Thickening would be regarded as eligible for Government backed compensation. To date this has not happened.

We urge this Congress to lobby the Government to address this distressing situation as soon as possible

BURY AND DISTRICT D127 BRANCH  
*North West and Irish Region*

**62. ASBESTOS**

Congress demands equality for families affected by asbestos in England and Wales by ensuring that they are entitled to the same level of compensation for bereavement as a family in Scotland.

CARDIFF AND DISTRICT BRANCH  
*South Western Region*

**EP 63. INTRODUCTION OF THE ROVING SAFETY REPRESENTATIVE**

Congress calls on the GMB to put pressure on the Government and its GMB sponsored MPs to introduce legal rights and protection for the roving safety representative's introduction into the workplace.

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

**EP 64. ROVING REPS**

Congress calls upon the GMB to campaign for Roving Reps to start to reduce the unnecessary workplace deaths and accidents.

SOLO BRANCH  
*London Region*

**65. THIRD PARTY VIOLENCE AT WORK**

Congress notes with dismay that many GMB members remain at serious risk of violence whilst at work. Congress further notes that in some sectors, third party violence against workers is on the increase, despite the Health and Safety Executive claims that violence at work is decreasing with GMB members affected, including those working in cash handling, security, the criminal justice system, the NHS, local authorities, education, the retail sector and a range of other occupations.

Congress recognises that some employers have taken positive steps to try and reduce the number of attacks on their employees, but Congress believes that many employers and the enforcement agencies can and should do more to protect those at risk from violent attacks, which can result in serious and even life-threatening injuries that have a devastating effect on the victims, as well as their families and loved ones.

Congress believes that the issue of third party violence needs to be higher on the political and bargaining agenda if more progress is to be made towards preventing violence at work and that greater co-operation and co-ordination between key stakeholders in each sector where workers are at risk is necessary. Congress therefore calls upon all employers in these sectors to work in conjunction with the GMB, the Government, the Police, the enforcement agencies and all other relevant stakeholders to identify the action that can be taken to reduce the number of attacks upon our members.

Congress also calls upon the Government to instruct the Health and Safety Executive to prioritise action on the prevention of violence at work. In particular, the HSE should:

- Actively encourage employers in sectors with a high risk of violence to establish joint working groups with trade union safety representatives to carry out risk assessments and implement measures to reduce the likelihood of third party violence;
- Revise and update the HSE website and publications that provide guidance on preventing violence at work;
- Establish a network of sectoral forums for tackling violence at work, consisting of employers, trade unions, the HSE and any other relevant stakeholders to exchange information and best practice on reducing third party violence, and to monitor and review progress within each sector where workers are at significant risk of violence.

SECURICOR APEX 5 S15 BRANCH  
*Southern Region*

#### **66. SERVICE AWARDS**

The Manufacturing Section conference instructs our CEC to open negotiations with the Government for a service award using the principle of the “Ogden Tables” for our members who have been affected by white finger so badly that they are unable to carry out ordinary every day tasks.

SOUTH SHIELDS 1 ENG BRANCH  
*Northern Region*

#### **EP 67. PROVISIONAL IMPROVEMENT NOTICES (PIN)**

This Congress calls upon the GMB to campaign for PINS to enable our members to have a safe workplace.

SOLO BRANCH  
*London Region*

## **EMPLOYMENT POLICY PENSIONS & RETIREMENT**

#### **68. BASIC STATE PENSION**

This Congress pays tribute to those Trade Unions who started the campaign in 1908 for a State Pension; congratulates the National Pensions Convention (NPC) for highlighting the centenary of the first Old Age Pension in 2008 and gives full support, through whatever appropriate means, to the NPC’s demand that the Government raise the basic State Pension as a matter of urgency to at least £134 a week (the official poverty level) for all pensioners and increase it annually in line with earnings or prices (whichever is the greater).

WEYMOUTH W27 BRANCH  
*Southern Region*

#### **©2 70. PENSIONS**

Congress deplores the decision by this Labour Government to reject a plan to let women boost their state pensions by buying back up to nine years worth of extra N.I. contributions.

This could have a major impact on one section of our union; female membership.

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

## **71. PENSIONS**

Congress believes that as a progressive step to alleviating the poverty and hardship endured by many pensioners in this country, particularly those who over their working life have managed to accumulate small savings and or have a small private pension, that the starting rate taxable band allowance of ten percent should be abolished. Also that the basic rate of twenty two percent should only start to apply to annual earnings over ten thousand pounds and will lobby the Government of the day to bring about such a change.

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

## **©2 72. PENSIONS**

Congress will be aware that there is still a significant pension contribution gap between today's men and women of working age, both in numbers making contributions and the size of the contributions and we still have the issue that pensions do not always figure high among women's priorities and often do not think about pensions when making child-related employment choices.

Therefore Congress calls on the CEC to embark on a programme of raising awareness amongst all our women members on the issue of accrual of pensions and also continue to lobby government for pension reform for women.

MOTIL PLASTICS BRANCH  
*South Western Region*

## **EP 73. CAMPAIGN FOR REMOVAL OF FIXED RETIREMENT AGE**

This GMB Congress welcomes the GMB response to the Department of Work and Pensions consultation on flexible retirement and pension provision and acknowledges the wider discrimination practices relating to fixed retirement ages. Congress believes it is important for individuals to be able to have control over the length of their working lives and to determine this to suit their circumstances.

This Congress is concerned that workers should not be dismissed simply because of their age and acknowledges that classing those who wish to work and can work as 'retired' rather than 'unemployed' simply because they become a certain age is morally wrong, often forcing many people into an unacceptable standard of living. Whilst remaining committed to the principle of decent state and employer pension provision Congress instructs the GMB to campaign to ensure that the Age Regulations are reviewed and the get out clause of being able to have a fixed retirement age is removed.

GMB@PCS BRANCH  
*London Region*

## **74. FINAL SALARY SCHEMES**

This Congress recognises the problems caused by the recent volatility of the Stock Market and particularly the risks experienced by our members who contribute towards money purchase pension schemes.

This Congress believes and accepts that this exposure to stock market volatility underlines and emphasises the fact that final salary schemes provide more security for our members.

This Congress instructs the CEC to provide maximum support to our members who are experiencing the threat of money purchase schemes replacing final salary schemes.

To maintain the integrity of such a policy the Congress instructs the CEC to ensure all GMB employees are in receipt of final salary schemes.

ASHTON 8 BRANCH  
*North West and Irish Region*

**EP 75. PENSIONS**

Congress condemns the practice of many UK employers who have closed their Final Salary Schemes with many employees losing their pensions entitlement completely.

The increasing number of businesses closing or attempting to close Final Salary Pension Schemes are only doing so in an attempt to remedy financial mismanagement, or to maximise profits and a return for the investors.

Congress contrasts this with the arrangements and provisions provided to Company Directors who do not have to gamble with their provisions in retirement.

We therefore call on GMB to campaign for:

Those workers who have lost benefits to receive 100% compensation and not just for those who currently comply with the qualifying periods.

SALVESEN BELLSHILL BRANCH  
*GMB Scotland*

**EP 76. PROTECTION OF COMPANY PENSIONS**

Manufacturing Section Conference welcomes and applauds Tata's commitment to the Corus Pension Scheme. However, conference also notes and condemns the fact that many other workers face uncertainty over the future of their own company pension.

Encouraged to pay into their company pensions by Central Government, all employees should have confidence that their investment will not be closed, downgraded or plundered by the employer.

Conference calls on the Government to legislate to give greater protection to workers' pension schemes, not just to provide an inadequate safety net, which gives employers an incentive to renege on their pension scheme obligations.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

**EP 77. PROTECTION OF PENSIONS**

To begin a debate or to look at the question of changes to pensions affecting members.

Changes to pension schemes, whether made by Government or by the employers has caused total confusion to many members. To wait and see the outcome of the changes is no good to our members' best interest to provide a decent pension.

Employers seem to be able to make changes in pension schemes with minimum consultation. Where is the protection?

BUXTON BRANCH  
*Midland & East Coast Region*

**EP 78. COMPANY PENSIONS**

Congress calls for compulsion with regard to contributions to company pension schemes from both the employer and the employee

The state pension is hopelessly inadequate and occupational schemes are seriously under funded by the employers

It is time to increase the campaign to make it compulsory which will allow our members to look forward to retirement which does not put them below the poverty line

INNOVIA BRANCH  
*Northern Region*

## **EMPLOYMENT POLICY RIGHTS AT WORK**

**EP 80. TRADE UNION FREEDOM BILL**

Congress reaffirms it's support for the repeal of all the anti-trade union laws and the campaign for the Trade Union Reform Bill.

Congress believes that there are improvements in other areas of employment legislation required in addition to the campaign for Trade Union Rights.

- The removal of age related rates in respect of the National Minimum Wage.
- Employment Rights to be applicable from day one of employment.

Congress also believes that the Trade Union Reform Bill is urgently required to combat these anti-trade union laws that have contributed to a massive reduction in collective bargaining over the last 25 years and impacting on the living standards of many of our members, increasing the levels of inequality in employment.

SPRINGBURN 176 CFTA BRANCH  
*GMB Scotland*

**EP 81. TRADE UNION FREEDOM BILL**

Congress believes that the weakening of trade union rights contributes to:

- A reduction in collective bargaining
- A marked increase in pay inequality
- Reduced protection for striking workers
- Inability to support fellow workers in dispute
- Unfair industrial action ballots

Congress therefore resolves to continue to lobby MP's to secure their support for the Trade Union Bill.

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

## **82. REPEAL THE ANTI TRADE UNION LAWS**

This Congress notes that the UK still has some of the most restrictive anti-union laws in Europe. We resolve to secure the repeal of all anti-trade union laws and to secure the introduction of new laws which enshrine instead:

the rights of workers, without penalisation, to take industrial action (including solidarity action and action to secure recognition) and to be represented by their unions; and the rights of unions to draw up their own constitution free from state and employer interference and to be recognised by employers for collective bargaining where workers so wish it; so fulfilling the UK's international law obligations under UN Covenants, the ILO Conventions, and the Social Charter of the Council of Europe.

To support workers and unions penalised or threatened by the anti-union laws or which adopt a policy of non-compliance with those laws.

To do anything lawful intended to further these objects or ancillary to the furtherance of them.

To further this process we resolve to affiliate to the United Campaign to repeal the anti union laws at a cost of £600.

HOLBORN APEX BRANCH  
*London Region*

## **EP 83. UNION LEGISLATION**

Congress we ask the GMB/CEC to put further pressure on the Government to address the issue of revoking the anti Trade Union legislation brought in by the Thatcher Government.

FULHAM 1 BRANCH  
*London Region*

## **EP 84. SIMPLIFICATION OF THE LEGISLATION ON 'THE RIGHT TO TAKE INDUSTRIAL ACTION'**

Congress calls on the CEC to take action to simplify the guidelines on taking lawful industrial action.

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

## **85. 'TRANSFORMING TRIBUNALS' LEGISLATION**

Congress calls upon this Government to block any proposals, which could end the tripartite system of employment tribunals.

We need to defend the tripartite system, ensuring fairness and justice with both employee's and employers' interests represented in all types of cases.

T10 - TAMWORTH BRANCH  
*Birmingham & West Midlands Region*

## **86. EMPLOYMENT TRIBUNALS**

Congress agrees that the CEC must start a campaign to remove the unfairness of the new Employment tribunal statutory rules.

The new rulings are made to favour employers and leave our members facing heavy legal bills, or our members are to scared to submit claims

The new rulings are therefore unfair and must be reviewed.

ISLINGTON 1 BRANCH  
*London Region*



**87. CHANGES WITHIN THE EMPLOYMENT TRIBUNAL SERVICES**

Congress calls on the GMB CEC to investigate the changes that are taking place within the Employment Tribunal Services, which are resulting in more and more claimants having their cases heard by sit alone judges.

You will note that within this motion the word “judges” has been used and not chairman, this title change will result in more cases being heard by sit alone judges and the possible demise of lay members putting our members at a disadvantage when having their cases heard.

SOUTHEND BRANCH  
*London Region*

**EP 88. ANNUAL HOLIDAY ENTITLEMENT**

This Conference welcome the increases of the statutory right from 1st October 2007, to at least 4.8 weeks paid holiday leave, totalling 24 days paid annual leave plus further increase of 5.6 from 1st April 2009 to 28 days paid leave. We call on GMB to ensure any company benefits that are part of contractual agreement such as service entitlement are not eroded and are additional to statutory rights.

GMB LONDON SECURITY BRANCH  
*London Region*

**EP 89. EXTRA BANK HOLIDAY**

We call upon Congress to support us in our belief that an extra day's Bank Holiday would benefit working families within the UK and also put the UK in line with the European average of 11 days per year. The retail and tourism industries are two particular areas of the economy that would benefit from the extra days holiday as would people working excessive hours, a major cause of work related stress.

A15 - ASDA BRANCH  
*Birmingham & West Midlands Region*

**EP 90. BANK HOLIDAYS**

Congress believes that employees in this country should be entitled to the same Bank Holiday entitlement as those brothers and sisters working in many European countries.

Congress therefore wishes the CEC to campaign for more bank holidays for workers in this country, in line with our European colleagues.

ISLINGTON 1 BRANCH  
*London Region*

**EP 91. BANK HOLIDAYS**

Congress calls upon the Government to increase the number of bank holidays in the United Kingdom.

YORK ROWNTREES BRANCH  
*Yorkshire & North Derbyshire Region*

**92. A NEW PUBLIC HOLIDAY – ARMISTICE DAY**

This Congress believes that now there are less than a handful of 1st World War veterans left alive. Those who saw active service in the 2nd World War are now over 75 years old.

The time has come for a lasting mark of respect from the Nation to all our service men and women who died in those two wars and in other wars and conflicts since. That Armistice Day on the 11th November should be made a Public Holiday. This should be in addition to Remembrance Day services.

This would have the added advantage of creating a Public Holiday in the Autumn.

CROYDON C60 BRANCH  
*Southern Region*

**94. EXTRA DAY HOLIDAY FOR ST GEORGES DAY**

Congress calls on Government to implement an extra day as a public holiday.

SUNDERLAND CATS BRANCH  
*Northern Region*

**EP 95. THE REMOVAL OF THE UK'S OP-OUT CLAUSE OF THE WORKING TIME DIRECTIVE**

Congress with all the new legislation of family friendly policies in the UK, we believe it would be a natural progression to remove the opt-out clause of the working time directive to allow a greater work life balance for every employee in the UK. Considering the UK has the highest divorce rate in Europe, also the highest number of teenage pregnancies in Europe as well as the culture of long hours within the workplace, the removal of the opt-out clause would benefit all working families in the UK.

A15 - ASDA BRANCH  
*Birmingham & West Midlands Region*

**©3 96. ROAD TRANSPORT**

Conference calls upon the Department of Transport to fully implement the European Directive on Working Time as adopted by the EU Regulations of 2007. Companies like the Automobile Association should not be allowed to interpret the Law to their own advantage.

AA SECTION MEMBERS X31 BRANCH  
*Southern Region*

**©3 97. WORKING TIME DIRECTIVE 2003 TRANSPORT REGULATIONS**

The Manufacturing Section Conference calls upon the Government to look at revising the Working Time Directive to remove the current interpretation of the so-called periods of availability, i.e. non-working time, because actually for the vast majority of lorry drivers, it is working time.

Currently there is no derogation from a 60 hour week for lorry drivers. The 48 hour working week is averaged over a four month or six month reference period. Periods of availability are being recorded as non working time in a similar context as a rest break. When the vehicle is stationary in traffic delays, plus loading and unloading delays, the driver is still at work and in charge of the vehicle, but when periods of availability are recorded on the tachograph, it is currently recorded as non working work, actually extending his or hers working day and week.

In some cases the employer does not pay for periods of availability, lorry driving has always been a long hours culture and still is. The 48 hour working week was supposed to be designed to reduce the long hours culture in the UK in line with Europe. This is not the case for lorry drivers in the UK.

MATLOCK BRANCH  
*Midland & East Coast Region*

**©4 98. TOWARDS A 35 HOUR WORKING WEEK**

Congress believes the implementation of the EU Working Time Directive is not the final goal in the fight for a maximum working week. Instead, it believes it is only a means towards achieving a 35 hour working week.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

©4 99. **SHORTER WORKING WEEK**

Congress agrees that no worker should work more than an average of 35 hours per week

SUNDERLAND CATS BRANCH  
*Northern Region*

©5 101. **NATIONAL MINIMUM WAGE**

Congress is shocked and alarmed at the scale of underpayment of the National Minimum Wage and believes that only effective enforcement will end this practice by unscrupulous employers.

We do however welcome the latest proposals by Government to improve the enforcement mechanism of the Minimum Wage by a more effective penalty regime and an improved approach to dealing with arrears owed to workers.

Congress believes that while these measures are welcome that further intervention by Government is needed:

- By increasing the National Minimum Wage enforcement budget.
- Increased publicity bringing to the attention of low paid workers on the National Minimum Wage their rights.
- Greater financial penalties against those employers who are found to be underpaying with more criminal prosecutions.

CLYDEBANK 3 BRANCH  
*GMB Scotland*

©5 102. **THE NATIONAL MINIMUM WAGE HELPLINE**

The Commercial Services Section Conference is encouraged to promote to its members, many of whom are low paid, the revenue and customs 0845 6000 678 National Minimum Wage Helpline, wherever our members find themselves being short changed by unscrupulous employers. Widely promoted on commercial radio, press and internet, GMB members can, if normal channels fail them, easily and quickly resolve the failure to pay properly the correct remuneration owed to them, particularly when the GMB does not have full recognition in the workplace.

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

**103. LOW PAY UNION MEMBERS**

We call upon the Labour Government to intervene and help our Union members on low pay and below average earnings and our members forced to work on the minimum wage. Many members are excluded from the benefits of Working Family Credit and Child Tax Credits and are forced to live close to poverty and on the bread line. This is not acceptable and we call for it to be made compulsory for employers of such members to give at least an annual pay rise in line with inflation each year, irrespective of industry sectors.

Please support this motion.

MATLOCK BRANCH  
*Midland & East Coast Region*

**EP 104. MINIMUM WAGE**

Congress wishes the CEC to continue to campaign for the minimum wage to be applied to all workers no matter what their age. This is discriminatory on the grounds of age and needs to be applied to all workers.

ISLINGTON 1 BRANCH  
*London Region*

**EP 105. MINIMUM WAGE**

Congress calls on the Government that with the successful introduction of the National Minimum Wage that all employees irrespective of age should be on the same minimum wage.

RETFORD GMB BRANCH  
*Yorkshire & North Derbyshire Region*

**EP 108. REDUNDANCY PAY**

Congress wishes to instruct the CEC to campaign for a reduction in the qualifying period for redundancy. The current qualification is two years before employee are entitled to full redundancy pay. Congress wishes this qualifying period should be from day one of employment.

ISLINGTON 1 BRANCH  
*London Region*

**EP 109. THE TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT) REGULATIONS 2006 STATUTORY INSTRUMENT 2006 NO. 246**

GMB Congress welcomes some new provision in TUPE regulation but is very concerned about economic conditions that may be used by some employers to change contracts of employment soon after transfer. See below.

***(5) Paragraph (4) shall not prevent the employer and his employee, whose contract of employment is, or will be, transferred by paragraph (1), from agreeing a variation of that contract if the sole or principal reason for the variation is -***

***(a) a reason connected with the transfer that is an economic, technical or organisational reason entailing changes in the workforce;***

We call on the CEC to lobby government to delete or amend the statutory notice 246 in order to ensure that employers fully discharge their undertaking and employments rights are fully protected.

GMB LONDON SECURITY BRANCH  
*London Region*

**EP 110. EQUAL TREATMENT FOR AGENCY WORKERS IN THE UNITED KINGDOM**

Congress is aware that there are 1.4 million agency workers in the UK and it is with concern we note that the growing proportion of new jobs are mainly filled by agency workers and are the most precarious and vulnerable jobs in the labour market with many of these workers subjected to inferior pay and excluded from maternity and paternity leave and other flexible working rights such as paid leave, notice on termination of employment, pension and access to training and development opportunities.

Congress calls upon the government to take appropriate action to establish the principle of equal pay and conditions for agency workers by introducing domestic legislation as soon as possible to address this issue thereby fulfilling the pledge made to the trade unions in the

Warwick Agreement and bolstering the progressive measures already introduced to improve the lives of hard working families and take care of child poverty.

