

GMB ANNUAL CONGRESS

held on:

SUNDAY 6TH JUNE – WEDNESDAY 9TH JUNE 2010

at

SOUTHPORT FLORAL HALL, SOUTHPORT

.....

**SIS. MARY TURNER MBE
(President of the GMB Union)
(In the Chair)**

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PROCEEDINGS

DAY ONE

(SUNDAY 6TH JUNE 2010)

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FIRST DAY'S PROCEEDINGS

SUNDAY, 6TH JUNE 2010
MORNING SESSION

Congress assembled at 9.30 a.m.

OPENING OF CONGRESS

THE PRESIDENT: Colleagues, come to order, please. Good morning, colleagues. I welcome all delegates and our visitors to our Congress at Southport. It is nice and sunny and it may get a bit warm in here, but it's cosy. I remind delegates to check, please, that you have switched off all your mobile phones and your blackberries, or whatever method you have got. Have them on 'silent' otherwise it is going to cost you.

All Congress sessions will be transmitted on GMB Congress TV. This means that your speech will be transmitted live over the internet through the GMB National website. Please remember to state your name and region clearly.

THE PRESIDENT: Colleagues, let me introduce the platform party. On my right is Kathleen Walker Shaw, and also on my right, who is not normally in that spot, is Malcolm Sage, the Vice President. On my far left is Dolores O'Donoghue, our Executive Policy Officer, and of course, the General Secretary is on my left.

SAFETY PROCEDURES

THE PRESIDENT: I will now announce the safety procedures, which I have to do. You will find details of the fire, safety and evacuation procedures on page 103 of the Final Agenda & Congress Guide document. Please take time to look at these and to familiarise yourself with the exits. We won't do a British Airways this morning. *(Chuckling)*

BANNER CEREMONY

THE PRESIDENT: I welcome all of you to Congress. We have asked Southern Region to form the Banner Party this year. I call Congress to order for the Banner Ceremony. Could we please stand.

*(The Banner Party entered the Congress Hall to the music of **Jerusalem**) (Applause)*

THE PRESIDENT: Congress, I would like to thank each and every one of the Banner Party. I think they did a magnificent job in manoeuvring around the corners. Thanks very much.

WELCOME TO DELEGATES AND VISITORS

THE PRESIDENT: I welcome on behalf of Congress the various guests and visitors we have with us this week. I would like to welcome the General Member Auditors, who will count any votes taken this week. They are Jim Clarke from Midland & East Coast Region, Ian Burket from Midland & East Coast, and Pat Perry from North West & Irish Region. Welcome.

It gives me great pleasure to welcome ex-Regional Secretaries who are attending Congress. They are John Cope from the London Region. John, where are you? John will remember Southport very well. I welcome Bill Smith from North West & Irish Region. Bill, welcome. John Whelan, from North West & Irish Region. Welcome. Finally, I welcome Peter Horan, from North West & Irish Region. It's good to see you.

I would also like to welcome some regional guests. It is wonderful to see Vic Baines, Midland & East Coast Region, back, healthy and with us again. We welcome Vinny Bloor and his wife from Birmingham & West Midlands Region.

I welcome the shorthand writers, Michael Thear and Phyllis Hilder. They are the people who sort out all the different dialects that we have, and they do a wonderful job. Welcome and thank you. (*Applause*)

Congress, the Hall has an induction loop system fitted and to use this facility you will need to set your hearing aid to the "T" position.

I ask delegates to take a moment to ensure that they have three important documents which are in your wallets. There should be a one-page Summary Programme. I now move to the Congress Programme. For the first-time delegates, this is the order of business for the week, though changes may be necessary from time to time. Where changes are expected, I will try to give delegates advance warning. The one page summary programme shows an overview of the week and you will be issued detailed Daily Programme sheets at the start of each Congress Session.

The second document is the Income & Expenditure Statement. These are the Annual Accounts. Thirdly, this year we have combined the Final Agenda and the Congress Programme. This document includes: Motions and CEC Rule Amendments remaining on the agenda; Standing Orders Committee Report No. 1; SOC guidelines for Congress business including time limits for speakers; representation statements for Congress; Section Conferences and Composite motions; Fringe meetings and exhibitions and seating plan; Section Conference Motions and Programmes for all three sections.

All Congress documents are printed on environmentally friendly paper and there are recycling bins in the Hall for paper and plastic.

There is free Fair Trade tea and coffee throughout Congress for all credential holders which is available from the Promenade Bar upstairs by the main entrance. Please remember to show your credential badge. We would like to thank Liverpool Victoria for supplying our Congress refreshments.

Let me say this to new delegates. I know you will be nervous coming to the rostrum to speak, but I promise you that we have all been there at one time or another. If you think that we are not nervous sitting on the stage looking at you, after many years, then I am afraid we have exactly the same nerves as yourselves. Please enjoy the Congress and don't worry too much. Just worry about the lights when Malcolm presses them.

ROLL CALL

THE PRESIDENT: Would regional Secretaries please notify the Congress Office of any changes to their delegation. Thank you. I now call Malcolm Sage.

APPOINTMENT OF TELLERS

THE VICE PRESIDENT: Good morning, Conference. I inform Conference of the names of the regional tellers who have been appointed and are now being shown on the screen. I emphasise that tellers must remain in the Congress Hall while Congress is in session, and that delegates must be in their allotted seats when a vote is taken. *(Slide 1 was shown on screen)*

I will now give a demonstration on the eligibility of voting. I would like everyone in the hall to put their hands up and leave them up. Could the following now put their hands down: the visitors, the guests, the auditors, full-time officials, regional secretaries, national officers, sectoral secretaries, GMB staff and members of the CEC. Only those of you who still have your hands up are eligible to vote at Congress. So I hope that clears that point up. Thank you.

CONFIRMATION OF STANDING ORDERS COMMITTEE

THE VICE PRESIDENT: The members of the Standing Orders Committee and of the CEC Observers to the Standing Orders Committee are now being shown on the screen. Could I please congratulate Helen Johnson on her election as Chair of the Standing Orders Committee for the third year in succession. Well done, Helen. *(Applause)*

STANDING ORDERS REPORT NO. 1

THE PRESIDENT: Congress, I will now call Helen Johnson to move Standing Orders Committee Report No. 1, which begins on page 21 of the Final Agenda and Congress Guide document. Helen.

SIS. H. JOHNSON (Chair, Standing Orders Committee): Thank you, President. Congress, Midland & East Coast Region, Standing Orders Committee Chair, formally moving SOC Report No. 1.

President and Congress, you will find a copy of SOC Report No. 1 in your Final Agenda, starting on page 21. I formally move adoption of that Report, and in doing so the SOC would like to thank delegates and their regional secretaries for agreeing 19 composite motions which also appear in your Final Agenda, starting at page 77. Would colleagues please note the long-standing guidelines for Congress business on page 15 of the Final Agenda. This will help all of you, especially new delegates, in understanding the procedures and guidelines that the President and the SOC work to.

With regard to Congress timings, the SOC would like to draw your attention to a change of times in the Final Agenda. This is that the lunch break on Monday is now expected to take place between 12 noon and 1 pm and the fringe meetings will be adjusted to take account of this.

Withdrawn motions. The SOC has been informed that the following 13 motions have now been withdrawn. These are Motion 2, Congress Visitors; Motion 14, Membership Subscriptions; Motion 15, Finance Contribution Rates; Motion 16, Subscription Increase; Motion 18, Proportionate Membership Subscriptions; Motion 21, Mileage; Motion 24, Co-Ordination of Union Services; Motion 35, Health and Safety Prosecutions; Motion 66, Right to Strike – Section 127; Motion 110, Labour Party’s Commitment to the Water Industry and its Loyal Workers; Motion 120, Training for Prospective Labour Members of Parliament, and Motion 155 on Child Detention. Just to repeat, Motions 2, 14, 15, 16, 18, 21, 24, 35, 66, 110, 115, 120 and 155 have all been withdrawn.

Would Congress delegates please note that if any further motions are to be withdrawn during the week, the following procedure should be adhered to. You should notify your regional secretary who will, in turn, inform the SOC in writing that the motion has been withdrawn and the SOC will then report the matter back to Congress so that all delegates are aware of the position and will be able to follow the agenda.

Congress motions and section conference motions. In accordance with recommendation 14 of the *Framework for the Future of the GMB Moving Forward*, the CEC’s Special Report endorsed by Congress in 2007, the SOC is recommending that motions should be dealt with at sectional conferences. These are printed in your Final Agenda from page 131 onwards and are listed according to individual conferences.

Motions out of order. The SOC had ruled two motions, Motions 16 and 110, out of order. However, as you have just heard, both of those motions have now been withdrawn.

Existing policy motions. President and Congress, in 2008 Recommendation 14 of the CEC Special Report *Framework for the Future of the GMB: Moving Forward*, which had been carried by Congress 2007, came into effect. Motions which were existing policy were endorsed by Congress without the need for debate. The same procedure applied in

2009. The SOC is recommending again that the same approach is taken for Congress 2010.

The CEC has advised the SOC which motions are in line with existing policy. The SOC has accepted this advice and is recommending that these motions are put to Congress to be endorsed without the need for debate. You will find the existing policy motions listed in SOC Report No. 1 at page 23 of your Final Agenda. You may also find it useful to refer to the detailed report from the CEC on page 95 of the Final Agenda. This explains when the policy in question was reached. It should be noted that the letter “EP” also appear by the side of such motions in the Final Agenda. I forgot to mention that Motion 115, RADAR, has also been withdrawn.

President and Congress, apologies for the long report, but I would now move adoption of SOC Report No. 1.

THE PRESIDENT: Thank you, Helen. Does anyone wish to speak. (*No response*) Does Congress accept the Standing Order’s Report. (*Agreed*)

PRESIDENT’S ADDRESS TO GMB CONGRESS 2010: MARY TURNER MBE

THE VICE PRESIDENT: Conference, I now call on our President, Mary Turner, to address Congress.

THE PRESIDENT: Congress, I welcome all of you, delegates, visitor, staff and exhibitors, to sunny Southport, and it is sunny Southport! I hope you will all have a chance to visit some of the local attractions, and here are some of them: Southport boats the second longest seaside pier in the world; it was once the home of Napoleon III – I remember him well -- and it is, of course, the home of the world famous Lawnmower Museum. So all you gardeners should visit it.

It is clear that we won’t have a dull moment at this Congress. I’ve been looking through the old GMWU journals for 1977. That was the last time we held Congress in Southport. There are some interesting photos in the old journals. Look at the photos on the screen behind me. Edna Rolph, who is here with us today, and, of course, the man who made GMB history in this hall, John Cope. They haven’t changed very much, have they? Clearly, lifelong activism helps keep you young. (*Applause*)

Now, Congress, take another look at the pictures and spot the woman. Edna, I think, was on her own. All those men in grey suits! Good, aren’t they? But a lot remains the same as in 1977. We passed a motion calling for an overall economic policy directed at economic recovery and industrial generation. We warned our members and the Labour Party that if the Tories were elected the Labour Party would be in the wilderness for decades. We predicted that if elected Margaret Thatcher and her cronies would work their will on, and I quote, “The disorientated, defeated, demoralised traditional supporters of Labour, their trade unions and their members.” Well, we know what happened. The Tories were elected and they did all this and more.

We waited until 1997 for a Labour Government to be elected – eighteen years – while the Tories destroyed our industrial heartlands, our hospitals, our schools and tried to destroy the trade unions! In my address to Congress last year, following the terrible results of the local council and Euro elections, I said that the Government must listen to the voices from the workplaces, the communities and the council estates up and down the country, because we are the true voice of Labour, not an increasingly isolated political class who have never had a proper job or done a decent day's work in their lives.

Tomorrow, Congress, you will be asked to vote on the CEC Political Statement, which analyses the results of the election. It could have been even worse without the tremendous work and support that the GMB and its activists gave in the constituencies. In some constituencies which appeared to have been abandoned by the party, our activists, officers and staff knocked on doors, delivered leaflets and supported the local campaigns. We turned the tide and won seats. We kept Labour out of third place. And we helped put the hated BNP back to the bottom of the dung heap where they belong. (*Applause and cheers*) And here's hoping that we can do that when the next European elections come up, and at any election anywhere in this country.

Congress, not everyone in this hall is old enough to remember what it was like in 1979 when the Tories got in. This time around we are in a much stronger position than we were then. We are older and wiser. We know that we will have an uphill battle. The last time the Tories were in power they destroyed our manufacturing industry. This time they have their hearts set on our public services, and they have most of the press and media behind them.

Scaremongering about public spending is useful to the Tories. They can claim justification for picking off any part of the public services they care to. To read the *Daily Mail* and the Murdoch press you would think that the public service workers have safe jobs, huge pensions and soft working conditions. Well, that's not the reality of the constant threat of outsourcing, cuts and now redundancies.

The average pension of a public service worker is £4,800. The average pension of a part-time female worker – for instance, a dinner lady – is £2,800. And they do essential jobs, not made up “consultancy” jobs, where you get thousands for having your name on the notepaper and turning up for a few meetings a year with your mates from a public school. To listen to the Tories and the siren voices of the media, you would think that cutting public spending would solve all the nation's financial problems. Yes, the recession was dreadful but it would have been worse without a Labour Government to keep Britain afloat with public spending. Public spending has re-vitalised our schools, our hospitals, compensating for all those years of Tory neglect. Public spending has saved us from disaster during the credit crunch.

Congress, the Tory strategy of job cutting and throwing people into unemployment simply won't work. What will work is tackling the deficit through going for growth, getting the unemployed back to work and boosting national income by paying taxes. We

are still living with the legacy of the communities destroyed by the Tories last time round when they killed off mining, let manufacturing decline and a million people never worked again, and their children grew up in areas with no jobs and no hope.

But the big cities that suffered under Thatcher, like Manchester, Leeds and Newcastle, were regenerated under the Labour Government. It was the Labour Government spending and investing in schools, hospitals and universities which has given these cities new life. We believe it was money well spent!

Liverpool, for instance, which I came through yesterday, is now a thriving vibrant city. Liverpool had to suffer the lies of the Murdoch press during the 1979 strike. Public service workers did not leave the dead unburied, and that is not the least of their lies about the people of this great city. Later on this afternoon we will welcome Joe Anderson, the leader of the Labour Council which has just taken power back from the Lib Dems in Liverpool, and they all have to be congratulated. (*Applause*)

Congress, this shows what can be done and needs to be done because we cannot let the Tories and the Lib Dems turn the clock back. The Tories want us to move into austerity, decimate the public sector, and strangle the recovery. We had austerity in the 1930s, and it blocked off recovery for a generation. Slashing public spending is deliberate and calculated to bring about mass unemployment. We have had £6bn announced already and that is just for starters; there is plenty more to come. It is called death by a thousand cuts.

To all those in the country who voted Lib Dem thinking they would keep the Tories out, you let them in, straight through the gates and into Number 10. We warned that a vote for anyone else than the Labour Party would let the Tories in, and how right we were. The coalition promised to listen to the people and get rid of the laws they disapproved of. The people said, "Thank you very much, let's start with David Laws."

Conference, seriously, now that the Lib Dems have tasted power they are not going to let it go, no matter what policies the Tories put forward. For instance, they have changed their minds and are now in favour of academies. That is how they got in in Brent four years ago when they said they would oppose the academies. When in power they changed their minds, so we booted them out in the last council elections.

Colleagues, it is more privatisation by the back door, a divisive policy that does nothing for poorer communities while giving well off, well connected parents a passport to privileged education for their little darlings. We are in for a long haul. Never forget that the Tories had no mandate from the electorate for their hard-line manifesto. Labour might not have won the election but neither did the Tories. It took the Lib Dems to give them the majority to get back into Number 10. It is no mandate and we have a right to oppose it.

When I saw Clegg and Cameron (the two Cs) – (*laughter*) - laughing and joking together at their press conference, I thought of Rolf Harris and his "Two Little Boys":

*Do you think I would leave you crying
When there's room on my horse so blue?
Climb up here, Nick, we'll soon be flying,
I can go just as fast with two.
Did you say, Dave, "I'm all a'tremble?
Perhaps it's all our new toys.
But I think it's that I remember
That we were public school boys.
(Applause)*

Congress, David Cameron would have sold his grandmother to get into power. That was his only goal. His goal is not about us.

It has been quite a year and we are ready for the challenges that face us. There will be many battles but the war will be about privatisation of public services. Tomorrow the candidates for the Labour leadership will be setting out their stalls here in Southport. You will have the opportunity to participate in their first hustings, to scrutinise them to see whether they have the qualities and principles to represent you and your family, your colleagues and your fellow trade unionists in the fight to take Labour back where it belongs. And, Congress, Andy Worth and I will continue to be your eyes and ears on the Labour NEC.

I am so proud to have the privilege of continuing to represent GMB members. In February I was awarded an MBE for services to trade unionism. *(Applause)* I accepted it on behalf of every member in the GMB. I love this Union and its members and it is a privilege to do what I do, but I would never have had that without the support of you out *there*, my family and my friends. I say to you, it was a proud day and I thank you all for that. *(Applause)*

I give you this commitment, what I have achieved is because of the GMB, and I will never forget who we are and where we are going. There is still so much to do and so much to fight for, so let's start this week. Thank you, Congress. *(Applause)*

THE VICE PRESIDENT: Congress, we are now going to item 10, which is a vote of thanks to the President to be given by June Minnery, CEC member from GMB Scotland. June.

VOTE OF THANKS TO THE PRESIDENT

SIS. J. MINNERY (CEC, Public Services): It is an honour and a privilege to move the vote of thanks to you, Mary, our President. Gary Doolan in moving the vote of thanks last year provided a journey from dinner lady to Union President and Gary commented, "not bad for a dinner lady, eh?" That was then. Well, Mary, that journey was not the end. Here we are in 2010 and we can now say, dinner lady to MBE. If anyone deserved this honour then it was surely you, an award given for services to trade unionism, and an

award given to a woman who has championed the cause of working people all her life, not for awards but just for the fact that she could improve her fellow workers' lives, campaigning relentlessly for universal free school meals for all schoolchildren, nutritious and balanced meals. Jamie Oliver may have grabbed the headlines but it was our Mary, our President, who was the architect.

Mary has time for everyone, even Denny, her long-suffering husband, or so we are told. When Mary received her MBE Kevin Maguire, political commentator, wrote a feature on Mary, saying: "Mary Turner, GMB President and patron saint". Congress, never a truer word was written. This feature was not just about Mary's contribution to the GMB but also to her work within the Labour Party.

His story focused on and recounted about how Mary has been the victim of many practical jokes by the General Secretary, Paul Kenny, the shy retiring gentleman! One of Paul's favourites was to pretend he was a taxman and he always ended up giving the game away by giggling; he is a giggler, all the CEC members know that.

However, one night the phone rang at home and Denny, Mary's husband, answered it. Mary overheard Denny saying, "Oh, yeah," and "Of course," in a sarcastic manner, "Quite unlike Denny," said Mary with a wry smile. After a bit Denny shouted to Mary, "Bollock chops is on the phone. It's Kenny up to his old tricks again." Mary took the phone only to find that it was the Mayor of Brent (*Laughter*) who by this time was wondering, "What the hell's going on." Mary in her usual way quickly defused the situation.

Mary, Kevin Maguire said you were the GMB patron saint, which I am sure sums up all our feelings for you. While Mary is a proud member of London Region she has strong links with Scotland which we appreciate.

Congress is now under way and we know Mary will chair Congress robustly but with flexibility and understanding. Congress, it gives me great pleasure today in moving the vote of thanks to our National President, Mary Turner. But before I move can I present you with a small gift from GMB Scotland just to prove that whatever they say about Harry is a myth, he is a very generous man.

Presentation amid applause.

THE PRESIDENT: Thank you, June, very much indeed. I will tell you the end of that story, which is true. Naturally we were supporting the Mayor's charity with Barbara in my branch. We had bought a guide dog for the blind. The Mayor was blind, but he was not deaf when Denny spoke to him. (*Laughter*) We had a dinner that was his final dinner, and he said, "You know," and we were all there, Denny included, "I've been called some things in my life," and suddenly my heart went to my shoes as I knew what he was going to say, "but never been called 'bollock chops', have I?" (*Laughter*) Paul Kenny still has the habit of doing it, let me tell you, so beware that you are not caught out.

OBITUARIES

THE PRESIDENT: Colleagues, could I now move to quite a sad part of our Congress, that is, the Obituaries. Colleagues, our heartfelt sympathy goes to the friends, families, and people of Whitehaven and West Cumbria who have lost loved ones or been injured in the tragic events of this week. Colleagues, we ask the media circus now to leave them to grieve in peace.

Could I now call on Congress to stand in silence as a mark of respect for departed colleagues and while we are doing this I will read some special mentions that I have been asked to do:

Dave Lyons, Southern Region; Sue Sperrin, member of the Finance staff; in Birmingham, Sandra Tanner, champion of women's rights and longstanding regional council member; Midlands and East Coast, Paul Heatherley and John Vine; Northern Region, Billy Ashbridge, CEC; North West & Irish Region, Bridget Kelly and Jimmy Philbin; Scotland, Enoch Humphries and Bill Spiers.

Congress, I have also been asked to mention that today is the 70th year of the D-Day Veterans, 6th June 1945. Let us all remember them.

Congress stood in silent tribute.

THE PRESIDENT: Thank you. Congress, could I now explain a point of procedure, particularly for the new delegates before we begin our first debate. To save time I will take motions in groups. When I call the groups, you will come up to the chairs in the front ready to speak on the motion. There are two rostrums with chairs in front for the movers and seconders to wait their turn to speak. I will then ask the CEC speaker to reply to groups rather than deal with each motion individually. The detailed Congress programmes show the grouping.

Where the CEC is supporting the motion, I will advise Congress of the CEC recommendation. Where the CEC position is something other than straight support, for instance, support with qualification, support with statement, seek withdrawal, or refer, I will call on someone to give the CEC's recommendation in a reply to that debate.

Could I remind Congress that a large 'X', not a kiss, in front of a motion in the Final Agenda and Programme means that the SOC has ruled the motion is out of order as reported in the SOC Report No.1. Existing policy motions are marked in the Final Agenda with a large 'EP' against them. These as outlined by the SOC Report No.1 have not been listed in the programme as they will not be debated.

Congress, we are strapped for time this year but I have always had the view that if you are moving and seconding, unless you so wish to formally, that should be your right. When I call the groups and I ask you to come down the front, believe you me, this saves time and it helps other delegates. We will be very strict on the lights this year so that you

can all, who move resolutions or who have resolutions, have your say. This is your Congress and, hopefully, we will get as many participating as possible. Is that agreed?

(Agreed)

CEC RULE AMENDMENTS

CECRA1. Rule 15.2

Lines 2 and 3 delete "officials' terms", insert "official's term"

Clause to read:

2 The Central Executive Council will ask branches for their nominations six months before the existing official's term of office runs out (or, if there is a vacancy, as soon as possible after taking account of any relevant matters). Branches should send their nominations to a returning officer appointed by the Central Executive Council.

CENTRAL EXECUTIVE COUNCIL

CECRA2: Rule 33.2

Line 13 delete "shop stewards", insert "workplace organisers"

Clause to read:

2 Congress will set scales of payments for the branch officers listed below. These scales may make different conditions (including not making any payments), depending on the membership of the branch.

- Branch secretaries
- Cash-collecting stewards
- Branch presidents
- Branch auditors and branch treasurers

Payments for the following officials will be made from commission quarterage or commission funds set up under rule 34.

- Check-off stewards
- Accredited workplace organisers
- Branch equality officers
- Branch youth officers

CENTRAL EXECUTIVE COUNCIL

CECRA3 Rule 34.6

Line 3 delete "shop stewards", insert "workplace organisers"

Clause to read:

6 If they have permission from the regional committee, branches will be allowed to set up a fund to pay loss of earnings for negotiating workplace organisers. The fund will be created by getting members to pay additional contributions. Regional committees will withhold or withdraw

permission unless they receive a report of income and expenses from the branch which has been audited by branch auditors.

CENTRAL EXECUTIVE COUNCIL

CECRA4

Rule 44

Throughout rule

delete "shop steward", insert "workplace organiser"
delete "shop stewards", insert "workplace organisers"
delete "staff representative",
delete "staff representatives"
delete "or chief staff representative"

Clause 2, line 1

delete "These representatives", insert "Workplace organisers"

Rule to read:

Rule 44 Representatives in the workplace

1 Workplace organisers will be appointed (or elected by the members employed where necessary), if approved by the branch committee or regional secretary (if more than one branch is involved).

2 Workplace organisers will be appointed in any of the following ways, depending on which is the most suitable.

a By a majority vote, through a show of hands or a ballot, of the members at the workplace.

b By a majority vote, through a show of hands, at a branch meeting.

c If all the members concerned agree that a member appointed by the regional secretary should act as representative.

d By workplace organisers at the workplace electing one of themselves as convenor.

3 The workplace organisers and their convenor will work under the authority of the regional committee. They must follow the decisions and policies set out by the governing authorities of the union.

4 Once a workplace organiser has been appointed, their name, address and branch should be sent to the regional secretary, who will then give that person a credential card, workplace organiser's badge, and a handbook. When that workplace organiser no longer holds office, they must return the credential card and badge to the regional secretary.

5 With the regional committee's permission, a branch may be allowed to levy its members to help create a fund to pay loss of earnings to workplace organisers. The regional committee will only give permission once the branch has sent a report, setting out its income and expenses, which has been examined by the branch auditors.

6 Workplace organisers who have been appointed in line with clause 2 of this rule will also take on the role of safety representative, in line with the conditions of the Health and Safety at Work Act 1974 and any schedules, regulations and codes of practice issued under that act.

7 If, after consulting the regional committee, the branch committee feels that people other than the workplace organisers are needed, safety representatives should be appointed separately, in the same way as set out under clause 2 of this rule.

8 Safety representatives appointed under clause 7 of this rule will report to the workplace organisers' committee, and will work under the authority of the regional committee.

9 Clauses 1 to 5 of this rule will apply to learning representatives in the same way as they apply to workplace organisers.

CENTRAL EXECUTIVE COUNCIL

CECRA5: Rule 45.3

Line 4 delete "these members", insert "those members who vote"

Clause to read:

3 Except where the Central Executive Council decides otherwise, members must not stop working unless the branch members or group of members concerned have taken a vote, and two-thirds of those members who vote have voted in favour of stopping working (and then only with the approval of the Central Executive Council or regional committee). Every member affected will have an opportunity to record their vote for and against stopping work. Members will not be entitled to strike benefit if they begin a strike without the Central Executive Council's approval. The Central Executive Council will have the power to refer a dispute to arbitration. Members who receive strike benefit should sign the vacant book once every day between 9am and 11am (or whichever other hours are decided on).

CENTRAL EXECUTIVE COUNCIL

CECRA6. Rule 54.1

Line 2 add "sustained whilst at work"

Clause to read:

1 The Union will pay a grant of £4000 to any member who is permanently unable to work as a result of an accidental injury sustained whilst at work, as long as that person, at the time of the accident, had been a continuous member for 12 months and did not owe more than six weeks' contributions.

CENTRAL EXECUTIVE COUNCIL

CECRA7. Rule 58.1

Line 10 insert "(within 12 months of the accident)"

Line 13 delete "within 12 months of the accident"

Clause to read:

1 In line with clause 3 below, we will normally pay fatal accident benefit to the husband, wife, child, parent or partner (including same-sex partners) of a member who has died and who was a full financial member. The relative claiming benefit must have completely or partly depended on the member for the ordinary necessities of life according to their circumstances.

We will pay fatal accident benefit as follows.

- For a full financial member who:
 - dies in an accident (within 12 months of the accident);
 - was working at their usual place of employment; and
 - has been a continuous full member for 12 months;

we will pay £4000.

For a full financial grade-1 member who has an accident (other than while working at their usual place of employment) from which they die within 12 months, we will pay £1100.

We will only pay one type of fatal accident benefit for any one financial member. The Central Executive Council will have the power to decide which of the above people we will make the payments to. If more than one person is entitled to the payment, the Central Executive Council has the final decision about how the payment should be divided.

We will only pay the benefit if, at the time of the accident and when making a claim, the member had been paying full grade-1 or grade-2 contributions (unless they were paying contributions at a different rate under rule 48.7) and did not owe more than six weeks' payments.

CENTRAL EXECUTIVE COUNCIL

CECRA8. Rule 65.5

Line 11 of Exemption Notice delete "19.....", insert "20....."

Clause to read:

5 The form of exemption notice shall be as follows:

<p>GMB</p> <p>POLITICAL FUND (EXEMPTION NOTICE)</p> <p>I HEREBY give notice that I object to contribute to the Political Fund of GMB, and am in consequence exempt, in the manner provided by Chapter VI of the Trade and Labour Relations (Consolidation) Act, 1992, from contributing to that fund.</p> <p>Signature: Name of Branch:</p> <p>Address</p> <p>.....</p> <p>Date day of 20.....</p>
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The Central Executive Council shall provide a sufficient number of such forms at the Head Office and at each Branch Office of the Union for such members of the Union as require them; and a copy of such form shall be delivered either by the Central Executive Council or by the Secretary of any Branch to any member on his/her request, or on a request made on his/her behalf either personally or by post.

CENTRAL EXECUTIVE COUNCIL

CECRA9. Rule 65A

Line 14 of Contribution Notice delete "19.....", insert "20....."

Clause to read:

2 The form of notice of willingness to contribute to the political fund of the Union is as follows:

POLITICAL FUND CONTRIBUTION NOTICE – NORTHERN IRELAND

I HEREBY give notice that I am willing, and agree, to contribute to the political fund of the GMB, and I understand that I shall in consequence, be liable to contribute to that Fund and shall continue to be so liable, unless I deliver to the Head Office or some branch office of the Union, a written notice of withdrawal. I also understand that after delivering such a notice of withdrawal I shall continue to be liable to contribute to the political fund until the next following first day of January.

Name:

Address:.....

Membership Number:.....

..... day of..... 20.....

CENTRAL EXECUTIVE COUNCIL

THE PRESIDENT: The rule amendments can be found in the Final Agenda and Congress Guide on pages 90 to 94. I ask Malcolm Sage to move and Roy Dunnnett to second.

THE VICE PRESIDENT moved CEC Rule Amendments, CECRA1 to CECRA9. Colleagues, all these rule amendments are fairly technical, correcting wording or updating terminology in the rule book. I will take you through each one.

Rule Amendment 1 makes the clause singular, not plural. This is because we no longer have a Deputy General Secretary, so the clause refers to the General Secretary only.

Rule Amendments 2, 3, and 4, all bring the rule book up to date with the wording in GMB@Work where all colleagues active in the workplace are now workplace organisers.

Rule Amendment 5 clears up an accidental change of the meaning which came in with the Plain English rule book. Two-thirds of members who vote is the threshold for action. That remains the case and the correcting rule now reflects that.

Rule Amendment 6 clarifies that payments made under this rule only apply to accidental injuries sustained at work.

Rule Amendment 7 makes it clear that payment is made if death occurs within 12 months of the accident, not that payment is made within 12 months of death.

Rule Amendment 8 and 9 amend the political exemption notice which has to appear by law in our rule book. The date at the bottom of the form is changed to bring us into the 21st century.

Colleagues, please support CEC Rule Amendments 1-9.

THE PRESIDENT: Thank you, Malcolm. Roy?

The Rule Amendments were formally seconded.

THE PRESIDENT: Thank you, Roy, very much. Congress, can I now put Rules 1-9 to the vote?

BRO. I. LOWES (North West & Irish): President, Congress, speaking in opposition to CEC Rule Amendments 2, 3, and 4. Our region has a problem with these amendments. The CEC at the stroke of a pen is seeking to delete 120 years of history, the shop stewards movement. I can remember 40 years ago when I was elected as a shop steward and went home with the credentials and my GMW badge. It was one of the proudest days of my life. Now we intend to remove the words “shop steward” from the rule book and replace it with “workplace organiser”. ‘Workplace organiser’, it sounds like something my grand kids buy me for Christmas because they have run out of cheap aftershave. Let us not forget our history. It defines who and what we are. Be proud to be in the GMB. Be proud to be a GMB steward. Oppose the CEC amendments. To those who like to ask, Paul McCarthy wants a refund on the GMB stewards’ badges he has just bought. (*Applause*)

THE PRESIDENT: Thank you, Ian. Anyone else? No. I will move 1, 5, 6, 7, 8, and 9 to the vote. All those in favour, please show? All those against?

CEC Rule Amendments 1, 5, 6, 7, 8, and 9 were carried.

THE PRESIDENT: Malcolm, do you wish to reply to 2, 3, and 4?

THE VICE PRESIDENT in reply, said: Colleagues, Rule Amendments 2, 3, and 4, are to bring the rule book up to date with the wording; that is all it is. The CEC have looked at this and they could not do anything to bring the GMB into disrepute, and we feel that to

pass the rules on these will bring us up to date. We believe that the workplace is now a place for everyone to organise, not just a few. Thank you.

THE PRESIDENT: Thank you, Malcolm. Ian, do you want the right to reply? I am being democratic now, at the moment. No? OK. Can I put Rule 2, 3, and 4 to the vote? All those in favour, please show? All those against? I am going to take that again. All those in favour, please show? All those against? It is lost. (*Applause*)

CEC Rule Amendments 2, 3, and 4 were lost.

THE PRESIDENT: Honestly, I went to SpecSavers, yesterday. Ian Lowes, I am very surprised that you have not come up here because when I say it is lost, I meant the CEC has lost! (*Applause*) That is why I went to SpecSavers! Rule Amendments 2, 3, and 4 were carried by the Congress and lost by the CEC. One up to you. (*Cheers/Applause*) I told you to beware of men in grey suits, didn't I?