L A STAFFS TAYSIDE APEX BRANCH  
*GMB Scotland*

**EP 111. PROTECTION OF VULNERABLE GMB MEMBERS**

Congress calls upon the GMB to highlight the severe difficulty faced by GMB members, whose Trade Union rights are circumvented by their employment status as contractors or agency workers.

The 'client' company can order the member off his property without holding disciplinary hearings and totally frustrate Union Agreements accordingly by acting in the manner of an 18<sup>th</sup> century land baron!

The last resort is an Industrial Tribunal, which does not necessarily get our members' job back or pay the mortgage.

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

**EP 112. AGENCY WORKERS**

Congress, the fastest growing sector within employment is agency labour.

Agency labour which undermines organised labour and exploits the people they use. In most cases contracts issued state that they are self employed.

This motion calls upon the GMB to step up its campaign for all agency workers to have the same pay and rights at work that all employees have.

LEEDS CENTRAL SYMPHONY BRANCH  
*Yorkshire & North Derbyshire Region*

**EP 113. TEMPORARY AND AGENCY WORKERS**

Congress believes the situation temporary and agency workers find themselves in is a disgrace.

The GMB need to lobby Government in order that legislation is brought forward to give temporary and agency worker the same employment rights as permanent worker

NORTHUMBRIA POLICE BRANCH  
*Northern Region*

**EP 115. TEMP AGENCY REGULATIONS**

Congress deplores the ongoing stance of this Labour Government within Europe in continually opposing the introduction of these regulations.

Congress agreed there is a need to implement these regulations without delay and from day one.

This would stop any abuse by unscrupulous employers in undermining terms and conditions within the workplace.

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

## **116. TEMPORARY AND AGENCY WORKERS DIRECTIVE**

This Congress condemns the Labour Government for refusing to allow vulnerable workers the same employment rights as permanent workers in this country, by refusing to accept the European temporary and agency workers directive.

This directive was agreed by nearly all-European states, apart from Britain. It is high time that workers in Britain are treated with respect and not like second-class citizens

This congress must now insist that unless the government fully agrees to allow these vulnerable workers their basic rights by signing up to the directive, then we will not assist in any further European elections, either by funding, canvassing, or any other means.

If this fails to have an impact then we should withdraw all funding from the Labour Party.

ISLINGTON 1 BRANCH  
*London Region*

## **EP 117. TEMPORARY AGENCY WORKERS**

GMB Congress is dismayed at the Labour Government's decision to deny Temporary Agency Workers (Prevention of Less Favourable Treatment) Bill parliamentary time. The official statistics shows that around 5.3 million workers earn below one third of the average hourly rate. There are 1.2 million temporary workers, including 226,000 agency employees, in UK's.

In some London hotels temporary agency workers make up 40-60 % of employed staff.

Some unscrupulous employers exploit vulnerable workers by making illegal deductions from the minimum wage and charging for required health and safety equipment. Poor job rights for agency staff allow bad employers to exploit agency workers, who are paid less, given fewer holidays and no sick pay and pension rights.

We are pleased that Hilton London has taken the decision to stop employing agencies in favour of in-house recruitment of house keeping staff in order to stop unfair treatment, by agencies taking place within their workforce.

We call on the CEC to continue with the campaign for temporary workers rights and the pro-active recruitment drive to help hospitality workers.

GMB HOTELS AND CATERING BRANCH  
*London Region*

# **EMPLOYMENT POLICY**

## **MIGRANT WORKERS**

### **118. A BETTER SERVICE TO MIGRANT WORKERS**

In the past few years, Trade Unions have increased their efforts to recruit members from the growing market of Migrant Workers' Communities; however, although where the Union achieved an increase in their membership, they lacked a supporting provision of service that meets their Migrant Workers members' benefits and aspirations.

This is not just the huge language barrier, but also the cultural codes that have to be taken into consideration, as well as the changing in the employment structures that affect how well

organised a Trade Union should be and to service their members appropriately, which will encourage and retain their membership.

It might be appropriate to use members of those communities to act as interpreters in workshops and other events, in order to pass information and recruit new members from those communities, but when it comes to service those members on legal issues, other factors have to be considered to avoid poor outcomes and, probably, a loss of membership as well.

On the other hand, there are no life long jobs anymore and workers have become more mobile than ever. There's not always a shop steward or a ULR Representative in a place where his/her Trade Union has recognition. Agency workers can be transferred over night from one workplace to another. A full workforce can be laid-off or made redundant and replaced by agency workers.

Many vibrant migrant communities accommodate educated and talented people that can be recruited and trained as union officers and/or outreach organisers to help the GMB Union and its branches to better exercise their roles and achieve their responsibilities. The integration and social inclusion of Migrant Workers' communities will provide a better service in protecting them and also augment their relationship with the local workforce.

*The organising of migrant workers can no longer be focused only at the workplace; it also has to done in their communities.*

GMB LOWESTOFT BRANCH  
*London Region*

## **INDUSTRIAL & ECONOMIC POLICY**

### **PRIVATE EQUITY**

#### **119. AA/SAGA**

This Congress commits the pensioners movement to closely monitor prices charged to customers at AA/SAGA following the private equity sponsored merger of the two organisations. This Congress also commits the pensioners movement to campaign for the new boss of AA/SAGA to honour the agreement made by the former boss of AA, Damon Buffini, to re-recognise GMB union to represent GMB members working at AA.

AA SECTION MEMBERS X31 BRANCH  
*Southern Region*

#### **120. PRIVATE EQUITY**

Conference notes with reservation the stance by the British Venture Capitalists' Association regarding their self regulation. This Motion calls upon Congress to ensure that the GMB Union continues to lobby for statutory regulation for private equity groups.

AA SECTION MEMBERS X31 BRANCH  
*Southern Region*

# INDUSTRIAL & ECONOMIC POLICY

## THE ENVIRONMENT

### 121. CAMPAIGNING AGAINST CLIMATE CHANGE

This Congress notes the severity of the threat of climate change and that in the words of the Chair of the Intergovernmental Panel on Climate Change, "It's the poorest of the poor in the world, and this includes poor people even in prosperous societies, who are going to be the worst hit."

This Congress resolves to campaign for rapid emission reductions both in the UK and internationally.

This Congress welcomes the conference on trade unions and climate change, organised by the Campaign against Climate Change, and resolves to donate £1000 to the Campaign to support future initiatives and to back the international demonstrations in December by circulating material and providing transport.

This Congress resolves to raise awareness of the vital role of trade unionists in tackling climate change among both trade unionists and climate campaigners.

This Congress resolves to encourage the election of environmental reps, to campaign for them to be given legal protection, and to negotiate with employers to reduce their carbon footprint.

This Congress recognises that aviation is a rapidly rising source of greenhouse gas emissions and resolves to organise debates on how the GMB can best support sustainability and protect members' interests.

HOLBORN APEX BRANCH  
*London Region*

### 122. ENVIRONMENTAL REPRESENTATIVES

Congress recognises that the effects of climate change could have a fundamental impact across many workplaces in the UK. Already the summer temperatures in some workplaces are unbearable & last years floods polluted and cut of energy from many businesses making some bankrupt. There is a need for a concerted approach to deal with the many issues arising from these major changes, not least a different approach in terms of training and skills to deal with a need to adapt. Private sector business will not voluntarily help and it may be too prohibitively expensive for government to do so alone. There is a crying need to use the best resource available- namely the workforce and their representatives. Congress therefore calls on the CEC to campaign for the creation of Environmental Representatives, with proper training, facilities and time off to carry out the functions of said reps

CAMBRIDGE 2 BRANCH  
*London Region*

### 123. GLOBAL WARMING

Congress fully supports the proposed EU target of cutting greenhouse gasses by 20% below 1990 levels and increasing renewable energy by 20% of the mix by 2020.

Congress agrees HM government should play its full part and realises they will need to make difficult decisions to achieve these targets.



Congress understands the control of global warming has the highest priority, as without such control, human and wildlife will be devastated.

HEATHERWOOD & WINDSOR PARK H25 BRANCH  
*Southern Region*

**124. LOW ENERGY LIGHT BULBS – POSSIBLE HEALTH RISK**

Congress calls on the Environment Agency for more information to be made available on the possible health and environmental risks posed from low energy light bulbs.

HULL FOOD & GENERAL BRANCH  
*Midland & East Coast Region*

## **POLITICAL LABOUR PARTY**

**X 126. LABOUR PARTY AFFILIATION AND USE OF THE POLITICAL FUND**

Congress believes that the Union's funding of Peter Hain's bid for the Deputy Leadership of the Labour Party illustrates the one-sided relationship between the Labour Party and the Trade Union Movement.

Not only did this GMB member not declare sum – thus sully the Union's image in the public mind by the association with the culture of political sleaze – but, in his role as Minister of Work & Pensions, he pressed ahead with the closure of Remploy factories employing his fellow GMB members.

Hain is the classic example of the Labour politician who treads the platform at GMB gatherings when he needs our support and money, but seldom, if ever, delivers in substance in return.

Congress therefore demands that the Union ends its affiliation to the Labour Party and begins consultation with the membership on the establishment of internal democratic systems for determining and vetting spending on political campaigns.

NORWICH GENERAL BRANCH  
*London Region*

**127. LABOUR PARTY LEADERSHIP CONTESTS**

Congress is appalled at the expenditure incurred by candidates in the election of Deputy Leader of the Labour Party. At a time when the finances of the Party are in such a critical position and ever-greater demands are made of rank and file members, it is unacceptable that such huge sums of money are spent on internal elections. We call upon the National Executive Committee of the Labour Party to review the arrangements for all internal party elections and introduce rules governing procedures to be followed and financial limits in any such future elections.

CARDIFF AND DISTRICT BRANCH  
*South Western Region*

**128. LABOUR INTERNAL ELECTION SPENDING LIMITS**

This Congress asks the CEC of the Union to note with dismay the sad and embarrassing fiasco and potential legal fallout resulting from the 2007 Labour Deputy Leadership contest, due to the alleged irregularities by one or several of the candidates concerned. As is already the case when declaring the returns of candidates in local or parliamentary elections, we ask that the GMB call for similar cap's in spending limits, with the amount to be set by the Electoral Commission that individual candidates may spend. This would be the best way to avoid any

more 'incompetence's' should any more Labour MP's or Minister's fancy their chances in running for high office of the Labour Party in the future.

113 MANCHESTER BRANCH  
*North West and Irish Region*

### **129. LABOUR PARTY LEADERSHIP ELECTIONS**

This Congress is appalled that candidates in the Labour Party leadership election spent up to £50,000 on their campaigning. This included taking out loans, mortgaging their houses and accepting donations from rich benefactors. £50,000 is 4½times the annual national minimum wage for working people.

This type of American electioneering discriminates against and prevents working people standing for these posts. This Congress believes that future elections for Leadership and Deputy Leadership posts in the Labour Party, candidates should be limited to one double sided A5 leaflet to be distributed to all Party members in book form. The only other expenditure should be travelling expenses to attend Hustings meetings.

CROYDON C60 BRANCH  
*Southern Region*

### **130. DIGBY JONES AND THE CBI**

This Congress notes with extreme disappointment and condemns the appointment of former CBI Director General Digby Jones by Prime Minister Gordon Brown to Ministerial office in the Department of Business, Enterprise, and Regulatory reform (DBERR); notes that Digby Jones has previously called the unions "irrelevant"; notes with concern that the Government too often kneels down to the CBI whilst at the same time offers below inflation pay rises for public sector workers; further notes with concern that any continuation in an ultra-Blairite New Labour agenda will only increase the likelihood of a General Election defeat to a resurgent but ultimately unchanged Tory Party Under David Cameron; calls on the Prime Minister Gordon Brown to adopt stronger employment legislation, tighter regulation on business and more optimistic, progressive policies which many in the party supported him on the basis that he would move towards.

GMB LONDON CENTRAL GENERAL BRANCH  
*London Region*

### **131. WARWICK AGREEMENT**

This Congress is disgusted at the lack of commitment from the Labour government on the implementation of the Warwick agreement. The unions and the Labour Government sat down and had clear objectives following a series of meetings in Warwick.

These objectives were to be introduced and implemented. The unions have waited long enough for the implementation of the Warwick agreement and it is high time that the government implemented what they signed up to do.

Congress therefore instructs the CEC to campaign against the government's refusal to implement the Warwick agreement, and give an ultimatum as to whether the GMB give continued support to Labour.

ISLINGTON 1 BRANCH  
*London Region*

### **132. SUPPORT FOR LABOUR MP'S AT THE NEXT GENERAL ELECTION**

This Congress notes with disgust the continuing failure of the Labour Government to adequately represent the interests of working people.

The disgraceful failure to intervene to reverse the attacks on our members jobs at the same time as putting tens of billions of pounds worth of taxpayers money at risk, propping up companies like Northern Rock, epitomises the priorities of those who have been allowed to hijack our party.

The sleaze surrounding third party donations involving property developers and their ilk proves that the priorities of the unrepresentative clique leading the party are no longer representing the interests of organised labour.

In light of the resolutions passed at previous Congresses, calling for the withdrawal of physical and financial support of MP's and prospective Labour MP's, Congress now instructs the CEC to draw up a list of Labour MP's and prospective MP's to be distributed to all Branches guiding us as to who we should and should not be making an effort to support at the next general election.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

**EP 133. THE LABOUR PARTY**

Congress, it is of great disgust that the Labour Government keeps attacking working people, who are their bread and butter. This Labour Government needs to decide where their loyalties lie.

Either they support working people and the trade unions or big business. We'll support the Labour Government that supports us.

The GMB should only sponsor MP's who vigorously pursue GMB policy in parliament and outside.

We ask Congress to suspend all funding of existing sponsored politicians who are not supporting the GMB line and our members,

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

**135. GMB SPONSORED MEMBERS OF PARLIAMENT**

Congress supports the motion that all GMB sponsored Members of Parliament should agree that if requested all their expense claims, including traveling and office expenses, are fully auditable and accountable to their local constituency.

Further, should it be necessary, to offer the same accountability to an independent audit by the GMB if required.

EDMONTON & ENFIELD BRANCH  
*London Region*

**136. GMB SPONSORED MP'S**

Congress is appalled at the decision by this Labour Government and Peter Hain MP GMB sponsored in their attitude towards the many disabled brothers and sisters who strive to be useful members of society. The decision regarding Remploy is a retrograde step and will only lead to many more disabled people being further disadvantaged.

Congress moves that any GMB sponsored MP who does not follow GMB policy should immediately have funding withdrawn both regionally and nationally.

LEEDS EDUCATION BRANCH  
*Yorkshire & North Derbyshire Region*

©6 **137. MEMBERS OF PARLIAMENT – OUTSIDE INTERESTS**

Congress believes that MPs who also engage in paid work and consultancy whilst sitting as paid elected MPs is offensive and undermines our political process, institutions and democratic system.

Congress resolves to raise this issue with Labour MPs, the Policy Forum and the Labour Party NEC to bring an end to this practice.

CARDIFF AND DISTRICT BRANCH  
*South Western Region*

©6 **138. PRIVATE EQUITY AND MINISTERS**

This Congress condemns the profiteering of Ministers such as Alan Milburn MP and Patricia Hewitt MP who now hold, or are due to hold, positions on boards of private equity firms; notes with extreme sadness and disappointment that they were once fine radicals; urges the GMB to speak to colleagues in the union movement who fund these individuals to ask searching questions.

GMB LONDON CENTRAL GENERAL BRANCH  
*London Region*

**139. LABOUR REPRESENTATION COMMITTEE**

This congress calls for the union to affiliate along with ASLEF, CWU, FBU, RMT, NUM and BFAWU to the Labour Representation Committee.

If Labour is to win the next general election there must be a shift away from the neo-liberal policies pursued by the government that favours the rich at the expense of working people.

The government and party must implement a programme of democratic socialist policies to win back those voters who have lost faith in this Government.

By joining the LRC the GMB will be playing its part in achieving this.

MILTON KEYNES CITY BRANCH  
*London Region*

**140. ARMED FORCES HEALTH & SAFETY**

Public Services Section Conference calls on the British Government to provide adequate up to date equipment for all personnel serving in the armed forces. In keeping with the best trained armed forces in the world.

RETFORD GMB BRANCH  
*Yorkshire & North Derbyshire Region*

## **POLITICAL DEMOCRACY & CONSTITUTIONAL REFORM**

**EP 141. ID CARDS**

The GMB Congress recognises that ID cards are an important part of security industry structure and play vital part in preventing crime and securing premises. It's therefore a requirement in retail and building, property and people protection. It's also essential at ports of entry and secure premise to prevent illegal and criminal activities. However, we are opposed to general introduction, as it would infringe on peoples human rights. We believe the cost impact on taxpayers and the loss of individual freedom will outweigh any benefits that Government sees. The recent loss of computers and data by Government Departments does not give us confidence that information kept for the whole of our population will be secure. We ask the CEC

to ensure GMB sponsored MP's are aware of our union's view and oppose any parliamentary bill on the general introduction of ID cards.

GMB LONDON SECURITY BRANCH  
*London Region*

## **POLITICAL RACISM & FASCISM**

### **143. UNITE AGAINST FASCISM**

Congress applauds GMB's anti racist and anti fascist activity at National and Branch level over the recent years and recognises this is an on going campaign.

It believes this activity should be pursued at every possible opportunity and supports GMB's affiliation to Unite Against Fascism as part of this and calls on the Union to encourage GMB branches to affiliate and participate in Unite against Fascism's activities.

NORTH WEST LONDON BRANCH  
*London Region*

## **POLITICAL EUROPEAN UNION**

### **144. SOCIAL EUROPE**

Congress reaffirms that this Union is pro-European and is convinced the European Union has been a positive force in enshrining Trade Union values giving members wide ranging social and employment rights through the Social Chapter.

Congress recognises that once enshrined in EU law, positive social reforms can only be undone with great difficulty by a future Conservative government.

Therefore Congress calls on the CEC to continue its campaign for a strong Social Europe and urges the British Government to take the lead in developing such a Social Europe. Furthermore it is imperative that the British Government rethink its position on the key issues of the Temporary Agency Workers Directive and the Working Time Directive which it is currently blocking in negotiations with other EU Member States.

BRUSSELS B59 BRANCH  
*Southern Region*

### **145. REFERENDUM ON EUROPEAN CONSTITUTION**

Congress agrees to continue the campaign to seek a Referendum on European Constitution.

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

### **146. EUROPE**

Congress instructs the CEC to launch and unprecedented attack on the Labour government following the decision to sign up fully to the new European Constitution, without accepting the charter of fundamental rights.

Congress also expects from the CEC, that should the Labour Government continue to refuse the charter of fundamental rights, and thereby refusing to allow our members increased protection from bogus employers, then we must put to congress a vote as to whether to withdraw all GMB union funding to the Labour Party with immediate effect.

ISLINGTON 1 BRANCH  
*London Region*

# **SOCIAL POLICY CRIMINAL JUSTICE**

## **147. CAMMELL LAIRD 1984**

Congress calls on the GMB to start proceedings immediately, through the European Courts for Human Rights, for compensation from the Government for all members involved in the 1984 strike at Cammell Laird Shipyard.

287B BRANCH  
*North West and Irish Region*

## **148. POLITICAL**

Congress recognises that since this Union's conception, Social Justice across the class divide is of paramount importance if we are to be of equal status.

How many times have our members, Trade Unionists and working class people suffered under a judicial system that has no true understanding, rhyme or reason of the real world; the principles, the pride of ordinary people and the anger of inequality that still exists within Britain today?

Congress recalls many instances where judges and magistrates decide by the rule of law alone without any compassion shown to the individual or individuals that stand before them. These judges and magistrates, many of them are from the upper classes, public schools and from the "establishment". These people will never have a true understanding of the punishment of everyday life because they never live in that social environment.

Congress calls for a reversal of inequality of status in the judiciary. End elitism through a positive quota of working people with a trade union background to become judges and magistrates. Why should ordinary people be deemed as "not to be worthy" of such a position? Why should we still live under a selection process that if your face fits you will get a chance and that's all; but if you come from the right background you join the club.

Congress calls for the government of the day to prove to the people of this country that to have real equality across the social spectrum is to start at the top; and elitism in the judiciary.

This motion calls for a peoples' judiciary that will rule "for the many not the few".