CEC SPECIAL REPORT: A BIGGER, BETTER, MORE INCLUSIVE CONGRESS: NEW ARRANGEMENTS TO STRENGTHEN GMB DEMOCRACY

CONGRESS FUTURE ARRANGEMENTS DELEGATES TO CONGRESS AND SECTION CONFERENCES

Introduction

Congress last year agreed to consult on proposals aimed at opening up Congress to a broader range of GMB members by increasing delegation sizes and seeking ways to ensure the delegations best represented the diversity in all Regions of the Union.

The Recommendations agreed in 2009 were as follows:

The CEC has already agreed to recommend to Congress a move to one Congress delegate per complete 1,500 fully financial members in a Region. This will create sufficient extra places to help ensure that our retired activists continue to play a key role in Congress, while at the same time having more opportunities for our younger activists (including workplace representatives) to participate at the supreme policy making body of the Union. But it would be important to protect the predominantly workplace-based nature of our Section Conferences, for reasons set out above.

The CEC suggests that with effect from Congress 2011 Regional Congress and Section Conference delegations are elected on the following uniform basis:

The election of Section Conference delegates be rolled up into the election of Congress delegates.

A minimum 80% of each Region's delegates should be working members

The election should be conducted so as to ensure a balanced representation reflecting the geographical, sectional and industrial make-up of the Region and to ensure representative gender, ethnic and sexual orientation balance in the delegation.

Branches with more than 250 members as at the relevant September figures may nominate two members for election as delegates.

The CEC is invited to consider these options, with a view to reaching decisions in principle following which this paper will go out for Regional consultation. Any subsequent rule amendments would then be drafted for consideration at a future CEC meeting.

It is suggested that the Task Group be recalled to co-ordinate Regional responses and make recommendations to the CEC on these proposals.

If Congress were to accept these proposed changes any new rules would place an obligation on the CEC to issue guidelines for a uniform election across all Regions for the election of Congress (and therefore Section Conference) delegates.

Following on from Congress, the CEC sent the recommendations to Regions to seek widespread consultation. Regions collated responses and sent them on for consideration by a specially convened CEC Task Group consisting of CEC representatives and other Regional nominees. After seeking further Regional feedback, the Task Group's recommendations were accepted by the CEC. This paper puts the final proposals to Congress, along with a recommendation for the necessary Rule changes.

There was overwhelming agreement with the proposal to increase the number of Congress delegates. In future, delegation sizes will be calculated on the basis of one delegate for every 1,500 members in the Region, an increase of one third in the size of Congress. It was generally agreed that the additional costs of this change were more than justified by the need to update our procedures to take account of changing membership patterns, to broaden the opportunity for activists to attend Congress and, with some of the changes mentioned below, to better reflect the diversity in our membership.

In 2008, Sectional Conferences were held during a day and a half break in Annual Congress. This successful experiment not only saved money but sharpened the focus on industrial matters at the Sectional Conferences, freeing up time at Congress for organisational and broader policy considerations. The Biennial Sectional Conferences are again being held this year during a break in Congress, and the proposal is that this arrangement is made permanent. In addition the number of delegates will be increased to one per 1,500 members of the Section in each Region, to be made up of Congress delegates, supplemented as necessary to ensure that Regional Sectional numbers are properly represented.

The paper presented to Congress in 2009 emphasised that the Union is first and always an organisation of workers, and that the key decisions should be made predominantly by workplace representatives. However, the proposed solution to make it mandatory that all Regional

delegations contained at least 80% working members met with significant opposition in the consultation. Although Congress had made it clear that it was essential to retain the experience of retired members at Congress, many of whom give long hours voluntarily to serving our members, there was a general view that the 80:20 requirement was unfairly discriminatory and probably impossible to implement. The CEC now recommends that we do not proceed with this idea. In fact, the make-up of Regional delegations in 2010 already shows a strong move towards more working member delegates, and this trend should continue with the expansion of delegate numbers.

Arising from the discussion about retired members attending Congress, the Task Group confirmed that all Congress delegates must be paying the appropriate Grade 1 or Grade 2 contribution rate, and the CEC reminds Congress that this is the Rule book position.

Congress in 2009 proposed a uniform method of election for Congress delegates across all Regions. Investigations by the CEC Task Group confirmed that there are a variety of different electoral procedures in place in different Regions, all of which are in line with Rule and covered by Regional by-laws. In debate and during the consultation it became clear that each system is well understood in the relevant Region and that Regions are prepared to argue for the merits of their own system. The CEC is therefore disinclined to propose changes to Region's individual electoral systems at this Congress, but recommends that at some future date a uniform system should be adopted.

The CEC recommends that from Congress 2011 90% of delegates will be elected in the manner prescribed in Rule, as operated in each Region. These changes will result in a substantial increase of around 60 extra elected delegates in 2011.

The Task Group considered ways of ensuring that delegations properly represented the balance of membership in the Region, in respect of geography, industry, age, ethnicity, gender, disability and sexual orientation. The Task Group felt that one reason for the under-representation of, say, black and minority ethnic members was because such members were not coming forward through the existing branch nomination system. Accordingly, it was agreed and is recommended to Congress that 10% of the delegation should be selected by the Regional Committee to ensure that the delegation is fairly balanced. Guidelines will be issued by the CEC to help the selection process.

There was a robust debate around the question of changing the number of branch nominations from one to two. Some colleagues argued that the extra delegate numbers should be used to encourage a greater number of branches to be represented, others argued that dual nomination would allow more leading activists from larger branches to go to Congress. The Task Group's decision, which the CEC recommends to Congress, was that each branch continues to make one nomination for election to Congress. However, each branch will be invited to make a second nomination for consideration by the Regional Committee in selecting the 10% "balancing" delegates described above, and in selecting any delegates to take up places unfilled by election.

It became clear from the Regional consultation that in some areas the number of branch nominations was sometimes quite limited and there was a chance that the election process might not produce sufficient delegates. The Task Group therefore took the decision that Regional Committees should be explicitly empowered to select additional delegates where necessary to

ensure that the Region sends a complete delegation to Congress, and this is recommended to Congress by the CEC.

In selecting both the 10% "balancing" delegates and any necessary "top-up" delegates, the Regional Committee will consider branch nominations, but will also seek recommendations from other groups within the Region, for example the Equality Forum or the Retired Members Association and from officers and lay activists who can suggest members who might add to the range and talents in the delegation.

Finally, the consultation revealed that some branches regularly failed to complete the Congress returns seeking nominations and motions. The Task Group considered that participation in the Congress process was a basic duty of branches and asked the CEC through the Regions to ensure that all branches do complete the returns, failing which the Region should take appropriate action.

The CEC believes the Task Group went about its business in a realistic and no-nonsense manner. The solutions it came up with are not based on some imaginary theory, but on the practical life of GMB today. Congress is and will always be the supreme authority in our Union. Since it returned to an annual event, Congress and GMB itself have been reinvigorated. Now we need to make Congress bigger, more representative and more diverse, just like GMB.

The CEC proposes that, if they are adopted by Congress 2010, it will review these new procedures after Congress 2012.

The CEC urges Congress to accept the recommendations in this report, and to adopt the necessary Rule Changes.

Rule Changes

Rule 8, clause 4

Line 2, Delete "2,000"

Insert "1,500"

Rule 8, clause 5

Line 1, Delete "Each"

Insert "For 90% of delegates, each"

Rule 8, new clause 6

Insert

"6 The region's remaining 10% of delegates will be appointed by the regional committee to ensure that the regional delegation properly reflects the balance of the regional membership in respect of industry, geographic spread, ethnicity, gender, disability, youth and sexual orientation. Appointments made under this rule will be made in line with guidance issued by the Central Executive Council"

Rule 8, new clause 7

Insert

"7 Each branch will be invited to nominate one further delegate to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members recommended by other committees, forums or post-holders within the Region"

Renumber subsequent clause.

Rule will now read:

Congress

Rule 8 Congress of the union

1 The Congress (Ordinary or Special), made up of representatives from the regions of the union, holds supreme authority.

2 The Ordinary Congress will be held every year on dates decided by the Central Executive Council.

3 The Central Executive Council can choose to hold and arrange a Special Congress.

4 All delegates must be fully financial members. Each region will elect one delegate for every 1,500 financial members, as stated in the membership figures for the previous September.

5 For 90% of delegates, each branch of a region may nominate one delegate to represent the region at the Congress. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.

6 The region's remaining 10% of delegates will be appointed by the regional committee to ensure that the regional delegation properly reflects the balance of the regional membership in respect of industry, geographic spread, ethnicity, gender, disability, youth and sexual orientation. Appointments made under this rule will be made in line with guidance issued by the Central Executive Council.

7 Each branch will be invited to nominate one further delegate to be considered by the regional committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the regional committee may also consider members recommended by other committees, forums or post-holders within the Region.

8 The following will take part in the Congress and will have the right to speak but not to vote.

- Central Executive Council members
- The general secretary and treasurer
- Regional secretaries
- Section national secretaries
- National industrial officers
- General member auditors

Rule A3

Clause 2

Delete clause and replace with:

"2 National conferences will be held every two years during a break in GMB Congress. There will be one regional delegate for every 1,500 financial members of the section in each region. Delegations will be made up of Congress delegates who are members of the section, together with any additional delegates required to reflect the numerical strength of the section in each region. Delegates will hold office for two years."

Rule will now read

Rule A3 Section national conferences

1 We will hold a national conference for the members of each section every two years. The conferences will report to and advise the Central Executive Council and the union negotiators, and all decisions of the

conferences must be approved by the Central Executive Council and Congress. The conferences must not consider any matter Congress is responsible for. The Central Executive Council and Congress may, from time to time, issue guidelines on what matters the conferences can consider.

2 National conferences will be held every two years during a break in GMB Congress. There will be one regional delegate for every 1,500 financial members of the section in the each region. Delegations will be made up of Congress delegates who are members of the section, together with any additional delegates required to reflect the numerical strength of the section in each region. Delegates will hold office for two years.

3 A section national president will be elected in 2008 and at every second Section Conference from then on, from among the members of the Section Conference elected in line with rule A3.2 for that year, and from the members of the Section National Committee. The section president will hold office for four years, chair the Section Conference after that at which they are elected and be eligible to be nominated and re-elected after their four-year term of office. During their term of office the section president will chair all meetings of the Section National Committee.

(Adopted)

THE PRESIDENT: We will now take the debate on the CEC Special Report, of which you should all have a copy. This report includes progress from the Congress Future Arrangements Special Report which went to Congress last year. I am going to ask Paul Kenny to move it. I will invite each region to put in a speaker, and this is how I am going to do it. Will the speakers in the regions who wish to participate please come forward: South Western Region, Northern Region, GMB Scotland, and then Southern Region. Will you please come to the front? Paul.

THE GENERAL SECRETARY: Morning. I am moving this Special Report, which I hope you have had a chance to read. I know you are all very diligent delegates and you will have been early to bed last night with this as your last-minute reading. It is a very, very important document and when we first talked about planning to come to Southport we looked at what we might do and discuss, and deal with, this week. It was always intended that this Congress would actually be a re-establishment, looking at some of our own internal issues, the way that we did in Blackpool some years ago, setting out a path for the union for the years to come.

When we embarked on that journey, in 2005, it was to reclaim and re-establish the GMB and we knew that we had many, many difficult tasks that lay before us. We knew we had to re-establish financial discipline and replace the financial mismanagement of the past. We knew we needed organisational change to halt membership decline. We knew we needed credibility management of our own officers and staff. We knew we needed proper leadership. Most of all, we knew we needed re-establishment of the trade union morality and decency in order to triumph over the bullying, gerrymandering, the seedy deals and, yes, even some corrupt practices that had gone down in previous regimes.

Of course, at the heart of what we wanted to do was our holy grail, that is, to restore and renew, and invigorate, our own union democracy, that union democracy and that accountability that is central to having a growing and vibrant union. We went about it in a number of ways as we laid out our stall in 2005. We said we would restore annual congress, and we did. We said we would move and change to an all lay member

executive council, and we have. We have produced new guidelines to give confidence to lay member regional committees that enshrine their power and explain the sort of difficulties that they can overcome. All of these were milestones along the road of reform, of change, and the empowerment to lay members.

Now we must go further. We must expand Congress and bring more lay delegates into the decision-making parliament of our Congress. We need to move, as this document says, from one delegate per 2,000 (as has been now for almost 70 years at that ratio) to one per 1,500, expanding our lay member participation at Congress by 25%. We need that wider participation for a variety of reasons and we need to use the expansion of that democracy by bringing in a series of appointments to this Congress through regional committees to deal with some of the equalities in the make-up of our delegations, and our representational bodies.

We intend to propose within the document a revolutionary way of ensuring that we fill vacancies in delegations and give regional committees powers to appoint a limited number of delegates from nominations from branches, workplaces, regional organisers, indeed any part of the union structure, people who may have been missed off of the traditional routes.

The additional seats are a way of dealing with the under-representational problem that we struggle with so many times. You saw the photograph of 1977 that Mary put up of this GMB Congress in Southport. I am pleased to say that if you looked around this hall you would see a very different representational make-up, but it still has gaps in different parts of the regions and different parts of the union. The additional seats and the appointments are to fill those gaps so that we can make sure we get proper representation of women, ethnic minorities, young people, LGBT, disabled, and also to make sure that certain geographical areas without the union are covered and not excluded. It is very important that we see the GMB reaches out across the whole of the country, and the trades and skills that can sometimes be left off. These are the issues that the additional seats allow us to address.

Is this system perfect? Of course it is not, and no one is going to suggest that it will be. It will undoubtedly require refinement and change. We have changed over the last five years fairly dramatically and we will continue to do so. We change and adapt to improve what we do. But, you know, occasionally we can trust ourselves. We can trust ourselves a little bit. Think about all the good that you do every day, how many people rely on what you do, the support that you give them in work, the terms and conditions, and the protection that they get. We trust ourselves that we stand for a moral ground to support workers, not just in industry but across our society. If we take this chance to expand Congress we will get an expanded, vibrant, challenging, inclusive, acceptable Congress.

I turn now to something that is not in the document but for which I will beg the President's indulgence, if I may, Mary. I turn to the office of General Secretary and Treasurer. I believe that if we set standards in the union for accountability and democracy, then those standards must apply for all, and all offices within our rule book.

My term of office as General Secretary and Treasurer runs out in early 2011 and under the very generous laws provided to me and to our union by Margaret Thatcher - you are supposed to laugh at that point, by the way! (*Laughter*) – I could stay in office without an election right up until the time that I choose to retire in four or five years' time. I can do that but I do not think we should judge our standards on the basis of Tory laws. I do not think that is good enough for us. (*Applause*) It is not my way and it should never be the GMB's way.

I intend to ask the CEC at their September meeting to trigger a process for the election of the General Secretary and Treasurer. Then it becomes a matter for the members of our union to judge me and other candidates against what we can do and what we have done, and what we stand for. It will be up to the branches and regions to decide.

I believe that it is good for our Union to look at ourselves, to judge ourselves, to be accountable, and to renew ourselves. I am fantastically proud of what we have achieved over the last five years. I am absolutely determined that we will never ever allow any system to erode our democracy again. I believe passionately that we will go forward and not backwards, and at the centre of that accountability and democracy has to be your Congress: larger, yes; more inclusive, absolutely; trusting in our values and putting our values at the centre of what we do; trusting in ourselves.

I move, and I am proud to move, this great step forward and in doing so I want to pay tribute to the working party that put so much time and effort into this, the branches that made contributions, the regional councils, the regional committees, the Executive members, and to the SMT, all of whom contributed wisdom, vision, caution, and courage in equal measures.

Let's trust our values. Let's just remember who we are and what we stand for. Let's not be pushed off by a soap powder advert or some shiny suit politician. Our values are the ones actually that people cling to. We do not say that we believe in public services one week and then talk about privatising the next, and when we have lost office we come back and say, "We think it's a good idea we keep public services." We have continuity of our values. (*Applause*)

I love this Union. I just love it. It just courses through our veins. I love what we do. We can be proud of what we do. We are not short-comers. We are not last at the party. Our values are fabulous and we carry them in a society that sometimes seeks to abuse the very things that we stand for. The one shining light through all those years has been our consistency and commitment to the values of a decent society and decent fairness for all in our society.

I say this, trust our values. The GMB is a growing democratic and independent union, and we must stay that way. So, forward without fear, inclusive, empowering, just our brilliant GMB. Proud I am, very proud to move this Special Report which will widen and deepen the democracy and accountability of our great union. Thank you very much, Mary. I move. (*Applause*)

SIS. A HARRY MBE (CEC/Manufacturing): Conference, I am very pleased to be seconding the CEC's Special Report for a better, bigger and more inclusive Congress.

Last year Congress asked the CEC to go back to the members to find out how to improve Congress. The message came back loud and clear. Yes, to a bigger Congress; yes, to an increase in delegates by one-third and, yes, for there to be a big increase in elected delegates. You also asked the CEC to bring forward ideas for making Congress better and more inclusive. Congress needs to reflect all the rich diversity of our membership, so now the regions will have the power to add delegates to make sure all voices can be heard at Congress, old and young, black and white, altogether in the GMB. Colleagues, please support the CEC. Say "Yes" to a bigger Congress; say "Yes" to a better Congress, and say "Yes" to Congress where all GMB voices can be heard loud and clear. Thank you.

THE PRESIDENT: Thank you, Audrey. I call Southern Region.

SIS. S MEMMOTT (Southern): Congress, President, GMB Southern Region supports the CEC Statement. On a personal note, within the Union I have autism and have been supported and given support within the Union to be able to come here today.

Southern Region welcomes the expansion of Congress and any efforts to build upon the diversity of delegates to ensure that all members of the Union are represented fairly. Under the current rules many members and branches feel that the system serves to exclude groups such as women, youth, LGBT and black and ethnic minority delegates who find it difficult for them to gain a nomination from their branch. In addition, many branches feel aggrieved because delegates are not allocated on a proportional basis. This means that a branch of 1,900 members can have the same number of delegates as one with 900. These rule changes address these issues and for this reason we, at the Southern Region, are pleased to support the Statement. Thank you.

THE PRESIDENT: Northern.

SIS. A BRYAN (Northern): President and Congress, Alyson Bryan, Northern Region, speaking on the Special Report. Northern Region would like to place on record our support for the document and we look forward to consolidating our strength in the Northern Region in the coming year. Thank you.

THE PRESIDENT: GMB Scotland.

BRO. C. ROBERTSON (GMB Scotland): President, in commenting on the Special Report to Congress: A Bigger, Better, More Inclusive Congress, GMB Scotland welcomes this detailed report to Congress and congratulates those involved in developing it. This document was widely debated at our recent regional council where it was fully endorsed. It proposes the next steps in ensuring the involvement and participation of our members in our democratic and decision-making body, the Congress. GMB Scotland supports and endorses this document. Thank you.

THE PRESIDENT: South Western Region.

BRO. J. WOODWARD (South Western): President, I am a proud Remploy worker and from the South Western Region. The fantastic thing about the GMB is that it is a members' orientated trade union. Congress itself is a perfect example of the democracy of the Union being in the hands of those lay delegates who loyally and ably serve our members at work, day in and day out.

The South Western Region applauds the initiative of the Central Executive Council in reviewing Congress representation arrangements in order to ensure that it continues to be accessible to as many delegates as possible. The region considers the proposals put forward by the task group to be both sensible and pragmatic. We warmly welcome the improved ratio by which delegates may be elected from within their regions. This step will enhance the opportunities for lay delegate involvement in the decision-making process. Similarly, we commend the introduction of the top-up arrangement by which the balance of 10% of each delegation will be appointed by the regional committee. This is a responsible and necessary check to make sure that regional delegations are fully representative of the spread of the membership by industry, by geography, by gender, by ethnic origin, disability and other important variables.

Therefore, Congress, the proposals will allow for more delegates overall to attend Congress and for branches to have a significant say when deciding the make-up of their regional delegations. This, of course, is how it should be, with branches and lay delegates being influential in determining who attends this great institution of ours – our Annual Congress.

Mary and colleagues, the South Western Region supports the Task Group proposal because it will facilitate a bigger and more representative Congress for future years. I commend them to you. Thank you very much.

BRO. J. NEEDHAM (Midland & East Coast): Conference, I am speaking in support of the CEC Special Report: A Bigger, Better, More Inclusive Congress. The Midland & East Coast Region welcomes the CEC's Special Report. My region agreed to support this document following a request to all our branches asking for their views and to report back their responses to the Congress Future Arrangement documents. That report was also discussed at our regional council and regional committee. The proposal in the Congress Future Arrangement paper of 80% and 20% was unfair and discriminatory. The Task Group's recommendation is that 90% of delegates be elected in the prescribed rule, and recommended that the remaining 10% would be selected by the regional committee, which will consider branch nominations and will also seek recommendations from other groups within their region. This formula could ensure a fairly balanced regional delegation to Congress and sectional congresses. Yes, it will be an additional cost, but we will have more activists getting involved in their union. Maybe it is not perfect but it gives us the opportunity to increase the number of members who will participate in the policy and decision-making of their union.

We have now returned to annual conferences, not biennial, and increasing the number of delegates from each region to one per 1,500 members. It is a gigantic step forward from where we were not many years ago. We are a campaigning union, and this will give more members the opportunity to participate in the policy-making and decision-making. We are expanding democracy. Therefore we will be strengthening our Union. By holding the sectional conferences during the break in Congress using this selection criteria means that the sectional conferences can now be fully represented and very fairly balanced. I believe that at some future date the GMB should adopt a uniformed system of electing its delegates to Congress but that is a discussion for a future debate.

I ask Congress to accept this CEC recommendation because Congress is the governing body of our Union and it must always be so. The more members who take an active part in policy and decision-making can only strengthen our Union. I support.

BRO. R ALDERMAN (Yorkshire & North Derbyshire): President, I am speaking on the CEC Special Report: A Bigger, Better, More Inclusive Congress. The first point I want to make to colleagues is an obvious one, with no offence to Southport. If we want a bigger, better Congress, we need to have bigger and better venues.

My region is very proud of the democratic traditions that the GMB can claim, traditions which have seen us through a long and mostly fine history, which have been, if anything, strengthened in recent years. Thankfully, as a Union, when faced with contemplating our own structures and organisation, we kept our heads whilst those around us lost theirs. We are now more than ever a lay members' union where, just as in the workplace, we seek to organise its workers – the members. We take the lead and set the direction of travel. We see these proposals in exactly the same light as a practical attempt to keep the GMB in tune with its membership, GMB structures responsive to the Union's growth and continuing development.

We welcome the work that the Task Group has carried out on behalf of the CEC and the recommendations on Congress arrangements for the future.

When we decided to turn to an Annual Congress in the full recognition and with our eyes wide open to the additional cost that this would bring, we did so in the knowledge that Congress, like no other gathering of GMB members, re-vitalises and re-boots our Union activity and re-affirms our resolve to fight harder for the likes of the members. It reminds us all why we are stronger in a union and what *GMB @ Work* is all about. Quite frankly, colleagues, the more reps and activists we can get to Congress to expand this great Union in action, the better.

Yorkshire & North Derbyshire Region sees the proposal for additional delegates as an excellent move forward and welcomes the flexibility built into the system which allows us better to reflect our membership by increasing its delegation by 10%. In particular, we support the measures which are designed to ensure that each region not only has full representation but has a full and complete delegation.

In the past, there is nothing more frustrating for an activist who has tried but failed to get to Congress, only to see that their regional delegation at the end was not fully taken up. It is right also that Congress is empowering regional committees to top-up delegations thereby balancing the input from those lay member groups within the regions, whether it is the Equality Forums, the Retired Members' Forum or, indeed, the Young Members' Forums, which are the future of our Union.

We particularly welcome the reference to seeking the views of officers on which reps might attend Congress for their region. What better way to ensure that there is a full involvement of officers and reps, which starts at IST, than to have officers involved in assessing how the reps are developing and playing a part in the life of the Union? Congress, as far as I am concerned, democracy within the GMB is an ideal in itself – all the better when it is bigger. Please support the CEC Special Report.

BRO. G HARVEY (Birmingham and West Midlands): Congress, my region speaks in support of the document. Mary, would you allow me an indulgence for a few seconds. Firstly, I am certainly not retired. I am in full-time employment and every time I see a document from this Congress it says "Retired". I might be old but I am not retired. The other thing is that I can remember Paul Kenny and Ian Lowes as young men when they started out in this Union. I was just a little bit in front of them. It shows how it works today, doesn't it, because Ian has just stood at the rostrum and made his points. Further, I would like to state my admiration for Paul, and from everybody else here, for the fact that although you don't have to stand again as General Secretary and Treasurer, you are going to. Thank you for that. (*Applause*)

Now I come to the bit that you might not like. Whilst accepting the recommendations – I take it you have all read the document to start with – we feel that the second delegate from branches with over 250 members must go into the 10% "top-up" pool so as not to give too much power to the big branches. This is always a concern of ours. We do feel at the moment that the 10% "balancing" and "top-up" pool allows regions to get a good geographical and sectional spread of a region's delegation. But we are concerned that if we go to uniformity of elections, this could affect regions with a large geographical spread unless this is considered before regions agree to their universal changes.

We also believe that sectional conferences should not be to the detriment of the National Congress. I am a bit concerned about that.

We also believe that the document should have been called "A Bigger, Better, Shorter More Inclusive Conference", because when we first came to sectional conferences being joined in, we started on Sunday and we finished on Thursday with a day-and-a-half in between. Last year when we did not have the sectional conferences we finished on Wednesday because we had lost that day-and-a-half. This year, we are finishing on Wednesday and we haven't lost a day-and-a-half. I don't know where that has gone to.

The other thing that I am concerned about is that in future we will have 25% more delegates, they will be all wanting to be involved but we will have less time than we have had in the past. We are already this time asking regions formally to second all motions that are supported by the CEC, when this is the place where most new delegates get their first experience of speaking at the rostrum.

I was going to finish there, but after yesterday's regional meetings – you all went to regional meetings yesterday – and what with today's Standing Orders Committee Report, with all *that* lot – I've never seen anything like that before on a Sunday morning with half the items withdrawn on existing policy and nobody speaking on them. Having seen the way it looks like it has been done with getting things withdrawn, I am a bit concerned that as well.

With those comments, Birmingham and West Midlands Region supports the document.

THE PRESIDENT: Colleagues, I have not asked new delegates, or any delegate, to formally move. I did say when I opened Congress that we are going to be strict on time and that is to make sure that Congress delegates who are moving and seconding resolutions can come to the platform, and you agreed that.

BRO. G HARVEY: If you lot are like me and sit at home with nothing better to do than read all the documentation they send you, you will see that it actually say that they would like us formally to second the motions. It is actually in print. I am a sad bugger. I read it. (*Laughter and cheers*)

THE PRESIDENT: But what is in print, this Congress hasn't endorsed. They have endorsed it this morning. Thank you. I call London Region.

SIS. J SMITH (London): Congress and President, London Region supports the CEC's Special Report: A Bigger, Better, More Inclusive Congress.

Congress, London Region is delighted with this document and gives congratulations to Steve McKenzie, a London Region delegate, who first raised the issues at Congress in 2009, to increase delegation numbers and to have a balanced representation, not only working delegates but to include gender, ethnic and sexual orientation. Also retired members must not be forgotten as these members are active the same as they were when they were working. It is also to include the geographical areas.

In supporting the document we welcome appropriate action to be taken where branches fail to comply with completing any forms of nominations or motions. Congress, we have a moral duty within branches to recognise nominations and forms even if we send them back with "No nomination" written on them. The GMB is the best and we have to remain the best by adopting this document.

Finally, the Task Group members should be complimented on the presentation of this document that they gave to the CEC. We look forward to a bigger and better Congress. We support.

THE PRESIDENT: I call the North West & Irish Region.

BRO. W GOULDING (North West & Irish): Congress, the North West & Irish Region welcomes the Report which gives more opportunity for more delegates to come to Conference. Paul, I would like to say that the North West & Irish Region welcomes your statement that you are going to stand for re-election. Let me say that we trust you and, hopefully, we will see you again for another four years.

Conference, the North West & Irish Region welcomes the Report and urges Conference to support.

THE PRESIDENT: Is there anyone who wishes to speak in opposition? *(No response)*
Is there anything to reply to, Paul?

THE GENERAL SECRETARY: Mary, there are two points. The Yorkshire & North Derbyshire Region said “with no disrespect to Southport” that if we are going to have a bigger Congress then we need bigger venues. Yes, we know that. That’s why we have booked much bigger venues for the next two years in the anticipation that you might make this decision. So we do understand the need for bigger venues, which we accepted. There is an argument about whether these changes mean 25% extra delegates or a third extra delegates, depending on which we you count the numbers. I always argued that I thought it was a third, but I was argued down by the Finance Director, who obviously knows how to do figures, and he has just come up to me and said, “You’re right, it is a third”. *(Laughter and applause)* Anyway, best of luck in your new job. *(Laughter)* It is a shame because I think Southport is great. We always, as I said, thought this would be more of an internal conference where we wanted to lay out our plans for expanding the Union over the next few years. It is a little bit of talking to ourselves but it is very important, none the less, to set out our thoughts. I think those who went to Plymouth thought that was a really fantastic venue and good City. We made a big difference there as well. It does mean that we will have to have bigger venues – there is no doubt about that – and that does restrict where we can go. There is a cost, as a number of colleagues said, but I think everybody says the same thing which is that there is a price to pay for having a vibrant, growing union that is in the control and direction of lay members and, ultimately, the people like me and all the other national officials and everybody else are under scrutiny are accountable at least once a bloody year to the people who pay our wages. I don’t think that’s a bad idea at all, actually. I have never been frightened of it. *(Applause)* I think we have accepted that that is a good way to proceed. The additional delegates will give us a broader range. It will allow us to deal with some of those inequalities that pop up.

You have to remember that there are people who have given fantastic service to our Union over many years, who have come regularly as Congress delegates and somehow

people saw this as a battle between pushing out the old and bringing in the new. I didn't mean you, Glyn, when I said that. The reality is that it is about balancing both, that wealth of experience, passion and commitment and encouraging those new people in. I am talking about those additional new activists. Of course, this is what we want. If you can imagine that we have more active members participating in the running of the organisation, it spreads itself out. It is a self-fulfilling prophesy. Yes, it costs more, but actually running these conferences now and running the sectional conferences, the way we run them together, costs about 60% of what it used to cost running them separately five years ago. So sometimes you can get more bang for your bucks without compromising on the issues of accountability and democracy.

Glyn, you are right. It does say in the Standing Orders Report – Dolores was searching for it because I couldn't recall it: "It would help business of Congress enormously if, wherever possible, motions could be formally seconded and if replies to questions in debate were kept to a minimum." That is what it talks about in terms of "possibly". As far as I know, that has always been included. Yes, a lot of items are withdrawn because delegations meet on the eve of Congress. That's what they do. The agenda changes. Special reports come up that were not available to delegations at the time of their original delegation meetings and they make decisions as to whether they support one or they may withdraw others.

As to existing policy resolutions, we passed that some years ago. That is why we said "Look, if it's already policy, we don't really need to debate it again. We'll just make sure that Congress notes it, sees it and we show people where it is existing policy. If anybody wanted to challenge it, then they can do that. That is not something that cannot be challenged on any individual item.

Finally, there was the issue of the length of Congress. We did shorten Congress. Glyn is absolutely right. Well spotted. There were a few people who turned up for Congress on the Thursday of last year. I don't know whether it was the President's Night that they couldn't quite get over or what, I'm not sure. The agenda is drawn up and the amount of time we spend depends on the participation, involvement, submission of resolutions and delegates to Congress. So if we get more resolutions on new policy, we get better ideas to debate about and then, as has already been said, we have no difficulty in going back to the Thursday. That is what we will almost certainly have to do next year. I think we have got Brighton ear-marked as the next Conference venue. It will almost be a Sunday to Thursday Conference. With those answers, I thank everybody for their positive commitment and positive messages about a vibrant conference. Thanks for your comments, Billy. I appreciate it.

THE PRESIDENT: Colleagues, I now put the CEC's Special Report to the Congress. All those in favour, please show? Anyone against?

The CEC's Special Report: A Bigger, Better, More Inclusive Congress: New Arrangements to strengthen GMB democracy was ADOPTED.

ANNOUNCEMENTS

THE PRESIDENT: Before I move to the next business, I have a couple of announcements. One is that Evelyn Martin from London Region has mislaid her bag yesterday afternoon. It has her name on it. If anybody has picked it up by mistake, would they please let Evelyn have it.

Colleagues, I now move on to the Agenda – Union Organisation. I will be calling Motion 1. I understand that Motion 2 has been withdrawn by the London Region. Does Congress agree. (*Agreed*) Motion 3 – Black Hole. The CEC speaker is Gerry Ferguson. We are asking reference from Midland & East Coast, Motion 1, and we are supporting Motion 3. I will then move to Union Organisation. I will then call on Motions 5, 6 and 7.

UNION ORGANISATION: CONGRESS REVIEW OF CONGRESS MOTION 1

1. REVIEW OF CONGRESS

This Conference will task the CEC to actively research and collate an informed and detailed report to Congress 2011 in order to rationalise Congress remaining an annual 4/5 day, Spring time, seaside event.

In view of our increased activities and membership, and representatives and delegates, Congress will need to consider how both financially and effectively the present Congress arrangements best suit our purpose.

MANSFIELD CENTRAL BRANCH
Midland & East Coast Region

(Referred)

BRO. M. COPPIN (Midland & East Coast): Congress, I move Motion 1 – Congress Arrangements. This is the first motion today. Incidentally, I remember my first motion ever at this Congress, which almost fell. That motion asked us to put forward GMB activists for accolades; ie, the MBE. Thank God Mary didn't have to turn down that medal.