SOUTHAMPTON CFTA S61 BRANCH  
*Southern Region*

## **149. TACKLING GANG CULTURE**

Congress calls upon the Government to honour the pledge made by the former Prime Minister to be 'tough on crime and tough on the causes of crime'. Although we are told that violent crime has fallen, the number of violent incidents involving gangs of teenagers would suggest otherwise. We ask that the hands of the police are untied to help them reclaim the streets of Britain and protect our children.

6 BRANCH  
*North West and Irish Region*

# SOCIAL POLICY

## EDUCATION

### 150. EDUCATION, SKILLS AND LIFELONG LEARNING: THE EARLY YEARS

Congress welcomed the Leitch Review of Skills and endorsed the view that a radical step change is needed for the UK to remain competitive.

Congress however in recognising the need for workplace training for all employees and the increase in modern apprenticeship as a means to addressing the skills shortage needed to compete within a rapidly changing global economy. We also need to recognise our role and responsibilities for the workforce of the future by ensuring that lifelong learning means what it says.

Congress believes that we cannot allow our future generations to fail because of the price of that failure to the Society as a whole will be too high.

Congress therefore is calling on the UK Government to:

Increase the investment in pre-school learning.

To support early years interventions to support those children with greatest learning difficulties; and

That early year interventions is an investment in skills development during a child's most important years and an investment in the future prosperity of the UK.

Congress is therefore calling on the UK Government to ensure investment takes place in this vital area.

The value of such investment in today's children's early years educational development will go beyond improving learning and skills alone; and precede into increased employment prospects, reduced levels of crime and improved health by using these early years to address a widespread series of problems for those who risk being disadvantaged.

SCOTTISH PRIMARY CARE NURSING BRANCH

*GMB Scotland*

### **EP** 151. EDUCATION

This Congress has great concerns with regards the Government continuing to put obstacles in the way of the public sector given a level playing field when it comes to the area of the sale of schools to the private sector. This is our children's future and for our government to continue down the road of selling schools is unthinkable from a socialist government and this should never be on their agenda.

Congress we ask you to continue to lobby Government to place the responsibility of our children's future and stop this trade off with the private sector and put it firmly back in the arena of the local authorities.

PONTYPRIDD C&T BRANCH

*South Western Region*

### **©7** 152. EDUCATION

Congress instructs to CEC to initiate a campaign to compulsory include Trade Union history and activities in the National Education Curriculum.

GMB PROFESSIONAL DRIVERS BRANCH

*London Region*

©7 **153. EDUCATION FOR YOUNGSTERS**

Congress, young people are not being educated in the principal function of the trade union. We should be looking into educating our younger generations before they get into the workplace and we urge the GMB/CEC to develop a strategy to address this problem.

FULHAM 1 BRANCH  
*London Region*

**154. BASIC LIFE SUPPORT FOR CHILDREN**

Congress urges the Government to introduce a mandatory education program in all schools on a 'Basic Life Support' qualification for children before leaving school.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

©8 **155. SKILLS AND EMPLOYABILITY**

Congress welcomes the success of the UK Government and the historically high levels of employment however, we also recognise the unacceptable levels of uneconomically and educationally inactive young people across the UK.

Congress recognises that to date too little attention has been paid to the role of the Government and employers to deliver quality employment opportunities supported by an ongoing training provision by employers.

We therefore call on Government to create a funding mechanism supporting in-work training ensuring that employers invest and support a statutory right for all workers to be trained, developing the individual skills and employability.

NORTH LANARKSHIRE HOSPITALS BRANCH  
*GMB Scotland*

©8 **156. TIME OFF FOR BASIC SKILLS COURSES**

Congress we call upon you to ask the Government for paid time off for employees to attend basic skills courses.

YORK ROWNTREES BRANCH  
*Yorkshire & North Derbyshire Region*

**157. CAMPAIGN TO SAVE TRADE UNION EDUCATION AT KEELE UNIVERSITY**

This Congress condemns the decision of Keele University to arbitrarily close its world renowned school of Economic and Management studies, which includes The Department of Human Resource Management and Industrial Relations, which provides a valuable research facility for the trade union movement and has undertaken work to support and inform on such issues as public sector pay, industrial relations, trade union organisation, and industrial relations in both the UK and the European Union as well as providing professional qualification for trade union activists and officials, and is one of the few remaining universities that provides these courses.

Congress therefore instructs the CEC to actively support the campaign of the UCU and the wider Trade Union movement to prevent the closure the school and stop the threatened redundancies.

GMB@PCS BRANCH  
*London Region*



# **SOCIAL POLICY**

## **GENERAL**

### **158. ANIMAL RIGHTS**

Congress believes we must put a stop on animals performing in the circus. It is a disgrace that this is happening in Britain in 2008.

SALFORD NO. 1 BRANCH  
*North West and Irish Region*

### **159. ETHICAL TREATMENT OF INTENSIVELY REARED POULTRY**

This Congress asks that the CEC of the Union commit to fully support the national campaign of the RSPCA to further regulate and ethically improve the welfare of all poultry currently reared under intensive methods of mass battery factory farm production.

The success of lending of Trade Union support to such a widespread and popular campaign may result in ethical animal treatment, an end to artificial pricing and unfair pressure on producers and farmers by Supermarkets. Not least, it would also entail a choice of better quality of poultry meat and eggs sold to and consumed by the population at large.

113 MANCHESTER BRANCH  
*North West and Irish Region*

### **160. GRANDPARENT CARERS**

Congress is well aware that UK citizens are now living longer and keeping active and there is a growing group of grandparents who are now playing a key role in their grandchildren's upbringing, not only to give support to their children to allow them to continue to work, but giving support where necessary when for one reason or another their own children are unable to cope with child care responsibilities.

We therefore call upon the CEC to champion the increasing role of relatives and enable them to access financial support and access their own flexible working in order to stay within paid employment whilst supporting family members when they most need it.

BRISTOL PUBLIC SERVICES BRANCH  
*South Western Region*

### **161. SUPPORT FOR CARERS**

Congress notes that at present Carers, particularly for the elderly, have been unrecognised and undervalued.

This Congress calls for a significant change in social policy which would ensure that Government, Employers and the Voluntary Sector work jointly to ensure that our Carers receive the support which delivers this vital service.

In particular, that significant investment is targeted to ensure that the training, skills and financial support mechanism are in place to support our Carers.

Congress calls upon the CEC to utilise the GMB's political influence to bring about these changes.

HILLINGDON BRANCH  
*London Region*

### **162. FUNDING FOR HOSPICES ADULT AND CHILDRENS CARE**

Congress agrees to mount a campaign to increase funding for hospices adult and children's care.

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

**163. NATIONAL INSURANCE DEDUCTIONS**

Congress wishes the CEC to start a campaign to ensure that all employees pay the same percentage towards National Insurance, based on the ability to pay.

At the moment the national insurance payment is deducted at 11% of gross salary up to a ceiling of approx £36,000. Anyone earning more than £36,000 continues to have the benefit of having their National Insurance deductions at this rate even though they may have earned millions of pounds per year.

The system is neither fair nor appropriate and needs a review.

ISLINGTON 1 BRANCH  
*London Region*

**164. ABOLITION OF PRESCRIPTION CHARGES**

The Branch calls upon Congress to pursue and obtain the abolition of prescription charges for people with disabilities and debilitating illnesses.

NORTH LINCS UNITARY BRANCH  
*Midland & East Coast Region*

**165. ALCOHOL DRINKING**

Congress acknowledges there is a problem with underage drinkers and excessive drinking. It also notes the problems these cause on society today.

It therefore calls on the Government to ban all drinking in public open spaces and town centres from alcohol bought from off-licences of public houses for the consumption in these areas.

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

**166. LICENSING HOURS**

Congress is concerned at the increase in street crime as a result of the increase in opening hours of public houses and nightclubs. Congress feels that we should campaign for reducing the opening hours, and therefore reduce street crimes.

ISLINGTON 1 BRANCH  
*London Region*

**167. HUMAN ORGAN DONATION**

This Congress calls upon the GMB to support and campaign to promote an opt-out donorship system for human organ donation.

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

**EP 168. ABORTION RIGHTS**

This Congress notes that prior to the 1967 Abortion Act, working class women risked their lives having unsafe abortions while wealthy women attended private Harley Street doctors.

We now note that a woman's right to choose is coming under attack and call on Congress to resist any attempts to lower the current time limit of 24 weeks.

We call on Congress to support the national Abortion Rights campaign and call on all our sponsored MP's to defend a woman's right to choose.

BARNSLEY GMB BRANCH  
*Yorkshire & North Derbyshire Region*

**©9 169. FINANCIAL SERVICES INSTITUTIONS**

The Commercial Services Conference calls on the Government to have better safeguards in financial services institutions – in light of the situation at Northern Rock.

This is both for the protection of workers employed in financial services  
and

For the protection of our members money in these institutions  
and

for the protection of the economy in light of the devastating effect the Northern Rock situation has had on the economy.

HARTLEPOOL 3 BRANCH  
*Northern Region*

**©9 170. NORTHERN ROCK AND FAREPAK**

This Congress notes that the Government for the right reasons decided to bail out Northern Rock Bank with loans of £25 billion in order to protect savers and mortgagees. However, this is in mark contrast to the way the Government treated the savers of Farepak Savings Club, where over 3000,000 low paid working class people lost their savings in 2006 and have still not received any compensation. The most that can be hoped for is 20p in the pound. The average loss was £1500. The cost of compensating these investors would have been only £120 million.

This Congress believes that if it was right to protect investors in Northern Rock, it was right to protect investors Farepak. There we call on the CEC to lobby the Government to compensate the investors of Farepak as well as Northern Rock

CROYDON C60 BRANCH  
*Southern Region*

**171. REFORM OF HONORS LIST**

Congress calls on the CEC of the Union to campaign on behalf of those members of the public who have shown outstanding bravery and heroism during events such as the London 2005 bombings and other disasters. However due to the grossly unfair policy of the Downing Street Cabinet office, acts of heroism are currently denied any official civilian recognition and deliberately excluded when drawing up the names of the usual senior civil servants and celebrities who always seem to be included without fail for awards in the Annual New Year and Queen's Birthday Honours list's.

113 MANCHESTER BRANCH  
*North West and Irish Region*

**172. PROPOSED CUTS WITHIN THE FIRE SERVICE**

Congress notes with concern that since the removal of the national standards of fire cover and their subsequent replacement with local integrated risk management plans, fire and rescue services up and down the country are reducing levels of service that they provide to the communities and businesses they are there to protect.

Conference therefore demands that the GMB, through the TUC and wider Labour movement lobby the national Government to support a position where the standards of fire cover are once again set nationally and include that, if there are any proposed reductions in the levels of service provided by a fire and rescue service, it must first go through a statutory process, both with the elected members and with the local community.

GOOLE BRANCH  
*Midland & East Coast Region*

### **173. TRADES UNION COUNCILS**

This Congress believes that local Trades Union Councils play a positive role in supporting trade union struggles and striving to build a labour *movement* in their local area. They can act as a vehicle for developing collaboration between unions and for linking the unions with working class communities and the defence of their wider interests beyond the workplace.

To support their further development, this Congress determines to support the call by the RMT for Trades Councils to have the facility to send delegates to the TUC Congress, in line with the right of Trades Councils in the Welsh and Scottish TUC's.

WILTSHIRE AND SWINDON BRANCH  
*Southern Region*

### **174. REVIEW THE REGULATORS OF PRIVATISED INDUSTRIES TO MAKE THEM MORE ACCOUNTABLE TO THE CONSUMERS**

Congress instructs the GMB to canvass central Government to strengthen the regulators in the privatised industries to make them more accountable to the consumers.

W40 - BIRMINGHAM COMMUNITY & WATER BRANCH  
*Birmingham & West Midlands Region*

### **175. FUEL POVERTY**

Congress you do not need a PhD to know that the energy market is not working.

Despite the power companies making massive and unjustified increases in the cost of its domestic gas and electricity the Regulator OFGEM continues to insist that the UK energy market is competitive and working well in the interests of consumers.

The Regulator OFGEM has also allowed suppliers to continue to get away with woefully inadequate levels of customer service and penalise those living in fuel poverty.

OFGEM should be scrapped and replaced with a "Regulatory" body that has the powers and commitment to take on the energy companies and protect consumers especially those on low incomes.

This motion calls for the GMB to campaign for these proposals.

NORTH LANARKSHIRE PUBLIC SERVICES BRANCH  
*GMB Scotland*

### **176. TELESALLES**

Congress calls on the CEC to lobby the Government to ban unsolicited telesales calls. These unwanted calls are a nuisance of the highest order.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

## **SOCIAL POLICY**

### **HOUSING**

#### **EP 178. HOUSING**

The Manufacturing Section Conference recognises its long connection with the Building Industry and is appalled at the plight of the homeless, and that after 11 years of a Labour government so many people and families are still without a home, which is a disgrace to any society.

This Manufacturing Section Conference believes that the present local authority building programmes has resulted in large areas of incorrect building and therefore calls upon the GMB/our union to lobby the government hard to introduce a correct Housing Policy whereby homes would be built for rent at equitable rates for a wider range of people.

This section Conference is well aware of the difficulties low paid working people face in finding homes in the private sector and therefore concludes that only a true council house building programme will provide decent homes for tomorrow and the future. Only then will we resolve the issue of homelessness.

SOUTHAMPTON CFTA S61 BRANCH  
*Southern Region*

#### **179. COMMITMENT TO THE FOURTH OPTION**

This Congress reaffirms the GMB commitment and support for the retention and the provision of social housing within the public sector and the fourth option of direct investment to improve the existing and build of new council homes.

Congress recommits the GMB to support Local and National Campaigns for the fourth option, that they are fully supported and support for local authority tenants facing a vote, on any stock transfer, to be provided with full information in regard to the consequences of a positive vote.

Given the venue of this conference and Plymouth City Council's determined headlong plunge to force through the wholesale transfer of its own housing stock, without the fourth option and given the recent history of tenants voting on successfully as was the case of Mid Devon Council's stock transfer attempt, these examples re-emphasise the necessity for Congress to further commit this motion as GMB policy.

PLYMOUTH P20 BRANCH  
*Southern Region*

## **SOCIAL POLICY**

### **NATIONAL HEALTH SERVICE**

#### **EP 180. NATIONAL HEALTH SERVICE**

That Congress is alarmed at the Regionalisation of our National Health Service.

This has ultimately led to a post code lottery of our health care which is morally unacceptable and also resulted in inequality in the distribution of our Health Service.

Congress therefore calls upon a cessation of any further regionalisation of the NHS which is ultimately eroding the core principles of our NHS.

Further, that a root of branch review of our services is undertaken by the Department of Health ensuring that health care within the UK is truly national.

HILLINDON BRANCH  
*London Region*

#### **EP 181. NATIONAL HEALTH SERVICE CAMPAIGN**

This union was proud when our forefather campaigned for and achieved the NHS.

Now we see the sad case of a regional NHS and a postcode lottery to decide what service you can receive for free.

So we call upon the NEC to mount a campaign for a National Health Service and not a Regional Health Service.

E-ON & UTILITIES BRANCH  
*Midland & East Coast Region*

**EP 182. HEALTH POLICY**

Congress calls on the Government for a National Health Service, not a postcode health service.

NOTTINGHAM TEC BRANCH  
*Midland & East Coast Region*

**EP 183. THE DECLINE OF NHS DENTISTS**

We call upon Congress to address the current decline in access to an NHS Dentist for our members and their families.

This Labour Government are responsible for the fact that it is nearly impossible to register with an NHS dentist and indeed most dentists who previously offered an NHS service are being forced to go private, resulting in thousands of people going without adequate treatment.

T10 - TAMWORTH BRANCH  
*Birmingham & West Midlands Region*

## **SOCIAL POLICY**

### **TRANSPORT**

**185. CALL TO GOVERNMENT TO PROMOTE THE CREATION OF A WORLD LEADING PUBLIC TRANSPORT SYSTEM**

The GMB calls on Her Majesty's Government to take urgent action towards an environmentally sustainable, publicly funded and accountable transport system in order to enable citizens to access increasingly concentrated services.

People who do not live in major urban centres generally do not have reliable, clean, safe, accessible and affordable public transport.

To achieve this aim the GMB calls on the Government to repeal the legislation that privatised the railway network and to re-nationalise the railways, re-integrating track operations and trains. Also, to re-open branch lines or create new ones, and to repeal the legislation that deregulated buses and return to a regulated bus system.

GRANTHAM COMMUNITY BRANCH  
*Midland & East Coast Region*

**186. ROAD SAFETY**

This Congress is appalled that a child is killed or seriously injured on British roads every 18 minutes, 7 out of 10 of them while on foot or on a bicycle.

Traffic congestion, road rage and rat runs, boy racers, white van man or lorries with no wing mirrors. The causes of dangerous and deadly driving amount to the same thing – not enough protection on our roads for our children.

This Congress calls on the GMB to join the campaigns lead by bereaved families and road safety campaigners BRAKE for:

- Full funding for 20mph zones around every school including all the routes taken between home and each school.
- Improved pavements, cycle paths and traffic calming measures within these zones.
- Compulsory road safety classes in each school.
- Full prosecution of every driver involved in a collision with a pedestrian with meaningful penalties.

139 BRANCH  
*North West and Irish Region*

### **187. CONTROLLED PARKING ZONES**

Congress recognises that the car is a major contributor to carbon emissions and global warming. However congress also recognises that the increased and continuing introduction of controlled parking zones in residential areas does little to reduce dependency on motor vehicles, but is in fact an indirect tax on car owning residents, forcing them to pay for residential parking permits, to park outside their own homes. In reality these charges are little more than a cash cow for local councils.

ISLINGTON APEX BRANCH  
*London Region*

## **SOCIAL POLICY WELFARE RIGHTS & SERVICES**

### **EP 188. FREE PERSONAL CARE**

All personal care in the UK should be free at the point of delivery, and not restricted just to Scotland.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

### **EP 190. CARE OF THE ELDERLY**

If robust legally enforceable safeguards cannot be put in place in the private sector and be seen to be enforced, then all care for the elderly should be returned to and delivered by Local Authorities.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

### **191. DIGNITY IN CARE**

This conference is concerned that the £20.45 allowance given to older people in care homes is expected to cover the cost of all personal items not covered by the care package agreed by the Local Authority, including clothes and toiletries, and is symbolic of the way that older people are treated in society.

We believe that this allowance should immediately be increased to £40.00 per week, and we call upon the CEC to pressurise the Government into implementing this change.

LEICESTER HOME CARE & GENERAL BRANCH  
*Midland & East Coast Region*

### **192. CARERS ALLOWANCE**

This Congress condemns the Government for the level of financial support they give to those who care for their loved ones, 24 hours a day, 7 days a week, saving the Government £s billions and what do they get? 20p per hour and then when the carer reaches retirement age this payment stops - at a time when they need more nutrition & support to cope with the stress. This just adds insult to injury and it is time for it to stop. We want action not words.

1. All Carer's to be paid in line with Public Service Workers
2. That the Carer's allowance remains for the life of the one they are caring for.

HENDON BRANCH  
*London Region*

### **194. BENEFITS ADVICE**

Congress instructs the CED to press the Government for benefits advice to be offered at GP surgeries to cut the high number of elderly and disabled people losing out on vital extra income.

SOUTH SHIELDS 1 TCS BRANCH  
*Northern Region*

**©10 195. VULNERABLE MEMBERS**

Congress believes that the attacks being made on vulnerable members on incapacity benefit are unjustified.

We welcome genuine moves to help people back to work that is suitable and that they are able to do.

But unjustified attacks on the vulnerable in our society are not acceptable and we should ensure that their benefits and services are protected.

HARTLEPPOL 2 BRANCH  
*Northern Region*

**©10 196. CAUTION ON INCAPACITY BENEFIT TESTING**

Congress agrees that our economy would be better if more people could move from benefit to adequately rewarded employment. However, this motion asks the CEC to urge caution in the matter of Incapacity Benefit Testing.

It would be untruthful of this union to say that no claimants of incapacity benefit abuse the system, but that should not be to the detriment of the 2 million plus genuine claimants. People who are genuinely incapacitated through physical and mental illness must be allowed to retain their dignity and meagre benefit.

It should also not be forgotten that many claimants would be willing to work, despite their conditions, if employers and workplaces made a genuine effort to adapt in order to meet their needs.

The benchmark for Incapacity Benefit Testing should be fair, caring and compassionate and not a matter of finance.

LUTON BRANCH  
*London Region*

**198. WARM FRONT**

Congress supports the Governments National Warm Front Scheme, but not the way it is implemented.

The most vulnerable in our society have ended up having to pay extra money towards the cost of installation due mainly to excessive costs of labour charges. It therefore calls on the Government to increase the amount of grant aid above £2,700 or move away from preferred installers to a more competitive system, enabling individuals to get tenders for best value.

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

**©11 199. WINTER FUEL ALLOWANCES**

Congress agrees that Winter Fuel Allowances are indexed linked to future fuel price increases.

B43 - BIRMINGHAM CITY GENERAL BRANCH

*Birmingham & West Midlands Region*

**©11 201. WINTER FUEL ALLOWANCE**

Congress, In view of the ever increasing cost of fuel let us agree to demand that the Government looks at this allowance annually and increases it accordingly.

FULHAM 1 BRANCH  
*London Region*



## **202. WINTER FUEL ALLOWANCE**

Congress calls on this Government to increase the winter fuel allowance to £300 per year for pensioners and increase it in line with inflation each year.

NORTH KENT ENG. Z39 BRANCH  
*Southern Region*

## **©12 203. UK WIDE CONCESSIONARY FARE SCHEMES FOR SENIOR CITIZENS**

This Congress wishes to congratulate the Labour Government for introducing a Senior Citizens free concessionary fares scheme to all local authorities across the country from April 2007.

This Congress also supports the making of these schemes inter-available across the country from 2008. This means a Senior Citizen with a concessionary pass for Manchester buses can use the pass while on holiday in Cornwall or London and vice versa.

However, this Congress is concerned to learn that these concessionary schemes are not available across the devolved nations but only within each of the four nations. This means an English pass will not be valid in Scotland, Wales or Northern Ireland and vice versa.

This Congress calls on the CEC to campaign for UK wide availability of Senior Citizen concessionary bus passes.

CROYDON C60 BRANCH  
*Southern Region*

## **©12 204. FREE BUS TRAVEL FOR THE OVER 60's**

Congress, we ask the GMB to put pressure on this Labour Government to introduce, Nationally, free bus travel for all over 60's. We still do not respect this generation so let's give them the freedom to use this facility no matter where they reside in the UK.

FULHAM 1 BRANCH  
*London Region*

# **INTERNATIONAL**

## **205. STOP THE WAR**

This Congress notes that the occupations of Afghanistan for six years and Iraq for five years have led to the deaths of hundreds of thousands of people.

This Congress recognises that the presence of occupying troops is a barrier to the peace and development in these countries and agrees to campaign for the UK government to set an immediate time table for withdrawal of all troops from these countries.

This Congress resolves to re-affiliate to the Stop the War Coalition and donate £1000.

HOLBORN APEX BRANCH  
*London Region*

## **206. UK SERVICE PERSONNEL**

That GMB sponsored MP's press home the need for the Government to withdraw all UK servicemen from the conflicts in Iraq and Afghanistan. Too many are being killed and wounded in matters which are no concern to the United Kingdom.

SOUTHEND BRANCH  
*London Region*

## **207. IRAQ**

Congress notes the unacceptable way in which our trade union brothers and sisters are treated in Iraq.

Despite regime change in Iraq, labour laws 150 and 151 implemented under Saddam Hussein have not been repealed. This means that for the 75% of Iraqi workers who work in the public sector, trade unions are still illegal. These repressive laws mean that unions cannot gather subscriptions or own property. It also means that they have to rely on donations and assistance from overseas.

Iraq's oil reserves account for 95% of all Government revenue. Iraq's oil is still in the public sector, as it has been for over 30 years and the unwillingness to repeal the labour laws should be seen in the context of pressure from international Governments and business communities that have been urging the privatisation of Iraq's oil.

As trade unionists in the UK, we have both an opportunity and a responsibility to support the Iraqi trade unions and stand up in solidarity with the Iraqi people.

This resolution therefore calls upon the CEC to:

- Support the public sector Iraqi workers in their struggle for the restoration of trade union rights
- Support War on Want's work with the Iraqi trade unions to prevent the privatisation of Iraq's natural resources and the loss of important revenue to multinational companies.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **208. SUPPORT FOR TRADE UNIONS INTERNATIONALLY**

Congress, throughout the world workers are being denied the right to organise and fight for social, economic and political justice.

In Iraq for example, trade unions are still illegal, whilst in China and North Korea, unions are not free and independent of the state.

Throughout Latin America, the situation for trade unions is little better in supposed democracies than it was under the former military dictatorships.

This Congress fully supports the backing given by the GMB to trade unionists throughout the world. It calls on the British Government to follow the GMB's lead and condemn the suppression of trade unions and violence against trade unionists. Congress believes the rights of trade unions should be made an issue by the Government in any trade talks it enters into.

Fair trade must mean free trade unions.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

## **209. IRAQ OIL MOTION**

Congress notes with concern the control being taken over the Iraq oil industry by foreign Governments and other outside industries.

Amid the daily violence suffered by Iraqis, oil companies and the US and UK Governments are taking advantage of the country's weakness to secure long-term control over Iraq's enormous oil reserves. The US and UK Governments, the International Monetary Fund and multinational oil companies have demanded the passing of a new Hydrocarbon Law in Iraq and have actively

been involved in shaping its content. This process has taken place in secrecy and the majority of Iraqi people have not even seen it.

The fact that this law has not yet been passed can be seen as a victory for trade unionists' opposition in Iraq and the support their campaign has received internationally. However, if the Iraqi Government does eventually pass the Hydrocarbon Law, it will mean a radical restructuring of the oil industry. It would allow long-term contracts to be signed with foreign oil companies, with terms that may not be changed by future Iraqi Governments for decades to come. The oil companies will be immune from accountability in Iraqi courts.

Meanwhile, oil workers are being caught up in the violence and scant regard is paid to workers' basic rights. Oil workers have not only become military targets, but also suffer appalling working conditions with minimal safety equipment. The situation is worsened by the fact that the US used depleted uranium extensively in and around the oil fields during the first Gulf War, which continues to damage Iraqis' health and place peoples lives at risk. Iraqi trade unions have been actively campaigning against the hugely unpopular privatisation of Iraqi oil, as well as fighting to improve working conditions for oil workers.

As trade unionists in the UK, we have both an opportunity and a responsibility to support the Iraqi trade unions and stand up in solidarity with the Iraqi people. This resolution therefore calls upon the CEC to:

Support Iraq's trade unions and civil society groups in their continuing campaign to oppose the Hydrocarbon Law.

Support War on Want's work with Iraqi trade unions

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **210. PEACE AND STATEHOOD FOR PALESTINE**

This Congress calls upon the CEC of the Union to note with approval the long overdue call of US President Bush for an end of the occupation by Israel of remaining Palestinian territory held since 1967. Furthermore we ask that the GMB actively campaign to relieve the desperate suffering currently endured by the Palestinian people in the Gaza Strip enclave. In order to facilitate a viable and two state solution, and to avoid unjustifiable punishment imposed by Israel collectively against many innocent Palestinians, we also ask that the GMB request that the ruling leadership of Hamas act decisively to prevent further Qassam rocket and mortar attacks to be launched from within Gaza against Jewish civilian targets within Israel.

For the sake of its besieged, blockaded and impoverished Gaza constituency, Hamas as a governing body needs to take all necessary measures so as to be able to enter preliminary peace talks alongside the recognised Palestinian authority led by President Abbas in gaining widespread international support for a future Palestinian State in negotiating a just and lasting settlement to end the 60 year conflict.

113 MANCHESTER BRANCH  
*North West and Irish Region*

## **EP 212. PALASTINIAN SOLIDARITY CAMPAIGN**

Congress agrees to affiliate to the Palestinian Solidarity Campaign.

This would aid our members in gaining a greater understanding of the problems faced by the Palestinian people, and its trade union members.

EDMONTON & ENFIELD BRANCH  
*London Region*

### **213. GLOBALISATION**

Congress recognises that one effect of globalisation is the growing number of companies that establish operations in parts of the developing world in order to take advantage of low labour costs. Congress is concerned that the benefits of global trading should be distributed more evenly rather than concentrated in pockets of wealth that exist alongside large-scale areas of poverty.

Congress calls upon the CEC to work with international labour and trade union organisations and campaign to make sure that companies who establish themselves in developing countries are compelled to pay at least a living wage throughout the supply chain and ensure that their employees have the right to join a trade union.

HENGOED ENGINEERING BRANCH  
*South Western Region*

### **214. WORKERS RIGHTS IN THE HIGH STREET SUPPLY CHAINS**

Congress, the garment industry has become synonymous with exploitation. The failure of the voluntary approach to self regulation to improve conditions for exploited workers has highlighted the need for Government legislation to prevent UK companies from abusing workers' rights overseas.

This resolution calls upon Congress to:

1. Support calls for legislation that will stop UK Companies and their suppliers abusing overseas workers and let them seek redress in the UK.
2. Work closely with War on Want in its new three year campaign to support workers rights in supermarket supply chains.

LONDON STORES GENERAL BRANCH  
*London Region*

### **215. GMB GLOBAL SUPPORT**

We welcomed GMB's visit to Malawi to assist our fellow trade union from Textiles, Garments, Leather, and Security Services Workers Union (TGLSSWU) to facilitate contact with G4S Management. We believe GMB's assistance has helped Polish and Nepalese workers in G4S to reach collective agreement. Our contact with the ship breakers union in India has also extended our solidarity to overseas workers.

We call on the GMB and International Committee to continue global support to specific industries.

GMB LONDON SECURITY BRANCH  
*London Region*

### **216. HUMAN TRAFFICKING**

That Congress condemns the appalling growth in the trafficking of women and young girls to service the sex trade within the UK.

This practice is the fastest growing business of organised crime internationally with estimates of up to two million people globally being trafficked into the sex trade every year.

This is nothing short of 21<sup>st</sup> Century Slavery which is unacceptable by any standards.

Congress is therefore called upon to:

Seek co-operation of communications companies to work together ensuring that their networks are not being used and abused by traffickers.

To work with our international affiliates and links in highlighting the exploitation of women and young girls.

To campaign with other organisations opposed to the practice of human trafficking in exposing the reality and degradation to women in general.

Congress please support.

LANARKSHIRE 1 & 2 C&T BRANCH  
*GMB Scotland*

**218. LAND MINES**

This Congress opposes the use of land mines under any circumstances. Further, it believes the GMB should continue to oppose the involvement of any British company in the production and sale of any such weapons.

ASHTON 8 BRANCH  
*North West and Irish Region*

## COMPOSITE MOTIONS

### C1 COVERING MOTIONS

57. ASBESTOS PLEURAL PLAQUES (*Southern Region*)
58. GOVERNMENT LEGISLATION (*Northern Region*)
59. NEW LEGISLATION PLURAL PLAQUE & PLURAL THICKENING (*Northern Region*)
60. NEW LEGISLATION PLURAL PLAQUE & PLURAL THICKENING (*Northern Region*)

### ASBESTOS PLEURAL PLAQUE & PLEURAL THICKENING

Congress is appalled at the decision of the House of Lords to prevent those suffering from asbestos-related disease to continue to receive their rightful compensation. Congress believes this action again illustrates the Law Lords siding with big business interests against the interests of working people. In the wake of the decision that Plural Plaque & Plural Thickening are not a compensatable disease, Congress instructs our CEC that they make a concerted effort for Government Legislation to compensate our members and others for deterioration in their health.

Congress supports the Scottish Governments decision in December 2007 that it intended to reverse the law lords ruling, where they ruled it was not a compensatable disease, by introducing new legislation, and ask the CEC to press the Government to follow the same lines.

Congress calls upon the National Secretary of the Manufacturing Section, the General Secretary, and the CEC, to mount a vigorous and sustained campaign to not only:

- change the law to provide the sufferers with their just compensation, but also to :
- expose the actions of the big insurance companies, principally Norwich Union, who have brought about this situation and discourage our members and others from using their services.

**Northern Region to Move**

**Southern Region to Second**

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### C2 COVERING MOTIONS

70. PENSIONS (*Birmingham & West Midlands Region*)
72. PENSIONS (*South Western Region*)

### PENSIONS

Congress will be aware that there is still a significant pension contribution gap between today's men and women of working age, both in numbers making contributions and the size of the contributions. We still have the issue that pensions do not always figure high among women's priorities and often do not think about pensions when making child-related employment choices.

Congress deplores the decision by this Labour Government to reject a plan to let women boost their state pensions by buying back up to nine years worth of extra N.I. contributions. This could have a major impact on one section of our union; female membership

Therefore Congress calls on the CEC to embark on a programme of raising awareness amongst all our women members on the issue of accrual of pensions and also continue to lobby government for pension reform for women.

**South Western Region to Move**

**Birmingham & West Midlands Region to Second**

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**C3. COVERING MOTIONS**

96. ROAD TRANSPORT (*Southern Region*)

97. WORKING TIME DIRECTIVE 2003 TRANSPORT REGULATIONS (*Midland & East Coast Region*)

**ROAD TRANSPORT WORKING TIME REGULATIONS**

Conference calls upon the Department of Transport to fully implement the European Directive on Working Time as adopted by the EU Regulations of 2007.

Conference calls upon the Government to look at revising the Working Time Directive to remove the current interpretation of the so-called periods of availability, i.e. non-working time, because actually for the vast majority of lorry drivers, it is working time. Companies like the Automobile Association should not be allowed to interpret the Law to their own advantage

Currently there is no derogation from a 60 hour week for lorry drivers. The 48 hour working week is averaged over a four month or six month reference period. Periods of availability are being recorded as non working time in a similar context as a rest break. When the vehicle is stationary in traffic delays, plus loading and unloading delays, the driver is still at work and in charge of the vehicle, but when periods of availability are recorded on the tachograph, it is currently recorded as non working work, actually extending his or hers working day and week.

In some cases the employer does not pay for periods of availability, lorry driving has always been a long hours culture and still is. The 48 hour working week was supposed to be designed to reduce the long hours culture in the UK in line with Europe. This is not the case for lorry drivers in the UK.

**Midland & East Coast Region to Move**

**Southern Region to Second**

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**C4. COVERING MOTIONS**

98. TOWARDS A 35 HOUR WORKING WEEK (*Yorkshire & North Derbyshire Region*)

99. SHORTER WORKING WEEK (*Northern Region*)

**35 HOUR WORKING WEEK**

Congress agrees that no worker should work more than an average of 35 hours per week.

Congress believes the implementation of the EU Working Time Directive is not the final goal in the fight for a maximum working week. Instead, it believes it is only a means towards achieving a 35 hour working week.

## **Yorkshire & North Derbyshire Region to Move Northern Region to Second**

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### **C5 COVERING MOTIONS**

101. NATIONAL MINIMUM WAGE (*GMB Scotland*)
102. THE NATIONAL MINIMUM WAGE HELPLINE (*Midland & East Coast Region*)

### **NATIONAL MINIMUM WAGE**

Congress is shocked and alarmed at the scale of underpayment of the National Minimum Wage and believes that only effective enforcement will end this practice by unscrupulous employers.

We do welcome the latest proposals by Government to improve the enforcement mechanism of the Minimum Wage by a more effective penalty regime and an improved approach to dealing with arrears owed to workers.

However, Congress believes that while these measures are welcome that further intervention by Government is needed:

- By increasing the National Minimum Wage enforcement budget.
- Greater financial penalties against those employers who are found to be underpaying with more criminal prosecutions.
- Increased publicity bringing their rights on the National Minimum Wage to the attention of low paid workers.

Congress is encouraged to promote the revenue and customs 0845 6000 678 National Minimum Wage Helpline to its members, many of whom are low paid, wherever our members find themselves being short changed by unscrupulous employers. Widely promoted on commercial radio, press and internet, GMB members can, if normal channels fail them, easily and quickly resolve the failure to pay properly the correct remuneration owed to them, particularly when the GMB does not have full recognition in the workplace.

## **GMB Scotland to Move Midland & East Coast Region to Second**

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### **C6. COVERING MOTIONS**

137. MEMBERS OF PARLIAMENT – OUTSIDE INTERESTS (*South Western Region*)
138. PRIVATE EQUITY AND MINISTERS (London Region)

### **MEMBERS OF PARLIAMENT – PAID OUTSIDE INTERESTS**

Congress believes that MPs who also engage in paid work and consultancy whilst sitting as paid elected MPs is offensive and undermines our political process, institutions and democratic system.



This Congress condemns the profiteering of Ministers such as Alan Milburn MP and Patricia Hewitt MP who now hold, or are due to hold, positions on boards of private equity firms and notes with extreme sadness and disappointment that they were once fine radicals.

Congress urges the GMB to speak to colleagues in the union movement who fund these individuals to ask searching questions.

Congress resolves to raise this issue with Labour MPs, the Policy Forum and the Labour Party NEC to bring an end to this practice

**London Region to Move**

**South Western Region to Second**

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## **C7. COVERING MOTIONS**

152. EDUCATION (*London Region*)

153. EDUCATION FOR YOUNGSTERS (*London Region*)

### **TRADE UNION EDUCATION IN SCHOOLS**

Congress, young people are not being educated in the principal function of the trade union.

We should be looking into educating our younger generations before they get into the workplace and we urge the GMB to develop a strategy to address this problem.

Congress instructs the CEC to initiate a campaign to compulsory include Trade Union history and activities in the National Education Curriculum.

**London Region to Move**

**London Region to Second**

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## **C8. COVERING MOTIONS**

155. SKILLS AND EMPLOYABILITY (*GMB Scotland*)

156. TIME OFF FOR BASIC SKILLS COURSES (*Yorkshire & North Derbyshire Region*)

### **SKILLS, EMPLOYABILITY AND TIME OFF FOR BASIC SKILLS COURSES**

Congress welcomes the success of the UK Government and the historically high levels of employment however, we also recognise the unacceptable levels of uneconomically and educationally inactive young people across the UK.

Congress recognises that to date too little attention has been paid to the role of the Government and employers to deliver quality employment opportunities supported by an ongoing training provision by employers.

We therefore call on Government to create a funding mechanism supporting in-work training ensuring that employers invest and support a statutory right for all workers to be trained, developing the individual skills and employability.

Congress we call upon you to ask the Government for paid time off for employees to attend basic skills courses.

### **GMB Scotland to Move**

### **Yorkshire & North Derbyshire Region to Second**

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#### **C9. COVERING MOTIONS**

169. FINANCIAL SERVICES INSTITUTIONS (*Northern Region*)

170. NORTHERN ROCK AND FAREPAK (*Southern Region*)

#### **NORTHERN ROCK, FAREPAK AND FINANCIAL SERVICES INSTITUTIONS**

This Congress notes that the Government for the right reasons decided to bail out Northern Rock Bank with loans of £25 billion in order to protect savers and mortgagees. However, this is in stark contrast to the way the Government treated the savers of Farepak Savings Club, where over 3000,000 low paid working class people lost their savings in 2006 and have still not received any compensation. The most that can be hoped for is 20p in the pound. The average loss was £1500. The cost of compensating these investors would have been only £120 million.

Congress calls on the Government to have better safeguards in financial services institutions – in light of the situation at Northern Rock. This is

- for the protection of workers employed in financial services
- for the protection of our members money in these institutions and
- for the protection of the economy in light of the devastating effect the Northern Rock situation has had on the economy.

This Congress believes that if it was right to protect investors in Northern Rock, it was right to protect Farepak investors.

Therefore we call on the CEC to lobby the Government to compensate the investors of Farepak as well as Northern Rock

### **Southern Region to Move**

### **Northern Region to Second**

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#### **C10. COVERING MOTIONS**

195. VULNERABLE MEMBERS (*Northern Region*)

196. CAUTION ON INCAPACITY BENEFIT TESTING (*London Region*)

#### **INCAPACITY BENEFIT TESTING AND VULNERABLE MEMBERS**

Congress agrees that our economy would be better if more people could move from benefit to adequately rewarded employment. However, Congress believes that the attacks being made on vulnerable members in our society on incapacity benefit are unjustified and not acceptable; we should ensure that their benefits and services are protected.

It would be untruthful of this union to say that no claimants of incapacity benefit abuse the system, but that should not be to the detriment of the 2 million plus genuine claimants. People

who are genuinely incapacitated through physical and mental illness must be allowed to retain their dignity and meagre benefit.

It should also not be forgotten that many claimants would be willing to work, despite their conditions, if employers and workplaces made a genuine effort to adapt in order to meet their needs. We welcome genuine moves to help people back to work that is suitable and that they are able to do.