President and Congress, this Congress will task the CEC to actively research and collate an informed and detailed report to Congress 2011 in order to rationalise Congress remaining an annual 4/5 day Spring time, seaside event. In view of our increased activities and membership, and representatives and delegates, Congress will need to consider how both financially and effectively the present Congress arrangements best suit our purpose.

We are the modern decisive Union. Let us not hold tradition above common sense in our quest to further our strength. Congress, this motion is necessary not as a challenge but as an aid to transparency. Our General Secretary and the senior management team have

been instrumental in their good decision-making around enabling our Union to maintain this Congress. I am sure they will leave no stone unturned in their efforts to provide consistent, sensible and sustainable financial management of Congress. However, we have all heard the stories of how it could be cheaper to hold Congress in, say, Spain, for instance, but our membership would simply see this as a free holiday.

This motion simply asks the CEC to report back to Congress that the present arrangements are the most sensible. Not matter what, nothing will happen for a year or two. We would need that length of time to organise Congress well in advance. So having a look sooner will give plenty of time to investigate, report and consider whether or not the changes are necessary. Hotels and facilities on the coast during the holiday season are probably less likely to be as cheap or accommodating than, maybe, inland or out of season. Our Congress needs a large facility and it is going to grow even larger. This clearly restricts our choice of venue and the town needs sufficient hotel beds as well. Travel is a factor, the weather is a factor, time off for delegates is a factor and fitting in with other important diary dates is a factor. There are so many variables that we must continually look at, what we do, when, how and why, just as we do back in the workplace and in the branch; if it is in the best interests of our members, if it is the most cost-effective use of our time and money; if the best time is June and if the best place is Blackpool, then so be it. These questions have now been placed before Congress. Now let's get down to business and have a good time, but not too good. I move.

SIS. S. FARMER (Midland & East Coast): President, I second Motion 1 – Review of Congress. Congress, how often have you looked around Congress hall and wondered why there are so many empty seats and then in the evening you can't get to the bar for sunburnt delegates? Remember, we are elected and sponsored to come here to work and represent our members. No one should ever criticise a delegate having a break from the intense pressures of debate and decision-making, and they may need at times to network and meet others away from the hall. But annual reports of large groups of lanyard wearing delegates being seen around the hotspots of the town during business hours is not appropriate. Just what do these delegates report back to their members – that the weather was nice or the shopping was good? Yes, traditionally the Congress is a delegate, member and family affair, bringing together the ultimate decision-makers of this Union, and it is meant to be enjoyable. So as long as our enjoyment does not compromise the seriousness of the event, and the GMB's success and financial position allows us to put delegates up in decent hotels and make our work at Congress a comfortable experience, then our delegates deserve no less. Let's enjoy future Congresses in the knowledge that we are doing the best we can for our members as we do the rest of the year. I second.

BLACK HOLE MOTION 3

3. BLACK HOLE

This Conference will remember when Paul Kenny took over as our General Secretary, at his first Congress, the issue came up of black holes. One of the first things that he did was to inform Congress of the progress on actions of all motions passed by the previous Congress.

For the sake of best practice, transparency and efficiency, Congress instructs Sectional Conferences to follow the same procedure to avoid Sectional motions that have been passed, falling into yet more black holes and never being heard of again.

MIDLAND HEALTHCARE BRANCH
Midland & East Coast Region

(Carried)

BRO. B. HELEY (Midland & East Coast): I move Motion 3 – Black Hole. President and Congress, at Congress 2005 in Newcastle I moved Motion 14 – Black Hole. The reason behind it was because a large number of motions that had either been passed or referred at previous congresses were getting lost, never to be heard of again. 2005 was Paul Kenny’s Congress as our General Secretary. Paul made a promise that all future congresses would be informed of the progress and actions taken on motions passed or referred by the previous congress. I will give the man his due. He has done exactly as he promised. Maybe we should nickname him ‘Ronseal’, as he ‘does exactly what it says on the tin’.

In each successive Congress from 2005 in the General Secretary’s Report Paul has listed all motions and actions taken. If you look at pages 14-22 in this year’s General Secretary’s Report to Congress, you will see what action has been taken and who had the lead responsibly for that action. Here endeth the issue of black holes on Congress motions.

Now move on to sectional conferences. That’s a different matter altogether, Congress. Motions are moved at each successive conference. Apart from the obvious ones, has anyone any idea about what has or is happening to sectional motions? I will put my hand up. I haven’t got a clue. I haven’t got the foggiest. On many of them I don’t know what the state of play is and I don’t know where the majority have gone to. Yet they have all been passed at previous congresses.

For the sake of best practice, transparency and efficiency, Congress instructs Sectional Conferences to follow the same procedure as Congress in reporting the progress of motions moved at previous conferences to avoid Section motions that have been passed, falling into yet more black holes and never being heard of again. We are not asking for the impossible; we are not asking for miracles. We are only asking for fairness and accountability. We have got it at Congress. Why should the Sectional Conferences be any different? I move.

BRO. R. MORGAN (Midland & East Coast): President, I second Motion 3 on Black Holes. President and Congress, according to the General Theory of Relativity, a black hole is a region of space from which nothing, including light, can escape. It is the result of the deformation of space time caused by a very compact mass. Around a black hole there is an undetectable surface which marks the point of no return. This is called an “event horizon”. Well, we’ve had some event horizons in this GMB Union over the years, of course. I am no scientist but over the years I have developed a knack of

detecting black holes, rhetoric and empty words when it comes to policies and promises, whether they are made by politicians or other organisations, such as our own.

I am delighted to say that the GMB, under our present General Secretary, and the CEC have brought a very large searchlight to bear on some of the darker and murkier regions of our Union's work. In the past, resolutions and statements of intent have been made at Congress only to be kicked into the long grass time and time again. Most of us have heard of Thomas Jefferson's quote: "Eternal vigilance is the price of liberty". I endorse that. The purpose of this motion is to say thank you to the General Secretary and the CEC for the openness and candour that they have given us, and to ask that it is extended to all layers of work in our Union, including the sectional conferences and their decisions.

On the forthcoming election that Paul Kenny is proposing to have – I suppose I am starting the election process here, if you like – a vote for Paul is a vote for further democracy in the GMB, and I would like to see that.

A report back for sectional resolutions should also have a time limit and an action plan. These should be implemented and get Congress approval. Please note, we are still watching that you don't slip back into the old ways. Thank you.

THE PRESIDENT: Let me say that you can have no electioneering on anybody's election at this Congress because the CEC has not endorsed Paul's policy at the moment. Thank you. Perhaps we should delete those last few words!

I now move to Motion 5 – Communication.

UNION ORGANISATION - GENERAL COMMUNICATION MOTION 5

5. COMMUNICATION

This Conference welcomes the increasing activity involving staff, officers and, in particular, activists through the GMB@WORK strategy.

Conference recognises that activity increases awareness and interest in what the GMB is doing and is planning to do and in the spirit of openness and transparency agrees that approved Central Executive Council (CEC) minutes and documents discussed and supported by the CEC should be published on the GMB national website.

Conference also agrees that all Regional Executive Committee and Regional Council minutes should be published on the appropriate GMB regional websites.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

(Carried)

BRO. D. NAGLE (Yorkshire & North Derbyshire): Conference, I move Motion 5. President and Congress, if *GMB@Work* is about anything, then it is about making sure that this Union is accessible, relevant and responsible to working people, who we hope, in turn, will see that becoming a Union member will empower them in their workplace.

It is, of course, no accident but by deliberate design that the five ‘Cs’ which define the *GMB@Work* strategy include the ‘C’ which stands for Communication. Long gone are the days of when what happened in the workplace in the Union’s name could be decided by a few on behalf of the many. In a relatively short space of time many more of our members are beginning to see that the GMB is genuinely their Union and are choosing, therefore, to engage in Union activities at work and beyond.

Colleagues, this motion seeks to build on this process towards becoming a much more open, transparent and inclusive Union of activity and agitation, for there can be no going back and to ensure future progress in developing our communication strategy we have to acknowledge the fact that it is a two-way street that modern communications, at least outside of the workplace, are ever present and never sleep. The internet has transformed people’s expectations on the provision and availability of information. Union members are no different. They expect to be able to see Union democracy in action and to keep up-to-date with the issues we grapple with day to day. Circulating CEC and regional minutes to branches, which is our traditional method of sharing these matters with our members, is simply not enough. These days we should and can do much more to ensure greater availability in circulation, and that any member who wants to see what we do in their name can do so when and where it suits them.

We are the proud of the vital work done by the CEC and the nine regions, so let’s make sure that people can see for themselves exactly what this work entails. The National and regional websites allow this to happen. We accept entirely that access should be for members only, but hope that in time it should simply become second nature for us to post all that we want members to see and know, indeed, all they are entitled to see and know, on our website. Thank you.

Incidentally, please come to the Yorkshire & North Derbyshire Regional fringe on Monday lunch time if you want to see how modern communications are being used by our branches to support our organising and recruitment efforts in the region. Please support the motion.

THE PRESIDENT: Thank you, colleague.

BRO. G. JARVIS (Yorkshire & North Derbyshire): Conference, I second Motion 5. The *GMB@Work* agenda requires me as a branch secretary to encourage my workplace representatives and members to become more active. In order to help them to help themselves this is how we develop our activists, branch secretaries and, perhaps, general secretaries of the future. The *GMB@Work* agenda is working. Branches are encouraged to share best practices, and last year my region held a ‘branch champions’ event to help us interact with the region and other branches. What we do today is guided by the CEC,

REC and Regional Council. If we are asking our members to play a bigger role in organising the Union under the *GMB@Work* agenda, we should ensure that the Union's decision-making process is open, transparent and accessible to every member.

I want my members to know that our success is based on sound management and I want them to get more involved with the Union. It is my belief that this motion is a step forward in the development of our leaders of the future. For this reason I am asking you to support the motion.

COMMUNICATION STRATEGY MOTION 6

6. COMMUNICATION STRATEGY

This Conference notes the very effective use of on-line by the Labour Party using new technologies, like phone banks, twitter, targeted e-mails and websites. We also note the success of the Searchlight anti-BNP campaign using professional expertise, such as the consultancy group, Blue State Digital.

Conference notes that other trade unions in the UK have made greater use of the internet than GMB, for example Unite TV.

Conference notes that new media such as facebook, twitter, e-mail, chat-rooms, blogs, video and other methods are currently not exploited effectively by GMB to communicate between members, or to promote our message to the wider public.

Congress believes that if implemented effectively and professionally, new media can empower the membership, and involve wider layers of membership in union activity. This can improve our commitment to equality as it helps to reach younger members and members with young families.

This conference resolves to develop and implement a comprehensive strategy for use of new media, which notes the need for professional resources to develop and maintain an effective on-line communications capability for GMB.

W15 WILTSHIRE & SWINDON BRANCH
Southern Region

(Lost)

BRO. A. NEWMAN (Southern): I move Motion 6. President and Congress, Motion 6 calls for the GMB to have a strategy and to implement that strategy for new technology and communications, like twitter, facebook, blogs, etc. It is not asking to commit the Union to use any particular technology but to have a strategy. The alternative to that is not to have a strategy and to muddle through.

What we are talking about is the need to communicate for capacity building in our Union – how we get information to our members and how we empower our activists with the information. Colleagues, when a strike occurs or a major dispute we cannot rely on the press, the TV and the radio to put our members' case. We have to rely on our own activists putting the case to their members. If a contentious dispute comes up, GMB members go to their shop stewards, and I am pleased we can still call them 'shop

stewards', to say, "What's going on? Can you explain the Union's case?" Are we in a position to quickly and rapidly get the Union's case into the hands of our shop stewards? There are a number of ways with facebook and twittering and other things by which we can do that, and we should do that. We can learn from the best practice of some other unions in doing so. Our activists are our greatest asset and we need to give them the tools to do. We need to move with the times to do it.

There are also accessibility issues. The bedrock of democracy in our Union is our members being able to come to members' meetings and the branch committees, which need to be quorate, and having regular and lively meetings and voting on policy. There is no dispute about that, but that can also be complemented by other means of communication, because there are many members, activists and shop stewards who cannot go to meetings easily, whether that is because of childcare commitments, shift work, the distance to the meetings from where they live or, in some cases, even because we are having a meeting in a pub where, because of their age or for religious reasons, they cannot attend that meeting. It helps us if we have other ways of reaching people and other ways of keeping people involved.

I will give you one example of that, which is one of our best organised factories in the branch that I cover. I am talking about DS Smith Packaging in Devises, where we have 100% membership on the shop floor, and we have a fantastic team of shop stewards, but who never came to branch committees and never came to branch meetings until they were contacted by one of our activists on facebook, who stumbled upon the fact that they had a facebook account and started saying "Why don't you come to the meetings? They are quite friendly." Then these very good shop stewards, who had never come to a meeting, started coming to our branch committee meetings because they had been jollied along with technology, which they felt completely comfortable with. We are talking about balance. We are not talking about getting rid of any of our existing structures, which work. We are saying let's complement them with a strategy for using new technology. It won't replace face to face meetings but it will complement them. Thank you.

(The motion was formally seconded)

GMB DATA PROTECTION POLICY MOTION 7

7. GMB DATA PROTECTION POLICY

Congress agrees we should have a Data Protection Policy covering all post holders but is concerned the GMB Data Protection Policy drawn up by the Senior Management Team and issued to branches does not have the approval of Congress in accordance to rule:-

Rule 9.2 Business of Congress

- Consider and make decisions on policies affecting the general, industrial, political or social welfare of our members:

Which means this policy does not have authority over lay members.

This policy was drawn up with employees in mind but does not take into account the nature of the work and the resources of activist members in support of fellow members.

Congress therefore calls upon the CEC to consult with branches before bringing before Congress 2011 a revised policy and guidance notes (as appropriate) for approval

H25 HEATHERWOOD & WINDSOR PARK
Southern Region

(Lost)

BRO. R. REEVES (Southern): I move Motion 7 – GMB Data Protection Policy with the support of the region.

President and Congress, let's be clear. This motion is about the integrity of Congress, not about if we should have a data protection policy, but it is about who has the final say over the policies of our Union. Is it the Senior Management Team or Congress?

This morning we have agreed to extending representation and democracy at Congress. What is the point when policy decisions are made for us? It is also about the *GMB@Work* organising policy, where procedures exist to enhance local democracy and support representatives. Not in this case. The Senior Management Team produced a policy for GMB employees. Therefore, it does not fully relate to the practices of activists, but it is focused on and designed for employees of the GMB. They then realised that there are many activists who handle sensitive information, so issued their existing policy to lay activists without consulting them and ignoring Congress. They should have produced a complementary policy for lay activists and gained the approval of Congress so that all post holders are covered.

A GMB rule says that the business of Congress is to make decisions on such policies. We have not in this case. Where does it leave us? It means this policy is invalid for lay activists because it does not have the authority of Congress. This means that the lawyers and their clients could have a field day at the expense of the GMB, if a case came to court. But we still need a workable data protection policy that covers us in order to stay within the law and protect sensitive information, while still carrying out the work that we do for the benefit of the Union and its members. The solution is to vote for this motion, thereby preserving the integrity of Congress. Then we will have a data protection policy which is legal, workable and has the backing of those who have to carry it out. Don't be put off by assertions that the formation of this policy has nothing to do with Congress. If it affects us according to rule, then it does. You must support.

(The motion was formally seconded)

THE PRESIDENT: Does anyone wish to come in on the debates on any of Motions 1, 3, 5, 6 or 7? *(No response)* Thank you. In that case, I ask Gerry Ferguson to give the CEC's view on Motion 1, because we are asking for reference back. Motion no. 2 has been withdrawn.

BRO. G. FERGUSON (Northern): Conference, I am speaking on behalf of the CEC, asking you to refer Motion 1 and support Motion 3.

Motion 1 asks the CEC to review the current arrangements for Congress location and timing. We have previously looked into this matter, into the possibility of locating Congress and delegates' accommodation under one roof. This was not viable at the time. Given that Congress has agreed to increase the number of delegates to Congress from 2011 onwards, it makes it even more difficult to try and find a suitable venue to meet this criteria.

The timing of Congress itself is linked to another of other factors, including the deadline for the TUC and the Labour Party Conferences. The impact on the deadline dates to the GMB Rule Book would also have to be considered.

Therefore, the CEC is asking Congress to agree to refer this motion for more detailed examination and full consideration. Therefore, Congress we ask you to agree to refer this motion and to support Motion 3. Thank you.

THE PRESIDENT: Is Midland & East Coast Region prepared to accept reference? (*Agreed*) Thank you. Does Congress agree to accept?

Motion 1 was referred.

THE PRESIDENT: Motion 3 is supported by the CEC. All those in favour, please show? Anyone against?

Motion 3 was carried.

THE PRESIDENT: Does anyone wish to come in on the debates on Motions 5, 6 and 7? (*No response*) In that case, I ask Tim Roache to speak on behalf of the CEC on all three motions. The CEC is supporting with a qualification Motion 5; we are opposing Motion 6 and seeking withdrawal on Motion 7.

BRO. T. ROACHE (Regional Secretary Yorkshire & North Derbyshire) speaking on behalf of the CEC, said: I am asking Congress to support Motion 5 with the qualification, to oppose Motion 6, and seeking withdrawal of Motion 7.

Firstly, Motion 5 calls for specified GMB internal documents to be published on the GMB national and regional websites. The CEC minutes and documents are already made available by regions to their members. These could also be put on the national website but we need to ensure that they appear in a read-only format otherwise someone could get hold of them and damage and amend them to use against us.

The qualification is about regional executive committee minutes, regional council minutes, and regional websites; they are a matter for each region so that is the concern and therefore the qualification on Motion 5.

On Motion 6, the GMB website has the flexibility to integrate all new communications media, and these are looked into as they become available through the GMB Communications Department. There is no evidence at all that using new communications media, as suggested by the motion, makes unions more successful in recruiting new members. Members recruit members, not websites. As the mover of the motion said, *GMB@Work* has already as one of its five strands the C for communications, but there is so much more to *GMB@Work* as well. It is not a phrase, it is not another flash in the pan, it is not the next one-hit wonder, it is a way of life, a way of life for all, for all officers, for all staff, for all activists, and indeed for every single one of our members.

But what is it all about, what has it always been about? Is it just about the numbers game? Is it just about members in the bank? No, it is not. It has always been about building the union brick by brick, workplace by workplace, being ready as the phrase says in the *GMB@Work* document in the workplaces as if we are about to run a ballot. Well, we are about to have the ballot of our lives. We have this Con-Dem coalition that is going to attack us in every single workplace up and down the UK, and we are ready. We are going to be ready and we are ready. If you look at the General Secretary's foreword in the CEC Political Statement, he absolutely sums it up. What Paul Kenny says is: The GMB is in a much stronger position than we were the last time there was a Tory in Downing Street and we will not surrender or offer ourselves weak excuses for failing to tackle the challenges which lie ahead." That is absolutely spot-on. That is what *GMB@Work* has been about, not just putting something on a website.

Motion 7, colleagues, is, frankly, very disappointing. It expresses concern that the GMB's data protection policy has not been approved by Congress. Well, new legislation does not come through just on the timetable so that it meets Congress and the GMB. This policy was drawn up to ensure that the GMB complies with the Data Protection Act; when the law changes we have to change our policies. The GMB's data protection policy is not a matter for consultation or revision. It sets out the steps to be taken by everyone who has access to the GMB data, including post-holders, to ensure that we comply with the law. That is why the CEC is seeking withdrawal of Motion 7; if it is not withdrawn, we will ask you to oppose it.

Finally, Congress, and to sum up, we would ask you to support Motion 5 with the qualification I have given, and in terms of Motion 6 I just need to refer to what the mover said. The mover said in his opening statement, "We are not actually asking you to do anything, we are just asking you to come up with a strategy." Comrades, what on earth is the point of having a strategy if you do not charge or expect anyone to do anything about it? We already have a very small but perfectly formed Communications Department that works tirelessly for our members and is fit for purpose. Please oppose that motion. Thank you.

THE PRESIDENT: Thank you, Tim. Can I first ask, does Yorkshire & North Derbyshire Region accept the qualification to Motion 5? (*Agreed*) Congress agree? (*Agreed*) We are supporting it.

Motion 5 was carried.

Motion 6, Southern Region, do you wish to have the right to reply?

BRO. A. NEWMAN (Southern) in exercising the right to reply, said: Congress, this motion has the full support of Southern Region and what I want to say is that we will be in the fight of our lives over the next few years. I agree that putting stuff on to a website which people can read, or not, does not in itself build anything, but we are talking about using the tools available for capacity building. How do we empower our activists so that they can build the GMB? That means we need to use all of the technology at our disposal and we need a proper strategy for using it as other unions are already doing. (*Applause*)

THE PRESIDENT: Thank you. Southern Region, Motion 7?

BRO. R. REEVES (Southern) in exercising the right of reply, said: There is a bit of a smokescreen here, I am afraid, because this legislation has been in force for quite a long time now and there has been ample time to bring it before Congress. There is no reason why it should not be done. I do think it diminishes the powers of Congress and so I am not going to withdraw it. I am asking you to support. Thank you. (*Applause*)

THE PRESIDENT: Thank you, colleague. Can I now put Motion 6 to the vote? The CEC is asking you to oppose. All those in favour of the resolution, please show? Those against? That is lost.

Motion 6 was lost.

THE PRESIDENT: Motion 7, the CEC is seeking withdrawal and Southern Region has refused so I am stating that we oppose that resolution. All those in favour of the resolution, please show? All those against, please show? That is lost.

Motion 7 was lost.

THE PRESIDENT: Thank you very much indeed. Before we move on, Congress, could I ask Helen Johnson, the Chair of Standing Orders, to give an SOC report to cover bucket collections.

STANDING ORDERS COMMITTEE REPORT NO. 2

(Adopted)

SIS. H. JOHNSON (Chair, Standing Orders Committee): President, Congress, this year the SOC has received three requests for bucket collections and has given permission for all of them to be carried out as follows:

The first one, in the name of Midland & East Coast Region for the Juvenile Diabetes Research Foundation, will take place at the close of this morning's business.

The second one, in the name of London Region, Special Toys, Educational and Pastoral Service, also known as STEPS, will be held following the Labour Party leadership hustings on Monday.

Finally, we received a request from our President to hold a collection for the Jimmy Knapp Cancer Fund, which will be held at the close of the Wednesday morning session.

President, Congress, I move SOC Report No. 2. (*Applause*)

THE PRESIDENT: Thank you, Helen. Congress agree the report? (*Agreed*)

SOC Report No.2 was adopted.

THE PRESIDENT: Thank you, Helen. I heard somebody say I did not call Motion 5. Motion 5 was the first one where the region agreed to the qualification and Congress accepted because we were supporting. OK? Thank you.

NATIONAL ORGANISING DEPARTMENT REPORT

NATIONAL ORGANISING DEPARTMENT

Our union has come a long way since 2005 and has changed its outlook dramatically on how we build our organisation. We have switched our focus onto sustainable membership growth in every workplace.

We realised that selling the union as a set of personal services in return for a monthly fee produced a level of demand on us we could not meet. Too much of our Officials time was spent doing the Workplace Organisers job representing, advising and supporting individual members.

We put an end to the notion that you could separate the recruitment, the retention and the servicing of members. We no longer believe that some of us should build the union while others maintain it. Every Official is now responsible for both functions. And we now know that the best person to get a new member to join GMB is the Workplace Organiser they work with every day.

In the end we decided to build the union wholesale not flog it retail.

We now see our members as the union - not as mere customers of GMB services.

GMB@Work Organising Strategy has 5 main industrial and political pillars:

1. **The Workplace is the building block of the union.** It's at work, rather than in the community, or in the media that working people are most able to build the collective solidarity they need to tackle the injustice and inequality they face.

2. **Each workplace should be organised as if a ballot for industrial action was due.** We need our members to be match fit and ready, but we also need our organisation in each workplace to be democratic, transparent and accountable every day.

3. **The employers have different interests than our members.** It's our members' employers who are the cause of most of our members problems at work and our job is to stand up for and promote their interests not bury them in partnership agreements.

4. **It is the process of industrial relations that builds a union.** People don't join unions out of gratitude for what we have done for them or their colleagues in the past but out of fear and anger for the present and the hope we can give them for the future

5. **People are strongest when they organise themselves.** Our members must be encouraged to find their own solutions to the problems they face with our support. We must take steps to give our members in each workplace the power and authority they need to make decisions and we must stop doing for our members what they can do for themselves.

Despite years of blaming governments, employers, the media and the state of the economy for our troubles, we have eventually developed an understanding that we got ourselves into our own membership crisis in the 1990's and so it is down to us and us alone to get ourselves out of it. And we have proved since 2005 that whatever gets thrown at us – we can build our union.

The recession that has put so many of our members out of work or on short working, or facing pay cuts and attacks on their pensions was caused by greedy bankers and we must ensure we never let anyone forget this. But it's what GMB does or doesn't do in each workplace over the coming years that will count for our members, not what the bankers do now - or the politicians, the media and the employers they control.

Over the coming months and years we may well face a return to some of the worst aspects of the politics of the 1980's – more privatisation, attacks on public services, and attacks on trade union rights.

The GMB@Work Organising strategy will protect us from repeating some of our own mistakes of the 1980's as we respond to the challenges ahead.

(Adopted)

THE PRESIDENT: Can we now move forward? Could I call on Martin Smith to move his report on pages 5-7. Martin?

National Organising Department Report (pages 5-7) was formally moved.

THE PRESIDENT: Thank you. Page 5, page 6, and page 7. Thank you. Any questions on that report? Agree to accept that? *(Agreed)*

National Organising Department Report (pages 5-7) was adopted.

THE PRESIDENT: Thank you. Can I now move to Union Organisation, Recruitment and Organisation, Motion 10, to be moved by Yorkshire, Motion 12 by Midlands, Motion 13 by Yorkshire.

**UNION ORGANISATION: RECRUITMENT & ORGANISATION
RECRUITMENT AND RETENTION
MOTION 10**

10. RECRUITMENT AND RETENTION

This Conference recognises the importance branches need to apply to retain existing members and recruit new members.

Therefore, conference recommends all branches to develop a strategy to enable the recruitment and retention of members.

With the assistance of regional officers, many branches could increase the membership of their branch, and so improve the bargaining position with the employer.

SHEFFIELD 194 BRANCH
Yorkshire & North Derbyshire Region

(Carried)

BRO. M. JACKSON (Yorkshire & North Derbyshire): Congress, it is obviously important for branches to recruit and retain members, mainly recruiting, but once you have recruited then you have to do the job. You have to make sure that they are represented well, that if they get any problems you deal with them well. Some unions that work alongside us unfortunately do not do that job and we have to make sure that we get reps that are trained well at regional level and let them go out and do the job. *GMB@Work*, in particular, and workforce mapping, gives us the tools to recruit but we must be well organised at branch level and make sure our reps are trained to go and do the job. That is the most important thing for our members. What happens then is while we are doing a good job in the workplace our name gets passed around and we get more and more members.

Yorkshire and North Derbyshire region had an event a few months ago and we are having a fringe meeting tomorrow lunchtime. I hope that everyone comes along and sees what we do to recruit and organise our members. I hope you pass this motion, Congress. Thank you very much. *(Applause)*

BRO. L. SIMPSON (Yorkshire & North Derbyshire) in seconding the motion, said: I am a supporter of this motion as I believe that having a written strategy will ensure that branches are able to plan and meet objectives. This will also allow for success to be measured. Furthermore, I believe that branches should not rely on the fact that servicing members is the way to retain them. What about the members that do not access our service? Visibility is key and having a written strategy for this will ensure that all members are aware of branch business; it will ensure that they see branch representatives, and above all else we need to make sure that they actually feel they are part of Britain's best union. Thank you, Congress. *(Applause)*

THE PRESIDENT: Thank you. Well done.

**GMB RETIRED MEMBERS
MOTION 12**

12. GMB RETIRED MEMBERS

This Conference believes that the retired members of our Union are a valuable resource for our members. We therefore instruct the Regional and National Officers to pursue our natural resource of GMB retired members to perform an active service in the GMB. This is to include recruitment and retention of members, and servicing existing members; in particular, in the role of Accompanying Rep.

HULL NO.1 BRANCH
Midland & East Coast Region

(Carried)

SIS. J. MOULAVASSILIS (Midland & East Coast): First time delegate. Comrades, this GMB union has a proud tradition of being member led. It has a proud tradition of a structure that encourages, supports, and trains its lay activists in the work they do for this union. It has in return a massive commitment from its activists, the largely unsung foot soldiers of this union. Time and large amounts of money and resources go into the development of our activists, in making them the best informed workplace representatives in our Movement. After some years servicing GMB members, activists reach a time when they have earned a well-deserved rest from such activities and they are given the full membership card. This entitles them to all the services of the GMB and, or more importantly, the right to participate in all aspects of the GMB. This includes recruiting and retaining members, also representing and servicing our members whenever possible. It includes being able to take a full part in branch activities and meeting our organisational objectives. It includes taking an active part in the wider GMB movement. If this union does not take advantage of the large amount of personal skills and experience our retired comrades have, we are failing our union, failing our movement, and more importantly failing our retired comrades. Brothers, do not let this fountain of knowledge ebb away. Sisters, do not let it go untapped. By empowering our retired activists in recruiting, retaining, representing, and servicing our members, it makes them aware of how much they are valued by this union, encouraging them to give more of their time and experience to the benefit of all concerned.

We have troubled times ahead, comrades, when we will need all our resources. This includes our retired activists who have earned the right to a continued role in the ever present battle for maintaining and improving workers' rights. Most of our retired activists championed for the rights we enjoy today and often take for granted, but let us not make the mistake of taking our retired comrades for granted. We therefore instruct our officers to continue to support and encourage the rights of this important part of our union. I urge conference to support this motion. *(Applause)*

BRO. M. MARGINI (Midland & East Coast) in seconding the motion, said: President, Congress, the retired members have always provided excellent service to our members. Many have come from a background of organised workplaces with the experience and expertise that is generally gained by years of experience and training investment from the

GMB. Many of our retired members take young activists under their wing and have developed them into the people they are now. In our society we have an understanding that the wisdom that comes with experience is a valuable asset to any company or employment. They are utilising this to further enhance their business. It would be a travesty if the GMB does not fully utilise the years of collective experience that we have.

All through the GMB there is an active retired members section with plenty of campaigns, and some retired members see themselves as an active participant at local branches when they do have some issues that affect members. Many times at branches when issues are raised the retired members have had the benefit of hindsight through experience; after all, there are not many things where employment is concerned that are new. We need to fully utilise this experience. When retired members meet their colleagues and GMB members on a regular basis they always promote the GMB and its causes to both the community and in the workplace through socialising, and sometimes retired activists have more of a finger on the pulse attitude than existing activists. I have known a lead coming from an 86-year old branch secretary who was trying to recruit.

I call on you comrades here today to support this motion and instruct our officers to continue their support as they have in the past, and as they will in the future. *(Applause)*

THE PRESIDENT: Could I say Monica Smith, the Secretary of the RMA, is here in Congress and she does a sterling job on behalf of our retired members. Can I now move to Motion 13, Protocol?

PROTOCOL MOTION 13

13. PROTOCOL

This conference call on the CEC to implement clear procedures/protocols that assist Workplace Organisers working for the same company but in different GMB regions.

This guidance should clarify that no Workplace Organiser attends meetings requested by the company in another GMB region without prior contact/authorisation from the onsite Workplace Organiser/GMB region.

This is even more crucial when the GMB representative is there as a management representative, but relying on the skills the GMB has invested heavily into training them.

BRIGHTSIDE BRANCH
Yorkshire & North Derbyshire Region

(Carried)

BRO. J. STRIBLEY (Yorkshire & North Derbyshire): Morning; just. President, Congress, we call on the CEC to set up a proper procedure when reps go from workplace to workplace and cross regions, unless they have a national responsibility. We need procedures in place when moving from region to region, where the workplace reps need to be involved and the local officer informed, and the region they are coming out of. We cannot have reps acting as shop stewards going from workplace to workplace without the

knowledge of the branch and the region, and without issuing credentials. The branch and region need to decide if they are allowed into the other area where it could just get messy. Could the CEC please clarify the remits? I move. (*Applause*)

BRO. P. OUTLAW (Yorkshire & North Derbyshire) in seconding the motion, said: Congress, it is crucial that when workplace organisers are requested to attend meetings at management's request which are within other regions, there should be a procedure in place to ensure that that region is aware of the meeting and is involved, if necessary. This will ensure that workplace organisers are briefed on any local issues and will ensure that they are not undermining or becoming involved in any matters of the region they are attending. This will also defend any attempts by management to undermine the local organiser and will strengthen the union organisation between reps working for the same company but in different regions. Therefore, I would like Congress to support this motion. Thank you. (*Applause*)

THE PRESIDENT: Thank you, colleague. Does anyone wish to come in on the debate?

BRO. M. SAYWELL (London): President, Congress, on Motion 13 I am slightly unclear because my branch covers a big area. We have officers in Scotland, Belfast, and Cardiff, and if I am called to a meeting in one of these places and I cannot check with the local workplace organiser there, does that mean I cannot attend the meeting? It is confusing. I think it is unclear. It may be a local issue that you have but it could affect my ability to organise and represent our members in those areas when they need it. Thanks. (*Applause*)

THE PRESIDENT: Matt, if this was carried here today, because we are supporting it, there will be very strict guidelines carried so that you will be informed. OK? We have to take all different aspirations into account when we deal with this. OK, colleagues, Motions 10, 12, and 13 are supported. Does Midland & East Coast accept the qualification? (*Agreed*) Motion 13 we are also supporting. All those in favour, please show? Anyone against? They are carried.

Motion 10 was carried.

Motion 12 was carried.

Motion 13 was carried.

THE PRESIDENT: Thank you, colleagues. Could I now move on to Union Organisation, Education & Training. Motion 25 to be moved by the North West & Irish Region. Then I will call Lorraine Parker.