Therefore, this motion asks the CEC to urge caution in the matter of Incapacity Benefit Testing. The benchmark for Incapacity Benefit Testing should be fair, caring and compassionate and not a matter of finance.

**London Region to Move**  
**Northern Region to Second**

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**C11. COVERING MOTIONS**

- 199. WINTER FUEL ALLOWANCES (*Birmingham & West Midlands Region*)
- 201. WINTER FUEL ALLOWANCE (*London Region*)

**WINTER FUEL ALLOWANCE**

Congress, in view of the ever increasing cost of fuel let us agree to demand that the Government looks at this allowance annually and increases it accordingly.

Congress agrees that Winter Fuel Allowances are index linked to future fuel price increases.

**Birmingham & West Midlands Region to move**  
**London Region to second**

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**C12. COVERING MOTIONS**

- 203. UK WIDE CONCESSIONARY FARE SCHEMES FOR SENIOR CITIZENS (*Southern Region*)
- 204. FREE BUS TRAVEL FOR THE OVER 60's (*London Region*)

**NATIONWIDE CONCESSIONARY TRAVEL FOR OVER 60's**

This Congress wishes to congratulate the Labour Government for introducing a Senior Citizens free concessionary fares scheme to all local authorities across the country from April 2007.

This Congress also supports the making of these schemes inter-available across the country from 2008. This means a Senior Citizen with a concessionary pass for Manchester buses can use the pass while on holiday in Cornwall or London and vice versa.

However, this Congress is concerned to learn that these concessionary schemes are not available across the devolved nations but only within each of the four nations. This means an English pass will not be valid in Scotland, Wales or Northern Ireland and vice versa.

We still do not respect this generation so let's give them the freedom to use this facility no matter where they reside in the UK.

Congress calls on the CEC to campaign for UK wide availability of Senior Citizen concessionary bus passes.

We ask the GMB to put pressure on this Labour Government to nationally introduce free bus travel for all over 60's.

**Southern Region to Move**

**London Region to Second**

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## **CENTRAL EXECUTIVE COUNCIL RULE AMENDMENTS**

### **CECRA1**

#### **Rule 9 Business of the Congress**

##### **Clause 3, Lines 4 & 5**

**Delete** “.....held in 2006 and thereafter to every third Ordinary Congress”

**Insert** “.....held in 2009 and thereafter to every second Ordinary Congress”

CENTRAL EXECUTIVE COUNCIL

### **CECRA2**

#### **Rule A3 Section National Conferences**

##### **Insert new clause A3. 3**

- 3 A Section National President shall be elected in 2008 and at every second Section Conference from amongst members of the Conference elected in accordance with rule A3.2 and from members of the Section National Committee. S/he shall hold office for four years, shall preside at the Section Conference succeeding that at which s/he is elected and shall be eligible for nomination and re-election at the expiration of his/her term of office. During his/her term of office s/he shall preside at all meetings of the Section National Committee.

CENTRAL EXECUTIVE COUNCIL

## EXISTING POLICY MOTIONS

In accordance with Recommendation 14 of the “Framework for the Future of GMB: Moving Forward” CEC Special Report endorsed by Congress 2007 there is a new category in this year’s stance document: Existing Policy – this applies where it can be clearly justified that the motion is in line with existing GMB policy. The motion will be put to Congress for endorsement without the need for debate.

**Note: The following Existing Policy motions have been withdrawn from the Preliminary Agenda**

- 50. EQUALITY AUDITS
- 79. RIGHTS FROM DAY ONE
- 177. SOCIAL HOUSING
- 184. THIRD RUNWAY AT HEATHROW
- 189. RESIDENTIAL CARE

## CEC STANCES ON EXISTING POLICY MOTIONS

The following outlines the stance adopted by the Central Executive Council towards each motion deemed as Existing Policy at its meetings in March and April 2008.

- 55. **HEALTH & SAFETY EXECUTIVE FUNDING**  
Agreed in Congress 2007 therefore there is no need for debate.
- 63. **INTRODUCTION OF THE ROVING SAFETY REPRESENTATIVE**  
Has been existing policy for at least a decade
- 64. **ROVING REPS**  
Has been existing policy for at least a decade (as demonstrated by GMB stance to various Government Consultation Documents)
- 67. **PROVISIONAL IMPROVEMENT NOTICES (PIN)**  
Has been existing policy for over a decade.
- 73. **CAMPAIGN FOR REMOVAL OF FIXED RETIREMENT AGE**  
Motion 92 GMB Congress 2007 called for GMB to do everything possible to enable workers to have a right to work beyond 65.  
This reflects the work GMB has done and continues to do in opposing the UK’s adoption of a default retirement age.
- 75. **PENSIONS**  
Motion 67 carried at GMB Congress 2007 called for full compensation from the Financial Assistance Scheme. This, alongside GMB’s work to improve the benefits provided by the Financial Assistance Scheme and the Pension Protection Fund, make this motion in line with existing policy.

**76. PROTECTION OF COMPANY PENSIONS**

A number of motions carried at GMB Congress 2006 called for greater security for members' pension schemes (80, 81, 82, 83, 85, 86, 87, 92) and this is an ongoing objective of GMB Pensions Policy.

**77. PROTECTION OF PENSIONS**

GMB has been looking at the question of changes to members' pensions for many years as reflected in all the motions on pension at previous GMB Congresses.

**78. COMPANY PENSIONS**

The CEC Pensions Statement in 2006 unanimously carried at Congress calls for real compulsion and reflects the sentiments of this motion.

**80. TRADE UNION FREEDOM BILL**

The motion covers three subjects:

- Trade Union Freedom Bill
- National Minimum Wage
- Employment Rights from Day One

In terms of the policy issues raised the three are in line with GMB policy:

- GMB policy is to support the Trade Union Freedom Bill, confirmed by Composite Motion 5 carried at GMB Congress 2007.
- GMB policy is to argue for the minimum wage to be increased to the same sum for all workers regardless of age, see Motion 93 carried at GMB Congress 2007 (note: the wage bands for younger workers survived the introduction of age discrimination laws in 2006 because the Government's view was they there objectively justified because they make it easier for younger workers to find work, as many employers are unwilling to pay younger workers the same as those over 21. The Government also argued that the age bands encourage young people to stay in full time education)
- GMB policy is to support employment rights from day one

**81. TRADE UNION FREEDOM BILL**

This is existing GMB policy as confirmed by Composite Motion 5 at GMB Congress 2007.

**83. UNION LEGISLATION**

This is existing GMB policy as confirmed by Composite Motion 5 at GMB Congress 2007.

**84. SIMPLIFICATION OF THE LEGISLATION ON THE "RIGHT TO TAKE INDUSTRIAL ACTION"**

Although the CEC cannot itself take action to simplify the guidelines, (that is a matter for Parliament) the sentiments of the Motion are clear and in line with existing GMB policy as confirmed by Composite Motion 5 carried at GMB Congress 2007.

**88. ANNUAL HOLIDAY ENTITLEMENT**

The New Annual Leave regulations set out a statutory minimum. As a Trade union, we would always seek to ensure that any additional benefits and entitlements are not eroded. Under the Regulations, it will be up to the employer to agree with their staff

what impact this increase will have on any agreed service related holiday but all staff must receive the minimum.

**89. EXTRA BANK HOLIDAY**

It is GMB policy to campaign for additional days public holiday, to align the UK with the average number of public holidays enjoyed in the EU.

**90. BANK HOLIDAYS**

It is GMB policy to campaign for additional days public holiday, to align the UK with the average number of public holidays enjoyed in the EU.

**91. BANK HOLIDAYS**

It is GMB policy to campaign for additional days public holiday, to align the UK with the average number of public holidays enjoyed in the EU.

**95. THE REMOVAL OF THE UK'S OP-OUT CLAUSE OF THE WORKING TIME DIRECTIVE**

This motion is in line with existing policy. We continue to campaign alongside the TUC and other unions for an end to the opt-out to the 48-hour limit on working hours. Similar motions were carried at Congress 2005 (Motion 180- Working Time) and Congress 2007 (Motion 90 on 48 Hour Week).

**104. MINIMUM WAGE**

GMB have a long standing commitment to the removal of age related differentials so that workers receive the same rate where they are doing the same job, regardless of age. In our submission to the Low Pay Commission we also asked for the removal of the current three tier minimum wage rates as they were discriminatory. As a first step we would be looking for the adult rate to be paid from the age of 18 rather than the present age 22. Carried by Comp 7 Congress 2007

**105. MINIMUM WAGE**

GMB have a long standing commitment to the removal of age related differentials so that workers receive the same rate where they are doing the same job, regardless of age. In our submission to the Low Pay Commission we also asked for the removal of the current three tier minimum wage rates as they were discriminatory. As a first step we would be looking for the adult rate to be paid from the age of 18 rather than the present age 22. Carried by Comp 7 Congress 2007

**108. REDUNDANCY PAY**

This is in line with the longstanding GMB demand for employment rights from day one.

**109. THE TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT) REGULATIONS 2006 STATUTORY INSTRUMENT 2006 No 246**

This is in line with Motion 99 carried at GMB Congress 2007.

**110. EQUAL TREATMENT FOR AGENCY WORKERS IN THE UNITED KINGDOM**

This is existing GMB Policy following Congress 2005 when Composite 15 was passed. The motion is in line with the Temporary and Agency Workers (Equal Treatment) Bill which GMB is supporting.



- 111. PROTECTION OF VULNERABLE GMB MEMBERS**  
Existing policy for several Congresses and Section Conferences. GMB is currently highlighting difficulties faced by GMB members whose employment rights are circumvented by agency/contracting work. The motion is in line with the Temporary and Agency (Equal Treatment) Bill which GMB is supporting. GMB plays a full role on the TUC Commission on Vulnerable Workers.
- 112. AGENCY WORKERS**  
Existing policy for several Congresses and Section Conferences. The motion is in line with the Temporary and Agency Workers (Equal Treatment) Bill which GMB is supporting. One way to step up the campaign is if the Temporary and Agency (Equal Treatment) Bill becomes law.
- 113. TEMPORARY AND AGENCY WORKERS**  
Existing policy for several Congresses and Section Conferences. GMB is currently highlighting difficulties faced by GMB members whose employment rights are circumvented by agency work. We have recently organized a lobby and are supporting Temporary and Agency (Equal Treatment) Bill.
- 115. TEMP AGENCY REGULATIONS**  
Existing policy for several Congresses and Section Conferences.
- 117. TEMPORARY AGENCY WORKERS**  
Existing policy for several Congresses and Section Conferences
- 133. THE LABOUR PARTY**  
The decision to fund or not to fund individual MPs is made on the basis of their support for GMB at both a national and regional level.
- 141. ID CARDS**  
This is existing GMB Policy following Congress 2005 when Composite 27 was carried.
- 151. EDUCATION**  
The motion seeks the GMB to continue lobbying on existing policy.
- 168. ABORTION RIGHTS**  
In 1997 GMB Congress carried a pro-choice motion (185) in light of attacks on the 1967 Abortion Act. This motion is in line with that policy.
- 178. HOUSING**  
Existing policy for several Congresses and Section Conferences.
- 180. NATIONAL HEALTH SERVICE**  
This motion is in line with existing policy following Congress 2007, which carried C27.
- 181. NATIONAL HEALTH SERVICE CAMPAIGN**  
This motion is in line with existing policy following Congress 2007, which carried C27.
- 182. HEALTH POLICY**  
This motion is in line with existing policy following Congress 2007, which carried C27.

**183. THE DECLINE OF NHS DENTISTS**

This is existing policy following Congress 2006 which carried C33.

**188. FREE PERSONAL CARE**

This is existing policy following Congress 2006, which carried motion 251.

**190. CARE OF THE ELDERLY**

This motion is in line with existing policy following Congress 2007, which carried C28 and motion 263.

**212. PALASTINIAN SOLIDARITY CAMPAIGN**

The GMB is currently affiliated to the Palestinian Solidarity Campaign.

# **FINAL AGENDA**



## **COMMERCIAL SERVICES SECTION CONFERENCE 2008**

### **DUKE OF CORNWALL HOTEL**

#### **TUESDAY 10 JUNE**

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

#### **WEDNESDAY 11 JUNE**

**9.30 am - 12.30 pm**

## COMMERCIAL SERVICES SECTION CONFERENCE

### NATIONAL OFFICE

SMITH, GARY	<i>National Secretary</i>
BRIMBLE, JUDE	<i>National Officer</i>
RIX, MICK	<i>National Officer</i>
BALFOUR, MICK	
HARDING, KERRI	
MOUNIEME, TINA	

### BIRMINGHAM & WEST MIDLANDS

CLARKE, MARGARET	<i>Asda</i>
DUGGAN, JIM	<i>Retired</i>
FELLOWS, TREVOR	<i>Retired</i>
HARVEY, GLYN	<i>Retired</i>
INGLEY, JACQUELINE	<i>Retired</i>
TANNER, SANDRA	<i>Retired</i>

### LONDON

BIGWOOD, GILLIAN	<i>Thistle Hotels</i>
ELUM-SMITH, EDDY	<i>Loomis Cash Management</i>
FAITH, DANIEL	<i>British Airways Plc</i>
FLANAGAN, TERENCE	<i>Unspecified</i>
GAYLE, LORNA	<i>G4S Aviation Heathrow</i>
GUEDES, ADRIANO	<i>Unspecified</i>
HAMBROOK, LESLEY	<i>Unite The Union</i>
HARDIMAN, FRAN	<i>McTimoney Chiropractic Association</i>
HENDERSON, KEITH	<i>G4 Security</i>
ISAACS, JOE	<i>Unspecified</i>
LINDSAY, DUNCAN	<i>Unspecified</i>
OWEN, RICHARD	<i>Exel Logistics</i>
PARMENTER, DARREN	<i>Swissport Ramp Staff</i>
POLE, RICHARD	<i>TSSA</i>
SHAW, BRIAN	<i>PCS</i>
VAIDYA, HITEN	<i>Unspecified</i>
WALTON, MIKE	<i>Unspecified</i>

### MIDLAND & EAST COAST

BULL, JEFFREY	<i>Unemployed</i>
CLARKSON, CAROL	<i>Asda</i>
COLLIER, ANDREA	<i>Wilkinsons</i>
COPPIN, MICK	<i>NHS</i>
EVANS, JASON	<i>Severn Trent Water</i>
GUNTER, COLIN	<i>Fenland Foods</i>
NEEDHAM, JOHN	<i>Retired</i>
RABBETTS, VIV	<i>Moy Park</i>
WHILDING, ROB	<i>Tarmac Eaton Hall Quarry</i>
WRIGHT, MICK	<i>DHL</i>

## **NORTHERN**

BROWN, STEVE	<i>Asda Distribution</i>
DAVIES, BARRY	<i>Asda Distribution</i>
DAVISON, VERONICA	<i>Littlewoods Retail Limited</i>
FISHER, IAN	<i>British Nuclear Group</i>
HUNT, MICHAEL	<i>NPower</i>
JEFFREY, ELIZABETH	<i>Asda Stores</i>
JONES, DAPHNE	<i>Self Employed</i>
MAYFIELD, GARTH	<i>Retired</i>
PIERCE, KAREN	<i>NPower</i>
YOUNGER, MARGARET	<i>Littlewoods Retail Limited</i>

## **NORTH WEST & IRISH**

BUCKLEY, SEAN	<i>Asda Distribution</i>
COUGHLIN, STEPHEN	<i>Urenco Ltd</i>
DELAHUNTY, PATRICK	<i>Retired</i>
DONLEY, JAMES	<i>DOE. Northern Ireland</i>
EVANS, PAUL	<i>Retired</i>
GOULDING, WILLIAM	<i>Retired</i>
GREGG, MARGARET	<i>Retired</i>
KELLY, BRIDGET	<i>Retired</i>
MURPHY, ANGELA	<i>Retired</i>
RYAN, LISA	<i>Wilkinsons Stores</i>
YOUNG, VIONA	<i>Asda</i>

## **GMB SCOTLAND**

BUCHANAN, PETER	<i>Asda Distribution Sites</i>
GRIBBEN, PATRICK	<i>Beam Global Distribution (UK) Ltd</i>
MCKINNEY, JOHN	<i>G4S</i>

## **SOUTHERN**

BARR, DOUGLAS	<i>G4S</i>
CIRKET, ADRIAN	<i>British Energy</i>
CLARKE, WARREN	<i>Asda</i>
DICKINSON, KAREN	<i>British Gas</i>
DONALD, RICHARD	<i>Unemployed</i>
DURRANT, ALAN	<i>Water Supply/Svs</i>
FLAMBARD, MARK	<i>Wilkinsons</i>
GOODACRE, PAUL	<i>P &amp; O Ferries</i>
POINTING, MICK	<i>Asda</i>
POLES, CHRIS	<i>Brussels EC/EP</i>
ROBINSON, JUNIOR	<i>Asda</i>
SYMS, NIGEL	<i>South West Water</i>

## **SOUTH WESTERN**

BAKER, ADRIAN	<i>Asda</i>
BROWN, ANDREW	<i>Kelda Water</i>
GASKELL, LORRAINE	<i>Wilkinsons</i>
JENKINS, KEITH	<i>Western Power Distribution</i>
WALL, NORMAN	<i>G4S</i>
WILLIAMS, PETRA	<i>Thompsons Solicitors</i>
WILSON, MICHAEL	<i>United Utilities</i>

## **YORKSHIRE & NORTH DERBYSHIRE**

BAGNALL, PETER	<i>Branch Secretary</i>
BOYLE, JAMES	<i>Derbyshire Unemp. Centre</i>
EDWARDS, PETER	<i>G4S CVIT</i>
HATTON, STEVE	<i>South Yorkshire Fire &amp; Rescue</i>
LORD, LINDA	<i>Wilkinson Hardware</i>
WAKE, DAVID	<i>Asda Stores Ltd</i>
WALKER, SUSAN	<i>Asda Stores Ltd</i>

# **COMMERCIAL SERVICES SECTION CONFERENCE**

## **INDEX OF MOTIONS**

- CS4 ABSENCE POLICY**
- CS3 ASDA – TERMS AND CONDITIONS**
- CS1 ASDA/WALMART**
- CS6 BALANCED ENERGY POLICY**
- CS5 BULLYING AND HARRASSMENT**
- CS9 CASH VEHICLES IN TRANSIT/PARKING**
- CS13 CONTRACT SECURITY**
- CS15 DOOR SUPERVISORS**
- CS7 ENERGY CRISIS**
- CS18 FAIR PLAY – NO TO BULLYING**
- CS2 FULL RIGHTS OF RECOGNITION AND NEGOTIATING WITHIN ASDA FOR GMB**
- CS12 G4S HOLIDAY PAY**
- CS16 GMB COMMUNICATION**
- CS11 HEALTH AND SAFETY**
- CS17 PROFITEERING**
- CS14 SECURITY INDUSTRY – REGULATION**
- CS10 VIOLENT ATTACKS ON CVIT STAFF**

## **COMMERCIAL SERVICES SECTION MOTIONS**

### **CS1. ASDA/WALMART**

This Commercial Services conference recognises that Walmart's industrial relations record is consistently anti trade union with a determination to use any means, no matter how unscrupulous, to resist workers rights to organise.

Congress further recognises that all agreements with the company are ineffective, immediately undermined or simply ignored.

The company's determination to stop workers organising into a trade union clearly demonstrates that they understand that they have much to lose and the workers much to gain.

Congress calls for the GMB to launch a major campaign to organise the entire Asda/Walmart network. That we recruit on our terms, not theirs. And that we ensure that when we negotiate or reach agreement with this company, we do so from a position of strength

SOUTH SHIELDS 2 BRANCH  
*Northern Region*

### **CS2. FULL RIGHTS OF RECOGNITION AND NEGOTIATING WITHIN ASDA FOR GMB**

The Commercial Services Section Conference calls for the GMB to actively campaign to secure full negotiating and recognition rights within Asda Stores and Distribution.

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

### **CS3. ASDA – TERMS AND CONDITIONS**

We call upon the Commercial Services Section Conference to ensure that when Asda's colleague handbook is issued to our members, that the contents of our terms and conditions have been previously negotiated with our union. Asda seems to have control of what these terms and conditions consist of and they are continuously changing these without consultation from the GMB.

A15 - ASDA BRANCH  
*Birmingham & West Midlands Region*

### **CS4. ABSENCE POLICY**

We call upon the Commercial Services Section Conference to review Asda's Absence Policy. We feel this present policy is unfair and unjust. Our members are frequently taken through the Disciplinary Procedure for genuine reasons of absence. This policy does not comply with the ACAS Code of Practice.