**UNION ORGANISATION: EDUCATION & TRAINING
ADULT EDUCATION FOR GMB MEMBERS
MOTION 25**

25. ADULT EDUCATION FOR GMB MEMBERS

This Conference congratulates the Union Learning Projects within the GMB, which have helped 12,000 GMB members in the last year. These projects have enabled members to gain Adult

Education and Training from which they were previously excluded or had restricted access to. We urge the GMB to mount a campaign in partnership with other Unions to encourage the Government to continue to allocate resources through the Trade Union Movement for the expansion of Adult Education and Training.

We further ask the GMB to consider as part of the GMB@WORK agenda the role of Union Learning Representatives within the Union Rule Book and structure of the organisation in order to ensure that effective training, communication and support is given to this important role. We want to see wider Adult Education opportunities and Union Learning initiatives integrated within the GMB Educational structures at Regional and National level.

We ask the CEC to consider setting up a working party to look at these issues and to report back to Congress 2011 on how the wider educational needs of members can be better met and the structures of the Union revised to reflect the importance of education and training to GMB members and their families.

MANCHESTER CENTRAL D41 BRANCH
North West and Irish Region

(Referred)

BRO. D. FLANAGAN (North West & Irish): I am a first time delegate so bear with me. I was going to say “virgin delegate” but that is not entirely true.

Congress, President, I stand before Congress today a proud man, proud of the work the GMB does across the country and, in particular, the opportunities the GMB has given many members, including myself, to further their education, career prospects, and personal lives through the GMB Learning Representatives and the Union Learning Fund projects.

I am privileged to be a project worker on the GMB Reach Out project which supports members and the ULRs across the North West & Irish Region in accessing learning and education opportunities. The quality of the support GMB Union Learning Representatives give our members is second to none.

These projects and the Union Learning Representatives who give up their time are priceless when it comes to adding value to the membership card and empowering members to take control of the learning agendas, to build union membership and establish learning facilities in their workplaces, as well as providing a focal point for personal development opportunities from which they were previously excluded or to which they had restricted access.

I would like to share a short story with you about something that happened recently. I had a phone call on a Friday morning from a full-time officer highlighting the fact that the furniture makers, H. J. Berry & Sons, in the village of Chipping in Lancashire, were going into administration; sadly, not an uncommon story. The loss of 80 jobs in any community is devastating, but particularly in this case when the majority of workers all lived in Chipping or the surrounding villages.

Immediately the Reach Out project liaised with full-time officers, GMB reps on site, the administrators, and other local support networks to formulate a response programme. By Monday night project workers had met with representatives, secured response to redundancy funding from the Learning & Skills Council, and met with the local ward councils and secured two premises in the village where courses could take place.

By the end of the week 36 of our members received CVs as a result of attending our workshops in the local church hall. Within two weeks 12 people had embarked on computer courses and several others had gone on to do numeracy and literacy courses. Other funded courses included forklift truck licences, ADR licences, health & safety, and first aid.

The GMB through the ULF has responded to this in a way that no other well resourced department or government organisation could. They came to us for help. The next step, a government information advice and guidance service sent one person to see 80 people in a morning. The job centre did the same. Training providers holding large contracts for so-called rapid response funding refused to go on site and could only offer training if people embarked on a 60-mile round trip. This is not good enough. Some organisations offered advice provided you sign up to a six-week waiting list: fantastic.

These are examples of how the current system treats our members and families during one of the most stressful and difficult times of their lives. Members who find themselves in this situation need support immediately. The situation our members faced was truly frightening, fraught with red tape, interviews, multiple trips to different venues for different interviews; this is on top of trying to deal with the enormity of what has just happened to them and their families.

Access to education, training, and support services through their trade union has already proved invaluable to some of our members and one that must continue. I urge you to mount a campaign in partnership with other unions to encourage our new government to continue to allocate resources through the trade union Movement for the expansion of adult education, and not leave our members out to dry when they need us the most.

Now more than ever we need to consider the adult education strategy and, more importantly, the role of our Union Learning Representatives within the GMB rule book. They are a lifeline for our members. We need to review the structure of the organisation in order to ensure that effective training is given to them and their role is valued as an integral part of the GMB at every level. ULRs are an essential part of the GMB@Work agenda. Let's find a way of giving them the recognition they deserve in the rule book and our union structure. We recognise it will need to be studied and for the CEC to come back next year with suggestions about how this can be achieved.

We cannot leave the fate of our members' training, education, and support solely in the hands of organisations that prioritise in the pursuit of profit rather than the pursuit of an individual's dignity. Congress, I urge you to support this motion. *(Applause)*

SIS. A. MURPHY (North West & Irish) in seconding Motion 25, said: Brothers and sisters, I would like to remind everyone that in 2010 there is still a great number of adults in the UK who cannot read and write. These adults face great difficulties in life. The work of the union has helped 12,000 people in the past year not only to read and write but to develop skills in a wider field. I am certain that everyone here would like to see this work continued and would urge the CEC to consider setting up a working party to look at these issues and report back to Congress in 2011 on how the wider needs of members can be better served and the structure of the union revised to reflect the importance of education and training to GMB members and their families. I second.

THE PRESIDENT: Thank you. Does anyone wish to come in on the debate? No? Midland & East Coast, I am going to ask Lorraine Parker to speak to you on the qualification on Motion 12 just so that we can clear things up. Then I will ask Lorraine to reply to Motion 25.

SIS. L. PARKER (CEC/Public Services): The CEC is supporting Motions 10 and 13, supporting Motion 12 with a qualification, and asking Congress to refer Motion 25.

Firstly, on Motion 12, we agree that the role of accompanying reps is a vital part of making the *GMB@Work* strategy successful as it can free up officers' time from representing those members where there is little prospect of securing a membership gain, but they are not used sufficiently well in all areas and in all regions. This motion would give the idea impetus. However, the qualification is that the accompanying rep procedures adopted by the senior management team and applicable in all regions must be adhered to, to ensure the quality and quantity of support provided.

Turning to Motion 25, which congratulates the success of the Union Learning Fund, the motion seeks commitment from GMB to set up a working party to report back to Congress in 2011 on revising the structures of the union to reflect the importance of training and education to GMB members and their families, and embedding union learning within *GMB@Work* and union education.

Whilst we welcome the positive perspective on the ULF, it should be noted that the 12,000 individuals who have benefited from union learning projects are not necessarily GMB or even trade union members. ULF projects are not universally successful. There are different experiences across the GMB regions. Some projects have been very successful but others have proved unproductive and not up to the standard required to meet our members' needs. It would not be appropriate to implement the policy proposed in *GMB@Work* as this would undermine the discretion and flexibility of regions to decide on appropriate projects and could also dilute workplace organisation. It is, however, time to look at the standard of delivery and performance of the ULF projects within the GMB. The CEC is asking that this matter should be referred to the CEC organisational subcommittee for consideration and report back to the CEC.

Therefore, Congress, please support Motions 10 and 13, support Motion 12 with this qualification, and agree to refer Motion 25. Thank you.

THE PRESIDENT: Thank you, Lorraine. Midlands, are you satisfied with that qualification? *(Agreed)*

North West & Irish Region, do you accept reference back? *(Agreed)* Does Congress accept reference back? Thank you.

Motion 25 was referred.

REGIONAL SECRETARY’S REPORT: GMB SCOTLAND

GMB SCOTLAND

1 MEMBERSHIP AND RECRUITMENT

FINANCIAL MEMBERSHIP	
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	9,852
MANUFACTURING SECTION	13,219
PUBLIC SERVICES SECTION	36,438
Grade 1 members	42,210
Grade 2 members	12,440
Retired, Reduced Rate & Others	4,859
Male Membership	31,875
Female Membership	27,634
Total number recruited 1.1.2009 – 31.12.2009	5,665
Increase/Decrease 1.1.2009 – 31.12.2009	(746)
Membership on Check-off	46,700
Membership on Direct Debit	8,153

Response to organising agenda

2009 – 2010 has not seen the growth hoped for during 2009 into 2010 and has resulted in a further analysis and measurement of our Regional Performance.

Refocusing on the delivery of GMB@Work Training to all new Workplace Organisers has been driven by our Education Officer in conjunction with the Regions Organising Team leading to significant throughput of Workplace Organisers.

The Regions approach during 2009 has resulted in our ability to deliver training in a more flexible way by targeting courses in more geographically challenging areas of Scotland where training has for a number of years been difficult to deliver.

This is a major undertaking within the Region one however that is proving very successful with feedback on the delivery and content of GMB@Work Training being very positive and proving how well new Workplace Organisers respond to the Organising Agenda.

GMB Commercial Services Section continue to have significant involvement with the major energy companies with Equal Pay still being an issue within certain sections of this group which is outlined in this report.

Having the Region's Organising Team deliver training flexibly across the Region has ensured courses are now delivered speedily following Initial Support Training with courses being run on a regular basis ensuring delivery is taken out to meet the needs of our new Workplace Organisers closer to their local areas.

The issuing of the new GMB@Work Training Policy resulted in the Regional Secretary delivering an extensive Session with all Officers in the Region. The policy is clear and takes GMB@Work to a new level – ensuring we produce an increase in membership at each workplace where we are organised and the introduction of the involvement by GMB Officers more closely in delivering training.

The key step change is the focused approach in delivering Consolidation Training Courses to our existing reps by Officers through short two day courses.

This change will result in an integrated approach from Initial Support Training (IST) to GMB@Work and the development of Workplace Organising Plans which will include regular review meetings every 3 months to measure our workplace performance when set against our Organising Plans.

Given the role of Officers within the implementation of the Training Policy a Training Session has been arranged within GMB Scotland and will be delivered by Martin Smith and Avril Chambers, this will be delivered on 1st March 2010.

Regional systems are currently being adapted to facilitate and support this training. GMB Scotland's Officers in preparation for this session have already been through a preliminary session as stated covering:

- The Officer's Role
- GMB@Work Programme Design

The implementation of the policy during 2010 will be a boost within the Region.

2010 will be a year of change within the Region in ensuring the turnaround of recent trends of membership loss which is outwith our control as a result of closures and redundancies however notwithstanding this trend there is still significant opportunity across many sectors for membership growth.

The Region's focus for 2010 is ensuring our Organising and Campaigning work is fully integrated and co-ordinated into everything we do.

Developing more Regional Targets to supplement the National Targets will be focusing on consolidation and growth within our existing workplaces.

Asda will be a significant challenge but will be a huge opportunity this year.

Developing our Regional Network of Workplace Organisers within Asda Stores will be key to our growth strategy.

Although having only two distribution centres in Scotland there is scope to grow our membership base within Asda Distribution. Southern Cross continues to be driven within GMB Scotland and has developed a healthy group of Southern Cross Workplace Organisers across a geographically diverse country and has an active Branch.

Schools and School Support Staff continues to be an opportunity for growth notwithstanding some problems the Organising Team have been experiencing in some of our thirty-two Local Authorities who appear to be attempting to block our access.

Officer Training is delivered regularly by our Solicitors on a range of employment matters from TUPE to Equal Pay. This has been welcomed by the Officers in their Personal Development..

Recruitment targets and campaigns

In 2009 GMB Scotland continued to recruit in the National Targets; Schools, Southern Cross, Asda and Wilkinsons where we see our membership continue to rise.

In Scotland amongst the campaigns there were targets including Navitas who provide Security and Cleaning to Shopping Malls in which we have reached an agreement for recognition.

In the Region we have targeted Speedy Generators, Balcas, Aviation Security and Hy-Fab which are all ongoing.

GMB Scotland have also participated in the PubCo and Verdant campaigns.

We also have been participating in both Local Government and NHS campaigns as well as meeting with our colleagues in the GMB/ASU to promote the GMB as the Union for Ambulance Personnel.

In Scotland we have also been involved in Local Community and Multi-Cultural Gala Days promoting GMB Scotland in the Community.

Overview of Region's economic & employment situation

Scottish Economy - Figures for the current state of the Scottish Economy will not be released until April 2010 however the Recession in Scotland has followed similar trends as that of the UK economy. However, it is expected that when the figures are released the evidence is likely to show that growth in the Scottish Economy will be weaker, Scottish GDP falling by 4.6% annual with the Service Sector falling by 0.3%, the production sector increased by 0.9% with construction falling by 1.6% lower than the UK corresponding figures.

Employment correspondingly in Scotland was down by 28,000 compared to the same period last year.

The GMB participated in the recent National Jobs Summit "Building Scotland's Recovery" at which Jim Murphy, Secretary of State for Scotland and the First Minister Alex Salmond made keynote speeches.

Significant indicators emerged when looking at the figures of Local Authorities across Scotland in terms of Highest Claimant Counts. This highlighted the Scottish Claimant Count was similar to the rest of the UK which with a significantly lower population was significant with the level of job vacancies failing across all sectors of the Scottish Economy.

GMB Scotland plays a significant role through the Scottish TUC as one of the major affiliates, meeting regularly with the Scottish Government on key issues such as:

- Rebalancing the Scottish Economy
- The impact of Recession on Scotland
- Energy
- Public Services
- Climate Change
- Health Service

Meetings are held on a regular basis with Ministers and Civil Servants on key issues to GMB and the affiliate Trade Unions. One of the key themes GMB has been calling for is for the Scottish Government to support a National Living Wage by ensuring that all Public Sector Workers are paid at least £7 per hour, which is the Living Wage introduced by Glasgow City Council.

The Scottish Economy has received a health warning from the Fraser of Allander Institute that Scotland may face a second recession this year even if the economy returned to growth. Their reasons were blatantly obvious to GMB Scotland and lay the blame for this forecast on the refusal of the banks to lend to business as they sought to restore their balance sheet. This combined with the coming public sector recession – yet to strike the UK – would further the damage the road to recovery and a growing economy.

Clearly Public Spending cuts planned by the Tories if elected would force local councils to reduce costs during the next few years. This would have a higher impact on Scotland where the Public Sector accounts for almost 22 per cent of Gross Value Added to the Scottish Economy compared to 18 per cent throughout the rest of the UK.

Equal Pay continues to be an issue across the 32 local authorities in Scotland with second wave claims being progressed.

Recent settlements by Glasgow City Council has resulted in what can only best be described as a blatant attempt to satisfy a settlement with Stefan Cross on behalf of his clients to the detriment of the GMB. Having met recently with the authority's Legal Team we are determined to raise this matter by seeking more details on these settlements by using the Freedom of Information Act and referral to Audit Scotland for the benefit of our members. However we have moved significantly on Equal Pay notwithstanding this current situation with offers of settlement being made to our membership.

We continue across the Region to engage with Migrant Workers Groups to build community links and we were recently invited to speak at a major Scottish Migrant Workers Conference that was held in Falkirk prior to the end of 2009. This is however still a long term project within the Region. The contacts made across the Central Belt of Scotland and particularly in and around Inverness and Fife continues to be developed and other major centres of Migrant Workers Groups within Scotland.

The Commission on Scottish Devolution – Calman Report, the body set up in 2007 has now delivered it's long awaited report on Scottish Devolution 10 Years On. Amongst it's 24 recommendations are radical plans for Holyrood to take charge of half the income tax raised in Scotland with the commission arguing this move would make the Scottish Parliament more accountable. Also, proposed is that Scotland have prudential powers to borrow for capital investment to build public infra-structure such as schools and hospitals. Other areas proposed by Calman are:

- Reserved Powers
- More co-operation Scottish and UK Government
- The Union
- Holyrood Matters

The fact that Scottish people will no longer find it credible to blame Westminster every time there are tough decisions to be made is not popular with the Scottish National Party.

The Arbuthnott Report has now been concluded and has focused on Shared Service Provisions across clusters of Local Authorities in Scotland to achieve efficiency of services and service delivery. However recent discussions appear to suggest that this will not be implemented as it is suggested that the cost of implementation would be greater than the potential savings.

Scottish Manufacturing - This sector accounts for around almost 230,000 people. The Global Recession has resulted in a significant downturn with manufactured export sales falling to their lowest level since 1995.

Current suggestions indicate signs of turning the corner however major problems are still being experienced by business in securing additional loans from the banks due to the increased cost of borrowing.

Given the Scottish Government's opposition to Nuclear New Build the focus at the moment is on Renewables, Offshore Wind, Marine Energy (Wave & Tidal), Carbon Capture and Storage & Environmental and Clean Technologies. Scotland is well placed with massive opportunities as a major player in the development of Offshore Wind and Tidal Power.

The creation of major manufacturing and fabrication facilities within Scotland would provide growth opportunities when fully materialised.

GMB has expressed real concerns over the Tory plans for Shipbuilding following a meeting which failed to provide any clear assurances that they would maintain a £4 billion contract to build two aircraft carriers jeopardising the future of an entire industry and about 14,000 jobs. John Dolan, CEC member and Jamie Webster, Convener along with 9 other Shop Stewards including those from the Clyde and Rosyth Shipyards met with Liam Fox, Shadow Defence Secretary at Westminster on 24 February 2010. This meeting was arranged by Labour MSP, Ian Davidson. This meeting left GMB Stewards less than confident as to the future commitment of the Tories. Fox when asked about assurances commented that he would be seeking details about break clauses for these carriers. The Tories planned Defence Review if elected would take place in November 2011. These are worrying times for members employed in the industry with no other means other than MOD work in Scotland.

GMB with other Public Service affiliates through the STUC are mounting a major campaign across Scotland to protect jobs and services. Meeting regularly we are moving closer to launching this initiative at the time of writing this report in the build up to the STUC Congress in April 2010.

GMB has a major involvement in Scoping out a "Charter for Public Services in Scotland" and will play one of the lead roles in the Public Services Conference to be held on 19 March 2010.

Our position is that by investing in public works, health and education can drive forward the Scottish Economy stimulating growth.

With STUC affiliates we are calling on the following action from Government:

- Progressive Taxation to maintain and improve Public Services. An end to Council Tax Freeze and Small Business Bonus Scheme which is starving the Public Services of cash.
- To use the Public Sector as an economic driver. Housing Investment to allow Housing Associations and Councils to invest directly in homes and jobs.
- To end PFI/PPP and abandon the Scottish Futures Trust. Provide Scottish Government Grants for new capital projects, to keep Scottish Water in Public Ownership and to create a Scottish Investment Bank.
- Expand Public Sector Procurement for the benefit of communities, boost employment, support sheltered workplaces and promote equality.

- Oppose privatisation or part privatisation of Local Government Services and commit to democratic and accountable models of public service delivery.
- To invest in the Curriculum for Excellence reduce class sizes, commit to the expansion of early years education and care, recognise the importance of further and higher education to the economy and society.
- To tackle Scotland's health inequalities. No role for the private sector in capital investment in hospitals.
- Fair Pay and Conditions of Employment for all Public Service Workers including paying the Scottish Living Wage and in delivering Equal Pay and to commit to No Compulsory Redundancies for Public Service Employees.
- To recognise the value of the voluntary sector as a service provider within a framework of direct public provision.

GMB Scotland's voice has been significant in pressing the Scottish Government to establish a Scottish Investment Bank. Discussions have focused on funding provisions with Banks and Pension Funds to support a £300 million Scottish Investment Bank. Reports at present are encouraging indicating discussions are advancing. If this deal goes ahead it would significantly assist the current gap on funding to small and medium sized businesses across Scotland. Scottish Government announced in 2009 that they had already set aside £150m to support this.

Minimum Pricing of alcohol is a key debate within the Scottish Parliament with the Scottish National Party proposing minimum pricing to reduce the current levels of consumption. This represents difficult issues particularly for the GMB as this will have an adverse impact on the whisky industry in which the GMB is a major Union.

The Government Health Professionals are adamant that minimum pricing is essential in reducing consumption and abuse of alcohol in Scotland. While GMB Scotland support the need to reduce consumption and abuse of alcohol we do not accept that the position of Government and Health Professionals targets the problem areas and that if implemented as currently proposed will result in unintended consequences for the Whisky Industry.

The Labour Party who opposed the SNP proposals have set up a Commission to consider alternative pricing mechanisms and other measures intended to tackle alcohol abuse.

This is a major topic of debate for GMB as stated the unintended consequences of the SNP approach would be to directly impact on sales by increasing the price of Whisky on Scotland, provide more profits to the supermarkets and result in Carlisle being a new border crossing with white vans running cheaper booze over the border into Scotland and being sold cheaper in housing schemes across Scotland.

A further concern of GMB is that should this legislation be implemented as a Health Measure then exports may suffer in Global Markets where potential opportunities would be available in some countries to stop whisky imports on Health Grounds. GMB Scotland will be providing evidence to the Commission before Congress and will be working closely with the Scottish Whisky Association.

Recent developments across this normally buoyant sector have shown that volume downturns have impacted significantly. The downturn started October 2008 with volumes falling and having to agree radical approaches across the Whisky Sector by a combination of working reduced hours with agreement to pay back these hours later in the year, also by taking unpaid leave or by taking holidays, all this to safeguard jobs.

The industry is dominated by ownership outwith Scotland with a number of smaller independent firms being Scottish owned.

The announcement by Diageo, the largest and most profitable spirit company to close two Plants with the loss of 900 jobs in June 2009 had a major impact and effect on the Scottish Workforce, causing significant uncertainty and insecurity. GMB Scotland played a major role in the Government Task Group set up to try and pull together an alternative Business Plan to mitigate these closures and safeguard jobs.

Involvement with Consultants, Community Groups, Political Parties and Local Authorities however failed to bring about a change to Diageo's decision to close. Having lead a delegation to meet with the Chief Executive in London proved to be successful albeit on a limited scale and impacting on the Redundancy/Closure Package which is one of the best across the UK. These closures will take until March 2012 to be completed.

This is a key sector in terms of the Scottish and UK Economy making a significant contribution to the UK Economy.

There are no significant signs at present of an upturn in production which is always worrying across the sector. However, GMB continue to take a pro-active role and lead discussions with the employers, government and the Scottish Whisky Association.

GMB Scotland's Public Service Section is currently preparing for proposed efficiency cuts with media speculation as to the impact of Public Service Cuts in terms of jobs. Speculation abounds within the media of 1 in 6 jobs going as Authorities make efficiency cuts.

We are already experiencing the impact of cuts in the Highlands and Islands, Aberdeen and across the Central Belt of Scotland. The setting up of Arms Length companies by the local authorities may increase as may outsourcing the provision of some services.

The recent pay negotiations with the Confederation of Scottish Local Authorities (COSLA) and the Joint Trade Unions has resulted in no offer being put forward by the employers side who even had the audacity to suggest that those who had benefited through Single Status already had received increases, the one thing omitted from this was that most of those receiving an increase were women and that these increases should have been paid to women in '98.

A tough year ahead yes – however notwithstanding the climate there still exists opportunities.

Commercial Services Section

Logistics and Distribution is dominated within GMB Scotland by Norbert Dentressangle Logistics, DHL and Asda. All of whom have their own particular unique issues in terms of the competitive marketplace.

Membership within this area continues to be stable as a result of, in particular, the linkage with NDL and Asda servicing Morrisons and Asda Stores.

Settlements within NDL were difficult to achieve in 2009 with protracted negotiations and a threat of Strike Action.

Within Asda the move this year to discuss wages and conditions with the Company on a National rather than local basis has been welcomed and DHL has been undergoing significant change in a difficult market.

Scottish & Southern Energy - Ofgem's Proposals for Pensions

Ofgem regulates the electricity and gas distribution and transmission network operators, which are all monopolies, to protect the interests of current and future customers. Ofgem sets a price control every five years that determines the total revenues for each licensee. As part of setting the allowed revenues, Ofgem assesses the efficient level of pension costs for the businesses. In 2003, Ofgem set out six key principles for the treatment of pension costs, in particular those arising from Defined Benefit (DB) schemes and applied these, with minor refinements, through the last three price control reviews covering electricity distribution, transmission and gas distribution. The DB schemes were originally the pension schemes of the nationalised gas and electricity industries prior to privatisation. At privatisation employees were given certain protected rights. This 'protected persons' status is peculiar to the electricity sector. Most of the schemes are now largely closed to new employees.

There have been significant developments in the UK pension environment since 2003, including the Pensions Act 2004, which led to the introduction of the Pensions Regulator and the Pension Protection Fund (PPF). There have been changes in mortality, investment yield assumptions, and the introduction of scheme specific funding. As a result, the deficit has increased significantly with the aggregate DB current funding allowance set for the monopoly networks now standing at £441 million per year. Whilst the current regulatory treatment allows the companies to recover their actual pension costs in full, provided that they are economic and efficiently incurred, Ofgem has come under increasing pressure to ensure the costs borne by the customers are minimised. Not least, regulators in other sectors have implied that Ofgem's approach is more lenient than any other utility sector.

The Issues

Ofgem's is therefore reviewing the 2003 principles. The latest consultation looks at a range of possible options for regulated sector pensions, including maintaining the current arrangements. Ofgem states that it wants to ensure that network operators are under similar pressures to other businesses to manage their pension costs efficiently. Whilst Ofgem appears to recognise that comparisons with other utility sector arrangements (e.g. water) may be misleading, it nevertheless considers that network operators are exposed to less risk than other sectors.

Ofgem has suggested that pension costs can be split into three elements:

Liabilities for past pension deficit; ongoing costs (including any incremental deficit that arises); and the cost of servicing the schemes. Liabilities for past pension deficit are currently fully funded. Whilst Ofgem has stated that maintaining the existing arrangements is an option, another option proposed is to draw a line on pension deficits at the next regulatory review period (for electricity distribution this would be 31 March 2010). Ofgem suggests that network operators could be incentivised to manage the ongoing costs and any incremental deficit that subsequently arises via standard efficiency targets or benchmarking. Ofgem suggests that the cost of servicing the schemes could face similar incentives going forward.

We do not believe there is any need for significant change to the pensions. Pensions are a legitimate cost and a legal requirement for network companies. There is no evidence that that these costs have been inefficiently incurred, indeed it is in the interests of both the companies and the trustees to minimise pensions funding costs. Furthermore, we do not believe that network operators can be compared to other utility sectors because of the very different arrangements at privatisation. Whilst the latest consultation states that existing pension liabilities will be fully funded and are not being put at risk, it is not clear to us that this will be the case. Ring-fencing of the existing pensions deficit at a point in time will mean that only the costs at that time can be guaranteed full funding. We are firmly of the view that the current arrangements should be maintained, and we are concerned that some of the other options proposed may expose businesses to significant unfunded costs.

Scottish Power - Union membership have voted to accept the Business 2009/2010 Pay and Conditions offer which applies to all UNITE (AMICUS/TGWU), PROSPECT, GMB and UNISON Members.

The key elements of the settlement are outlined below:-

- Twenty One month deal – 1st April 2009 to 31st December 2010
- No pay award to be applied to base salaries and flow-through payments from 1st April 2009 to 31st December 2009.
- 2.5% increase on base salaries from 1st January 2010 to 31st December 2010 for all employees who are in post at 1st June 2010 but excludes anyone whose application for Voluntary Redundancy has been accepted. This will be paid in June 2010 backdated to 1st January 2010
- 2.5 % increase to annualised standby and shift payments only from 1st January 2010 to 31st December 2010. This will be paid in June 2010 backdated to 1st January 2010. No pay award to be applied to all other flow-through payments from 1st January 2010 to 31st December 2010.

Performance Management – removal of enhanced incremental progression and bonus payments for all employees. Standard increments, at the 2008 value, for performance year 1st April 2009 – 31st March 2010 will be paid in June 2010 backdated to 1st April 2010 subject to employees achieving at least a 3 performance rating. For clarity these arrangements will also apply to apprentices and craft trainees.

Performance Management – Standard increments at the 2008 value, for performance year 1st April 2010 – 31st March 2011 will be paid in June 2011 subject to employees achieving at least a 3 performance rating.

Joint commitment to key principles for Business Change

As part of the settlement the Trade Unions also agreed to extend the “Temporary Transfer” process to 31st March 2010 for employees currently temporarily transferred only. New transfers will not be sought beyond 31st December 2009. This process was previously agreed at the SP Energy Networks JCC meeting on 27th January 2009. In addition, with effect from 24th December until 31st March 2010, employees who work overtime and are entitled to payments in accordance with the current overtime provisions, will have the opportunity to take TOIL (Time Off in Lieu) at the appropriate overtime rate ie single time, time and a half or double time dependant on when the overtime was worked. For the avoidance of doubt there would be no change to the provisions for the payment of TOIL.

Scottish Power - Joint Statement - Energy Networks JCC and Core JNC - Following the Business and Trade Union Joint Statement issued on 22nd October 2009 a special combined meeting of the EN JCC and Core JNC took place on 27th and 28th October at Dealain House, Cumbernauld to commence the Company/Business consultation process in relation to business proposals arising from the Strategic Improvement Programme (SIP). At the meeting EnergyNetworks made a presentation to the Trade Union Representatives which outlined the need for change, proposed changes to the Energy Networks and Core Operating Model, potential people impact and Guiding Principles to deal with the outlined changes. The key points discussed are detailed below;

Need for Change; Current levels of return on equity are insufficient.

Cost benchmarking through DPCR5 has highlighted that productivity improvements must now be made.

Wider economic factors have driven down connections activity by 30 to 50%.

New, tighter regulatory standards will be imposed on the connections activity from 2010.

Need to establish Relationship with Iberdrola's global model for major project design and construction.

Implementation of SAP in 2010.

Management Proposals; Creation of a Single ScottishPower Connections business in order to meet regulatory and competition challenges, to create a sustainable connections business protecting ScottishPower jobs for the long term. Proposed connections business must be able to compete in the market place and is built on assumption of no further decline in housing market.

Strategic decision not to pursue external Infrastructure Services work in order to maintain focus and efforts on 'in area' connections business. Key decision to focus our resources on our licensed areas.
Review of Relationship with IEC (Iberdrola Engineering & Construction) to build on internationally recognised project management and engineering excellence.
Focus on multi-skilling, up-skilling, efficient working arrangements and productivity in Field Operations.

People Impact - The estimated impact of the Business proposals were as follows;
Proposed reductions of 345 posts across EN and Core during 2010 due to: -
Synergies from creation of ScottishPower Connections Business
Strategic review of Infrastructure Services activities
Efficiency and productivity improvements

The proposed changes must be made in order to get SP Energy Networks to the baseline that Ofgem have assumed as the starting point for DPCR5. Beyond this, significant work still required to achieve an upper quartile industry position. It was noted that the potential impact of SAP and mobile technology are also still to be determined.

Trade Union Representatives made a number of challenges and requested further details on the Company's proposals. Following discussions Trade Union Representatives reserved their position on the Company's proposals and requested a business case for the proposals outlined.

Guiding principles to deal with the proposed changes; At the meeting both sides agreed that every effort would be made to minimise the impact to staff of the proposed changes through the following measures;
Where reasonable and practical secure suitable alternative redeployment and retraining for employees in EnergyNetworks and Core and across the wider Scottishpower.
Where unable to secure suitable alternative redeployment will endeavour to achieve reductions by voluntary means.

Manage change and potential people impact using fair, transparent and robust processes.
Recruitment Freeze implemented with immediate effect.
Ongoing review of Contractor and Agency staff.
Consideration of requests for voluntary redundancies, including shunt redundancies, across EN and Core in line with business requirements.

Both Company Members and Trade Union Representatives are jointly committed to work together to achieve any necessary reductions. Where unable to secure suitable alternative redeployment the business will endeavour to achieve reductions by voluntary means.

Scottish Power – Energy Re-organisation, Energy Networks - The Trade Union members of the SIP Connections Working Group have adopted an intermediate position following the meeting on 8 January 2010. The Trade Unions have asked a series of questions in relation to the businesses Connections SIP proposals and justifications and the business has responded to the questions. It is felt an impasse has been reached in terms of this part of the consultation exercise.

From the business case presented, the Trade Unions remain resolutely unconvinced that there is any legitimate rationale or justification for a stand alone Connections Business. The TU Side of the Working Group remains convinced the new Connections Business will have a greater opportunity for success as an integrated part of the future Energy Networks business.

The TU Side have a legitimate fear that one of the main drivers of a standalone business is an early attack upon our existing terms and conditions of service. From the analysis undertaken by the Connections SIP

Project team and presented to the working group, we believe that there is insufficient evidence to support the future sizing of the resources required by the new Connections Business. We are of the view that the SIP Project team has taken risks by making too many unreasonable assumptions. We are of the view that most, if not all, of the efficiencies identified by the Connections SIP Project team, with renewed focus, are achievable within the existing business structure. We believe that the removal of Connections staff from standby arrangements will put the network at considerable risk, from an operational perspective, from a health and safety perspective and from a customer service perspective. We do not believe that this aspect of the overall SIP review has been thoroughly assessed and represents an unacceptable risk to the business, to direct and indirect staff operating on the network and to the general public. We are of the view that, with a more efficient scheduling tool and accurate identification and management of all available resources, inefficiencies associated with current operational standby arrangements and occasional impact upon Connections planned work can be managed effectively and eradicated.

Scottish Power - Flexible Working - Introduction - The Company is committed to helping employees balance work and personal commitments and believes that one way of achieving this is to provide easier access to flexible working. Parents of children aged under 17, or of disabled children aged under 18, and who have 26 weeks' continuous service with the Company, have a statutory right to apply to work flexibly in order to help them care for their child and the Company has a duty to seriously consider such requests. This can apply to a mother, father, adopter, guardian or foster parent of the child, or the partner (which includes same sex partners) or spouse of any of these who have or expect to have responsibility for the upbringing of the child.