A15 - ASDA BRANCH  
*Birmingham & West Midlands Region*

### **CS5. BULLYING AND HARRASSMENT**

We call upon the Commercial Services Section Conference to eliminate any form of bullying and harassment that continually take place in our stores and depots.

Asda's 'Respect for the Individual Policy' is not being adhered to and totally ignored. We are asking for a working party formed by the GMB to address this serious problem.

A15 - ASDA BRANCH  
*Birmingham & West Midlands Region*



### **CS6. BALANCED ENERGY POLICY**

The Commercial Services Section Conference welcomes the Government decision to agree to the development of the next generation of Nuclear Power Stations, in principle.

This is a step forward in achieving a balanced energy policy. So we call upon our National Section Committee to mount a campaign for a balanced energy policy which would include all renewables, clean coal, as well as nuclear.

E-ON & UTILITIES BRANCH  
*Midland & East Coast Region*

### **CS7. ENERGY CRISIS**

Congress recognises the looming crisis in providing energy for the future. We also recognise the current favouritism for Nuclear Generation by those in Government.

We are therefore concerned that the use of clean coal technology is not being considered by anyone. With approximate estimation of 6 to 8 hundred years of supply still in the UK it appears that we are not making best use of our resources.

In order to reduce our reliance on imports of gas, oil and other materials, that is extremely vulnerable to disruption by vested interests and provides employment those in mining, generation and distribution many of whom are our members.

Congress therefore calls upon the CEC to organise campaigns and lobby Government to press forward with clean coal electricity generation as a matter of urgency.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### **CS9. CASH VEHICLES IN TRANSIT/PARKING**

The Commercial Services Section Conference recognises that cash in transit attacks are on the increase. On many occasions firearms are used in these attacks, including iron bars, machetes. These assaults have caused physical and mental injury to crewmembers and the trauma can have long-term and lasting effect. In order to reduce these attacks we ask GMB to continue a campaign of,

- a) Removal of parking restriction in City town centre areas.
- b) Safer area and procedures to transfer of cash for banks and retail outlets.
- c) Fast tracking arrangements in dispensing cash and safer routes for delivery and collections.
- d) Faster Police response.

Money makes the world go around, but safety should not be "spin".

GMB LONDON SECURITY BRANCH  
*London Region*

### **CS10. VIOLENT ATTACKS ON CVIT STAFF**

Congress is alarmed at the high number of violent attacks on GMB members working in the Cash and Valuables in Transit (CVIT) sector. Congress notes that attacks on workers carrying out cash handling operations have resulted in very serious physical injury and psychological trauma which has had a profound effect on the victims and their ability to work in future. Congress also notes that the over-zealous enforcement of parking restrictions by many local authorities contributes towards the high level of attacks, by creating opportunities for criminal

gangs to attack our members who are unable to park security vans as close as possible to the premises where cash transfers are taking place.

Congress calls upon all employers in the CVIT sector to work in conjunction with the GMB, the Government, the Police, the enforcement agencies and all other relevant stakeholders to reduce the number of attacks upon our members. Congress also calls upon the Government to allow and encourage local authorities to introduce parking and enforcement policies that exempt CVIT vehicles from parking restrictions when cash transfer operations are being conducted.

SCOTTISH SECURITY BRANCH  
*GMB Scotland*

**CS11. HEALTH AND SAFETY**

Congress is concerned about the standards of service and safety in the Gas Industry.

173 BRANCH  
*North West and Irish Region*

**CS12. G4S HOLIDAY PAY**

The GMB London Central General Branch believes that the GMB National Officer needs to look into G4S holiday pay. The reason for this is Security Officers on the old Securicor or the new G4S Terms and Conditions only get 192 hours a year holiday pay. This is nothing when most Security Officers work 60 to 65 hours a week with holiday pay only being 192 hours a year they only just get 3 weeks holiday a year.

Also Security Officers on old Group 4 Terms and Conditions only get 9.6 hours a day for holiday pay when most of them work 12 hours a day so our members can lose up to 15 to 18 hours a week in pay when they take their holiday

GMB LONDON CENTRAL GENERAL BRANCH  
*London Region*

**CS13. CONTRACT SECURITY**

That Congress is urged to do all within their power to insist that when security is outsourced or re-tendered for either by Government departments or listed blue chip multinational companies, that it is done on the basis that the provider of the outsourced services is or defined by the GMB as a ethical employer (that they pay a fair living wage, provide financial support to their employees in periods of sickness and offer a genuine system for the care and welfare of their employees).

For far too long private contracted security has acted in a manner that neither benefits their customers, employees or the public at large.

In this era of heightened security we demand that we have a properly trained and well remunerated workforce within the private security industry and that working together with the enlightened employer we reinforce the message that quality protects.

SECURICOR (1) BRANCH  
*London Region*

**CS14. SECURITY INDUSTRY – REGULATION**

The Commercial Services conference recognises that following the introduction of the Private Security Industry Act 2001, there has been a major improvement in standards in the industry.

However, Congress notes that there is now considerable evidence that the provisions of the 2001 Act are failing to halt the activities of the worst cowboys.

In particular, Congress is concerned that a loophole in the legislation, is allowing those convicted of a serious criminal offence to operate in the industry by registering as “consultants”

Congress calls for the legislation and regulations to be strengthened to close these loopholes and for the powers of the regulator to be increased.

SOUTH SHIELDS 2 BRANCH  
*Northern Region*

**CS15. DOOR SUPERVISORS**

This Commercial Services conference calls on the CEC to lobby Government to look again at the system set up to license door supervisors.

The processing of the SIA certificate is taking too long making our members' jobs vulnerable as without their SIA certificate they cannot work.

Preference appears to be given to large security companies over individuals – this is a situation that is not acceptable and must stop.

HARTLEPOOL 4 BRANCH  
*Northern Region*

**CS16. GMB COMMUNICATION**

We welcome Security Industry Recruitment Packs from GMB National Office. We also believe that Bulletin Newsletters are a good way to communicate with GMB members and are an aid to retention as members who do not attend branch meetings and isolated members, who do not have stewards at their workplace, are aware that the union is working for them. Also National Pay Ballot should be mailed out centrally and not left to local devices. We believe that the GMB National Officer and Commercial Services division should work more closely with Regional Organisers and Branch Secretaries to send out more information on security related matters. This could be done by a National or Regional mail out as well as working through the stewards networks.

GMB LONDON CENTRAL GENERAL BRANCH  
*London Region*

**CS17. PROFITEERING**

The GMB calls upon the Government to examine ways in which Airports, Railway Stations and other publicly accessible areas are charging for Hackney and Private Hire vehicles to use the ranks on their premises.

Over recent years these companies have sought to gain excessive profit through ‘per entry barrier fees’ charged to Hackney/Private Hire drivers. The increasing costs which are often not recoverable are causing hardship and unnecessary burden on the trade.

The Government should instigate an investigation into how the ‘per entry barrier fees’ are calculated and applied to the trade.

MANCHESTER CENTRAL D41 BRANCH  
*North West and Irish Region*

**CS18. FAIR PLAY – NO TO BULLYING**

A recent survey indicates that over a third (35%) of hospitality workers believe their bosses actively condone bullying and harassment in the workplace, the Good Corporation Fairness Index survey has revealed.

Less than half of hospitality and entertainment workers (48%) believe their employer offers fair appraisal and 46% think their boss is unfair to them when it comes to work/life balance.

Overall, hospitality workers scored below the UK industrial average when it came to happiness for eight out of 10 metrics, with the major causes for discontent being a lack of training and access to business information.

We call on GMB to make representation to British Hospitality Association and other regulating bodies to stamp out bullying and harassment in the Industry.

GMB HOTELS AND CATERING BRANCH  
*London Region*

# **FINAL AGENDA**



## **MANUFACTURING SECTION CONFERENCE 2008**

### **HOLIDAY INN HOTEL**

#### **TUESDAY 10 JUNE**

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

#### **WEDNESDAY 11 JUNE**

**9.30 am - 12.30 pm**

## MANUFACTURING SECTION CONFERENCE

### NATIONAL OFFICE

DAVIES, PHIL	<i>National Secretary</i>
HAZLEWOOD, KEITH	<i>National Secretary</i>
BLACK, ALLAN	<i>National Officer</i>
KING, CHARLIE	
WARE, AURIOL	
SMITH, MARILENE	

### BIRMINGHAM & WEST MIDLANDS

AMIN, MOHAMMED	<i>Dunlop</i>
BROOKES, FRED	<i>Retired</i>
COGHLAN, MICK	<i>Unemployed</i>
EVANS, STEVE	<i>Rover Group Ltd</i>
JONES, ROGER	<i>Retired</i>
LAL, MADAN	<i>Self Employed</i>
LAWSON, JUDITH	<i>Retired</i>
MURRAY, CLIFF	<i>Retired</i>
RICHARDSON, GORDON	<i>JCB</i>

### LONDON

BARKER, KEVIN	<i>Anglian Windows</i>
GAGLANI, SHAILESH	<i>Katsouris Fresh Foods</i>
MCKENZIE, STEVE	<i>Unspecified</i>
MCLEAN, ALISTAIR	<i>Retired</i>

### MIDLAND & EAST COAST

ALLINSON, SHANE	<i>Akzo Nobel</i>
BREARLEY, DAVID	<i>Unemployed</i>
EYRE, PAUL	<i>Barton Products</i>
GLASSFORD, GORDON	<i>D&amp;D Dispersions</i>
MILLS, DOROTHY	<i>Retired</i>
MORGAN, RICHARD	<i>Retired</i>
SLATER, KATHLEEN	<i>Retired</i>
SOPER, PHIL	<i>Almor Ltd</i>

### NORTHERN

BAILLIE, GILL	<i>Innovia Ltd</i>
CHARLTON, FREDERICK	<i>Aerospace Systems &amp; Tech Ltd</i>
EBDEN, MICHAEL	<i>George Smith Manufacturing</i>
EMMERSON, GEORGE	<i>Self Employed</i>
GOW, DANIEL	<i>Jeld-Wen UK, Penrith Door Company</i>
HUGHES, WILLIAM	<i>Retired</i>
MAYOR, GORDON	<i>BAE Systems</i>
SAWDON, PETER	<i>Corus UK Ltd</i>
SPEAKMAN, RICHARD	<i>North Yorkshire Timber</i>
STUBBS, KENNETH	<i>Remploy Ltd</i>
TOSH, ALLEN	<i>Chemson Ltd</i>

WINTER, JOHN

*Bell Group UK*

### **NORTH WEST & IRISH**

ALBERTINA, FRANCIS

*Unemployed*

BENNETT, KENNETH

*Polypipe Products Ltd*

BODEN, STEPHEN

*Cereal Partners UK*

DUNCAN, PAUL

*European Colour (Pigments) Ltd*

FIRTH, KEITH

*Akzo Nobel Coatings*

GRAY, DAVID

*Becker Industrial Coatings Ltd*

GUNN, ROBERT

*MOD*

LOWDEN, RAYMOND

*Retired*

MILLS, ALEC

*Remploy Ltd*

PHILBIN, GED

*Ineos Chlor*

RAWSTHORNE, BARBARA

*C.D.M.S (Document Services)*

TOOMEY, JOHN

*Retired*

WELHAM, ROBERT

*Akzo Nobel Coatings*

WILSON, DAVID

*Rolls Royce Plc*

### **GMB SCOTLAND**

BOAL, ALLAN

*Erdington Group*

BRANNAN, PHIL

*Remploy Ltd*

CALLAGHAN, GEORGE

*Rolls Royce Plc*

CARSON, BRENDA

*Erdington Group*

HILLS, JEFFREY

*Remploy Ltd*

LAVERY, CATHY

*-*

LOGAN, ALEXANDER

*Ferguson Shipbuilders Ltd*

MCNEILL, FRANCIS

*BAE Systems*

REILLY, JAMES

*United Biscuits*

WALKER, DUNCAN

*Alexander Dennis*

### **SOUTHERN**

ARMSTRONG, STEPHEN

*Airsprung Beds*

BALLANGER, JEFF

*LaFarge Cement*

BURTON, BRIAN

*Engineering*

HULLEY, BRYAN

*Vi-Spring*

PALMER, GARY

*Retired*

REEVES, ROY

*Babcock Marine*

STOKOE, ROBERT

*Babcock Marine*

WARN, NIGEL

### **SOUTH WESTERN**

BENNETT, RUTH

*Kautex Textron*

DAVIES, ALUN

*Prysmian Cables*

LEADER, ANN

*Self-Employed*

LEGG, BRIAN

*Retired*

O'CONNOR, MATHEW

*COSI*

PICKSTOCK, SHARON

*Barloworld Scientific*

SMITH, JENNIFER

*Unemployed*

WILLIAMS, GARY

*Wilkinsons*

## **YORKSHIRE & NORTH DERBYSHIRE**

BROWNE, PATRICK	<i>Sick/Unemp Members</i>
CLARK, ROBERT	<i>London &amp; Scandanavia</i>
HORROBIN, PAUL	<i>Symphony Group</i>
KEMP, IAN	<i>Corus UK Ltd</i>
NEWMAN, DAVID	<i>Arla Foods</i>
STODDART, STUART	<i>CIBA Speciality Chemicals</i>
STRIBLEY, JAMES	<i>Remploy Ltd</i>
TAYLOR, MAUREEN	<i>Ronseal Ltd</i>
TROUGHTON, MELVERN	<i>Unspecified</i>
WELLS, KEITH	<i>John Carr (Sheffield) Ltd</i>
WHITEHEAD, ROBERT	<i>Nestle UK Ltd</i>



# **MANUFACTURING SECTION CONFERENCE**

## **INDEX OF MOTIONS**

<b>MF19</b>	<b>35 HOUR FUND</b>
<b>MF21</b>	<b>35 HOUR WEEK</b>
<b>MF7</b>	<b>AIRCRAFT CARRIERS</b>
<b>MF8</b>	<b>AIRCRAFT CARRIERS</b>
<b>MF15</b>	<b>APPRENTICES</b>
<b>MF4</b>	<b>INVESTMENT IN RESEARCH AND DEVELOPMENT</b>
<b>MF3</b>	<b>MANUFACTURING</b>
<b>MF2</b>	<b>MANUFACTURING DECLINE IN THE UK</b>
<b>MF1</b>	<b>MANUFACTURING STRATEGY</b>
<b>MF16</b>	<b>MANUFACTURING TRAINING STRATEGY</b>
<b>MF6</b>	<b>PUBLIC PROCUREMENT</b>
<b>MF9</b>	<b>REMPLOY</b>
<b>MF10</b>	<b>REMPLOY CLOSURES</b>
<b>MF11</b>	<b>SACK THE REMPLOY BOARD AND SECRETARY OF STATE</b>
<b>MF18</b>	<b>SCOTCH WHISKY BOTTLED IN SCOTLAND OUR HERITAGE</b>
<b>MF20</b>	<b>SHOP STEWARDS</b>
<b>MF22</b>	<b>SICKNESS PAY</b>
<b>MF13</b>	<b>SKILL SHORTAGE</b>
<b>MF14</b>	<b>SKILLS SHORTAGE</b>
<b>MF23</b>	<b>SUING IN THE AMERICAN COURTS</b>
<b>MF17</b>	<b>THE POWER INDUSTRY</b>
<b>MF5</b>	<b>UK MANUFACTURING PROCUREMENT</b>

## **MANUFACTURING SECTION MOTIONS**

### **MF1. MANUFACTURING STRATEGY**

Congress believes our members in Manufacturing have been badly neglected by the Government. We need a Manufacturing Strategy.

SALFORD NO. 1 BRANCH  
*North West and Irish Region*

### **MF2. MANUFACTURING DECLINE IN THE UK**

The Manufacturing Section Conference calls on the Labour Government to take action to halt the decline of the thousands of jobs and skills lost every year in the UK manufacturing industries.

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

### **MF3. MANUFACTURING**

Congress does not believe the present Government is still doing enough to protect UK manufacturing.

During 2007, the last 600 jobs went at Indesit in North Staffordshire; a white goods manufacturer that once employed over 3,000. Many GMB members lost their jobs after the company moved production to Poland.

Congress deplores these moves by multi-national companies and calls on the Government to intervene and reverse the trend.

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

### **MF4. INVESTMENT IN RESEARCH AND DEVELOPMENT**

Manufacturing Section Conference, amongst its membership, the GMB has some of the country's most highly trained and skilled workers, employed in such fields as aerospace, engineering steels and other metals, and computer technology amongst others.

In order to stimulate growth in these and other engineering, manufacturing and ancillary industries and provide job opportunities and job security, Conference calls on the Government to invest in science and technology research and development. In particular, conference calls for increased investment in satellite technology and space research, for which GMB members are more than capable of working on. This will provide jobs, stimulate various industries, increase technology advances and act as a spur for young people to become scientists, technicians and engineers.

All of these can only be beneficial to the economy.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

### **MF5. UK MANUFACTURING PROCUREMENT**

Congress calls on the CEC of the Union to note with continuing concern the present and much weakened competitive and precarious state of the UK's much reduced manufacturing base. Also the provocative and deliberate policy by many companies to choose to outsource valuable and productive jobs, often to Eastern Europe or more likely to China or South East Asia. While recent positive decisions taken by the MPC to lower interest rates, combined with a more

competitive currency exchange rate may provide some long overdue relief to manufacturing employment, much more official and powerful Government intervention is needed.

Therefore we ask the CEC to act within agreed policy by demanding that Gordon Brown and his Cabinet colleagues make good the promises made to the Union movement in the 2004 'Warwick Agreement'. In essence this entailed that a Labour Government, once elected for a third term would do everything possible to ensure that much needed Government and MOD public procurement are contracted and sourced (within the constraints of existing EU law) in order to promote the manufacturing sector and thus help to safeguard many thousands of jobs of all workers employed in a productive capacity throughout Britain.

113 MANCHESTER BRANCH  
*North West and Irish Region*

#### **MF6. PUBLIC PROCUREMENT**

The Manufacturing Section Conference calls on the Labour Government to take all steps necessary to ensure that at 10p in every £100.00 spent in the UK on Public Procurement is spent in factories providing for disabled people. This would reverse the disgraceful closures of Remploy Factories. A disgraceful act and a stain on the Labour Party and more so on Anne McGuire, the Minister for Disabled.

SPRINGBURN REMPLOY 176 (CFTA) BRANCH  
*GMB Scotland*

#### **MF7. AIRCRAFT CARRIERS**

The Manufacturing conference welcomes the decision of this Government to build two aircraft carriers.

We call on the Government to ensure that both the manufacture and the putting together of these ships is done in the UK.

SOUTH SHIELDS 2 BRANCH  
*Northern Region*

#### **MF8. AIRCRAFT CARRIERS**

Congress welcomes the decision of this Government to build two aircraft carriers.

We call on the Government to ensure that both the manufacture and the putting together of these ships is done in the UK.

SOUTH SHIELDS 2 BRANCH  
*Northern Region*

#### **MF9. REMPLOY**

Congress the situation in Remploy is appalling. We feel the Government have let the GMB and our members down over this issue. Everyone recognises that Remploy needs to modernise but the closure and merger programme announced is unacceptable.

We call on the Government to change its mind and protect the jobs of our members at Remploy.

DURHAM COUNTY LA BRANCH  
*Northern Region*

#### **MF10. REMPLOY CLOSURES**

Congress, 2000 workers on the scrap heap. Remploy needs to stop open. We need to keep it. We can't rely on the current Government or management, that's the reason it's been mismanaged.

Public procurement to be used under article 19 we should be opening more Reemploy sites. We have a management and board that don't want it to work.

If we don't act Remploy won't be here in 5 years. It's the management that has failed not the workers but the management is still here.

The Government supports Northern Rock at 55bn, keeps troops in the Far East at a cost of 33bn, this costs the tax payer £2500 so why aren't the troops coming through a Remploy site where needed. This is about choice

Remploy board and the Government have failed the Remploy workers. We have to fight for the factories that are left but we can't move forward with the current board

Where the current board and management are untrustworthy and in the main failed business people, as it was once said on a BBC programme it's where business people come to die. They have now lost all the trust of the workers.

They are constantly attacking the unions the members and more importantly the representatives for standing up and defending their jobs. Where In some cases we have had shop stewards sacked.

Over the past year we have had 54 people sacked for minor things. Company stating they don't recognise failure and to agree to and grievances. Throwing money at redundancies where a lot of this has been done without trade union consultation.