Carers of adults also have a statutory right to apply to work flexibly in order to help them with their caring responsibilities, A carer is an employee who is or expects to be caring for an adult who: is married to, or the partner or civil partner of the employee; or is a near relative of the employee; or falls into neither category but lives at the same address as the employee. The "near relative" definition includes parents, parent-in-law, adult child, adopted adult child, siblings (including those who are in-laws), son-in-laws, daughter-in-laws, uncles, aunts, grandparents and step-relatives. The Policy on Flexible Working provides an opportunity for these employees to effectively integrate their working lives and career development with other responsibilities and activities, maintaining a positive balance between work and non-work commitments. Whilst the main aim of the Policy is to assist employees who have responsibility for the upbringing of a child or responsibility for caring for an adult, ScottishPower will also consider all requests for flexible working from all employees, provided they have 26 weeks' continuous service with the Company. Each request will be given serious consideration in order to try to satisfy the needs of the employee and those of the Company. However, preference may be given to employees with children under 17 years old, or 18 years old if disabled, or adult carers and a request for flexible working for any other purpose will not be given the same priority. The Policy on Flexible Working should help the Company improve motivation and attract and retain skilled members of the workforce who would otherwise not be available to work.

OFGEM Consultation: Price Control Pension Principles - Second Consultation Document – Introduction - GMB, with over 610,000 members, is the UK's third largest trade union and the leading union for employees in the energy sector. GMB has thousands of members throughout the industry covering all the pension schemes referred to in this latest OFGEM consultation. Our members, the vast majority of whom are members of the industry's occupational pension schemes, perform a vital role in providing electricity and gas services to the public. Our members are integral to the sustainable future of the UK energy market and have been central to many key reforms that have improved the efficiency and quality of the sector. Many have decades of service within the industry and have skills and commitment unparalleled in Europe. They have also followed successive governments' advice and saved for their retirements through occupational pension schemes. A loyal and motivated workforce is essential if the UK is to meet the energy challenges of the twenty-first century, GMB is keen to engage in this endeavour but will not accept attempts to arbitrarily reduce energy workers' core terms and conditions.

GMB has previously responded to consultations by OFGEM on this issue and was part of the seminar held by the regulator in October 2008. We remain absolutely committed to ensuring our members are able to participate in viable, sustainable pension schemes for the long term. Our participation in the debate following the first consultation reflects this. GMB takes this second challenge to the 'Six Principles' approach equally seriously and is deeply concerned that some of OFGEM's proposals would severely undermine the pension savings of thousands of UK families.

BVT - Despite press reports, the company claim that they are on firm footing with regard to work and see no problems into the future. In fact, they are now at the planning stage for orders post carrier, for C1, C2, C3 class of ships. All of these class of ships they intend to design with an eye to future exports. As part of this process the Company have already made contact with various countries that have shown interest in enlarging their naval potential. We were recruiting heavily on the Clyde with Convenors and Workplace Organisers fully committed to GMB@Work.

As you may recall from the formation of BVT Surface Fleet on 1st July 2008, the Joint Venture agreement allowed for VT Group to exit the arrangement, subject to certain conditions, after 12-months. The 'exit' option was exercised by VT Group and BAE Systems and VT Group recently signed the agreement under which BAE Systems will buy VT Groups shares in BVT Surface Fleet Limited. When this is complete BVT will be 100% owned by BAE Systems and will change its name to BAE Systems Surface Ships Limited. It is hoped that the deal will complete, but there are two main conditions to this. There is a requirement, firstly, to secure European Union competition clearance and, secondly, the approval of VT Groups shareholders at the EGM that is being held on 19th October 2009. It is important to take this opportunity to emphasise that, with the exception of the change to BVT's ownership and name, there are no other changes and, in particular, there are no TUPE transfers being made. There will be no moving of employees from one BVT employing company to another and no employment terms and conditions will change when BAE Systems takes full ownership of what is now the BVT Group. As was the situation when BVT was formed, BVT are conscious of the importance of good quality, regular, communications with the workforce during this period. Accordingly, as part of a wider integration and communications plan, they intend writing to each employee at home to properly inform them of this change and have already established a forum for employees to obtain answers to any questions that they might have. They have advised that they will continue to work with local Trade Union officials across our Company as part of the integration process into BAE Systems Surface Ships Limited. However, following the debates between the employer and Trade Union officials in the early days of BVT, they have re-emphasised that TUPE is not involved in the impending change and that formal consultation is not required.

Interfloor Ltd - We have had further redundancies in this establishment. A substantial part of the Organiser's time was taken up in this Company during 2009. The reason being that two of our members had no confidence in the shop steward, and the steward would not participate in the appeals process with regard to these two members. The outcome of these numerous meetings was that one continued in employment at Heathhall, the other was transferred to the Company's other plant at Ironside, Dumfries. Whilst the redundancies were in place the Organiser had further talks with this Company on the future of the plant and wages, terms and conditions claim for this year.

Plant Future – the plant has moved the focus to P.U. from the traditional tread air underlay flooring. They currently have (1) P.U. facility, however it is the intention to install a further unit by the end of the year. If this occurs it will mean that approximately 25 people will be either re-employed or newly employed. With regard to the other plant in Ironside (Gripperoll) the Company have just bought out their biggest competitor thereby increasing their share of the market. Wages, Terms & Conditions - the Company are not prepared to move on this area until there is some form of stability in the current market area in which they trade because of cash flow issues.

Masterton Demolition - Four members have been made redundant as a consequence of lack of work in the industry. The Company consulted the Organiser on a redundancy matrix which was not agreed by the Union as it was almost entirely subjective. Appeals have been submitted by all four members; however, meetings were cancelled by the Company for discussion at National Level. The Organiser has been informed by the Company that this year's National Pay deal is not being implemented due to the downturn. This matter is ongoing.

RHI (Foseco) - In August 2009 a meeting took place with Management concerning further redundancies and a slight change to the matrix (removed appraisal after a request from TU Side). The Managing Director believed that any further reduction in employees may be the end of the Plant. However, in October this year it was reported that Company had some good news after the recent redundancy situation when their main competitor went bust which has completely reversed the dire situation RHI was in. Six members who were made redundant have been reinstated and there is seven day working at the plant.

Wood Group - The regular Bi-Monthly meeting was held with this Company. The main area of contention was on the BP Fields (North, Central & Southern Offshore) where BP have requested the contractors to reduce pay levels to OCA rates which would mean for most employees (blue collar only) a reduction up to 18%, this also affects other Companies and a 90 day consultation is taking place with GMB and UNITE, we have also been in contact with some of our members who work on the rigs who are affected. The Organiser has now attended two meetings under the 90 day consultation proposals to cut employees (blue collar workers only) up to 18% in pay with each of the companies above. BP who is the client has now offered an incentive scheme, but has not yet explained what it is. The matter is ongoing.

Petrofac - In August 2009 the Organiser attended two redundancy meetings at this Company, one was resolved, and the other is going to appeal.

Wood Group has lost the maintenance contract on the Apache Field to Petrofac who were not abiding by the OCA Contractors agreement for a TUPE Transfer. In 2009 the ongoing saga of whether Petrofac would attract TUPE has now finally been resolved. Petrofac have agreed to transfer over full Terms & Conditions of all ex Wood Group employees.

BP Fields Offshore - BP have conceded defeat on their proposals to cut up to 20% of OCA employees wages, they have now agreed to have further talks next year with a proviso that a negotiated agreement must be reached before any changes take place.

LaFarge Cement - NNC discussions took place on 9th and 10th November 2009 regarding the unprecedented drop in demand for cement in the UK market that is set to continue for the next two-three years. It is the company's and Trade Unions intention to maintain security of employment for employees and to continue to work in the spirit of partnership. For this business to remain sustainable for the long term and be in a position to exit the recession as strongly as possible both parties recognise a need to take action. Following lengthy discussions the company has proposed the following:

-Pay Negotiation - A one-year pay freeze for 2010.

Alignment of Pensions Benefits - It is the company's and the Trade Unions intention to maintain the existing Final Pay Pension Scheme for its current members. To support this intention, the company is proposing an alignment of the pension benefits across the Lafarge UK Pensions Scheme. A consultation took place with the mailing of individual letters to the members. The formal consultation took place with the mailing of individual letters to those members of the Blue Circle Final Pay section of the pension scheme outlining how they will be personally affected. The Pensions Consultative Council will also meet this week as part of the consultation process and discussions will continue with the Trade Unions.

Temporary Lay-Off Agreement - Full and frank discussions took place about the problems faced by the company and its employees, and there was agreement that all measures possible should be explored in order to avoid long term permanent job losses caused by, or occurring through another moth-balling exercise or full plant closure. The company, after much discussion, tabled a stand-alone temporary lay-off agreement. The scope of this agreement will cover all Lafarge Cement UK sites for a 36 month period with an annual review in 2010 and 2011. The agreement will include break clause that can be applied by either party with three months notice. The duration of lay-off will be a maximum of 18 weeks in any one-year for which employees will receive a reduction of their pay. Full details of how employees will be affected will be contained in the agreement that is being drafted. Any issues surrounding the lay-off arrangement that cannot be resolved locally will be discussed by the NNC to assist resolution.

Ukaea Dounreay - Decommissioning continues, the first round of redundancies took place two weeks ago. Acas have now concluded their investigation into a number of matters arising from a GMB dispute. GMB members were raising grading grievances which were not possible to resolve internally, all relating to the Hays JE Scheme and local agreements on pay protection, which the GMB were not party to. In summary, life long pay protection was the cause of all of the complaints and this matter has now to been urgently reviewed, in line with Acas recommendations.

Mastertons - Mastertons have won the Contract to demolish the fire damaged building at Longannet Power Station, expected to take nine months as there are safety concerns about the state of the building.

Bi Fab (Burntisland) - Arrangements are in place to meet with Employers at Bi Fab's Lewis Yard for recruitment and recognition, Management have refused to allow the Burntisland rep (GMB) to attend. Meeting with Management to look at permanent numbers at the Yard as there are now 700 working there of which only 120 are permanent, another 300 are expected to arrive shortly.

Norec – Longannet Power Station - Scottish Power has indicated that over the past few years they have invested millions into improving facilities of the materials handling process, with additional investment to come. They now expect a return for their money by reducing costs in Coal & Ash. A Meeting took place with NOREC management and the stewards who agreed to hold talks over the next few months to see how this can be achieved.

Public Services - The work of the Public Sector Section within Scotland has a familiarity with the last report to Congress as Single Status, Job Evaluation, and Equal Pay were the issues that dominated the work of the Section. This year saw more of Scotland's Local Authorities introduce new Pay Structures and a new Terms and Conditions Package as part of the Single Status Agreement.

At the time of writing this report only four of the thirty-two Local Authorities are still to implement the new Pay arrangements through this Agreement. When this happens it will bring to an end a very difficult and complex set of negotiations across the whole of Local Government and our appreciation should go to the band of Branch Secretaries, Conveners, Shop Stewards, and Organisers who stayed the course through these negotiations and who in many cases managed to negotiate many improvements to the original proposals put forward by Councils. Whilst these improvements were made across all Councils GMB Scotland only signed off a Collective Agreement in two Councils Dumfries & Galloway and Shetland Islands Council. Due to our concerns about ongoing equality issues we were unable to sign up to any of the final proposals in all of the other Councils.

Arising from the way Councils introduced Single Status GMB Scotland has embarked on a third phase of Equal Pay claims. GMB Scotland has already lodged claims in most Councils for the original Equal Pay claim and a second claim was lodged for any gap period that emerged with delays in introducing a new Equality Proofed Pay Structure. This third claim covers the issue of Protection and where pay inequality

continued through these arrangements we are seeking to obtain further payments for our members who have been subjected to continuing pay inequality through that period.

There was little or no involvement in pay negotiations this year as all of the major Pay Bodies had multiple year deals which covered the period of this report. Claims have been lodged for this year and with the current cuts in Public Spending GMB Scotland expect this year to be a difficult time with many of the Employers' stating publicly that there should be no increase this year. Indeed some of the more hard line Council Leaders are advocating a Three-Year wage freeze so some difficult times ahead for our negotiators and ultimately our members. Despite all of this doom and gloom GMB Scotland's view is that we should still pursue a claim on behalf of our members and we should continue to attempt to gain improvements to our members' standard of living.

GMB Scotland also wishes to pursue the issue of Low Pay within Local Government as many of our members, especially in the Part-Time Female Occupational Groups are on rates of pay well below the £7 an hour living wage.

The cutbacks in Public Spending are also having an impact on Job Security of our members. Another consequence of the squeeze on Public Spending is the Model of Service Delivery as Councils look at outsourcing and the setting up of at Arms Length External Organisations to Deliver Services.

The figures being quoted on job losses as a result of Budget Cuts is three thousand, GMB Scotland believe the figure will be much higher than this. Officials are now involved in consultation on this across Scotland, and unlike previous situations there is a real concern that on this occasion Councils may announce for the first time Compulsory Redundancies.

Of equal concern is the outsourcing Agenda that seems to be favoured by some Councils and the setting up of Arms Length Organisations by other Councils. The experience to date is this move impacts on National Bargaining as the Private Sector Companies or the Arms Length Organisations introduce their own Collective Bargaining arrangement. This also impacts on our Organisation within these operations; we not only need to follow our members we will in most cases need to build a new Organisation and Bargaining Structure. We will also need to build a strong membership base in each of these new workplaces.

Big challenges in the year ahead for GMB Scotland, but with the enthusiastic help of our Organisers and Lay Officials we are confident we can cope with these challenges and still deliver for our members.

2 GENERAL ORGANISATION

Regional Senior Organisers	3
Membership Development Officers	0
Regional Organisers	18
Organising Officers	3
No. of Branches	167
New Branches	2
Branch Equality Officers	34
Branch Youth Officers	0

2010 will also result in significant changes as Regional Office, Fountain House will undergo a major refurbishment and result in a much improved GMB facility and long term asset while at the same time improving the working environment for Staff and Officers.

Presentations to both Officers and Staff have highlighted 2010 as a year of change. Change in how we deliver GMB@Work. The role of the Senior Organisers integrating with the Organising Team in the delivery of strategy has been spelled out. Action plans and improved monitoring systems and communications will provide a platform on which we can improve performance.

Combined with the requirements on Officers in delivering Workplace Organisers Consolidation Training this presents the Region with fresh opportunities.

Staff employees have all been encouraged and supported in being offered opportunities to spend pre-arranged days with the Organising Team to develop an insight and understanding of Recruitment & Organising Techniques. This has been appreciated by those members of staff who have participated in this exercise which is ongoing.

3 BENEFITS

Dispute	0
Total Disablement	4,000
Working Accident	3,668
Occupational Fatal Accident	0
Non-occupational Fatal Accident	850
Funeral	43,005

4 JOURNALS & PUBLICITY

Press releases covering Manufacturing, Commercial Services and the Public Sector are issued on an ongoing basis either reacting to the press or indeed creating the issues on which we hope to recruit.

Local issues in conjunction with the National press releases continue to keep GMB in the public and members' radar.

Media Monitoring

Again there is a steady volume of involvement by GMB Scotland both in the press and Scottish Television on a whole range of issues.

The major role played by the GMB in the Whisky closures within Scotland received significant media coverage over a period of months from July 2009.

GMB Scotland has also played a leading role with the Scotch Whisky Industry in promoting Responsible Drinking. GMB views and opinion is regularly sought by the media on ongoing issues such as Public Services, Shipbuilding, Aviation and Security.

Campaigns have also covered the Living Wage Campaign in Scotland.

We continue to lobby and campaign on Safety Provision for G4S Guarding and Carbon Trust.

5 LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
324	324

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
458	101	0	356*	1	
			£3,948,846	£13,144	£3,961,990
Cases outstanding at 31.12. 2009			705		

* of which 274 were settled after court proceedings were raised

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	2,586*
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* of which 2,368 are new equal pay cases, and 62 are multiple cases involving Chep Uk Ltd compromise agreements.

Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
391	34	6	350	1	£645,205
Cases outstanding at 31.12. 2009			6,571*		

*158 fixed fee and 6,318 equal pay (this includes some multiple job claims for single members).

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2009

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2009
18	8*	2

* out of 15 appeals held. Total "benefit gain" is £40,778.21

Occupational Accident & Diseases

The total amount of compensation recovered in 2009 was £3,804,490, the largest annual total for the last four years. This figure is more than double the total compensation recovered in 2008 of £1,849,316, and it represents an average recovery of just over £11,000 for each successful claim.

80% of all successful cases were brought to conclusion after raising Court proceedings.

The figures also demonstrate increasing efficiency in case turnover with 158 fewer outstanding cases at the year end as compared with the previous year.

The one significant disappointing figure is the total number of applications for legal assistance throughout 2009. At 324, this is significantly less than the figure for 2008 of 589. 2007 was 478 and 2006 was 575. This suggests an acceleration of the ongoing downward trend of the overall numbers of new applications for legal assistance in Occupational Accident & Disease cases. To address this downward trend and through the GMB@Work Training Courses we will introduce a specific campaign to actively promote the full range of legal services currently offered, by GMB Scotland, to our member's and potential members and their families.

Litigation against Stefan Cross

2009 saw a significant amount of time and energy providing legal services to members formerly represented by no-win, no-fee lawyer, Stefan Cross, but who now wish to return to GMB representation. We continue to represent over 300 members who wish to transfer agency in their equal pay claims from Stefan Cross or alternatively who wish to pursue actions against Stefan Cross for recovery of fees unlawfully retained from first wave equal pay settlements. In the past year, small claims actions against Stefan Cross have met with some success. We are actively pursuing ongoing complaints with the English Legal Complaints Commission, which, if upheld, could force Stefan Cross to repay all sums unlawfully retained to GMB members in Scotland. Further, a test case has been commenced in the Court of Session on behalf of a GMB member, Barbara Stanczyk. This case had its first hearing on the 27th January and is scheduled to proceed to a full hearing on the legal merits of the case in March 2010. Once this case is determined, this ought to clear the way for all outstanding cases to be dealt with.

Equal Pay

In 2009 the law regarding what is and what is not required for compliance with the now repealed Statutory grievance regime has been clarified.

As a result of that two things have started to happen in the Equal pay cases in Scotland. Firstly cases which had been sisted pending clarification of the law are now being recalled and the issues explored by the Employment Tribunal.

Secondly some council's have decided to offer settlements to members of the GMB using new funding being made available by the Scottish Government to do so.

Claims for post single status bonus protection periods.

GMB (Scotland) identified in early 2009 that members employed in some 11 Local Authorities had a further entitlement to make EPA claims for periods of up to three years after single status had been implemented. An exercise was carried out over the Summer of 2009 for the largest of these areas Glasgow City Council. This resulted in instructions being given to raise 1800 new cases for the pay protection period. This exercise is being rolled out into the other affected Councils with Inverclyde and Falkirk currently being intimated.

Settlement of Equal Pay Claims in 2009

Our employment Solicitors continued to part-settle Equal Pay Act claims on a weekly basis and in 2009 recovered a total of £278,283 in equal pay compensation for GMB members in Scotland. This included the resolution of one set of 183 claims against a non-local authority respondent.

Other Employment Cases (Non Equal Pay)

GMB Scotland referred a total of 158 new Employment Tribunal cases to our Employment Solicitors in 2009. In the same year, 120 GMB supported Tribunal cases concluded. 70% of the concluded cases were settled or succeeded following a Tribunal Hearing with a total sum of £645,205 recovered in compensation for GMB members.

Total Compensation Recovered for GMB Members in Employment Tribunal Claims

Total compensation recovered for all GMB supported Tribunal claims in 2009 was £923,488

Setting Up of Employment Advice Surgeries for Organisers

In 2009 GMB (Scotland) agreed to continue with a scheme which involves other employment cases. The Scheme commenced on 1st January 2009 and its objective is to provide legal, industrial and practical support to Organisers dealing with matters which may result in Tribunal proceedings being lodged. Organisers are attended upon at Advice Surgeries by an experienced Employment Solicitor and telephone appointments are arranged for those Organisers located outwith the central belt. The take up by organisers has been an average of ten organisers attending each session with a further two to three organisers obtaining assistance by telephone.

Extended Legal Services

The GMB Law scheme continues to provide members and their families in Scotland with 24 hour access to the whole range of extended legal services, for advice or representation, either free of charge (such as free wills for GMB members) or at reduced legal rates. In the past year, over 650 members or family members have taken advantage of the scheme.

The Outlook for 2010

This year ought to see a resolution of the volume litigation against Stefan Cross.

The continuing Equal pay claims fight will continue. 2010 is likely to see a large number of cases resolved at least for the period up to pay protection post single status implementation.

Generally there are likely to be more cases involving redundancy and insolvency issues until the economy begins to pick up again.

6 EQUALITY & INCLUSION

There has been some slippage in the Region in establishing the Forum due to a number of situations arising however dates have been set for the inaugural Forum.

However this has not stopped the current committee from being actively involved in campaigns and issues.

Using their work to highlight and integrate all their focus on recruitment and organisation.

Our members play a significant role within the STUC Women's Committee promoting the GMB Agenda such as:

- Equal Pay, Public Sector and other areas
- the Glasgow Living Wage
- Engaging with Employers organisations
- Human trafficking in Scotland

The central focus of their work and role is the integration of their work across all of the equality strands into GMB@Work.

The Forum's key objectives in 2010 will be to set Regional objectives in terms of increasing our Regional Membership.

The equality strands are key areas of opportunity.

Ethnic Breakdown of the Region's Committees and Conferences are:

Regional Committee: 7WH, 4 Unknown

Regional Council: 23WH, 1 OT, 21 Unknown

RERAC: 8WH, 1BA, 2 OT, 10 Unknown

7 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days)					
GMB/TUC Induction (5 days)					
5 Day Induction incorporating 2 Day GMB@WORK	15	140	38	178	890

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
5 Day Induction incorporating 2 Day GMB@WORK, Diageo, Leven	1	5	5	10	50

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
GMB 3-Day Risk Assessment					
	5	47	12	59	177

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Health & Safety Stage 1 (10 days)		4	4	8	80
Next steps for Safety Reps (10 days)		6	0	6	60
Union Reps Stage1 (10 Days)		2	1	3	30
Union Reps Stage 1 Online (10 days)		0	1	1	10
Stepping Up – Advanced Course for Union Reps		2	3	5	50
Union Learning Reps (3 & 2 day block) 6 Days		1	2	3	18
TUC Diploma in Occupational Health & Safety (36 days)		6	0	6	216
TUC Diploma in Employment Law (36 days)		0	1	1	36
Risk Assessment (3 days)		1	0	1	3
Handling Grievances & Disciplinaries (3 Days)		1	0	1	3
Equality Reps		0	1	1	3
Pensions Trustees (3 Days)		1	0	1	3
Equality Reps (3 Days)		1	0	1	3
Getting Ready for E Learning (4 Days)		1	0	1	4
Spanish Stage 1 (10 Days)		1	0	1	10
Spanish Stage 2 (10 Days)		1	0	1	10

8 HEALTH & SAFETY

The Region's Health & Safety work continues to be used as a platform for growth within the context of the Organising Agenda.

Health & Safety issues are factored into the training programme of our new Workplace Organisers and also within our Consolidation Training.

Changing the perception of our Health & Safety Reps also has been a key area ensuring that these issues need to become workplace issues building campaigns around Health & Safety as a means to recruit non-members into the Union by promoting successes.

Health and Safety can no longer be seen as a separate discipline within the GMB but is part of our mainstream approach.

The roll out during 2010 of Consolidation Training to our existing Workplace Organisers will deliver change as to how Health & Safety is integrated into GMB@Work and our Organising Agenda.

(Adopted)

THE PRESIDENT: Could I ask Harry Donaldson to move his report, pages 119-136? Harry?

Regional Secretary's Report: GMB Scotland Region (pages 119-136) was formally moved.

THE PRESIDENT: Thank you. Do we have any questions on Harry's report, from pages 119-136? *(No response)* Agree to accept the report? *(Agreed)* Thank you.

Regional Secretary's Report: GMB Scotland Region (pages 119-136) was adopted.

THE PRESIDENT: Thank you. Can I now move to Industrial & Economic Policy: Economy, and Motion 84, Economy Tax & Cuts, Composite 6 UK Taxation & Corporation Tax (covering Motions 85/86), Motion 87, Pro Rata Pay, Composite 7 Greedy Bankers Bonuses, (covering Motions 88, 89, 91), and Motion 92, Civil List.

**INDUSTRIAL & ECONOMIC POLICY: ECONOMY
ECONOMY TAX AND CUTS
MOTION 84**

84. ECONOMY TAX AND CUTS

This Conference notes:

1. That the Government intends to implement a 1 year super-tax on banker's bonuses of 50% (above £25,000).
2. This Conference notes the TUC's calculation that £25bn is lost in tax avoidance. That businesses and individuals avoid tax by the use of tax havens, shifting incomes around their books and creative accounting.
3. This Conference notes that according to the TUC anti-avoidance measures announced in the 2008 Budget, 2008 Pre-Budget Report (PBR) and 2009 Budget have as of December 2009 raised around £990 million in extra revenues.

This Conference believes:

4. That further revenues can be collected if the Government is serious about challenging this scourge on our fiscal system.
5. This Conference believes that tax avoiders should pay what they owe before any public service is cut or any job lost.

6. The Government response appears to have enabled the finance system to stabilize. However, this stabilization has largely been on the finance sectors terms and the causes of the economic crisis remain entrenched in our economy. The unbridled and unregulated pursuit of profit above all other criteria of need and value threatens a further economic crisis at some point in the future.
7. The stabilization policies have seen a huge flow of real public assets, or insurance, to banks and private capital. In the last 20 years where huge profits have been made by banks, private capital and their servants (i.e. stock brokers) the benefits of these profits has largely been enjoyed by a tiny private minority.
8. When the financial schemes collapsed the resulting debt and costs were in effect nationalized.
9. The main debate appears is not how the people, businesses or institutions that benefitted from the crazy, casino capitalism should be made to as far as possible meet the burden of stabilizing the economy or meeting the costs. Instead, the current debate, in part promoted by this Labour Government, is the extent to which public services will be cut. In essence, ordinary people will be made to pay for the conspicuous consumption of the top 1%.
10. Whilst the super-tax on banker's bonuses is too be welcomed, the reality is that the Labour Government's response has been far too soft on the finance sector.

This Conference resolves.

11. To call for significantly increased resources to be spent on detecting and minimizing tax evasion.
12. To call for tax loopholes and tax avoidance schemes to be closed now and the additional resources to be spent avoiding public spending cuts.
13. That this union should campaign for the above measures at a local, regional and national union level.
14. This Conference resolves to lobby all GMB MP's to raise this matter in Parliament as a matter of urgency by tabling Early Day Motions and writing to the Chancellor of the Exchequer.
15. This Conference resolves to use this issue in the publicity around disputes to argue for Tax Gap to be closed before any members' terms & conditions are worsened or job lost due to financial constraints.

Figures from TUC December 2009.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

(Carried)

BRO. P. BROWNE (Yorkshire & North Derbyshire): Tax avoidance, tax evasion, uncollected tax amounts, tax avoidance gap, so many different ways to describe the same thing. Income shifting is where higher rate taxpayers shift their income to basically a non-taxpayer rate. I do not understand that one but all these lose this country up to £130bn a year. This Congress believes tax avoidance is a scourge as typified by the

Deputy Chairman of the Conservative Party, Lord Ashcroft. It has also been the root cause of Greece's present problems.

Towards the end of last year the main political parties got into a bidding war over who could cut the deficit the most. What they should have done was bid for who could collect the most tax that was owed. How people change their spots when there is a new government. Mervyn King before the Election in cold argument said, it would be unwise to cut spending too soon. After the Election he changed his mind. Vince Cable ridiculed Tory plans for £6bn cuts in spending. He now agrees with them. How can it be right to propose cuts in the workforce charged with chasing down the tax dodgers?

Congress should resolve that this union campaigns at local, regional, and national level in disputes and lobbying of MPs to call for an increase in resources to tackle all tax evasion and to use revenue to avoid making public spending cuts.

This motion, in a nutshell, says the people who caused this crisis should be made to pay their fair share rather than cut public services and affect the people who rely on them. I ask you to support this motion. *(Applause)*

BRO. B. GOLDING (Yorkshire & North Derbyshire): Taxation is a good thing. Taxation pays for the health service, the education service, it brings good, but we have a number of people in this country who live here and do not pay their fair share. We should campaign and attack these people, people like Pat said, Lord Ashcroft who do not pay their fair share and we should attack them and we should go after them. Please support the motion. *(Applause)*

THE PRESIDENT: Thank you. Could I just say to the delegate from Yorkshire who moved this, I think it was three years ago when Gordon Brown came to our Congress and we actually gave him the Union's document on those who were defrauding this country, the non-doms, the asset strippers. We signed it personally and I gave it to him personally here on this platform. We have been at this particular issue now for some time. OK? Thank you, but you will not get any change out of the lot that is in now.

COMPOSITE 6

(Covering Motions 85 and 86)

C6. COVERING MOTIONS:

85. CORPORATION TAX (Birmingham & West Midlands Region)

86. UK TAXATION REVIEW (London Region)

UK TAXATION AND CORPORATION TAX

This Conference believes that tax is a key weapon in the fight against poverty. Taxes paid by companies and individuals enable Governments to fund vital public services such as healthcare, education, clean water and electricity and to finance anti-poverty programmes throughout the world. So when multinational corporations fail to pay the tax they owe, it's the poor who pick up the bill.

Yet companies now see tax dodging as a legitimate part of their business operations and the cost to society is enormous.

Developing countries lose an estimated £250 billion every year as a direct result of corporate tax dodging – money which could be used to reach the UN's Millennium Development Goals several times over.

Tax avoidance and capital flight cost Africa five times what it receives in aid each year.

And its not just developing countries that lose out. Britain also loses an estimated £100 billion a year through tax dodging. That's enough to double funding for the NHS. Alternatively, the same sum could cover the full state pension, eradicate student fees and enable Britain to reach the UN aid target of 0.7% of gross national income overnight.

One popular way of dodging tax is to register companies in tax havens, locales that allow companies to get away with paying minimal tax, if any. Tax havens also place little or no reporting requirements on companies, allowing them to keep secret the true sums they should be paying in tax. This then denies vital revenue to the countries in which those companies have made their profits.

Another favourite method is trade mispricing, including through the mechanism of transfer pricing. Transfer pricing involves selling items between different parts of a multinational company and deliberately mispricing the sales so as to shift the company's tax obligations to countries where it will pay less. IN this way companies have 'charged' themselves over £4,000 for a ballpoint pen and under £1 for an entire prefabricated building in order to dodge the tax they owe. Transfer pricing abuse costs developing countries around £100 billion a year – twice what they receive in aid.

The UK plays a major role in helping companies for these tax havens and support an army of pinstriped and accountants developed to helping companies dodge tax. But as these individuals rack up ever greater profits for their companies (and cash in their own Christmas bonuses) it is the poor who are left to pay the price.

We believe it's time to put an end to this corporate tax scandal and justice, like charity, begins at home. The UK is a major part of the global problem of corporate tax dodging. We believe it should be part of the solution.

This Conference agrees there needs to be a root and branch assessment of the UK Taxation system, including non doms tax haven exiles, corporate and multi-nationals operating in the UK to ensure the system is equitable and scrupulously applied.

Congress therefore instructs the CEC to take this matter up with all our political, trade union and social contacts to seed a fairer and more just tax system as soon as possible and make a report to the 2011 GMB Congress on progress.

(Carried)

BRO. A. DUDSON (Birmingham & West Midlands): Congress, the UK has borne the brunt of a world recession and narrowly escaping from a depression caused by big business and financial institutions and yet it is the poorest paid in this country that are expected to repay the losses, whilst the institutions that caused it are getting away with it.

At the same time as causing the problems, they are also reaping the benefits of paying less or evading tax.

This year the UK tax gap is estimated to exceed £120bn and the gap between government income and expenditure is expected to be £175m. This gap can be closed if the £70bn was collected from the tax evaders or the corporate tax havens were closed. Instead of doing all he can to claim this money, the Con-Dem coalition government are closing tax offices and making redundant the people we need to bring these companies to justice. Over 20,000 revenue collection staff have lost their jobs with another 5,000 to go and a further 200 office closures. This will mean that 44 millions calls that went unanswered in 2009 will increase significantly, encouraging more tax avoidance. It is not the tax offices that need closing but the tax havens that make this possible.

Congress, we need to join with our sister unions fighting these closures and support their members whilst at the same time complaining strongly and politically to put a stop to this. Over \$11.5 trillion worldwide is evaded with lost revenue of \$250bn. This would help develop a lot of economies in other countries that desperately need our help.

Congress, I urge you wholeheartedly to support this motion. (*Applause*)

BRO. C. ANDERSON (London) in seconding the motion, said: Colleagues, earlier this year we had the unedifying spectacle of Lord Ashcroft, a noble Tory banker, bankrolling prospective Tory candidates into marginal seats. Ten years ago he gave an assurance he would pay full UK taxes in order to gain a peerage. We now know he deceived everybody by getting all the benefits of UK citizenship whilst remaining a non-dom, a non-dom saving millions of pounds in taxes that would have otherwise gone into the UK economy.

Just compare this to the vast majority of working people who are taxed at source. Most of us while wishing taxes were lower nonetheless realise that if we want a good education system, the NHS, and all the other benefits that make the UK what it is, taxes have to be paid. Not so those who can avail themselves of expensive taxation-evading lawyers or make use of tax havens, or those corporate organisations and multinationals able to transfer tax-free money from one country to another with impunity. Those workers who are self-employed or not taxed at source but have to make their own tax calculations and get it wrong, either deliberately or mistakenly, are found out and have to pay up, unlike the rich and powerful who are able to circumvent the system with impunity.

Colleagues, one of the advantages of implementing the intention of this resolution is that it needs no research, no quangos or deliberation. Most, if not all, the ways and means of tax avoidance and evasion are well known both to the politicians and the Treasury as are the ways and means of dealing with them and bringing it to an end. All that is required is the political will. (*Applause*)

PRO RATA PAY MOTION 87

87. PRO RATA PAY

This Conference notes that since the privatisation of public utilities in the 1980s Senior Manager's pay has increased exponentially in relation to those who work at the sharp end. GMB will campaign, beginning in the public sector and those former state owned enterprises, to establish that no Senior Manager earns more than ten times the wages of the lowest paid workers.

CAMBRIDGE 2 BRANCH
London Region

(Carried)

BRO. A. MIALL (London): President, Congress, what is the average pay for a UK worker? Apparently, it is around £22,000 a year but I bet there are many GMB members both here in this hall today and across the country who do not earn anywhere near that. At least the minimum wage helps the very poorest but that is not the real problem. The real problem is the massive and growing disparity between pay levels within organisations with those at the lower levels finding their pay is only a fraction of those at executive or board level.

Societies around the world where the pay gap is only ten times the lowest level, such as Sweden, Finland, and Japan, are a much fairer and happier society. The CEC is supporting this with qualification, which I understand. Not all CEOs or board members are rewarded by pay alone. There are often share options and pension payments, performance bonuses, and golden hellos. However, the principle on basic pay should be established at the start and we recognise that the situation cannot be changed overnight. This is why the motion calls for the process to begin in the public sector. Interestingly, David Cameron proposed during the Election that no one in the public sector should earn more than 20 times the lowest paid worker. Perhaps he got the idea if not the figure from this motion: who knows. Of course, there would be difficulties, there would need to be a clear guidance and guidelines on part-timers and the ideas around equal pay for work. However, the idea itself is a sound one. Please support. I move. *(Applause)*

BRO. J. HIOM (London) in seconding the motion, said: Good afternoon. This is a very worthy motion and really should not need a qualification. The GMB for a long time has opposed fat cat pay all the way from Cedric the Pig to local council chief executives who earn more than the Prime Minister. In actual fact in some councils directors earn more than the Prime Minister. At the same time local councils up and down the country are cutting jobs like a lumberjack would fell trees. It would appear that some of these self-serving servants of the public are only making sure there is enough money saved through these sackings to maintain their own salaries.

Colleagues, in London Borough of Brent where 250 jobs are to go in August, the senior management team decided that none of them should go because they had to bear the

responsibility of managing the council. What a self-serving attitude. If three-quarters of the senior management team in Brent left, no one would notice the difference. The combined salary would equal half the jobs to be lost. Congress, I do not care what the CEC qualification is; all I know is there has to be a limit to fat pay claims. Please support. (*Applause*)

COMPOSITE 7

(*Covering Motions 88, 89 and 91*)

C7. COVERING MOTIONS:

- 88. BANKERS BONUSES (Northern Region)
- 89. GREEDY BANKERS (Yorkshire & N. Derbyshire Region)
- 91. BANKING CRISIS (Yorkshire & N. Derbyshire Region)

GREEDY BANKERS BONUSES

Conference considers it an outrage that as the current economic circumstances impacts negatively on the standard of living of every working family bankers, even in nationalised banks, are continuing to pay themselves obscene bonuses. This conference calls on all public monies paid to banks and financial Institutions during the credit crunch to be repaid in full before any bonuses are paid to bank employees.

As members in other public services are well aware the "bonus culture" is a "thing of the past". Workers in these services now receive remuneration based upon a fair job evaluation scheme.

Particularly in those banks now owned by the government, bankers are now effectively civil servants and in those banks not directly owned by the government, or where the government does not have a majority shareholding, it is only the massive injection of tax payers' money that has saved these institutions.

Given all of the above this conference calls for all bankers and workers in the financial services sector to be remunerated on the basis of a single fair job evaluation scheme, and that the necessary legislations be enacted to introduce and implement such a remuneration scheme.

Conference calls on the Government to publish clear plans and timetables for the repayment of all public monies used to support the banks and financial Institutions during the credit crisis and calls for the same principles to be applied to the Financial Services Sector. All monies repaid should be used to support retention and improvement to public services.

(*Carried*)

BRO. W. HUGHES (Northern): Worthy President, could I impose on your generosity and just gives us a brief two moments to speak to my friends out here? Do you grant that?

THE PRESIDENT: Yes.

BRO. W. HUGHES (Northern): My friends, out of many exhibitors' stalls at Congress today there is one that stands out, and that is the GMB Retired Members staff. Now, the tickets are only 20p each but this is a sales gimmick: if you mention my name and you buy a strip of five, you will get them for a pound. *(Laughter)*

THE PRESIDENT: I thought you were going to strip, Billy.

BRO. W. HUGHES (Northern): You get fantastic prizes. It is also helping to build the future of the retired members. Also our national treasure, Brian, it puts a smile on his face for the rest of the week.

THE PRESIDENT: I will be putting a smile on your face if you don't move it! *(Laughter)*

BRO. W. HUGHES (Northern): Right, back to the nitty-gritty.

THE PRESIDENT: Now, listen, the first prize in the raffle is going to be you as a stripper, and you will be stripping off there! *(Laughter)*

BRO. HUGHES: Worthy President, Billy Hughes moving Composite 7 on Greedy – *(pause)* – Bankers. *(Applause)* Colleagues, I do not know if as a nation we are being naïve or complacent. Where in the world can you get a contract of employment that gives you a high bonus if you make a hash of the job? The bonus culture in the UK is an absolute disgrace. At best it is money for nothing: at worst it is daylight robbery. Even Dick Turpin wore a mask, you know.

The bonus culture has created the worst global recession in years, for 90 years in fact. Across the world millions of workers have been pushed into poverty and in the UK the bailout of banks has cost every family £30,000, and that is a fact. Yet, colleagues, no sooner is the ink dry on the bailout cheque than they are at it again. I was going to say something else there! They are at it again. Even the nationalised banks, banks we own, the bankers once again are paying themselves massive bonuses. I bet none of these people had to cancel their holidays in the Seychelles or Florida, or had their mini-mansions repossessed because they could not pay their mortgage. No way.

You press a few buttons, you buy something for £20bn, you sell it the same day for £21bn and a nice handsome profit, and that is without getting out of your chair. But if it goes wrong, don't worry, you pay yourself what you think you can afford. Never mind about the thousands of people that lost out, after all, it is not their money, it is the investors' money, people like yourselves, and of course Paul Kenny. *(Laughter)*

I have now't so I have nowt to worry about. For those of us in the public sector we are all too aware of the issue regarding equal pay that has been caused by years of the bonus culture. The trade unions have now agreed new fair and equal pay structures, every job is evaluated, and workers receive points depending on responsibilities and duties. This

system ensures fairness for workers. How different it is in the banking world. The highest paid receive the biggest bonus and in most cases on the basis of profit made and not on effort or responsibility.

Congress, whatever has happened to a fair day's work for a fair day's pay? Do these people have any shame at all? Congress, the trade unions are fair-minded people. We want to see workers well paid, fairly, to see the full fruits of their labour. That is why this motion calls for a fair evaluation of the scheme to be introduced, to ensure that the bankers are paid fairly. Just like in the schemes of national and local government, the bankers can be rewarded if their work includes hard work and physical labour, if they have heavy emotional or physical demands. I suspect at the end of the day pushing buttons on a screen while sitting in a comfy chair may not score very highly but at least the British taxpayer will be content to know that they have been paid exactly what they are worth. Now, I wonder what Cameron the chameleon and his Lego government is going to do about that. Please support. (*Applause*)

THE PRESIDENT: I am afraid I cannot have a seconder, he took all the time! Carry on. Well done, Bill.

BRO. S. WELLINGS (Yorkshire & North Derbyshire) in seconding the motion, said: I am not an economist and I cannot make a judgement on the inevitability of supporting banks in this financial crisis. In my opinion, what is clear is that the banks caused this crisis and the government needed to protect people's jobs. It is a fact that there has been a 350% rise in the City of London bonuses since 2000 at a time when the value of the FTSE has declined by 25%. The Royal Bank of Scotland, now 84% owned by ourselves, is rumoured to have set aside £1.3bn for bonus payments despite an expected £5bn loss before tax. Barclay's have revealed that 144,000 staff could pocket bonuses totalling £2.7bn. Excuse the pun, that is rich coming from a *wunch of bankers* and, believe me, that is a collective noun for bankers so do not get the "w" and the "b" mixed up. Surely there is a moral if not legal argument that the money should be returned from the banks to the public sector.

Meanwhile, in the real world unemployment is rising and low pay public workers are having their pensions and pay attacked. We want our leaders, if they are serious about putting things right, to start by introducing a job evaluation scheme or to start by rounding up the main culprits and agreeing fitting punishments. Here are a few for starters: nationalise their savings, pensions, mansions and yachts, and then throw them into hostels or doorways alongside the poor sods they sold mortgages to. We need our money back from the greedy bankers to protect low paid employees, maintain employment, pay a living wage, and provide a final salary pension. Let's redress the balance. I call on this Congress to start the revolution against the greedy bankers. Please support this motion. Thank you. (*Applause*)

**CIVIL LIST
MOTION 92**

92. CIVIL LIST

This conference believes that the path to economic recovery remains through a programme of public work through increased commitment to public services.

However, if the government is concerned about the extent of the National debt and is determined to instigate a programme of "efficiency saving such saving should start with the programme which are least likely to impact upon the most vulnerable in our society and which will not damage the recent fragile recovery.

If the government must find cuts, let them start with a reduction in the "Civil List Budget".

SOUTH SHIELDS 2 BRANCH
Northern Region

(Carried)

BRO. R. SPEAKMAN (Northern): Congress, the current cost of funding the monarchy runs at over £40m per year at the very time the public services are coming under attack from a Lib-Con alliance. It has been reported that there is to be a push for an increase in the funding for the Civil List. Congress, this beggars belief. Ordinary working families are paying for the greed of bankers and those in positions of power and for generations will still be picking up the tab for the *Live now, pay later* culture of today's rich and famous. To suggest that the Civil List budget be increased in today's economic climate is sheer madness. As George Osborne, the new Con-Dem Chancellor of Exchequer keeps telling us, we are all in this together, not that he would know, this former tea-boy of a family carpet business has an inheritance that is copper-bottomed. What he means is we are all in this together unless you have a vast and inherited wealth. At the same time, in the same way the Civil List is out of date in the modern world.

Congress, some have said the way forward is to make it clear that in return for a lump sum there will be no more money forthcoming from the taxpayer. However, it is much more likely to be that the establishment will close ranks and keep doling out the vast quantities of taxpayers' cash. Congress, we cannot afford to give any more. We are all in this together, including those on the Civil List. I move.

THE PRESIDENT: Thank you, colleague. Does anyone wish to come in on the debate?

BRO. R. CLAYTON (Northern): Congress, first time speaker. *(Applause)* Congress, the sentiments of this motion are very clear, at a time when the Duchess of York is allegedly prepared to trade cash for access to a member of the Royal Family we know that greed is still alive and kicking. The Civil List should have been consigned to the history books many years ago. The trouble with the establishment is they think that change should apply to everyone else but not them. Every other member of the modern monarchy in Europe has a more streamlined method of funding. They do not have the pomp and circumstance, the underwritten constitution and the grace and favour of vast public

funding. We cannot afford to go on as we are funding more and more people who are rich in assets. It is time to cut the Civil List, modernise, and make work pay. I second. *(Applause)*

THE PRESIDENT: Thank you, colleague. I have called to see if there were any more speakers. There are none. Can I move to the vote? The CEC is supporting 84, 85, 86 with qualification, and 87. Can I call Billy Tonner to give a response on behalf of the CEC on Composite 7?

BRO. B. TONNER (CEC, Public Services): The CEC is supporting Motions 84, 94, 96, 98, and Composite 6 and 8. The CEC is also supporting Motions 87 and 92.

THE PRESIDENT: Bill, we have not moved on 96 yet so if you just cover 87, Composite 7, and then 92.

BRO. B. TONNER: Do you all have that? *(Laughter)* I fully understand where we are up to, Mary.

THE PRESIDENT: Billy, if you stand down then, I will call the last three resolutions, all right, or the last four by the look of it. Sorry about that, Billy.

PUBLIC SERVICES CUTS MOTION 94

94. PUBLIC SERVICES CUTS

This conference recognises that the Labour Governments action to increase government debt up to 2016, to stimulate demand, was the right response to ensure stability and restore growth.

However if stability and growth is to be maintained this conference rejects any notion that the solution to the economic crisis, and the resulting national debt, can be found in public spending cuts. That reduced public services, public sector pay freezes, attacks on public sector pensions and benefits are the quickest way to a "double dip recession" which would be substantially deeper, sustained and more difficult to reverse than that from which our economy has just emerged.

Conference therefore calls for public spending and services to be safeguarded and that rather than putting economic growth in jeopardy our increased national debt should be repaid over a sustained period and financed through economic growth.

NEWCASTLE CITY LA BRANCH
Northern Region

(Carried)

BRO. M. BAKER (Northern): Congress, we meet when recently the new Con-Dem Government has announced its plans to cut the public sector by £6bn this year. During the Election David Cameron said, regrettably, that government should easily be able to cut £6bn, after all, he said, £6bn is only £1 in every £100 that government spends. Congress, government spending is not like a household budget. Public sector cuts are not about switching off a few lights or turning the central heating down a few degrees to save a few pennies. No, Congress, £6bn is a hell of a lot of money. The question has to be, if

£6bn is cut off public expenditure how many doctors will it cost, how many nurses, what drugs will the Tories restrict, how many care workers, how many bin men, how many cleaners? Congress, the latest cuts are nothing but a taste of the Con-Dem cuts to come; literally thousands, hundreds of thousands of public sector jobs will be destroyed. Remember, Congress, that every public sector worker who is out of work is yet another worker drawing benefits, yet another worker not paying tax.

Congress, it is the economic madness of the Con-Dems, their aim is to cut the deficit and in the end they lose tax revenue and increase the costs of benefits. The net effect, colleagues, is that public services are destroyed, the weakest and most vulnerable in our society suffer, and at the same time the deficit increases even further and the economy spirals out of control into a deep double-dip recession.

Congress, the Con-Dems cannot be allowed to destroy our public services, they cannot be allowed to destroy the jobs and livelihoods of hundreds of thousands of our members. We must fight back. We must provide the leadership that our members expect. Congress, over the next year our movement will face its greatest challenge from those who have been saying that trade unionism is a spent force, that we do not have the bottle to defend our members. Let's prove them wrong. Congress, I urge you to support this motion. I move. *(Applause)*

SIS. C. LINES (Northern) in seconding the motion, said: Congress, the Tories have clearly laid down the battle lines. In response to a world recession caused by the greed and incompetence of such rich bankers the Tories have declared war on the poorest in our society. The greedy bankers after pocketing billions of taxpayers' money have once again started to pay themselves megabucks bonuses. It is our pensioners, and the weakest and the poorest, who will pay the cost of this recession. Public sector workers will get a pay freeze just as inflation dips over 5%. In addition, public sector pensions after a lifetime on low wages will be slashed.

Congress, the new Con-Dem Government needs to be warned: if they want to see the future, if they want to see the response of our members, just look at Greece. Congress, we have an absolute duty to protect our members and have a duty also to ensure that those who need public services are also protected.

During the Election David Cameron and the Tories made much of their admiration of public services. David Cameron, in particular, wiped away the tears as he told us about how his family was helped by the NHS. In the public they broadcast their love of public services, their love of the NHS, but do not be conned, colleagues, if there is an issue that unites the Tories it is their absolute hatred of public services, in particular, the NHS. The NHS is everything that they detest because it is in the heart of our communities and an essential public service which is essentially socialist in concept. Congress, they say the cuts are about the deficit but in reality they could not wait to attack and they will not stop until all this is destroyed.

Colleagues, do not let them destroy our members' jobs and communities, and our essential public services. I urge you to support this motion. *(Applause)*

SUPPORTING BRITISH INDUSTRY MOTION 96

96. SUPPORTING BRITISH INDUSTRY

The recent buy-outs by international companies of prestigious UK companies, for example, Cadbury and B.T. has once again weakened the UK industrial base and as shown in the past, put the jobs of many of these workforces in danger of being lost.

We call upon this Congress through the CEC to put pressure on the Government to identify and extend the list of companies of strategic importance to the UK, outside of the Defence Companies that are already covered, and put restrictions on the sale of companies to international companies. Other members' countries of the European Union have already extended their restrictions, for example, France's Danone, when this company was being eyed by Pepsi co.

The UK is running out of time to keep any kind of industrial base if the current 'come and buy' policy is not stopped.

X07 BRANCH
North West and Irish Region

(Carried)

SIS. M. GREGG (North West & Irish): President, delegates, Mary, I have been thinking along the same lines as you, writing songs for conferences; it has rubbed off. This is what I was thinking of when addressing this motion:

Where have all our companies gone, long time passing?

Where have all our jobs gone, long time ago?

Gone away from the UK, gone to countries far and wide.

When will we ever learn? When will we ever learn?

Those were the days, my friends.

I will stop there. *(Applause)* Companies on a list of strategic importance are prohibited from takeovers, for example, defence. Other companies, those we associated with the UK, are not so lucky. Manufacturing, textile, energy and utilities, have gone and now even our national treasure, Cadbury's, has been bought by non-UK owners. Other industries not on the list have suffered, like shipbuilding, and the work that is left is for very few workers. The other UK-owned companies are all fighting to survive. Where have all the skills gone which were the envy of other countries in days past? Our companies which have been bought over have been sold for profit, restructured for efficiency savings, relocated along with machinery, and bought with grant-aided money from our government. Kraft, the buyers of Cadbury's, eliminated over 19,000 jobs between 2004 and 2008. We have already seen the promises made to Cadbury's workers broken with the closures of factories. What is the UK left with, service industries, low wages, barren landscapes, and desolate areas. When will the UK learn? Well, if not now, when? I know there is little left but if we do not do something there will be nothing left.

As with much of the European takeover legislation the end result has been a much watered down version of the rest of the proposals. This motion is calling for an expanded

list of companies to be added to the list of strategic importance to protect our companies. The French have done it with Danone, as written in the motion. Germany protects their companies and workers. Some say we should not interfere in the free market. Well, the banks did not complain when public money, our money, was put in to bail them out. Investors buy and sell shares. Traders are motivated solely to increase their assets. They then move on to other companies. They do not have any stake in the companies that are left.

This motion calls on Congress through the CEC to put pressure on the Government to start the change and expand the list. The only group with a long-term investment in the future of the workplaces are the workers who build the business. That is why I am asking you the workers to support the motion so we can move forward and rebuild our heritage and skills. I move. *(Applause)*

BRO. R. DEAN (North West & Irish): I am a first time speaker. *(Applause)* I am here to support Motion 96 on British Industry. Too many overseas companies are ruining our industry for profit. They are coming to the UK, buying our factories, shipyards, and steelworks, and many more, to make a nice price. Not only do they relocate to get their business on the cheap but they also devastate communities and other industries that are also fading. I know this is actually quite popular with the GMB, the local pub industry. You will have to look it up to find the areas as there are not many places now where you can say you have a local pub. This is because of the takeover from overseas investors, and workers who cannot afford to go down to the local because they are unemployed. This is another British industry that has gone to the knock-on effect.

I know the GMB can voice this motion and champion it from the start. We have seen what has happened at Cadbury's and Kraft so again we call for the coalition government to protect the industries, as some of our European cousins do, and not let them run out of time. At the moment this is not just for me or for you, it is also for the future, for our kids, their kids, and their kids. I second. *(Applause)*

RETURN TO MUTUALITY MOTION 98

98. RETURN TO MUTUALITY

This Conference agrees that Government should use the tangible assets salvaged from the great banking fiasco to re-establish mutuality to where it was prior to Thatcher's Big Bang with the old fashioned Building Societies among the first victims.

Government could retain a golden share and also assist them in becoming an ideal means of assisting first time buyers.

LUTON BRANCH
London Region

(Carried)

BRO. C. ANDERSON (London): President, colleagues, who would have imagined when Margaret Thatcher launched the Big Bang revolution in the finance industry by freeing

them from restriction and opening the way for the building societies of Great Britain to be bought out and become part of the High Street banking cartel that the day would come when the British Government would have to bail them out by bringing them under partial, if not overall, state control. Colleagues, that is exactly what has happened. If it had not, one can only hazard a guess as to how much worse it would have been. For many, the results of the bankers' ineptitude and greed is measured by unemployment, negative equity, and lost homes, the stark price of deregulation. Let's not forget the Tories were calling for even more deregulation right up to the collapse.

I would have imagined that most of you, like me, believed that the wheels of the privatised building societies were ruled by savings, loans, mortgages, and the like, and not as we have come to learn by the buying and selling of the toxic debt of the mortgage fiasco of the North American bankers trading on the vulnerable, and the misery of many in their own society. Colleagues, when you strip away all the legalistic jargon, that is what it was. That was then and this is now. Thanks to the intervention of Gordon Brown the reality is that we, the British public, are once again the owners as we originally were of large swathes of the building society industry, especially those parts that were originally building societies, Northern Rock and the Halifax spring to mind.

I do not doubt that having bailed them out to tunes of billions, if not trillions, they will once again turn to profit. My contention, however, is that we saved them, so we should keep them. Bring them back as building societies mutually owned by the savers, borrowers, and budding homeowners. I also propose that the Government should maintain an interest, a golden share, if you like, so that they can direct a proportion of these profits to the young families and first-time buyers, in other words, doing what all good building societies used to do, serve the community. Congress, I move.

The motion was formally seconded.

COMPOSITE 8

(Covering Motions 99 and 100)

C8. COVERING MOTIONS:

- 99. INTEREST RATES PRIVATE FINANCE (Birmingham & West Midlands Region)
- 100. LOAN SHARKS (Northern Region)

LOAN SHARKS AND INTEREST RATES

This Conference is concerned over the uncontrolled interest rates charged by some finance companies. These companies are targeting the low paid and disadvantaged members of our society a large majority who are unable to take advantage of more reasonable loans.

This Conference is appalled at the conduct of these unscrupulous purveyors of misery on ordinary people who are, through circumstances, desperate for financial support and are easy prey for money lenders who charge exorbitant rates of interest.

Conference, therefore,

- calls upon government to outlaw this practice and introduce legislation that will place a cap on interest rate charges for regulated money lenders.
- instructs the CEC to vigorously campaign with its entire political links and to link with other like minded organisations to bring into being a law to outlaw all unreasonable rates of interest by all financial institutions and to place serious consequences both financial and legal on directors of such companies who abuse their lending rights.

(Carried)

BRO. M. AMIN (Birmingham & West Midlands): This Congress is concerned about the unregulated interest rates charged by some finance companies. Who in this room has not had to take out a loan at some time to pay for a car, or a washing machine, things that are not considered to be luxuries in this day and age? In the past we have mostly relied on the banks but the recent crisis in the banking industry has led to a reluctance by them to lend to those who they believe to be a risk. Consequently, ordinary working people like you and me have had to resort to the unregulated finance companies that target the low paid and hide exorbitant interest rates within the small print which results in penalties and overpayment, and in some cases could be the loss of your home and your health.

Last October, Liverpool County Court wiped out a £384,000 debt run up by a married couple from this very place, Southport in Merseyside, after they had only borrowed an original sum of £5,740 in 1989 to carry out home improvements. The loan spiralled out of control after an annual interest rate of 34.9% was imposed. Another company we all know and trust is the Provident. They are the biggest supplier of home and doorstep credit controlling nearly half the market. Most borrowers are on low income and usually turn to the Provident because no one else will lend to them. The National Consumer Council has set up a commission, an inquiry body, to look into the business practice of the Provident and the high rate of interest charged on a personal loan.

I call upon Congress to campaign both government and financial regulators to bring about legislation to outlaw these unfair and restrictive practices and to place a cap on interest rates charged on all personal loans; also to ensure that any breach of this legislation will have serious implications and may lead to consequences both financial and criminal for directors of these loan companies who abuse and exploit working people. Congress, please support this motion. I move. *(Applause)*

BRO. D. BLUNDELL (Northern): I am a first time speaker for the Northern Region and seconding Composite 8 on loan sharks. President, as the mover of this motion has clearly outlined, it is the poorest and most vulnerable in our society that the loan sharks rely on. In most cases, they extort huge sums in interest payments and will use violence and intimidation to get what they want. Usually, the exploitation that they inflict on their victims never gets exposed as their victims are too afraid to seek any help. However, one case that did make it to the courts demonstrates clearly the extent of the problem.

Mr. Reynolds initially loaned Deborah Wilson £500. He told Mrs. Wilson that he would charge a bit of interest but the mother of four ended up suffering two strokes and a brain haemorrhage, as she struggled to pay monthly payments that eventually reached £1,840 a month. Mr. Reynolds was so ruthless that he even took £3,000 of a £4,000 compensation payment that Mr. Wilson received for a motorbike accident. Eventually, Mrs. Wilson paid Mr. Reynolds £90,000 for an initial loan of £500. In the court case Mr. Reynolds walked free after the prosecution dropped the charge of blackmail in favour of the lesser charge of harassment. Mr. Reynolds received a 51-week jail sentence suspended for two years.

Congress, people need to be protected from sharks such as Mr. Reynolds. I urge you to support this composite motion. I second. Thank you. (*Applause*)

THE PRESIDENT: Does anyone wish to come in on the debate? No. Thank you. Can I now call Billy Tonner on behalf of the CEC on Motions 87, 92, and Composite 7? Well done, Billy.

BRO. B. TONNER (CEC, Public Services): President, Congress, as I was saying before I was so efficiently but politely interrupted – (*Laughter*) – the CEC is supporting Motions 84, 94, 96, 98, and Composites 6 and 8. The CEC is also supporting Motions 87 and 92, and Composite 7 with the following qualifications.

Motion 87 wants no senior manager to earn more than ten times the wages of the lowest paid worker. The GMB always opposes fat cat pay. The CEC simply wishes to note that the mechanics of any pay ratio would have to be carefully designed. How would you define “senior manager”? Would it be based on full-time pay? Would it have legislative force? These are the details to bear in mind when carrying through this policy.

Motion 92 says that if the Government wants to make cuts it should start with cuts that will not damage the recovery. Congress has previously noted that money spent on the Royal Family could be put to better use but efficiencies in other areas must not be the thin end of the wedge. Now is not the time for cuts that would stall the recovery.

Finally, Composite 7 rightly calls for pay restraint in the City. A Royal Commission as recommended by last year’s Congress could set a new remuneration framework for the City. Its scope would need careful definition and applying the same model to the whole financial services sector could prove unwieldy, but it is clear that it is unacceptable to continue to reward bankers for failure.

Please support Composites 6 and 8, and Motions 84, 94, 96, and 98. Please also support Motions 87 and 92, and Composite 7 with the qualifications that I have just set out. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Billy. Does London Region accept the qualification? (*Agreed*) Thank you.

Does Yorkshire & North Derbyshire Region accept the qualification? (*Agreed*) Thank you.

Does Northern Region accept the qualification?

BRO. W. HUGHES (Northern): Of course we do.

THE PRESIDENT: Thank you, worthy president. So, in that case, colleagues, I will put them to the vote in block: Motion 84, Composite 6, Motion 87, Composite 7, Motion 92, 94, 96, 98, and Composite 8, all those in favour, please show? Anyone against? They are carried.

Motion 84 was carried.

Composite 6 was carried.

Motion 87 was carried.

Composite 7 was carried.

Motion 92 was carried.

Motion 94 was carried.

Motion 96 was carried.

Motion 98 was carried.

Composite 8 was carried.

APPEAL ON BEHALF OF JUVENILE DIABETES RESEARCH FOUNDATION

THE PRESIDENT: Congress, I know we have moved on a bit later but I think you will find that this is going to be really worth it. I do not need to have you back till 2.15 this afternoon. How about that?

We have left something very, very special to last and, as you see, I have been joined on the stage by a young lad called George Dove. Welcome, George. (*Applause*) He is the son of a GMB Midland & East Coast Region member and he has also come along here with his mum. Welcome, Emma. (*Applause*)

Congress, I have seen the video of this young man. He is an impressive 11-year old who will be speaking to us about his campaign to raise awareness and appeal for support for the JDRF (Juvenile Diabetes Research Foundation) which is working to find a cure for Type 1 Diabetes in children. As you know, we have made this Congress aware over years through school meals that this is a very increasing problem in our young people.

I am going to pass over to your new junior president this year for 10 minutes and the bucket collection, hopefully it is silent, will be at the doors on your way out, so please give generously. George, the floor is yours. (*Applause*)

GEORGE DOVE: Good afternoon, ladies and gentlemen. My name is George Dove. I am 12 years old. I love football, playing the drums, and annoying my little sister, Libby. I have Type 1 diabetes. I am honoured to have been asked to address you all here today about my life and the charity that the GMB union has so graciously agreed to support.

Last year my mum ran the London Marathon and during the six-hour wait in the baking sun an unbreakable bond between my family and the charity, Juvenile Diabetes Research Foundation, or JDRF, was formed. She completed the race and we are proud of her for doing it. A month later I was given the opportunity to speak at the Nottinghamshire Stars Awards and my campaign started.

In the last year I have spoken at a Charity of the Year bid, taken part in 15 radio interviews and a podcast, tested the digit which is a blood sugar testing machine for the Nintendo DS, met the Jonas Brothers, been nominated for Volunteer of the Year, and appeared in Business Week in America; not bad for a 12-year old. *(Laughter)*

But what am I campaigning for? I am campaigning to raise awareness of Type 1 diabetes and my chosen charity, JDRF, who are the only organisation in the world with the primary goal of finding a cure for Type 1 diabetes.

On 1st August 2006 I was diagnosed with Type 1 diabetes. It is a day I shall never forget because my life changed for ever. When I was diagnosed I felt really scared as I did not know what Type 1 diabetes was. Doctors gave me so much information it was hard to take it all in. When I told my family and friends they were shocked as they thought you only got diabetes when you were older or overweight, and most people think that it just stops you eating chocolate.

Living with Type 1 diabetes is hard and my daily life has changed so much. My pancreas does not work so I have to simulate it the best I can. I have to weigh and measure all my food so I can calculate my insulin dose and inject the correct amount after I eat. I have another injection every night before bed as a background dose. I inject at least four times a day and if I fancy a snack or a treat I have to have another injection so I weigh up whether I really want the treat, is it worth that extra injection. Because I inject so much I have to rotate my sites daily between arms, tummy, and legs, but they can still get lumpy and painful. By the time I am 16 I will have had at least 11,680 injections.

I have to check my blood sugar around eight times a day. My mum and dad do night readings to make sure I am OK through the night. It is important that I check my blood sugars regularly so I monitor my condition to protect my long-term care. As I grow up I face problems with my kidneys, heart, circulation, and the possibility of blindness. They say I have a reduced life expectancy of approximately 15 years so as you can see finding a cure is very important to me as otherwise I will have this all my life.

I would like to thank GMB union for this fantastic opportunity to speak to so many people. The powers that be have very generously agreed to a bucket collection with the funds raised going to JDRF. As you are GMB union members I am sure you will be fully aware of the importance of health and safety so think of the people holding the buckets: notes weigh less than coins. *(Laughter/Applause)*

My hopes for the future are to get an insulin pump which will attach to my tummy and mean I only need one needle every three days. I also hope to set up a Walk for Diabetes

in the East Midlands to raise much needed funds. Your money is put directly into funding research for the cure of Type 1 diabetes and this is my hope for the future. I live my life. Diabetes is a condition I have but it is not who I am. Thank you for this opportunity and for your kind attention to my appeal. (*Standing ovation*)

THE PRESIDENT: George, I think that was so well done I am beginning to worry about my job. (*Laughter*) OK. We do know that this union and its members give very generously to any cause and your case and children are one of the reasons we are here together, fighting to save the NHS to make sure that the first thing they do not cut is any funding to research, and diabetes is a very important one in that, as they all are. Let's make a request of the General Secretary. We won't tell him, will we? Whatever we collect here this afternoon we will be asking the General Secretary to double it. Is that right? (*Applause*) See you later.

I know the young man is now going to be looked after by the region and his mother. Colleagues, thanks very, very much indeed. That was worth waiting for, wasn't it? Thank you very much for your patience and the odd little slip-ups we have made this morning. 2.15. Thank you.

Congress adjourned.

AFTERNOON SESSION

Congress reassembled at 2.15 pm

THE PRESIDENT: Congress, please come to order. Before we start the official business, I would personally like to mention a delegate in the Birmingham & West Midlands Region. I want to say thank you on behalf of George Dove for a personal contribution which I have just been given of £200 from Mohammed Amin. (*Applause*) Just to show that it is not true that Joe Morgan has got long pockets and short arms, Joe intends, as Regional Secretary, to match that donation. Oh, he is going to make it £300 now. Keep going! Thank you very much, Mohammed. Well done. Paul Kenny is about to have a heart attack. (*Laughter*) Shall I tell you while Paul is not here? I think you made a brilliant gesture this morning. I told you he would go to your hearts. The bucket collection raised £2,200! (*Cheers and applause*) Plus £600, the £300 from Mohammed and the £300 from the Region. So that is £2,800. With the promise that the General Secretary made this morning, that makes it £5,600. I understand that the Region will make it £7,000 in total. What a wonderful gesture. (*Cheers and applause*) If George hasn't gone home, and he may have, I would like the young lad to come back on the platform so that we can give it to him.

BRO. A. WORTH (Regional Secretary, Midland & East Coast): It might be this afternoon. He is going round the stalls getting the freebies now. (*Laughter*) So he will come back this afternoon.

THE PRESIDENT: I think that would be right, wouldn't it? Well done to all of you.

I would like to thank a delegate in Northern Region who each year gives me a cheque for £50 for my Jimmy Knapp Cancer Fund. The man on my left will know Jimmy Knapp, won't you Joe, because he was your general secretary. He told me that if I wanted to I could donate it to young George's fund, which we have done also with a branch donation. Thanks very much.

I now call on Paul McCarthy to move his report.