Where this management are jumped up dictators and are creating a divide and proper work place conflict. Taking work else where.

Shutting down sites and still carrying on paying the rent for the next 4 years.

If factories don't reduce costs from 22k per person to 9k then that site will close.

Support the Remploy workers keep Remploy beyond the next 5 years.

Congress calls for the dismissal of the Remploy board and the Secretary of State, as is the fact that they refuse to listen to the consortium of trade unions, as is disabled employees choice to work where they wish.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **MF11. SACK THE REMPLOY BOARD AND SECRETARY OF STATE**

Manufacturing Section Conference, over what has happened to the Remploy workers over the last few months we warned conference 2 and 3 years ago that the Remploy board and the DWP Government department had one objective and one objective only Secretary of State, Anne McGuire and the Remploy board sacked.

If these people stop then Remploy has no future. Peter Hain is the one who misled conference and misled the Labour Party Conference so that he did not get over turned stating he wanted changes in Remploy by negotiation and agreement and promised a moratorium that the Remploy board could not shut a Remploy site.

Sack the Remploy board, sack the Secretary of State and sack Anne McGuire as they have took notice of the Remploy lies and deceit and have not listened to the consortium of trade unions in Remploy.

BRIGHTSIDE BRANCH  
*Yorkshire & North Derbyshire Region*

**MF13. SKILL SHORTAGE**

The Government must address the skills shortage in view the power programme which is underway.

Gas, coal and nuclear power stations are on the drawing board. The Government must ensure sufficient people are trained to undertake this work. Turbine boilers and reactors have to be manufactured and constructed on site, creating thousands of jobs, which should help to revive our manufacturing base in Britain.

NORTH KENT ENGINEERING Z39 BRANCH  
*Southern Region*

**MF14. SKILLS SHORTAGE**

The Manufacturing Section conference calls on this Labour Government to urgently address the current situation regarding the shortage of skilled labour.

We call for a massive injection of apprentices into the manufacturing industry.

STOCKTON 3 ENG BRANCH  
*Northern Region*

**MF15. APPRENTICES**

The Manufacturing Section calls upon the Government to encourage the implementation and where applicable the expansion of Craft Apprentice Training within industry.

Shortage of skills within the Manufacturing Sector only gives rise to this being of high importance.

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

**MF16. MANUFACTURING TRAINING STRATEGY**

The Manufacturing Section Conference asks “have we the right training in the Government’s planned strategy for Apprenticeships within its education plans?”

NOTTINGHAM TEC BRANCH  
*Midland & East Coast Region*

**MF17. THE POWER INDUSTRY**

When this was debated at Congress two years ago, Tony Blair, then the Prime Minister, made a promise that if and when a decision was made to build a new power station in this country, that they would be built by our labour forces, and they would be manned by workers here and not sub-contracted to companies who use contract labour from overseas. This was also endorsed by the present Prime Minister at our last Congress.

Z24 MANCHESTER NO. 1 BRANCH  
*North West and Irish Region*

**MF18. SCOTCH WHISKY BOTTLED IN SCOTLAND OUR HERITAGE**

Congress, the Scotch Whisky Industry depends on the bottling of Scotch whisky in Scotland. Jobs will be decimated should this heritage of ours disappear before our very eyes.

What has been tradition for hundreds of years will be lost to companies who look to bottle and invest in cheap labour worldwide.

We ask the Scottish Government, the UK Government and other Trade Unions concerned to start safeguarding the Scotch Whisky Industry and prevent our heritage being sold off.

DUMBARTON 2 BRANCH  
*GMB Scotland*

**MF19. 35 HOUR FUND**

There are lots of talks going on about this fund, but we only get information about it, if and when there is a meeting of our local confederation. As this meeting is only held bi-monthly, the information we get is second-hand, as by the time we hear what is going on with the fund it could be dispersed without discussion.

We believe that all the meetings held nationally should be reported back to all the membership by our representatives on these committees so that everyone is aware of what is happening.

Z24 MANCHESTER NO. 1 BRANCH  
*North West and Irish Region*

**MF20. SHOP STEWARDS**

The Manufacturing Section conference instructs our Shop Stewards in establishments that agency labour who are members of the union are allowed to attend union convened meetings, otherwise some of the conditions that have been won could be compromised.

SOUTH SHIELDS 1 ENG BRANCH  
*Northern Region*

**MF21. 35 HOUR WEEK**

Congress believes it is time now to start the campaign for the 35 hour week. We have waited long enough.

SALFORD NO. 1 BRANCH  
*North West and Irish Region*

**MF22. SICKNESS PAY**

This Manufacturing Sectional Conference proposes that sick pay should be based on a percentage of average weekly pay and not basic pay as it is at present, i.e. % of 52 weeks pay, incorporating overtime, bonuses etc.

Y26 - DUDLEY BRANCH  
*Birmingham & West Midlands Region*

**MF23. SUING IN THE AMERICAN COURTS**

The Manufacturing Section conference requests that our CEC look into the possibilities of suing in the American Courts.

The American ship owners who had many ships repaired in this country to the cost of our members who have developed Plural Plaque and Plural Thickening and Mesothelioma.

SOUTH SHIELDS 1 ENG BRANCH  
*Northern Region*

# **FINAL AGENDA**



## **PUBLIC SERVICES SECTION CONFERENCE 2008**

### **PLYMOUTH PAVILIONS**

**TUESDAY 10 JUNE**

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

**WEDNESDAY 11 JUNE**

**9.30 am - 12.30 pm**

## **PUBLIC SERVICES SECTION CONFERENCE**

### **NATIONAL OFFICE**

STRUTTON, BRIAN	<i>National Secretary</i>
AZAM, REHANA	<i>National Officer</i>
HOLDER, SHARON	<i>National Officer</i>
CARR, GERRY	
HUBBARD, MICK	
SAYER, ANGELA	
COMPTON, RITA	

### **BIRMINGHAM & WEST MIDLANDS**

COOMBES, PAUL	<i>Birmingham City Council</i>
CORBETT, ELIZABETH	<i>Staffordshire County Council</i>
ELSON, STACIE	<i>Walsall Council</i>
HACKETT, TONY	<i>Sandwell &amp; W Birmingham NHS Trust</i>
JACKSON, BRIAN	<i>Retired</i>
KEMPSON, DAVID	<i>Retired</i>
McCANN, JANE	<i>Worcestershire County Council</i>
SCHUCK, MARTIN	<i>Cheltenham Borough Council</i>
WILKINS, ROY	<i>Solihull MBC</i>
WOOD, COLIN	<i>Dudley MBC</i>

### **LONDON**

AKBAR, MOHAMED	<i>London Ambulance Service</i>
ANDERSON, CLIFF	<i>Luton Borough Council</i>
BENHAM, BARBARA	<i>Unspecified</i>
BYRNE, DANNY	<i>City of London</i>
FOSTER, MARTIN	<i>Bedfordshire County Council</i>
GASPER, LINDA	<i>L B Tower Hamlets</i>
GREEN, DAVID	<i>London Borough of Hammersmith</i>
HIOM, JIM	<i>Milton Keynes Borough Council</i>
HOLLAND, CATHY	<i>Essex County Council</i>
KERR, COLIN	<i>London Borough of Havering</i>
MITCHELL- MURRAY, WILHELMINA	<i>London Borough of Hillingdon</i>
PETERSON, DOTT	<i>London Borough of Camden</i>
RICHMOND, JIM	<i>London Borough of Newham</i>
RIGBY, DOUGLAS	<i>Braintree District Council</i>
ROBERTS, ALAN	<i>City of Cambridge</i>
ROBINSON, PENNY	<i>London Borough of Barking</i>
SASSI, TARIK	<i>London Borough of Hounslow</i>
SEYMOUR, ROBERT	<i>London Borough of Ealing</i>
SHARKEY, GEORGE	<i>London Borough of Islington</i>
SMITH, JAN	<i>Unspecified</i>
WEST, VAUGHAN	<i>London Borough of Islington</i>
WHISTLECRAFT, JOHN	<i>London Borough of Enfield</i>
WHITTAKER, SHARON	<i>London Borough of Barking</i>



## **MIDLAND & EAST COAST**

BAINES, VIC	<i>Regional President</i>
BISSETT, PAUL	<i>NHS</i>
BRINKLOW, KEVIN	<i>Nottingham City Homes</i>
CLARKE, JIM	<i>North Kesteven District Council</i>
DOYLE, JOHN	<i>Southern Cross</i>
FARMER, SARAH	<i>Nottingham Tram</i>
GREEN, DAVID	<i>Nottingham City council</i>
HALL, JOHN	<i>Ashfield District Council</i>
HARWOOD, COLLEEN	<i>The Academy</i>
HELEY, BILL	<i>Southern Cross Homes</i>
JOBSON, DAVID	<i>Leicester City Council</i>
JOHNSON, HELEN	<i>Humber Mental Health Trust</i>
RALSTON, MATT	<i>Notts County Council</i>

## **NORTHERN**

APPLEBY, SUSAN	<i>Durham City Council</i>
BAKER, MICHAEL	<i>Newcastle City Council</i>
BRYAN, ALYSON	<i>City of Sunderland</i>
CHARLTON, ELIZABETH	<i>Southern Cross</i>
CHRISTON, ALAN	<i>Stockton Borough Council</i>
GILBRAITH, MARY	<i>Hartlepool Borough Council</i>
HENWOOD, COLIN	<i>Middlesbrough Borough Council</i>
JEPSON, JANETTE	<i>Durham County Council</i>
LINES, CAROL	<i>Easington District Council</i>
MALE, MAUREEN	<i>Erimus Housing</i>
MURRAY, GEORGE	<i>Unemployed</i>
WALKER, ALAN	<i>Barchester Healthcare</i>
WATERS, MALCOLM	<i>Derwentside District Council</i>

## **NORTH WEST & IRISH**

BOYLAN, PAUL	<i>Dept of Agriculture For N. Ireland</i>
CARTEY, YVONNE	<i>Tameside MBC</i>
DANIELS, ROBERT	<i>Liverpool CC</i>
DAVIES, VERONICA	<i>Retired</i>
DOW, PETER	<i>MPO – Police Staffs</i>
EDWARDS, ALAN	<i>St Helens MBC</i>
HENRY, DOUGLAS	<i>Retired</i>
HOLMES, LYNN	<i>Lancashire C. Council</i>
KEELER, YVONNE	<i>Southern Cross</i>
KEIGHT, JEFFREY	<i>Enterprise (LCC)</i>
LALKHA, BERNARD	<i>John Moores University</i>
LEFLEY, JOHN	<i>Salford CC</i>
LOWES, IAN	<i>Retired</i>
MCDERMOTT, JAMES	<i>Olham MBC</i>
MOSS, ARTHUR	<i>Liverpool CC</i>
PERRY, PATRICK	<i>Retired</i>
SCHOFIELD, JOHN	<i>Retired</i>

SMITH, GRAHAM  
SUTCLIFFE, DEREK  
SWINDELLS, ELIZABETH

*Veolia Env. Services  
Sefton MBC  
Trafford MBC*

### **GMB SCOTLAND**

ARCHIBALD, BRUCE  
COOPER, JOYCE  
DEAN, ANNE  
DRYLIE, ANNETTE  
FAULDS, JOHN  
FINN, MARY  
FYFE, RHONA  
KELBIE, TOM  
MACDOUGALL, GEORGE  
MCAUGHTRIE, ALEXANDER  
McCROSSAN, JAMES  
MCKAY, FRANCIS  
MCLAUGHLIN, ELIZABETH  
MIDDLETON, MICHAEL  
MILLAR, LINDA  
PEDDIE, STUART  
ROBERTSON, CHARLIE  
WARDEN, ELIZABETH

*Robertson Group Scotland Ltd  
Fife Council  
NHS Greater Glasgow  
Fife Council  
-  
NHS Greater Glasgow  
Scottish Ambulance Service  
Dundee City Council  
Glasgow City Council  
Falkirk Council  
Dumfries & Galloway Council  
North Lanarkshire Council  
NHS Lanarkshire  
Aberdeen City Council  
North Lanarkshire Council  
Ministry Of Defence  
Dundee College  
-*

### **SOUTHERN**

ALEXANDER, FRANCES  
ARTHUR, WAYNE  
BRITTAN, BARRY  
CALLOW, RAYMOND  
CARLISLE, ALISON  
COLLINS, JULIE  
FALCONER, CAROL  
GOODFELLOW, ALAN  
HONDOR-COLE, LYNN  
JEFFERY, CHRIS  
LAMBERT, BARRY  
LEWIS, JAN  
MCKENNA, ROBERT  
MEMMOTT, SAMANTHA  
MEW, KIERON  
MOBERG, BERNIE  
MURCHIE, FERGUS  
PRICE, ANNE  
ROLFE, COLIN  
SMITH, TONY  
TAYLOR, KATHY  
THEAKER, EILEEN  
TRIM, TERRY

*The University of the Arts London  
Biffa Waste Services  
Biffa Waste Services  
Ambulance Service  
Roehampton University  
Bournemouth B.C.  
LO9 LB of Lambeth  
Southampton City Council  
L.B. Merton  
Plymouth Hosps.NHS Trust  
Higher Education  
London Ambulance Service  
Brighton & Hove C.C.  
Windsor & Maidenhead B.C.  
NHS Slam  
Surrey C.C.  
Devon & Cornwall Police Authority  
L.B. Greenwich  
Sedgemoor College  
L.B. Lewisham  
Dorset C.C.  
L.B. Croydon  
Retired*

## **SOUTH WESTERN**

BIRKIN, NEIL	<i>Bridgend County B C</i>
CLARKE, LYNDON	<i>Newport City Council</i>
CLEVELY, KAREN	<i>North Bristol NHS Trust</i>
DANIELS, KENNETH	<i>Cardiff City Council</i>
HEALY, YVONNE	<i>Merthyr Tydfil CBC</i>
JONES, CRAIG	<i>Rhondda Cynon Taff CBC</i>
LEWIS, GARETH	<i>Vale of Glamorgan Council</i>
PUCKETT, COLIN	<i>Southmead Hospital</i>
STARR, HEATHER	<i>MPO – The Rent Service</i>
WEEKS, JENNIFER	<i>North Bristol NHS Trust</i>

## **YORKSHIRE & NORTH DERBYSHIRE**

ALDERMAN, RAY	<i>Bradford MDC</i>
CRAMPTON, MARK	<i>Leeds MDC</i>
GILL, COLIN	<i>Leeds MDC</i>
GRANT, CLIFFORD	<i>Sheffield MDC</i>
McLEAN, DAVID	<i>Leeds MDC</i>
OUTLAW, PHIL	<i>Whitegates Autistic Comm</i>
PHILLIPS, PAUL	<i>Doncaster MBC</i>
RAJCH, HENRY	<i>Barnsley MBC</i>
WARWICK, GARRY	<i>Sheffield MD</i>

# **PUBLIC SERVICES SECTION CONFERENCE**

## **INDEX OF MOTIONS**

<b>PS/COMP5</b>	<b>AGAINST THE PRIVATISATION OF CARE FOR THE ELDERLY</b>
<b>PS54</b>	<b>AGENCY STAFF</b>
<b>PS14</b>	<b>ANNUAL PAY REVIEW</b>
<b>PS20</b>	<b>CARE SECTOR PAY</b>
<b>PS39</b>	<b>CODE OF PRACTICE ON WORKFORCE MATTERS IN LOCAL AUTHORITY CONTRACTS</b>
<b>PS45</b>	<b>CONTRACTORS FORUM</b>
<b>PS36</b>	<b>ESSENTIAL AND CASUAL CAR ALLOWANCE</b>
<b>PS41</b>	<b>FUNDING FOR TRAINING</b>
<b>PS38</b>	<b>GREEN BOOK TERMS AND CONDITIONS</b>
<b>PS44</b>	<b>HIGHER EDUCATION – RECRUITMENT</b>
<b>PS43</b>	<b>HIGHER EDUCATION – SINGLE TABLE BARGAINING</b>
<b>PS28</b>	<b>HIGHER LEVEL TEACHING ASSISTANTS</b>
<b>PS23</b>	<b>HOME CARE</b>
<b>PS25</b>	<b>HOSPITAL CHAPLANCY</b>
<b>PS18</b>	<b>JOINT VENTURE COMPANIES</b>
<b>PS/COMP4</b>	<b>KEEP PUBLIC SERVICES PUBLIC</b>
<b>PS/COMP6</b>	<b>LGPS ADMITTED BODY STATUS</b>
<b>PS53</b>	<b>LOCAL AUTHORITY MONITORING SYSTEM</b>
<b>PS9</b>	<b>LOCAL GOVERNMENT PAY</b>
<b>PS49</b>	<b>LOCAL GOVERNMENT PENSION SCHEME</b>
<b>PS50</b>	<b>LOCAL GOVERNMENT PENSION SCHEME</b>
<b>PS37</b>	<b>MILEAGE ALLOWANCES</b>
<b>PS55</b>	<b>MPO</b>

PS56	MPO
PS31	NATIONAL PAY RATES FOR SCHOOL SUPPORT STAFF
PS26	NHS MANAGEMENT AND HOSPITAL CLEANING
PS24	NHS MIDWIVES CUTBACKS
PS33	OPEN ACCESS TO SCHOOLS
PS10	PAY
PS17	PFI
PS2	PUBLIC SECTOR PAY
PS6	PUBLIC SECTOR PAY
PS8	PUBLIC SECTOR PAY
PS/COMP2	PUBLIC SECTOR PAY CAMPAIGN
PS/COMP1	PUBLIC SECTOR PAY POLICY
PS/COMP3	PUBLIC SECTOR WORKERS
PS1	PUBLIC SERVICES
PS13	PUBLIC SERVICES
PS47	RECRUITMENT
PS35	RELOCATION OF LOCAL AUTHORITY SERVICES
PS30	SCHOOL SUPPLY STAFF, TERM TIME CONTRACTS
PS32	SCHOOL SUPPORT STAFF NATIONAL NEGOTIATING COMMITTEE
PS27	SCHOOL SUPPORT STAFF WORKFORCE REMODELLING
PS48	SEEKING RECOGNITION AGREEMENT WITH SODEXHO DEFENCE (UNFAIR TREATMENT OF CLEANERS)
PS19	SEEKING UNFAIR PAY CLAIMS WITHIN THE MOD / WAGE DISPARITIES
PS34	STANDARDISATION OF WASTE COLLECTION
PS29	TEACHING ASSISTANTS IN SPECIAL NEEDS SCHOOLS

**PS40**      **TWO TIER WORKFORCE**

**PS46**      **UNION RESOURCES**

**PS42**      **WORKING TIME AND NATIONAL MINIMUM WAGE**

## **PUBLIC SERVICES SECTION MOTIONS**

### **PS1. PUBLIC SERVICES**

This Congress is concerned at the way public service workers have been treated by a Labour Government during 2007. Public service workers have had the wages capped by the Treasury without any discussion with either the trade unions or their own sponsoring departments.

Pay rises have been well below inflation and those in the private sector. Even where pay review bodies have awarded pay rise above the Treasury guidelines of 1.9% the Government has reduced the value of the rise by paying the increase in stages.

Public service workers are an important part of the UK working population and should be treated both fairly and with respect. This Congress instructs the CEC to raise the unfair treatment of public service workers with the TUC and the Labour Party. We also expect the Government to honour the findings of pay review bodies in England as well as in Scotland.

CROYDON C60 BRANCH  
*Southern Region*

### **PS2. PUBLIC SECTOR PAY**

Congress expresses its opposition to the UK Government's policy of imposing below-inflation pay rises that will result in cuts in living standards for our hard working low paid workers.

And calls on Congress to press the Government to abandon attempts to restrict public sector pay awards by means of annual percentage targets.

Congress therefore reaffirms its position that public sector pay levels should be set by means of free Collective Bargaining.

DUNDEE 1 BRANCH  
*GMB Scotland*

### **PS/COMP1. PUBLIC SECTOR PAY POLICY**

*(incorporating PS3 and PS4)*

Conference completely rejects the Prime Ministers policy that seeks to limit public sector pay claims to 2% and 3 year settlements.

We call upon The Public Services Section Conference to oppose the Government's intervention in public sector pay negotiations. Gordon Brown needs to be aware that many public sector workers were or are Labour voters. This Government's constant attack upon public sector members' terms and conditions only adds fuel to those already disenchanted with the Labour Party.