REGIONAL SECRETARY'S REPORT: NORTH WEST & IRISH REGION

NORTH WEST & IRISH REGION

1 MEMBERSHIP & RECRUITMENT

FINANCIAL MEMBERSHIP	
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	23,545
MANUFACTURING SECTION	23,269
PUBLIC SERVICES SECTION	38,599
Grade 1 members	57,801
Grade 2 members	16,428
Retired, Reduced Rate & Others	11,184
Male Membership	48,476
Female Membership	36,937
Total number recruited 1.1.2008 – 31.12.2008	9,454
Increase/Decrease 1.1.2008 – 31.12.2008	3,059 decrease*
Membership on Check-off	54,296
Membership on Direct Debit	18,763

* This figure includes 1,700 ASU members transferred to other GMB Regions.

Response to the Organising Agenda

In 2009 the Region took a pro-active stance to re-organising the large unwieldy general branches into workplace branches wherever possible, in line with GMB@Work. It was a significant piece of work given that the large general branches built up over years were unwieldy and at times resistant. However it seems to be delivering better servicing, ownership and identity, which was still somewhat of a sticking point in some areas following the merging of two regions.

The restructuring will continue in the future and all sizeable workplaces will be strongly encouraged to adopt this approach.

Also in 2009 we have taken steps to ensure that everyone understands the relevance and importance of having a consistent and sustainable approach to organising in a way that ensures growth at any given opportunity.

We have begun a comprehensive series of workplace mapping which sets the foundation for a better informed approach to developing our organisation, particularly in respect of recruitment and representation at a local level.

An important part of this process is the Initial Support Training, where on a one to one basis the officer can sit with the new representative to explain what their role is within the GMB and to identify and pursue aspects related to the Organising Agenda. Another important part of the regional response is to encourage

new representatives to come forward, particularly within their specific areas. These meetings with members and also new and existing lay representatives have led to successes where we have not been a significant force in the past. The meetings are specifically to highlight the GMB@Work Agenda and to make inroads into recruitment in particular targeted areas. Also as part of the Response to the Organising Agenda as above, it has resulted in some long standing stewards asking to take and attend refresher courses.

The Region continues to promote lay representative participation at both regional and national level, particularly in the construction area and NJC Local Government meetings.

The Region continues to operate a retention programme which is managed for its cost effectiveness as well as its continued good level of performance.

The new regional website is proving popular and the number of on-line joiners is constantly monitored. The website is also used to highlight the ease at which members can obtain the benefits and services of the Region, including its legal services.

It is felt in the Region that the move to enable members to lodge TU56 (PI claims) on line and over the phone, or using a much more user friendlier form, has been a positive one.

TARGET	PERIOD	MEMBERS RECRUITED
Schools	School Year - 2008/2009	940 (up 27% on previous year)
Southern Cross	2009	494 (up 30% on previous year)
Asda	2009	384
G4S Guarding	2009	199

Economic and Employment Situation

As with all areas of the UK, the North West & Irish Region has been affected by the global recession. This has led to further job losses in the Construction and Manufacturing Sections. In previous years we highlighted construction in Northern Ireland as being a major potential area for growth, with only 5 - 6% of the 82,000 construction workers belonging to a trade union. However, due to the downturn in our economy, this has not materialised. Northern Ireland has also seen the loss of 220 jobs in B/E Aerospace. The Region has also suffered with the closure of a number of small to medium sized engineering companies.

The lack of recruitment opportunities in the Manufacturing Sector has meant that the Region continues to target Public Services for its main area of growth. However, the fourth quarter of 2009 has seen many Local Authorities in the Region announcing shortfalls in their budgets, which in the worst cases has led to announcements of potential cuts in jobs and services. The less drastic approach has seen the freezing of appointments.

To highlight the plight of our members, demonstrations have been held in different locations throughout the Region.

The current national unemployment rate is 7.8%. Also the national claimant rate is 4.1%. Across the Region the unemployment rate is as follows:

Northwest 8.7% Northern Ireland 7.2%

The Region has thirty-three areas above the national claimant rate.

Blackburn & Darwen	5.0%	Armagh	4.7%
Blackpool	4.9%	Ballymoney	4.8%
Bolton	5.3%	Belfast	6.4%
Bury	4.2%	Carrickfergus	4.2%
Halton	5.9%	Coleraine	5.1%

Knowsley	6.8%	Cookstown	4.9%
Liverpool	7.5%	Craigavon	4.8%
Manchester	5.7%	Derry	6.8%
Oldham	5.4%	Down	4.8%
Rochdale	6.0%	Dungannon	4.8%
Salford	5.5%	Fermanagh	4.2%
Sefton	5.3%	Larne	4.5%
St Helens	5.1%	Limavady	6.4%
Tameside	5.2%	Moyle	6.2%
Wigan	5.2%	Newry & Mourne	5.1%
Wirral	5.5%	Omagh	4.5%
		Strabane	6.9%

2 GENERAL ORGANISATION

Regional Senior Organisers	5
Membership Development Officers	0
Regional Organisers	22
Organising Officers	2
No. of Branches	239
New Branches	10
Branch Equality Officers	25
Branch Youth Officers	6

3 BENEFITS

Dispute	13,230.00
Total Disablement	-
Working Accident	7,811.15
Occupational Fatal Accident	1,000.00
Non-occupational Fatal Accident	-
Funeral	52,656.00

4 JOURNALS AND PUBLICITY

Officers and lay representatives across the Region have continued to take advantage of all the usual forms of local media to address and highlight national and regional GMB issues and campaigns. National press releases have been adapted accordingly to fit regional activity and Officers in the Region have been regularly called upon to comment on local radio and television and to provide additional quotes in the local press. Highlighting GMB activity in this way has helped to maintain the GMB profile, assisting in recruitment activity and demonstrating to our members the efforts that their union has been making on their behalf. Some examples of where the use of local media has assisted in putting pressure on employers to resolve industrial disputes include Focsa, Enterprise, McBrides and Liverpool John Lennon Airport.

The Region occasionally takes out advertisements in various publications including NW Labour History Journal, Morning Star, Nerve Magazine and Big Issue.

The Regional Magazine, Fusion, continues to be well received by members and has been a useful vehicle reinforcing and complementing regional and national messages and campaigns. In particular we have used the magazine to highlight the Region's activities in ASDA and in schools. The magazine has also been a useful tool to highlight GMB services and legal successes and the simplified TU56 form has assisted members with lodging legal claims.

Our regional website has been developed over the past year with the aim of making it more accessible to all members regardless of computer skills and abilities. The site has been simplified to make it easier to navigate and the new "2 click" 'Join Now' function has assisted in a steady increase in the number of new members joining on line. We are looking to further develop our regional site and we are considering linking it to other branch websites in the Region. The national news page includes links to daily news items and has proven very popular. We have also had a number of members lodging personal Injury claims over the telephone following our advertisement of this facility on the site.

5 LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
999	999

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
631	69	Nil	560 £2,638,909.90	2 £3,750	£2,642,659.03
Cases outstanding at 31.12. 2009			2,525		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	59
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
9	2	Nil	7 £27,221.90	Nil £	£27,221.90
Cases outstanding at 31.12. 2009			130		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2009
2,500 Equal Pay Claims	Nil	£ -	2,500

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2009
Nil	Nil	3

6 EQUALITY & INCLUSION

The Equality Forum in the North West of the Region has been successfully launched and has a total membership of 20. The NWREF has met on three occasions in 2009. It has been a productive year for the MWREF, not only in the organisation of the Region's first Equality Event but also in running several campaigns and events.

Alongside this the Forum has agreed its own composition and Terms of Office which sits in line with the recommendations made by Congress.

Below is a brief summary of the work achieved by the NWREF in 2009.

Manchester Pride

The Region was represented for a fourth year at the Manchester Pride event, with volunteers from the MWREF and branches staffing the stall. For the first time all the funding raised came from the generosity of branches throughout the Region.

Strawberry Tea

Various strawberry tea events were held throughout the Region which resulted in £500 being raised for the Charity, Breast Cancer Care.

Hope not Hate Campaign

NWREF members attended the Hope not Hate anti BNP Day School which was organised within the Region. This was well attended and speakers included Paul McCarthy, Nick Lowes, John Cruddas MP and labour MEPs. The main aim of the event not only gave activists the knowledge needed to help build successful local campaigns to defeat the BNP, but also ways to communicate this through the workplace and communities.

Members of the Forum also further supported the Hope not Hate Campaign by distributing newspapers on behalf of Searchlight to various locations throughout the Region.

Support was also given at the TUC Conference in Liverpool with members of the NWREF attending the anti BNP vigil.

Migrant Workers

2009 also saw the launch of our regional migrant workers network and although slow to start, momentum is gathering pace with the largest growth in Manchester.

Regional Equality Event

The NWREF worked alongside the Region to organise its first regional Equality Event. Guest speakers included Brian Shaw, NEF Chair and Talat Jabin, Immigration Barrister. Delegates were elected to attend the 2010 National Equality Event and a regional motion was agreed. It is hoped that this event will grow to become as successful and popular as the Region's Women's Conference.

Women's Conference

Our Education Department has again produced and organised one of the Region's most popular end enjoyable events which is in its ninth year. Guest speakers ranged from the heart wrenching true story of Maria Shields and her family's fight to free her son, to the comical Frank Carlisle who gave a presentation on historical Liverpool women.

TUC Conferences

The Region has been represented at all TUC Conferences and events that have taken place in 2009.

National Equality Conference

The Region sent a full delegation to the above event.

Training

Equality Officers now have a regular slot on the ten-day Shop Stewards' Induction. However, it is hoped that members of the NWREF will take ownership of this in 2010.

Ethnic breakdown in the North West is as follows:

White British Male	7
White British Female	10
Black British Male	2
Black British Female	1

Over the past year in Northern Ireland we have continued to highlight inequality wherever it exists in the workplace and we have been successful in forcing a number of employers to introduce necessary changes which we are pleased to report has benefited many of our members.

The greatest change has come about in Local Government, namely in respect of Equal Pay and Single Status. That said we have also pursued a number of successful claims within education and also in some areas of the private sector.

We are slowly but surely beginning to enlist support from lay activists in taking responsibility for helping us to resolve case on inequality and in particular, where we are asking them to ensure that this becomes a fully inclusive part of our organising agenda.

There is evidence to show that this portrays our union has been progressive and effective in bringing about these long overdue changes.

The Equalities Forum in Northern Ireland has met throughout the year and has identified some local groups to work closely with to promote the GMB organising agenda within minority groups throughout Ireland. This will help raise the profile of GMB with individuals who would not normally have access to unions until problems arise. This work will continue well into 2010 with invitations to these groups to share knowledge and experiences with the Forum.

Race Awareness Task Group

Unlike many parts of the United Kingdom we have a limited number of migrant workers in Northern Ireland. That said, we have been determined to ensure that we follow the recommendations put in place by the Race Awareness Task Group which were endorsed by the CEC many years past.

We regularly work to ensure that migrant workers are treated equally and fairly in line with other workers in the many sectors of industry which we cover on an ongoing basis. We already have a representative on the CEC who regularly attends conferences on the part of this group of members.

Ethnic Breakdown, Northern Ireland

White British female	4
White Polish female	1
Black Afro-Caribbean female	1
White British Males	6

7 TRAINING

In figures (as at 31.12.2009)

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (10 days)	14	139	48	187	1870
GMB@WORK (2 days)	14	139	48	187	374

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Organisation For Negotiation (3 days)	2	13	6	19	57
Branch Organisation (3 days)	1	4	2	6	18
Grievance and Disciplinary (3 days)	3	32	9	41	123
Bullying & Harassment (2 days)	2	26	6	32	64
European Awareness (1 day)	1	18	4	22	22
Pension (1 day)	1	8	1	9	9
Union Learner Reps (5 days)	3	13	10	23	115

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Health & Safety/ Risk Assessment (5)	1	11	5	16	80

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
International Women's Day (1)	1	1	24	25	25
Women's Conference (2 days)	1	8	85	93	186

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Shop Steward H&S Industrial Relations(10 days)	26	116	52	168	1620

8 HEALTH & SAFETY

The Regional Health & Safety Officers of the North West & Irish Region continue to work closely with Regional Organisers and throughout the year have provided both written and verbal advice and guidance on matters related to the health, safety and welfare of our members. In addition the Officers, have been involved in workplace visits advising on health & safety inspections and generally providing support to our Health & Safety Representatives.

The Officers are continuing to review the service we provide and working to increase the knowledge of our Health & Safety Representatives, which the Region sees as vital in our efforts to recruit and retain membership.

Workers Memorial Day was honoured in several areas of the Region; a rally was held at Manchester Town Hall and a memorial plaque was unveiled at the Regional Office with a short service conducted by a local minister, and the release of balloons to remember those who had lost their lives in the course of their employment. GMB members also sponsored events in Preston, Blackburn, Oldham, Wigan and Northern Ireland.

(Adopted)

BRO. P. MCCARTHY (Regional Secretary, North West & Irish): Conference, I formally move my report.

THE PRESIDENT: Thank you. Are there any questions on the report? *(No response)*
Does Congress agree to accept the Report?

The report was Adopted.

ADDRESS BY JOE ANDERSON, LEADER OF LIVERPOOL CITY COUNCIL

THE PRESIDENT: Colleagues, it gives me great pleasure to invite someone to address Congress who has worked extremely hard for this area and the Labour Party. It is long overdue, when we threw the other rogues out and now Labour is in power in Liverpool. We are pleased to have with us today Joe Anderson, the new Labour Leader of Liverpool City Council. Joe. *(Applause and cheers)*

Joe's first job was as a deck boy in the Merchant Navy and he was a seaman for 15 years. He was the youngest ever convenor in the National Union of Seamen representing 400 people before he was even 21 years old. In the early 1980s he led the first ever "sit in" by seamen to protect jobs. This strike lasted a whole three weeks. Joe has been a councillor since 1998. He became leader of the Labour Party in Liverpool in 2003. Joe as at the forefront of the successful campaign to free Michael Shields after his arrest and imprisonment in Bulgaria in 2005 and acted as his guarantor. We are delighted to say that under Joe, labour regained Liverpool in this year's local elections. Joe it gives me and this Congress great pleasure to invite you to address Congress. Joe.

BRO. J. ANDERSON (Leader of Liverpool City Council): Mary, thanks very much for the warm comments. I am absolutely delighted to be here. I accepted the invitation to be here for two reasons. The first was because I wanted to thank publicly the GMB and its

members for all their support, not just from those in the North West but particularly from the Liverpool members who helped me tremendously during our campaign. It is really fair to say that without the GMB in Liverpool that we probably would not have been able to mount such a successful campaign. So I want to thank the Liverpool GMB in particular for all their support.

I am really proud of the partnership that we have in Liverpool with the trade unions, and I intend very much under my leadership to build on this. I want to make sure that every single member of the workforce in Liverpool is proud of their union, or proud of a union and join a union. I want them to understand and know that the political leadership in Liverpool wants to work with the trade unions, and I urge and call on every member of the workforce in Liverpool to join a union. One of the things that I want to do is to talk about the pride in being a member of the trade union Movement in Liverpool. I want that pride to be restored because it is long gone. I actually want them to know that by being a member of a union you have open access to discuss and talk to the political leadership in that city. If we can restore pride in public sector workers, as I have been for many years, since I left the National Union of Seamen – I have been a public sector worker – and I am proud and honoured to be a member of a union and working in the public sector. We have got to restore that pride. I want to lead in restoring that pride in Liverpool.

I also believe that the workforce represented by the public sector unions have an important part to play in the future of local and national government. I want them to know that I will listen and work with members of the workforce, whether they are care assistants, cleaners or caretakers. I want them to know that we are listening and that their views are just as important to me as the executive directors and chief executive officers of the council.

We all recognise that we are going to face difficult times in the near future, but there is no question that the Tory-Lib Dem Government in the months to come, as they attempt to bring the axe down on public services, with Eric Pickles, Thatcher's friend and one of the most right-wing Thatcherites still left on the Tory front benches, who is now in charge of local government, is set to attack local councils with a passion. We have to stand together united in protecting those jobs and services where we can, local authorities and the local trade union Movement working together to defend those services and defend those jobs.

The second reason, President, why I wanted to speak to Conference today was to talk about the future of the labour Movement and the future and what it holds for us as trade unionists and socialists. I want to say a few words just about the Labour Party leadership contest that is going to be taking place over the next few months. I know that some of the candidates for the leadership are speaking to delegates tomorrow. I, personally, believe that this political party needs to talk more, to communicate with the trade unions and the trade union Movement, and also with local communities and local representatives of those communities, particularly where we have local Labour councils and where we have a common cause, the same aims and the same values.

We also have to show the leadership of the Labour Party how much can be achieved with Labour councils and with unions working together. This real partnership which is going on every single day up and down the country is something that the hierarchy of the Labour Party can learn a great deal from. It is our leaders of the Labour Party, I believe, who are more often out of touch with grass root members and supporters. They are likely to remain out of touch unless they take a leaf out of our book.

We showed them in Liverpool through this partnership and through the collaboration how we can make a real difference, not only to the future of the local Labour Party but to the future of the labour Movement and to millions of people who rely on the Party and the trade unions for their future.

We are hearing all the candidates talk about the fact that New Labour is dead. We hear the contenders for the new Labour leadership say, “We have to reconnect with the membership”. Well, in the words of Mandy Rice-Davies, “That’s what we would expect them to say, anyway”. The fact is that we all know that they are part of the team that wasn’t listening to our concerns. (*Applause*) We all know that they were part of the leadership that attacked the unions and failed us in many, many policy areas. My advice to those people wishing to take on the leadership of the Labour Party is that you need to listen to the grass roots members and what they are saying. Further, you need to be honest and show a bit of humility. Don’t try to disown the policies that you were championing only weeks ago. This new found language that they talk about of re-connection won’t be believed because you didn’t do anything to promote it when you were in power. (*Applause*)

Conference, there is no question that the road to recovery for the Labour Party is going to be difficult. It is not going to be easy by any stretch of the imagination. But my message to the Labour leaders who are contending this election is that you can only recover if you fully understand why you lost in the first place. (*Applause*) The arrogance that was being displayed by too many ministers, together with the sleaze which they allowed to happen, the inability to tackle the banks and the financial institutions, along with the failure to tackle our concerns over immigration, pressing on with Trident and pressing on with ID cards regardless what we thought about it or what we said, all gave the impression of a lack of understanding to you, to me and to the ordinary citizens of this country. So these contenders, those who are putting themselves forward, not only have to talk about the pride in our achievements during the past ten years, but they also need to clearly understand the reasons why we lost and we lost so badly!

Conference, our core values remain the same; our principles that we can have economic efficiency together with social justice and good quality public services, is a real sound argument. It is one that we must base the future development of the policy ideas of this Party on, and it is what we need to base the policy and the future of our country on. The future of the labour Movement is at stake and that is why the debate and the hustings that are taking place and your involvement in them is so crucially important. We have to be ambitious for the future of the Party. We have to be ambitious for the future of our country and its supporters. The unity of the Labour Party and the trade unions, the unity

of our common ideals and purposes is our future. We must really fight hard to defend the hard won rights and services and defend the rights of trade unions to exist and to thrive, for without the trade unions the Labour Party leadership needs to understand that there is no Labour Party – the Labour Party is dead! (*Applause*)

Congress, only by working together, talking together and listening together can we rebuild the kind of party that once again stands up for the ordinary working people. We should never allow them to be sidelined once again. They are our future. They are our route back to victory. If any of the leadership contenders want to know about how to win elections, then they need to come along to Joe Anderson's master class in Liverpool. (*Cheers and applause*) We kept faith with the trade unions, we joined forces with the trade unions and we won. Congress, that is what they need to do – join forces once again with the trade union Movement, stand up and be counted and represent the trade union Movement and together we can achieve success in the future for the Labour Party, for socialists and for every trade union member in this country.

President, thank you for this invitation to talk to you. I really do hope you have a great Congress. I know I am amongst friends here so I am going to enjoy myself over the next 24 hours. I hope you have a real success during the next few days and thanks very much for listening. (*A standing ovation and cheers*)

THE PRESIDENT: Congress, it would do all the Labour leaders and councillors a great deal of good to have listened to that speech and to carry out socialist policies and not still live in the Thatcher years of privatisation. It would do them the world of good, but there we are. Thank you, Joe, very much indeed. It was a pleasure to have met you.

Colleagues, could I now move to Standing Orders Committee Report No. 3. I call on the Chair of the Standing Orders Committee, Helen Johnson, to move the report.

STANDING ORDERS COMMITTEE REPORT NO. 3

SIS. H. JOHNSON (Chair, Standing Orders Committee): President and Congress, Helen Johnson, Midland & East Coast Region, Chair of Standing Orders Committee, moving SOC Report No. 3.

Congress, the SOC has been advised of one further withdrawn motion, which is Motion 50 on Sun Beds. So Motion 50 has been withdrawn.

The SOC has received and accepted three emergency motions as being in order for debate. The first, EM1: Unity Across the Public Sector, stands in the name of London Region. EM2: Freedom Flotilla, stands in the name of London Region, and EM3: Shooting in West Cumbria, stands in the name of Northern Region. Congress will be notified as to when these emergency motions will be heard.

I move Standing Orders Report No. 3.

THE PRESIDENT: I put Standing Orders Report No. 3 to Congress. Do you accept?

Standing Orders Committee Report No. 3 was adopted.

THE PRESIDENT: I understand that we have a very special visitor in the Congress hall today. John Toomey is with us. *(Applause)* John, it is great to see you come back for some training so that you can come back and join us again. Welcome, John. It's good to see you.

BRO. J. TOOMEY: Don't forget the boilermakers! *(Laughter)*

THE PRESIDENT: Never you mind about the boilermakers. You're not getting any pension out of them now.

PRESIDENT'S LEADERSHIP AWARDS FOR EQUALITY

THE PRESIDENT: Congress, I now move to the President's Leadership Awards for Equality. Congress, we launched the President's Leadership Awards for Equality at Congress last year. There are four awards and these will be given to members who have inspired and championed various aspects of the Equality Agenda. We received 18 nominations and myself, Malcolm and Kamaljeet had the difficult task to select the winners for each of the four categories. You will find a list of the winners of the Highly Commended awards on the document in your wallets. We would like to thank Pellacraft for supplying the awards. As you will have seen, Pellacraft has a stand in the Exhibition area. I am now going to call the Vice President to announce the winners of the four President's Leadership Awards for Equality. Malcolm.

THE VICE PRESIDENT: Colleagues, the winners of the four President's Leadership Awards for Equality are as follows. The winner of the **Most Inspirational Individual on Equality in the GMB or at Work** is Edna Greenwood, North West & Irish Region. *(Applause)* Edna has 30 years experience of fighting for equality, has led the Toxic Shock Syndrome campaign, is a staunch opponent of the BNP and is a single mother, who is resolute in campaigning for equality. *(Applause)*

THE PRESIDENT: Congress, Edna Greenwood is very ill. On top of her problems, she fell in the week and broke her hip, so she is in hospital. I intend before I leave Congress, with the North West & Irish Regional Secretary, to visit Edna and to give her your love, because I have known Edna a long time, and so have many in this Congress, and she is an outstanding individual. So, on her behalf, Angela Murphy, her friend, has come to collect her award. Thank you.

Presentation made to Sis. Angela Murphy on behalf of Edna Greenwood amidst applause.

THE VICE PRESIDENT: I now come to the **Most Inspirational Regional Equality Forum Award**. The award winner is the Birmingham & West Midlands Regional

Equality Forum. (*Applause*) This was one of the first Regional Equality Forums to be established, which meets regularly to oversee a number of workplace projects and it works for equal pay and on the Ethnic Minority Trade Union Project.

Presentation made amidst applause.

A DELEGATE: Thank you, Congress. This is a great honour for the Birmingham & West Midlands Region. Thanks go to our Regional Secretary, Joe Morgan, who has had the confidence in this forum to enable us to make it work. It is a real honour and how equalities have changed with the GMB over the last few years. The new system of working has been brilliant and it enables us to campaign harder and, Congress, don't we need to do that now, especially with this new government in power. For our equalities we are going to have to fight harder and harder for with this new Administration. Thank you. (*Applause*)

THE VICE PRESIDENT: I now come to our third award, which is the **Most Inspirational Equality Project for Organising**. The award winner is Helen Davies from the South Western Region. Helen is the South Wales Police Branch Diversity Officer; she has turned direct discrimination into fairness at work, and the branch has grown due to Helen's equality work.

Presentation made amidst applause.

THE VICE PRESIDENT: I come to the fourth award: **Most Inspirational Project for Making a Difference at Work**. The award winner is the Southern Region (Migrant Workers Project) (*Applause*) Many workers have been trained as activists and there is a programme for ESOL for migrant workers.

Presentation made amidst applause.

THE PRESIDENT: Thank you, Malcolm, very much indeed.

EQUALITY AND INCLUSION REPORT

EQUALITY AND INCLUSION DEPARTMENT

The twin principles of organising and bargaining remained firmly at the core of the GMB strategy for the Equality and Inclusion (E&I). Since Congress 2009 there has been greater alignment and integration into the GMB@Work strategy. Our journey for achieving equality through inclusion continued to make progress and this period can be described as 'bedding down'.

There were a number of challenges during the year. One of these was the review of the structure and selection for the GMB National Equality Forum, secondly, lobbying on the Equality Bill and thirdly launching the Respect@Work as well as organising the highly successful first GMB National Equality conference.

At Congress 2009 in Blackpool, a presentation was given to Congress on the progress made in the delivery of the E&I strategy and in partnership with external organisations two successful fringe meetings were organised. These were:-

- Refugees Status - with the Refugees Council
- Migration – with Migration Rights Network

National Equality Forum (NEF)

The National Equality Forum met on six occasions during the year to oversee the work on Equality through inclusion. The members of the Forum were:-

- | | |
|------------------------------------|------------|
| • Dotun Alade-Odumosu (Vice Chair) | Race |
| • Nick Day | LGTB |
| • Sharon Harding | Gender |
| • Tony Hughes | Disability |
| • Harpal Jandu | Race |
| • Lorraine Parker | Gender |
| • Emma Ritch | Youth |
| • Alex Sobel | Youth |
| • Brian Shaw, (Chair) | LGTB |

The NEF also established working parties to navigate the delivery of a number of projects. This included:-

- National Equality Conference Working Party (WP).
- Review of the NEF WP.
- TUC Equality Conference WP
 - Black Workers Conference
 - LGTB Conference
 - Young Members
 - Womens Conference
 - Disability Conference
- Workplace Equality Reps WP

Progress on E&I strategic priorities

Strategic Priority 1 - Increase membership

Leadership in Migrant Communities Project

Under the umbrella of this Migrant Workers Project and in partnership with the National Organising Team (NOT), the E&I department developed the 'Leadership in Migrant Communities Project' and successfully secured funding from the Unions Modernisation Fund (UMF3) to take this project forward.

This two year project is designed to break down barriers to employment rights knowledge in particular migrant communities. This will be achieved by working with these particular communities and building up relationships with community leaders and identifying the training needs and providing training that builds skill, knowledge and leadership. A project worker to deliver this project was appointed. This project has a community engagement approach that reconnects GMB to a proud tradition of working with vulnerable communities.

As well as representing GMB at a TUC Conference on developing a network for Polish migrant workers, the Polish booklet 'The How to Live and Work in the UK' was circulated to all GMB Regions.

Recruitment

A presentation about GMB was given to perspective Councilors in the London Borough Newham by the National officer, the local Branch Secretary and a local Officer. Following a question and answer session,

twelve perspective candidates were recruited to the GMB. A follow up plan to recruit the other 'non union' candidates were put in place.

In partnership with the Political Department and the local Officers a Workplan has been put in place with Tamils for Labour to recruit the large number of workers of Tamil origin at Katsouris in West London.

Strategic Priority 2 - Bargaining

Respect@Work

Respect@Work project was developed. This incorporated a generic Respect at Work policy, supported by a communication plan and a training package for members as well as a joint training for management and GMB reps. The policy was designed to define 'acceptable and unacceptable' behaviour at work and outlines a clear process for addressing any complaints.

This raises the profile of the GMB and will enhance the potential of recruiting new members. The GMB Respect@Work model agreement has been one of the most download documents from www.gmb.org.uk. Since its launch to GMB members and GMB post holders in the November 2009 magazine it has been accessed 1,910 times.

Industrial

With Regional Officer and local branch reps, a presentation on Respect@Work policy given to the HR and Training Directors at Katsouris, in West London. Further meetings have been arranged to develop a training and communications plan as well as agreeing a policy. This will potentially benefit over two thousand employees of Katsouris and raising the potential for further consolidation of GMB membership.

Civil penalties regime.

A joint GMB and Migration Rights Network Negotiator's Guide was developed. This was designed to -

- To increase the awareness and understanding of trade union negotiators and activists about the policy and legal framework arising from the civil penalties regime.
- To help them understand the practical issues that arise from document checks and workplace raids
- To give advice on collective bargaining strategies to deal with workplace enforcement issues.

Legal Services Commission

A presentation on GMB Equality through inclusion strategy was given to the GMB Reps at Legal Services Commission (LSC) and the HR Director. This resulted in the GMB securing changes to proposed reorganisation by management.

GMB Workplace Equality Reps

A project to developing a network of was launched and funding for a project worker from UMF3 funding stream was secured.

This project is a response to the problems faced by the UK's estimated 5 million vulnerable workers. The aim is to train 45 early adopters from our existing lay equality officers in Birmingham and the West Midlands region to become workplace equality representatives. This will create a network of powerful advocates in the workplace to lead on equalities issues. They will also act as the beacon of innovation for the remaining branches in the region and throughout the GMB.

The specific aims of the project are to:

- Improve the ability of GMB to respond to the needs of vulnerable workers by the development of grassroots networks.

- Develop the professional competence of union officers and representatives, particularly equality reps.
- Develop of new services including: the provision of information services and training to raise awareness of employment rights and enforcement mechanisms;
- Develop the skills and training packages designed to meet the needs of vulnerable workers.
- Creation of leadership development and mentoring services for vulnerable workers.
- Develop of new models for working with employment agencies, enforcement bodies and other organisations to promote the interests of vulnerable workers.

Strategic Priority 3 – Campaigning

The Equality Bill continued its journey through Parliament and at the time of writing, the Bill was likely to go into 'wash up' where, due to the time constraint all the outstanding Government Bills are prioritised through consultation with the opposition parties. GMB continued to lobby Government on the Bill, specifically:-

Equal Pay

There was continued engagement with different Government Departments and Ministers on highlighting the GMB concerns on Equal Pay, including meetings with Harriet Harman MP the Leader of the House and Minister for Women and Equality, Barbara Kean MP and Maria Eagle, Minister in the Justice Department.

There was standing room only at a very successful GMB fringe meeting on 'Can we afford equal pay?' organised at the Labour Party Conference in Brighton. The meeting was chaired by Mary Turner, the GMB President and the panel of speakers included Harriet Harman Minister for Equality and the Leader of the House; Helen Jackson from the Women's National Committee; Vera Baird Solicitor General and Angela Mason, Chair of the Fawcett Society and GMB National Officer for Equality.

Equality Reps

A Parliamentary briefing was developed and circulated to key MP's calling for provision in the Equality Bill to provide statutory support for workplace equality reps (similar to the legislative support for workplace Health and Safety reps.) The Chair of the Parliamentary Human Rights Committee, Andrew Dismore the MP for Hendon North was lobbied directly.

Also a NEF member was the key note speaker at Equality Reps Conference organised by the TUC.

GMB also responded to consultation on the proposals for the Specific Duties to promote equality contained in the Bill and continued to respond to the development of Equality and Human Rights Commission's code of practice on Equal Pay

Other proposals in the Bill included: -

- Applying anti Age Discrimination to the supply of goods, facilities and services and to people over the age of 18;
- A new single public sector duty for equality which would cover six strands of discrimination and be outcome focused;
- Public Procurement – the Government buys in £160 billion of goods and services are from the private and voluntary sectors. This leverage would be used to promote equality.
- A new Public sector duty for Equality, incorporating the existing duties on gender, race & disability and adding duty to promote faith, age awareness and sexuality.
- Transparency in pay structures to highlight the Gender pay gap, EMG Employment Gap and Disability Employment Gap. This would have a Private Sector focus. However there has been little chance of securing mandatory pay audits;
- Limited positive action; and Strengthened Enforcement procedures.

Labour Party

As a member of the Labour Party BNP Task Force and a member of Black and Minority Ethnic Labour (BaME Labour), the National Officer developed:

1. General Election Strategy targeting the ethnic minority community
2. A list of Labour Party achievements for the Ethnic Minority Community.

The National Officer met with GMB young activists to develop a strategy for greater engagement and addressing issue faced by young workers.

TUC Congress

A number of GMB delegates addressed TUC Congress on equality motions, as well as speaking at two popular fringe meetings which were chaired by the National Officer.

Strategic Priority 4 - Enhance Profile

Full GMB delegations participated in the annual TUC equalities conferences in 2009. These covered the following equality strands: - Women, Black Workers, LGTB, Disability and young members.

Three GMB motions were selected by TUC Equality Conferences to be debated at the TUC Congress. GMB NEF members spoke to the motions at the TUC Congress.

The National Officer and the Polish organiser for Southern Region represented GMB at a Polish Embassy Reception to mark the end of the Second World War.

The National Officer was a key note speaker at:-

- Stephen Lawrence Ten Years on Conference
- Barking & Dagenham Black History Month
- Progressive London Conference.
- Bangladeshi for Labour public meeting
- Tower Hamlets campaign for Mayor.
- Institute of Contemporary Ideas on Immigration.
- Launch of the LGTB History month

Press coverage

GMB were able to secure press coverage on many occasions during the year including:-

- Press release on report by John Denham on Ethnic Minorities in Britain
- Interviewed on Sunrise and Asian Network Radio.

Attended meeting of the Labour Party's Women's and Race Equality Committee.