We therefore call upon Conference to lobby all Labour MPs and Ministers to stop Government's interference in public sector negotiations. It is our members who decide whether we negotiate a pay deal over one, two, three or any other time frame, not Government.

Mover : ISLINGTON APEX BRANCH (London Region)  
Seconder : BRISTOL PUBLIC SERVICES BRANCH (South Western Region)

**PS/COMP2. PUBLIC SECTOR PAY CAMPAIGN**

*(incorporating PS5 and PS7)*

The Public Services Section conference rejects the Governments attempts to impose a 2% pay ceiling over the next 3 years.

This, in effect, represents a pay cut in real terms. Following on from last year when Local Government received a paltry 2.475%. It is clear the Government is pursuing a policy of pay reduction in the public sector.

This policy has and will continue to cause public sector pay to fall well below inflation and private sector pay.

This conference calls for all public sector unions to work together to mount a campaign to improve pay and conditions in the public sector.

Conference declares its opposition to any three year pay deals as recently announced by the Government. Conference calls for a vigorous campaign across the whole of the Public Sector involving other Public Sector Unions to oppose this policy, and to fight for a decent pay rise for members who have fallen behind due to below inflation rises over many years.

MOVER : GATESHEAD 1 BRANCH (Northern Region)  
SECONDER : 15 BRANCH (North West and Irish Region)

**PS6. PUBLIC SECTOR PAY**

Congress rejects the Governments attempts to impose a 2% pay ceiling over the next 3 years.

This, in effect, represents a pay cut in real terms. Following on from last year when Local Government received a paltry 2.475%. It is clear the Government is pursuing a policy of pay reduction in the public sector.

This policy has and will continue to cause public sector pay to fall well below inflation and private sector pay.

This conference calls for all public sector unions to work together to mount a campaign to improve pay and conditions in the public sector.

GATESHEAD 1BRANCH  
*Northern Region*

**PS8. PUBLIC SECTOR PAY**

Congress totally rejects any proposal for long-term wage deals that do not keep pace with inflation.

The Government had broken promises on pay and union rights already. We believe Ministers could not be trusted to deliver a decent long-term pay deal.

Congress also agrees that the amount and term of any pay deals be negotiated by our officers and ultimately be approved or otherwise by the membership.

NORTH LANARKSHIRE PUBLIC SERVICES BRANCH  
*GMB Scotland*



**PS9. LOCAL GOVERNMENT PAY**

This conference is totally opposed to any extended pay deal. We insist that any wage settlement should be on an annual basis and maximum support should be given, including industrial action, to achieve our reasonable claim of 6% or 50p per hour increase.

162 STOCKPORT BRANCH  
*North West and Irish Region*

**PS10. PAY**

The Public Services Section Conference is called upon to bring pressure on other public service unions to fight together with one voice to:

1. Agree to an earlier date to start the pay increase talks.
2. To get all unions to agree on a minimum wage increase to run in line with at least the cost of living.

BRAINTREE & BOCKING BRANCH  
*London Region*

**PS/COMP3. PUBLIC SERVICE WORKERS**

*(incorporating PS11 and PS12)*

It is apparent to the Public Services Section Conference that by depressing pay and conditions of workers within the Public Sector and ultimately forcing the public sector into external procurement to deliver services, this has a major impact upon the economy.

We call upon the CEC to lobby Government to stop the constant erosion of the standards of living of our public sector workers and lobby for proper investment by Government into direct service provision.

The Public Services Section conference condemns the lack of investment in Public Services. This disgraceful lack of funding is worsened by the fact that Government has achieved £1.5 billion more in efficiency savings than anticipated.

This conference calls for the release of funds aimed at improving Public Services and addressing pay and conditions issues such as Equal Pay.

Mover : EASINGTON BRANCH (Northern Region)  
Seconder : BRISTOL PUBLIC SERVICES BRANCH (South Western Region)

**PS13. PUBLIC SERVICES**

Congress condemns the lack of investment in Public Services. This disgraceful lack of funding is worsened by the fact that Government has achieved £1.5 billion more in efficiency savings than anticipated.

This conference calls for the release of funds aimed at improving Public Services and addressing pay and conditions issues such as Equal Pay.

EASINGTON BRANCH  
*Northern Region*

#### **PS14. ANNUAL PAY REVIEW**

Conference, through the CEC, demands the Government Departments that have the responsibilities for budgets to ensure the appropriate funding is available for all annual pay reviews on the anniversary date.

Conference says all Public Service members should not have to endure the yearly "aggravation" when it is pay review time.

EAST DEREHAM BRANCH

#### **PS/COMP4. KEEP PUBLIC SERVICES PUBLIC**

*(incorporating PS15 and PS16)*

The Public Services Section Conference calls for a halt to 'fat cat private contractors' draining the resources of the public purse.

The Public Services Conference is asked to lobby Government for investment into keeping public services public, and not put them into the hands of private industry.

Mover : MANSFIELD CENTRAL BRANCH (Midland & East Coast Region)

Seconder : BRAINTREE & BOCKING BRANCH (London Region)

*London Region*

#### **PS17. PFI**

The Public Services Section Conference remains convinced that PFI does not provide value for money, but stores up significant debt for the long term. There is no clear evidence yet that bringing in the private sector will improve services. The case made for private finance and delivery of public services needs to be based on evidence and not assertion.

Therefore Conference calls upon the CEC to campaign against the use of public money in order to provide vast profits for private companies. There is nothing inherent to PFI schemes that guarantees greater innovation or efficiencies, the Public Sector can perform equally well when there is funding stability and good procurement practices.

PONTYPRIDD & SOUTH WALES GENERAL BRANCH

*South Western Region*

#### **PS18. JOINT VENTURE COMPANIES**

The Public Services Conference believes it has become apparent that across the UK 'joint venture companies' are being set up with organisations such as IBM and Capita to deliver a number of 'back office' functions IT, Personnel, Finance, Legal, Property and Revenue and Benefit Payments. This joint venture is targeting local councils and police organisations across the country.

The outsourcing of these functions to the private sector and then the Local Authorities then 'buy back' the service, this rationalisation of services are resulting in job losses and again this is a direct attack against public sector workers who pay the price and we call upon the CEC to highlight this shameful selling off of our public sector services.

PONTYPRIDD & SOUTH WALES GENERAL BRANCH

*South Western Region*

**PS19. SEEKING UNFAIR PAY CLAIMS WITHIN THE MOD / WAGE DISPARITIES**

The Manufacturing Section Conference urges support in the battle against low wages and equal pay claims.

BEITH ENGINEERING BRANCH  
*GMB Scotland*

**PS20. CARE SECTOR PAY**

Congress calls for the CEC to mount a campaign to uplift the wages of Care staff in the private sector and for minimum staffing levels to be statutory.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

**PS/COMP5. AGAINST THE PRIVATISATION OF CARE FOR THE ELDERLY**

*(incorporating PS21 and PS22)*

The Public Services Section Conference is aware that across the UK our care service is under constant attack with Local Authorities outsourcing both community home care and closing long established residential homes and citing the Government's White Paper on Elder Care as the framework for this contraction and reduction of services.

Conference therefore calls on the CEC to mount a national campaign to stop this wholesale attack on our care sector.

This Congress is totally opposed to the privatisation of services that provide care to the elderly, including care homes, home care and other domiciliary services.

This country's elderly population deserves high quality public services, run by qualified, dedicated staff, where their needs and care are paramount. Private companies, where the needs of shareholders and profits are the first priority, will not provide this.

Congress calls on the CEC to continue campaigning against the privatisation of care for the elderly and to continue to promote high quality, democratically controlled services.

Mover : BRISTOL PUBLIC SERVICES BRANCH (South Western Region)  
Seconder : ISLINGTON APEX BRANCH (London Region)

**PS23. HOME CARE**

The Public Services Section Conference calls upon National Government and Local Government to recognise the importance of a high quality Home Care Service with well trained staff employed by local authorities. This service is the basis and bedrock of community support and fulfils a vital role in maintaining the health and wellbeing of families, carers and service users.

Conference calls upon the CEC to lobby Government and Local Authorities to make sure that there is an effective monitoring programme in place to ensure that all providers deliver a quality service and offer good employment conditions and make sure that neglect and abuse of our most vulnerable citizens is eradicated.

PONTYPRIDD & SOUTH WALES GENERAL BRANCH  
*South Western Region*

**PS24. NHS MIDWIVES CUTBACKS**

Section Conference, the Midwife service, so long the jewel in the crown of the NHS crown, is under severe pressure.

The shocking situation is the shortage of around 10,000 midwives mainly due to cuts in the service. Now around 200,000 women a year are traumatised as overworked midwives struggle to cope.

Those still in the service have to work under greater pressure, leading to many deciding to give up their crucial job.

Reviving the Midwife service should be a priority of the Health Secretary in order to address inadequate care at the start of the 21<sup>st</sup> Century.

HAVERING BRANCH  
*London Region*

**PS25. HOSPITAL CHAPLANCY**

Congress notes with alarm the cutting back of the Chaplaincy departments in many hospitals. These multi-faith departments provide a much needed pastoral service offering a friendly shoulder to those who need it, twenty four hours a day. As many patients might not wish to discuss certain subjects with their staff or their family. Congress calls on the CEC to take this matter up with the Secretary of State for Health in order to ensure that these cuts are reversed.

W50 - WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

**PS26. NHS MANAGEMENT AND HOSPITAL CLEANING**

This Conference calls upon the CEC to campaign to progressively work towards the ending of contract hospital cleaning. We call for a return to in house cleaning in hospitals and that the cleaning to be controlled by the hospital management and senior ward nurse to oversee the cleaning in each ward. Furthermore, to end the contracts given to private companies who must satisfy their shareholders and keep costs down in order to make a profit. These changes will benefit the NHS seriously and assist in tackling the problems of MRSA and other contractible bugs.

MILTON KEYNES CITY BRANCH  
*London Region*

**PS27. SCHOOL SUPPORT STAFF WORKFORCE REMODELLING**

Public Services Section Conference notes that the professionalisation of school support staff has not been achieved through workforce remodelling, instead it has been hijacked by the employers to produce cheap substitutes for teachers.

Conference therefore instructs the CEC and the National Secretary to campaign for the original agreement to workforce remodelling to be implemented with real career development, structure and access to training.

LEEDS SCHOOL SUPPORT STAFF BRANCH  
*Yorkshire & North Derbyshire Region*

**PS28. HIGHER LEVEL TEACHING ASSISTANTS**

This Public Services Conference, demands that, as a precursor to any new National Agreement for School Support Staff, the Workforce Agreement Monitoring Group advice that Higher Level Teaching Assistants be paid Higher Level Teaching Assistants rates for their full hours, becomes a statutory requirement, rather than advisory as it is now.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

**PS29. TEACHING ASSISTANTS IN SPECIAL NEEDS SCHOOLS**

The Public Services Conference calls upon the Government to recognise that Special Needs schools are fundamentally different from mainstream schools.

Teaching Assistants working in a Special Needs schools, and especially those in Severe Learning Disability schools, are required to undertake extensive training above and beyond Teaching Assistants in mainstream schools.

Understanding the many syndromes and complexities of severe learning difficulties, Autism, multi-sensory impairment and grave physical disability, to handle each child individually, according to their needs, the capability to handle extreme behaviours, along with the emotional stress of degenerative and terminal illness and dealing with the often dangerous and personal situations that are specific to Special Needs pupils should be recognised and rewarded accordingly.

Currently teaching Assistants in Special Needs schools are paid the same, or only very marginally above, those in mainstream schools.

We urge the Government to support a fair wage for these skilful and dedicated Special Needs Teaching Assistants.

BEDS COUNTY BRANCH  
*London Region*

**PS30. SCHOOL SUPPLY STAFF, TERM TIME CONTRACTS**

This Public Services Conference calls upon the National Secretary to vigorously pursue 52 week contracts for all school support staff as part of the new National Agreement for School Support staff.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

**PS31. NATIONAL PAY RATES FOR SCHOOL SUPPORT STAFF**

The Public Services Section Conference calls upon the Government to deliver National rates of pay for school support staff. Re-modelling the school workforce should deliver better and fairer rates of pay, and not just increased responsibilities and more unpaid work.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

**PS32. SCHOOL SUPPORT STAFF NATIONAL NEGOTIATING COMMITTEE**

Conference calls upon the GMB negotiators to report and fully consult with Regions / Members on the ongoing School Support Staff National Body.

Conference agrees to a full consultative ballot of all members before signing up to a National Agreement.

CAMBRIDGE 2 BRANCH  
*London Region*

**PS33. OPEN ACCESS TO SCHOOLS**

This Public Services Conference, calls upon the National Secretary to pursue an “open access” agreement to all schools whether or not there are members of trade unions within them or not, to consult over the new agreement.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

**PS34. STANDARDISATION OF WASTE COLLECTION**

The Public Services Section Conference calls upon the GMB CEC to debate with local authorities across the country to agree to a standard type of waste collection i.e. bags or wheelie bins, weekly or two weekly collections, and a standard list of items accepted for recycling to avoid confusion between neighbouring authorities.

BRAINTREE & BOCKING BRANCH  
*London Region*

**PS35. RELOCATION OF LOCAL AUTHORITY SERVICES**

The conference notes the worrying trend of some London Council’s relocating office staff to other parts of the country. Local Authorities are often the largest employer in their area and relocating jobs around the country not only leaves our members facing redundancy in London, but also limits opportunities for local people in the job market.

The GMB should campaign to highlight and oppose this trend and support all local branches that face this threat.

ISLINGTON APEX BRANCH  
*London Region*

**PS36. ESSENTIAL AND CASUAL CAR ALLOWANCE**

This conference calls on the National Negotiators to review the car mileage allowance to consider more ECO friendly and greener options with respect to the types of bands and the types of car. This should apply to both essential and casual car users, and the review should also consider a fairer criteria of the two types of car users.

2 BRANCH  
*North West and Irish Region*

**PS37. MILEAGE ALLOWANCES**

The Public Services Section Conference calls upon Congress to ensure regular quarterly reviews with employers’ representatives of mileage allowances within the Public Sector and obtain adjustments to compensate for any rises in fuel prices.

NORTH Lincs UNITARY BRANCH  
*Midland & East Coast Region*

**PS38. GREEN BOOK TERMS AND CONDITIONS**

The Public Services Section Conference should ensure the Green Book National Agreement on pay and conditions of service is reviewed and updated.

C15 – GENERAL BRANCH  
*Birmingham & West Midlands Region*

**PS39. CODE OF PRACTICE ON WORKFORCE MATTERS IN LOCAL AUTHORITY CONTRACTS**

Congress calls on the Government to introduce legislation that will end the Two Tier Workforce situation and all the inequalities that go with it, thereby replacing the Code of Conduct which is ignored by most private companies.

5 BRANCH  
*North West and Irish Region*

**PS40. TWO TIER WORKFORCE**

The GMB Congress notes slow progress in respect to abolition of two-tier workforce in public sector that includes Health Trusts and Council Services. We would also welcome further extension to the Department of Work and Pensions and Job Centre Plus to include Security providers. The service providers should provide same pay; terms and conditions not use cleaners and security officers as cheap labour.

GMB LONDON SECURITY BRANCH  
*London Region*

**PS41. FUNDING FOR TRAINING**

The Public Services Section Conference is asked to debate and agree to the GMB making funding available for more training. This training should be made available to all Public Service workers no matter which department or grade they are employed within.

BRAINTREE & BOCKING BRANCH  
*London Region*

**PS42. WORKING TIME AND NATIONAL MINIMUM WAGE**

The Public Services Section Conference calls for all working time to be covered by the Working Time Regulations including “sleeping in” time. The lack of the inclusion of “sleeping time” also frequently results in less than the minimum wage being paid to our members.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

**PS43. HIGHER EDUCATION – SINGLE TABLE BARGAINING**

Conference notes with dismay the UCU stance on National Single Table Bargaining, and calls on the GMB delegation to the joint negotiating body (JNCHES) to resist any efforts to undermine the principle of single table bargaining.

SOUTH LONDON UNIVERSITIES X96 BRANCH  
*Southern Region*

**PS44. HIGHER EDUCATION – RECRUITMENT**

Conference welcomes the recent increased support from both National and Regional Officers to members and Stewards working in the Higher Education sector. Conference further welcomes the 3 pilot recruitment bids as a positive message to workers in the sector that the

GMB is the best Trades Union to represent their interests, and would urge all regions to submit similar bids to the NOT team.

Conference calls upon the General Secretary to authorise sufficient funding to maximise GMB membership within the sector, which at present has a real potential for significant growth. Conference further asks that recruitment in Higher Education be a priority for GMB.

SOUTH LONDON UNIVERSITIES X96 BRANCH  
*Southern Region*

**PS45. CONTRACTORS FORUM**

Conference notes that despite a Motion calling for the establishment of a private contractor's forum being carried at the 2006 conference in Nottingham, nothing has been done to implement this.

Conference believes that now more than ever this needs to be done, as more and more of our members find themselves transferred to private contractors due to the ravages of privatisation as a result of New Labours ill conceived 'best value' which in reality is worse than compulsory competitive tendering ever was.

Conference calls for the implementation of the Motion carried in Nottingham without delay in order that we can effectively defend our member's jobs, pay and conditions in the face of the Private Sector's ruthless pursuit of profit.

5 BRANCH  
*North West and Irish Region*

**PS46. UNION RESOURCES**

The Public Services Section Conference agrees that it would be a sensible use of resources, in line with GMB@Work and a good recruitment tool, to provide suitable resource packs for Southern Cross Homes.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

**PS47. RECRUITMENT**

The Public Services Section Conference agrees to step up its recruitment campaign in the independent Care Sector, which is mainly not unionised.

GOOLE BRANCH  
*Midland & East Coast Region*

**PS48. SEEKING RECOGNITION AGREEMENT WITH SODEXHO DEFENCE (UNFAIR TREATMENT OF CLEANERS)**

Congress seeks the GMB Trade Union to obtain a full Recognition Agreement with Sodexo Defence.

BEITH ENGINEERING BRANCH  
*GMB Scotland*

**PS49. LOCAL GOVERNMENT PENSION SCHEME**

The Public Services Section recognises the recent improvements in LG PS. However, these improvements fall short of our aspirations. In particular there is a lack of protection for existing scheme members. Also, there is insufficient provisions for ill health retirement.



This conference calls for further improvements in the LG PS aimed at protecting existing scheme members and encouraging more workers to join.

MIDDLESBROUGH 5 BRANCH  
*Northern Region*

**PS50. LOCAL GOVERNMENT PENSION SCHEME**

Congress recognises the recent improvements in LG PS. However, these improvements fall short of our aspirations. In particular there is a lack of protection for existing scheme members. Also, there is insufficient provisions for ill health retirement.

This conference calls for further improvements in the LG PS aimed at protecting existing scheme members and encouraging more workers to join.

MIDDLESBROUGH 5 BRANCH  
*Northern Region*

**PS/COMP6. LGPS ADMITTED BODY STATUS**

*(incorporating PS51 and PS52)*

Congress calls on the Government to introduce legislation which would require private contractors undertaking Local Authority Service contracts to gain admitted body status to the Local Government Pension Scheme and to allow ALL staff including new starters to be given access to the Local Government scheme if they wish.

Conference calls for the introduction of compulsory Admitted Body Status for all contracts let within the public sector, so that our members' pensions are fully protected when their jobs are privatised.

Mover : 5 BRANCH (North West and Irish Region)  
Seconder : ISLINGTON APEX BRANCH (London Region)

**PS53. LOCAL AUTHORITY MONITORING SYSTEM**

The Public Services Section Conference agrees that GMB set up a local authority monitoring system. In regard to Admitted Body Status for future contracts. GMB Policy Congress 2007.

B43 - BIRMINGHAM CITY GENERAL BRANCH  
Birmingham & West Midlands Region

**PS54. AGENCY STAFF**

Conference completely rejects the continued scandal of the excessive numbers of agency and consultancy staff employed within the public sector, often costing local authorities, NHS trusts and other parts of the public sector tens of millions of pounds a year. Not only is this an unnecessary drain on scarce public resources, it also in many cases denies our members jobs, progression and promotion opportunities.

The use of agency and consultancy staff in the public sector should be replaced with the appointment of permanent staff that enjoy all the benefits of security of employment.

The GMB should continue to highlight the scandal of this practice and campaign for high quality permanent jobs in all public services.

ISLINGTON APEX BRANCH  
*London Region*