Strategic Priority 5 - Organisational Equality

Monitoring

During the year, two monitoring reports were conducted.

1. Report on Make up of delegation to Congress (09).

A total of 351 forms were distributed to delegates and CEC members. 172 completed forms were returned - A return rate of 49%.

Key findings of the report showed that of the all the delegates to Congress 09:-

- 36 % were women – which is a 6% increase in women delegates/CEC between 08 and 09
- 80% were between age of 45 – 65 in 2009 (increase of 3% on 2008)

- 2% were between the ages of 16 – 34.
- 13% classified themselves as disabled
- 72 % were Christian (including CofE and Catholic)
- 2% of delegates / CEC self identified themselves as Gay or bisexual
- 95% of delegates / CEC self identified themselves as 'White British of White other'
- 5% could be identified as 'ethnic minority'.

2. Report on composition of GMB Employees

In late June 09 all GMB Employee were asked to complete monitoring forms to self classify themselves on job, gender, age, disability, faith, sexual orientation and ethnic group.

630 forms were sent out and 459 completed forms were returned -A response rate of 72.8 %. Of the 459 completed forms, 201 were men and 258 were women.

The results showed that of the GMB employees:-

- 60% were over the age of 45
- 5% considered themselves to be disabled
- 71% said they had a recognised faith.
- 88% considered they were heterosexual
- 2% considered themselves to be from an ethnic minority community.

The findings of the report have been tabled with the Senior Management Team and Human Resources for progress.

Governance

National Equality Forum (NEF)

The NEF put forward proposals for review of NEF structures and widely consulted upon the proposals

Motion 14 to Congress 2009 from Midland & East Coast Region called for a review of the selection process and a revision of the National Equality Forum (NEF) structure to ensure fair representation from all regions and equality strands. The National Equality Conference in May 2009 had also debated this matter and agreed to initiate a review of the work and structure of the Forum.

Following Congress 09, a presentation was made by the National Equality Officer to the July meeting of the CEC Organisation Sub committee on the process and timetable for the review. A number of options for the revised structure were discussed at the July 09, October 09 and December 09 meeting of the NEF. Six options were put forward for consideration to the November 2009 meeting of the Senior Management Team (SMT).

The issues to be addressed included:

1. Representation
 - from all the Regions (motion 14)
 - from the six Equality strands.
 - from the Retired Members Association (RMA)
2. Constitution
 - NEF membership tenure
 - Number of meetings
 - Annual Conference
3. Linkage between Regional Equality Forums (REF) and NEF

It was proposed that:-

- The composition of the NEF will include representatives from each of the six equality strands as set out in the CEC Report to Congress 2007 "Progressing Equality Issues in the GMB"
- Each region will have a representative on the NEF
- The central focus of the Forum's Work will be the integration of GMB@Work across the equality strands
- Regional Equality Officers will not be included on the NEF but co-opted if required

Specifically:-

- The NEF will consist of a maximum of 16 members comprising of:-
- 1 representative of the six equality strands (gender, race, disability, sexuality, migrant and youth.) –by a national selection panel based on skills, experience and commitment. (6)
- 1 representative from each region - nominated by the Regional Equality Conference, and endorsed by the Regional Committee. (9)
- 1 nomination **from the retired members.** (1)

Further the NEF will:-

- have a membership tenure of 2 years
- meet quarterly
- arrange an Annual GMB National Equality Conference

This proposal is the subject of a report to Congress 2010.

Regional Equality Forums (REF's)

In some Regions managing the change from the old committee structures (Regional Race Equality Committees and the Equal Opportunities Committee) to the new Regional Equality Forums (REF) remains one of the key challenges.

Following presentations of the GMB E&I strategy in the Regions, the following is a summary of status of REF's

Birmingham *	Scotland	South West
East Midlands	London - establishing workplace equality hubs.	Northern
North West *		
Southern *		
Yorkshire		

* denotes second Regional Equality Conference.

GMB Equality Officers

The delivery of the E&I strategy and role of regions and Officers, was the subject of two meetings of Regional Equality Officers during 2009/10.

Congress 2011

Since last Congress, though resources have been limited, considerable progress has been made in rolling out and implementing the GMB E&I strategy across the Regions and the Industrial Sections. This period can be described as 'bedding down'.

A significant number of challenges remain for the coming year. These include:-

- Closer working with the National Organising Department and integration into GMB@Work
- Ensuring all regions have Regional Equality Forums (structures) up and running and aligned to NEF.
- Selection of and servicing of the new NEF.
- Regional Equality Officers meeting regularly.

(Adopted)

THE PRESIDENT: I now move to Item 4, Equality and Inclusion Report. I call Kamaljeet Jandu to move the General Secretary's Report, pages 23 – 28. Kamaljeet will respond to any questions.

BRO. K. JANDU (National Equality and Inclusion Officer): I formally move my report.

THE PRESIDENT: Formally. Thank you. Are there any questions on the Report?

SIS. A. MURPHY (North West & Irish): Congress, I am speaking to the review of the GMB National Equalities Forum. Having read through the details of the review the North West & Irish Region did field a candidate initially for the National Equality Forum but he was not successful, so a region as large as the North West & Irish Region was left without a single representative on the forum. This we felt was most unfair and have tried to redress this factor since. The North West & Irish Region is a vibrant and hardworking forum, and we fought from the onset for a change in the delegation. We feel that this report now goes some way to redressing the balance of power, back to the regions, while still employing the quality and calibre of representatives. Thank you for the review and, hopefully, the National Equality Forum will start to function more successfully and go from strength to strength. Thank you.

THE PRESIDENT: Angela, thank you. When we move the report and some of the resolutions, I will get Kamaljeet to speak on it. Does Congress agree to accept the Report, pages 23 – 28?

The Equality and Inclusion Report was adopted.

ANNOUNCEMENT

THE PRESIDENT: Could I draw delegates' attention to a new book on the Chainmakers' Strike in Dudley in 1910, led by Mary MaCarthur, who was the leader of the Women's Workers' Union, which became part of the GMB in 1925. GMB branches are asked to sponsor this new book on this important struggle for equality. Go the Bookmarks stall in the exhibition area for more information. Thank you, Congress.

UNION ORGANISATION EQUALITY & INCLUSION

THE PRESIDENT: I will now move to Item 5: Union Organisation – Equality and Inclusion. I will call Motions 30, 31 and 112. I will be asking George Fraser, after the mover has finished on Motion 112, to respond.

YOUNG MEMBERS MOTION 30

30. YOUNG MEMBERS

This conference is deeply concerned that despite the recent economic upturn it is still young workers who have been disproportionately affected by the economic crisis.

We further recognise that union membership amongst young people is low and declining and it is not coincidental, that those without trade union protection are amongst those who suffer most in recession.

The GMB has always sought to reach out to, listen to and provide a vote for young workers.

However during these difficult times more must be done.

This conference calls upon the CEC to instigate a comprehensive review of all of our services, work and campaigns to ensure that our appeal to young people is enhanced.

In particular the CEC should look towards new positive action in our representative structures and will ensure an enhanced role for young members.

The CEC should also examine the feasibility of introducing a reduced rate of contributions as a means of attracting young people into membership.

HARTLEPOOL 2 BRANCH
Northern Region

(Referred)

BRO. A. MAJID (Northern): Congress, I am a first-time delegate. *(Applause)* I move Motion 30 on Young Members.

It goes without saying that young members are part of the process of keeping the GMB working together. What is for sure is that young people are some of the most vulnerable in the global downturn. The UK's approach to apprenticeships since the dark days of the '80s has been confused, as policy has failed to live up to the work of some of our European counterparts who have proved much more enlightened when it comes to employment. For instance, in Germany, if you have an apprenticeship, you are paid a rate well above our young people's minimum wage, and made to feel part of the labour market and society. In the UK the minimum wage has correctly been celebrated as one of the key achievements of the previous Labour Government but, Congress, it is worth remembering when we are told by Labour politicians about this that the minimum wage primary legislation was passed more than a decade ago when the Labour Government

was at its most radical. How times have changed! As a trade union we regularly champion for the level of the minimum wage to be set to benefit all workers including young people. The response of the previous government was to keep the business community close. Congress, we know where that approach got us.

On education policy the Labour Government published the Leach Report in 2006, which basically gave cover to a policy which stated that 50% of young people leaving school should go to university, a policy, colleagues, that had no evidence base behind it. Young people are right to be cynical about our policymakers and employers. Their role models have hardly covered themselves in glory in recent years. The GMB has a key role to play in regenerating the way we work with young people. Young people are our future. They need our support. I move.

BRO. J. WINTER (Northern): I second Motion 30 on Young Members. Congress, this motion is very clear. The GMB has an impressive range of benefits and services for our young members. Young people know that with the GMB they have an excellent advocate in the workplace and the best workplace protection. Our *GMB@Work* policies provide a comprehensive service to young members. The work we do to promote international solidarity, equality and inclusion is first rate. We have a thriving social network for our young members to access. However, more needs to be done. Young people are increasingly one of those hard to reach groups. When young people see tuition fees implemented with no manifesto behind it, they can be forgiven for turning off.

When young people see bankers paying themselves obscene amounts of money and gloating about it, they can be forgiven for thinking that anything goes. When young people see policymakers conducting themselves with a “do as I say” and not a “do as I do” attitude, they can be forgiven for being cynical about older people. We have a unique opportunity, therefore, to use the modern day tools to enhance our benefits and services, and to promote the GMB as a campaigning union among young people’s networks. Where business and government abdicates leadership, we should step in and give young people their voice in their schools, colleges, universities, workplaces or communities. Therefore, Congress, please support this motion.

THE PRESIDENT: Motion 31 – Women’s Employment.

WOMEN’S EMPLOYMENT MOTION 31

31. WOMEN’S EMPLOYMENT

This conference recognises that the recession has had a disproportionately negative impact upon women workers.

As bankers and senior executives have continued to pay themselves outrageous salaries and bonuses, it is women workers, including pregnant and single parents in temporary and agency employment who have been forced to pay the costs of the recession.

Conference calls for specific legislation protection to ensure that employers are placed under a legal duty to ensure that “economic restructuring of enterprises” does not discriminate against women and other key vulnerable group of workers.

NEWCASTLE CITY LA BRANCH
Northern Region

(Carried)

SIS. V. DAVISON (Northern): Congress, I move Motion 31 – Women’s Employment.

Congress, there is now clear evidence that as the recession continues to bite it is women workers, particularly in some of the lowest paid jobs, who are paying the cost of the bankers’ recession. In the UK today around 12.5 million working age women are in formal paid employment, around 40% of whom work part-time, compared with around 11% of working men. However, whilst women are more likely to be in paid employment, they remain far more likely than men to be in low paid jobs. Around 16.1% of men in work are likely to be in low paid jobs compared with 29% of women workers, with women in part-time jobs being the most likely to be in low paid employment.

Despite the plight of women with low pay, compared to previous recessions, they are making a greater contribution than ever to family incomes, and lone parents, 90% of who are women, now make up a quarter of all families. More women than ever before are supporting families on their wage.

Congress, I have mentioned all of these figures to demonstrate how important it is to ensure that we have legislation to protect women’s work during the current recession because so far it looks as though women’s jobs will be affected more than in previous recessions. Recent unemployment statistics have shown a constant increase in the unemployment rate for women. Since the start of 2008 the female redundancy rate has increased by 2.3%, which is almost double the rate of the male increase at 1.2%. More than 25% of our families now depend solely upon the wage of a single female parent. I urge you to support this motion. Support our families. Thank you.

SIS. J. JEPSON (Northern): Congress, I second Motion 31 on Women’s Employment.

The mover of the motion has outlined the impact of the recession on all our families, and in particular the impact on women workers. It is women workers, particularly in the low paid and part-time jobs, who face the axe. Women’s unemployment is rising faster than male unemployment, and the redundancy rates of women are also on the rise. In addition to women’s increased unemployment and redundancies, women are facing increased discrimination. Despite the law, we all know that pregnant women, and those with caring responsibilities, have always been discriminated against by employers. However, in a recession as employers face tighter budget controls, any liberal pretences are quickly cast aside. Basically, employers see women workers as an additional cost. They are last in the recruitment and promotion crew, and straight to the front of the redundancy crew.

Colleagues, women workers need specific protection to protect them and their families during the recession. I urge you to support this motion. I second.

THE PRESIDENT: I call Motion 112 – Equal Pay.

**POLITICAL – LABOUR PARTY
EQUAL PAY
MOTION 112**

112. EQUAL PAY

Congress calls on the CEC to lobby the Government, Labour or Conservative to fully fund the equal pay bill so that our women members can get what they deserve and should have been paid years ago, and not have to fight for what is their right.

2 BRANCH
North West and Irish Regio

(Carried)

BRO. R. DEAN (North West & Irish): Congress, I move Motion 112 – Equal Pay.

President, Congress and delegates, this motion calls on the CEC to lobby the new coalition Government to fund the full costs of the equal pay claims made by our GMB women members. The members who raised grievances contend that their differential in pay between themselves and their comparator is a result of gender on the basis that a male comparator is remunerated more favourably than they are, and that they are in a type of post occupied by a member of which a significant majority are men. No objective justification exists in differential pay.

The local authorities have fought tooth and nail to put every stumbling block forward they could just to delay having to pay what our members are entitled to. The local authorities say that they can't afford it, that it will cost jobs and they give the threat of outsourcing.

The new Coalition Government has to pay the bill now and let our women members get the compensation they deserve under the Equal Pay Act 1970 and the Sex Discrimination Act 1975. It is their right and they have waited long enough.

The Equality and Human Rights Commissioner sounded a warning on the eve of the 40th anniversary of the Equal Pay Act, which was introduced on May 29th, 1970. Four decades after the equal pay legislation was introduced female workers are still being paid 16% - 17% less on the average of their male comparators. Some members have had their cases struck out because of time or face technical factors, like VA schools, where the local authority say that our members do not work for them but for the school. For the TUPE transfer the six month timescale is up, which lightens the bill when the local authorities have to pay up. The only people making money are the solicitors. This is an Act of Parliament and this legislation has been simplified under European law, and get our members the pay they deserve. I move.

SIS. A. MURPHY (North West & Irish): I second Motion 112 on Equal Pay. In 1986 I stood in front of an APEX Conference demanding equal pay for women. I am appalled that in 2010 I am still standing up demanding equal pay for women. Some local councils have tried to cut the wages of male employees when they have been found to be short changing their female workforce. I am sure you will agree that this is a disgraceful situation and should not be tolerated. The previous Labour Government failed to address this but perhaps the next Labour Government may listen to the unions and support equal pay for women eventually. Thank you.

THE PRESIDENT: Thank you, Angela. Does anyone wish to come in on the debate? (*No response*) One of the movers said that women's unemployment would be higher because there are more women part-timers. In the '80s and '90s women didn't sign-on if they worked less than 20 hours because there was no unemployment benefit for them, and they were never registered. That is why I always said that it was not three million unemployed but five million unemployed in those days. I did ask the question of a minister what would happen if this situation happened again? Would these workers get benefits? She promised to come back. I am still waiting! There we are, but we will look at that.

I now call George Fraser to speak on Motion 30 on behalf of the CEC.

BRO. G. FRASER (CEC, Public Services): Congress, I am speaking on behalf of the CEC. The CEC is support Motion 31 and Motion 112. However, we are asking you to agree to refer Motion 30 on Young Members. There is clear evidence, colleagues, that the recession has had a disproportionate impact on young workers. The intent of this motion is honourable in that it seeks to enhance the appeal of the GMB to young people. But we are taking some steps towards this. The GMB has adopted the *GMB@Work* strategy, targeting a number of sectors that includes many young workers. Also the GMB National Equality Forum has direct representation from young members.

GMB rules already allow the Union to set special promotional rates, including rates aimed at recruiting young members.

Motion 30 calls for a comprehensive review of all our services, work and campaigns to enhance our appeal to young people has considerable resource implications. Therefore, the CEC is asking that Congress agrees to defer the motion to the National Equality Forum for further examination. Thank you.

THE PRESIDENT: Is Northern Region prepared to refer? (*Agreed*) Does Congress accept reference? (*Agreed*) Then I put Motion 30 to the vote.

Motion 30 was referred.

THE PRESIDENT: I now put Motions 31 and 112 to the vote. We are supporting both motions. All those in favour, please show. Anyone against.

Motion 31 was carried.

Motion 112 was carried.

THE PRESIDENT: Before I move on, General Secretary, while you were out of the room (*Laughter*), and I told you never to go out of the room because you will always come back to something, we had the result of the bucket collection for young George. You made a promise, didn't you? Well, I on your behalf did. Everybody here collected £2,200 to start with. Allan Wylie is having smelling salts, by the way, outside. (*Laughter*) Then Mohammed Amin from the Birmingham Region went to the bank lunchtime and drew out £300 as a personal donation for that young man. I thought that was fantastic! (*Applause*) And the region has doubled it with another £300, so that makes £2,800 at the moment, which makes it £5,600 when we give our little gift. The region has promised to make it £7,000 for that young lad's charity. (*Applause*)

I think it would be nice if the young lad and his mother came back because I know that they are overawed by what has happened today. Thanks everyone. We can bring Allan Wylie back. He has gone for a walk along the pier.

REVIEW OF GMB NATIONAL EQUALITY FORUM STRUCTURE

THE PRESIDENT: Colleagues, we will now move on. I call Kamaljeet Jandu, the National Equality and Inclusion Officer, to address Congress to update us on the progress of the Equalities Strategy which was carried at Congress 2008, and to give a report on the revised national equality structures. You should all have a copy of this report. There will be a PowerPoint slide going on while Kamaljeet is speaking.

REVIEW OF GMB NATIONAL EQUALITY FORUM (NEF) STRUCTURE 2009 / 10

Summary

Motion 14 to Congress 2009 from Midland & East Coast Region called for a review of the selection process and a revision of the National Equality Forum (NEF) structure to ensure fair representation from all regions and equality strands. The National Equality Conference in May 2009 had also debated this matter and agreed to initiate a review of the work and structure of the Forum. At Congress 2009, the Region agreed to refer the motion to allow consultation and consideration of a revised NEF structure. This report proposes the way forward to progress these decisions.

Background

The CEC report of the Review of Equality structures "Progressing Equality Issues in the GMB" was adopted at Congress 2007. This proposed a National Equality Forum of

twelve members comprising of representation Race, Gender, Sexuality, Youth, Migrant and disabled workers.

Selection for the NEF was based on skills, experience & commitment. This included a national advert in the GMB magazine and selection by a panel consisting of the National Equality Officer, the previous Equality Officer, a Regional Secretary and independent interviewer external to the GMB. The resulting NEF did not have representation from all the Regions and as an interim measure observers were nominated from those Regions not represented. It had always been the intention that the structure of the NEF should be reassessed after an interim period of operation.

Issues

The issues to be addressed included:

2. Representation from
 - all the Regions (motion 14)
 - the six Equality strands (Progressing Equality Issues in the GMB Congress 07).
 - the Retired Members Association (RMA)

2. Constitution
 - NEF membership tenure
 - Number of meetings
 - Annual Conference

4. Linkage between Regional Equality Forums (REF) and NEF

Following Congress 09, a presentation was made by the National Equality Officer to the July meeting of the CEC Organisation Sub committee on the process and timetable for the review.

A number of options for the revised structure were discussed at the July 09, October 09 and December 09 meeting of the NEF. Six options were put forward for consideration to the November 2009 meeting of the Senior Management Team (SMT).

The Senior Management Team considered the options put forward and asked the National Officer for Equality to prepare a discussion paper for ratification prior to submitting to the March 2010 CEC meeting.

A proposal paper was presented to the March 2010 CEC. The CEC requested clarification on the appointment process for representation from the equality strands, and agreed the principle of representation from the Irish area of the North West and Irish region. The proposals have been amended in the light of these discussions and Congress is asked to approve the following structure:

Proposal

It is proposed that:-

- Each region will have a representative on the NEF. There will be an additional reserved place for the Irish area of the North West and Irish region (see below *).
- The composition of the NEF will include representatives from each of the six equality strands as set out in the CEC Report to Congress 2007 “Progressing Equality Issues in the GMB”
- The central focus of the Forum’s Work will be the integration of GMB@Work across the equality strands
- GMB Officers will not be included on the NEF but co-opted if required

Specifically:-

- The NEF will consist of a maximum of 17 members comprising of:-
 - **1 representative from each region** - nominated by the Regional Equality Conference and endorsed by the Regional Committee. (9)
 - **1 representative of the six equality strands** (gender, race, disability, sexuality, migrant and youth.) – nominated through their Region and selected by a national panel based on skills, experience and commitment. (6)
 - **1 nomination from the retired members.** (1)
 - *In recognition of the North West & Irish region’s historic position the North West & Irish Regional Committee will be entitled to nominate an additional member to a reserved seat on the National Equality Forum if no person from the Irish area within the region, equality strands or retired members is appointed to the National Equality Forum(1)

Further the NEF will:-

- have a membership tenure of 2 years
- meet quarterly
- arrange an Annual GMB National Equality Conference

Timetable

Action	Date
Presentation to CEC Organisation sub committee on process and timetable for the review.	July 09
Discussion on options for revised structure	July 09
Discussion on options for revised structure	Oct 09
Discussion on options for revised structure	Dec 09

Presentation on options to SMT	Nov 09
Revised Report to SMT	Feb 10
Report tabled at CEC	March 10
Revised recommendations to CEC	April 2010
Report to Congress	June 2010
Regional Equality Conference and Endorsement Regional Committee of Regional Representative	Sept / Oct 2010
Selection of Strand Representatives	Sept / Oct 2010
GMB@Work Briefing for new NEF	Nov / Dec 2010

REVIEW OF GMB NATIONAL EQUALITY FORUM (NEF) **STRUCTURE 2009 / 10**

Questions & Answers

Who can apply to be a member of the NEF?

- Membership of the NEF is open to all lay members.

Can officers be NEF members?

- No. An officer will only be co opted to the NEF, if and when a specific project requires their input and expertise to deliver the particular project.

What is the selection process for the six representatives of the equality strands?

- An advert will be placed in the GMB Magazines and the website, setting out the process and deadlines for the return of applications. The selection will be based on skills, experience and commitment to equality matters.
- Purpose of the role and a role description will be provided. A selection panel will short list the applications and interviews will be held nationally.

Who will be on the selection panel for the six equality strands?

- The selection panel will consist of the National Equality Officer, a Regional Secretary and an independent external interviewer.

Why is gender, race, disability, sexuality, migrant and youth the only equality strands?

- These were the strands defined in the CEC report of the Review of Equality structures “Progressing Equality Issues in the GMB” that was adopted at Congress 2007.

Why two years tenure for the NEF, when the CEC is elected for a period of four years?

- The NEF is an evolving structure and a two year time frame will allow for response to any new changes that may arise in the future?

(Adopted)

BRO. K. JANDU (National Equality and Inclusion Officer): Thank you, President, Sisters and Brothers. In your pack you should have the full report of the Review of the National Equality Forum. You may recall that in 2007 you agreed a report on progressing equality in the GMB. That report said many things, one of which was the current structure of the National Equality Forum, which is 12 members of the NEF representing race, women, LGBT, youth, migrant workers and disabled. These were selected based on skills, commitment and experience and were interviewed by a national panel. However, when we did this we found that not all the regions were represented, and the National Equality Forum recognised the fact that we needed to review this. Also last year you may recall that a motion from East Midlands called for a review. We did a considerable amount of consultation with the Senior Management Team, the CEC Organisation sub-committee and equality officers. From that thorough consultation we proposed a new structure which would look like *this*.

The new structure would be up to 17 NEF members. One would be from each region, one from each of the six equality strands, as identified in the 2007 Report and one retired members’ nomination. We also recognised the historical situation in terms of the North West & Irish Region. So if the 16 members selected and nominated are not from the Irish section, then we would have a top-up system to make sure that the Irish section of the North West Region is represented. So that is where we were and that is where we want to go.

The next question is how do we get there? There are two processes. One is that the regional representatives would be nominated by the regional equality conference and endorsed by the regional committee. The second process on the equality strand says that they would be selected by an advert and by a national interview panel, but also the Retired Members’ Association would be asked to nominate one of their members to the National Equality Forum. That would restore the balance.

President, let us not under-estimate the revolutionary change we are navigating in the GMB on equality, so that equality can be taken to the workplace where we can recruit new members and, Congress, have mainstream equality. Thank you.

THE PRESIDENT: Are there any questions for Kamaljeet?

SIS. A COLLIER (Midland & East Coast): Congress, it was our region which put Motion 14 last year to bring about the review of the selection process for the National Equality Forum. I am delighted that our motion has made a difference and the review has taken place, and we have a report on how the National Equality Forum will move forward. Our region had our first meeting on Wednesday of last week, and I am pleased to be a member of the forum, and one of us was nominated to attend the National Equality Forum.

Our Regional Equality Forum has some great ideas and we will be campaigning on many different issues in all the six strands. Also our retired members have been included in the forum, which, in my view, makes a big difference as they have so much experience for the younger reps to draw on. Thank you for looking at the review as all our regions can now make a difference regarding equality and inclusion. Thank you.

SIS. A. MURPHY (North West & Irish): Congress, I am speaking to the Review of the GMB National Equality Forum Structure. May I say a big thank you on behalf of the North West & Irish Region for including a seat specifically for Northern Ireland on the more inclusive Equality Forum. This is greatly appreciated and we want to thank you very much. However, our region still feels that the Union needs to make the application process more simple. After all, it is a lay position unpaid and not an officer's job. Thank you.

THE PRESIDENT: Thanks to everybody who took part. Thank you, Kamaljeet. Does Congress accept the report? *(Agreed)*

The Review of GMB National Equality Forum Structure was adopted.

REGIONAL SECRETARY'S REPORT: BIRMINGHAM & WEST MIDLANDS REGION

THE PRESIDENT: I call Joe Morgan, the Birmingham & West Midlands Regional Secretary to move his report on pages 91 – 96 of the General Secretary's Report.

BIRMINGHAM AND WEST MIDLANDS REGION

1 MEMBERSHIP & RECRUITMENT

FINANCIAL MEMBERSHIP	
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	14,145
MANUFACTURING SECTION	12,814

PUBLIC SERVICES SECTION	26,721
Grade 1 members	37,463
Grade 2 members	11,623
Retired, Reduced Rate & Others	4,594
Male Membership	27,785
Female Membership	25,895
Total number recruited 1.1.2009 – 31.12.2009	7,090
Increase/Decrease 1.1.2009 – 31.12.2009	-622
Membership on Check-off	34,910
Membership on Direct Debit	14,119

Response to Organising Agenda

The Organising Agenda continues to be a priority within the Birmingham and West Midlands Region, however I have to report due to a variety of reasons that 2009 was not as successful as previous years with regards to the Organising Agenda. Part of the reason for this obviously is the recession that everyone has had to deal with. Unfortunately and according to Government statistics, the West Midlands as a region has suffered more than any other region in respect of job losses in the manufacturing base and company closures. Another part of the reason as to why we did not do as well in 2009 as we did in previous years, may be down to complacency setting in because of our previous successes and I have therefore made it clear to all within the region that we cannot dine out on our past successes, we have to ensure that the Organising Agenda is reinvigorated and complacency removed, which will be the case. However throughout 2009, there were still dedicated organising activities, we held another successful Southern Cross week-long campaign which again delivered in excess of 150 members in Southern Cross during that week. The Schools Organising Agenda is still ongoing and Officers diaries are accessed and meetings in schools arranged and put in their electronic diary. A strict instruction went out in 2009 that no organising meeting should be cancelled, if something major came up, it was the responsibility of the Officer involved to ensure a colleague attended the school if it was absolutely imperative that they could not. The Accompanying Representatives are continuing to prove a useful resource in that we do not have to send Full Time Officers to do first line grievances and disciplinaries and they are also a major assistance when dealing with the unspecified membership which can be quite time consuming. The policy on GMB@Work training for activists continues to be delivered and continues to prove very useful with regards to activists then mapping their workplace which then again helps the Organising Agenda in regards of consolidation in line with the policy set by the Union. All in all, taking into account the recession and the higher than average job losses within the West Midlands, the region has fared reasonably well in that at the end of December 2009 our regional membership stood at 53,680 members which was a net loss on the previous year of 622. The fact that the net loss was contained to the amount reported is a testament to the commitment of the staff, Officers and activists within the Birmingham and West Midlands Region.

Recruitment Targets and Campaigns

Throughout 2009 the region has continued to concentrate on the main national targets provided by the National Organising Team, driven within the region by the Regional Organising Team and delivered by all Officers and activists. As a result of the continued targeted organising within Southern Cross, I am pleased to report that during 2009 we broke through the 1,000 barrier in respect of membership. As a result of that success we also continue to hold Wilkinson's Stores dedicated organising weeks which has resulted in a marked increase in membership within that company. As well as the national projects and the national targets, we also have our own regional project board and work in progress throughout 2009 has included the following companies; The Order of St. John's, Care Homes, The Alzheimer's Society, Accord Housing, Alpha Care, Busy Bees Nursery, Braun Contractor and Sterilog Contractors and The Learning Disabilities Care Group. The Greenfield targets continue to be pursued within the region and from January 2009 through to December 2009 the following Recognition Agreements were secured on a voluntary basis; H&R Chempharm UK Ltd, Triplex Ltd and Federal Mogul Sintered Products Ltd.

Overview of Region's Economic & Employment Situation

Throughout 2009 the region has continued to suffer severely with job losses primarily in the Manufacturing Sector. As well as the job losses in the Manufacturing Sector, there have also been major problems with pay in that average pay settlements in the manufacturing area up to the three months to December 2009 stood at 0.5% which was a slight increase for the previous three month period which stood at 0.4%. Many manufacturers imposed pay freezes during 2009 and many companies actually deferred pay settlements. Whether it's a pay freeze or a deferred pay settlement, the facts are it is still a pay cut. Within the Public Services Sector there again have been major problems with Local Government awarding marginal pay increases in 2009 and towards the end of 2009, quite a lot Local Governments announced major job losses with Birmingham City Council announcing over 2,000 jobs to go. Obviously this has not helped the local economy as every job loss sustained means that people have less disposable income and also then begin to claim benefits which have to be paid from somewhere. The unemployment rate across the West Midlands as at the end of December 2009 stood at 259,000 claimants which was above the UK average which stood at 9.6% of the working population in the West Midlands.

2 GENERAL ORGANISATION

Regional Senior Organisers	4
Membership Development Officers	
Regional Organisers	17
Organising Officers	1
No. of Branches	111
New Branches	2
Branch Equality Officers	15
Branch Youth Officers	12

3 BENEFITS

Dispute	
Total Disablement	
Working Accident	1084.40
Occupational Fatal Accident	
Non-occupational Fatal Accident	1100
Funeral	16010

4 JOURNALS & PUBLICITY

Throughout 2009 the regional magazine, Centrepont continues to be a major source of delivering information directly to every member within the region. Also in 2009, the regional website has had an overhaul and is far more user friendly with special sections of the website dedicated to the Organising Agenda within both the national targets with schools, Southern Cross and Asda and also the regional project board again where we keep members informed of the issues surrounding them in their workplace. We also now ensure that successful legal claims are publicised both in the regional media and press and also on the regional website. Dozens and dozens of press releases have been issued to the local media and we also work with the national Communications Department to ensure a wider distribution of press releases regarding manufacturing problems, job losses, factory closures but also advertising major success stories. We have also sponsored many local community events such as local football teams, amateur boxers and community athletic games. The Media department continues to use SMS text messaging along with a database of email addresses for activists to ensure that they are kept in the loop with regards to any campaigns that we have ongoing.

5 LEGAL SERVICES

In 2009 a decision was taken to go to one sole provider of legal services, that being Thompsons Solicitors. This has proven to be a very useful move as Thompsons have and continue to commit themselves to assisting us in our organising campaigns within the region.

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
585	585

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
158	107		51 £99,900.90	£220,000	£2,871,037.68
Cases outstanding at 31.12. 2009			427		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	60
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
25	15	1	12 £35,857.38	-	£74,637.79
Cases outstanding at 31.12. 2009			35		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2009
112		-	1

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2009
10	1	2

6 EQUALITY & INCLUSION

The Regional Equality Forum is now well established and we continue to have the Regional Equality Conference on an annual basis however we also now have a successful Union Modernisation Fund bid within the Birmingham and West Midlands Region based on increasing the amount of Equality

Representatives across the region. This is being co-ordinated by our National Equality and Inclusion Officer, Kamaljeet Jandu and a project worker from Walsall Local Council, Sharon Harding. The region is also involved in a national UMF project to encourage vulnerable workers in communities with a high density of ethnic minority members although a national project being headed up by National Organising Officer, Martin Smith a Birmingham Regional Organiser has been seconded to run the project, namely Ann Lafferty. All in all, equality and inclusion appears to be high on the agenda within the Birmingham and West Midlands Region as it rightly should be.

7 TRAINING

138 new Reps completed their IST training from 1/1/09 – 31/12/09.

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (2 days) GMB@Work	13	80	55	135	270
GMB/TUC Induction (8 days)	6	54	25	79	790

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Practical Bargaining Skills (10 days)	1	9	2	11	110
Communication Skills/Public speaking (3 days)	1	5	3	8	24
Employment Law Diploma (36 weeks) weekdays	1	7	3	10	360
Facing Redundancy & Follow on day (2 days)	1	45	8	53	106
Job Evaluation (2 days)	1	7	7	14	28

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
Health & Safety Intermediate (10 days)	2	30	6	36	360
Health & Safety Advanced (10 days)	2	29	6	35	350
JCB Reps Health & Safety (5 days)	1	13		13	65

NORTHERN COLLEGE					
(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Advanced Health & Safety (5 days) weekdays	1		1	1	5

GFTU					
(d) Other Courses (please specify subjects / weekdays/ weekends					
	No. of Courses	Male	Female	Total	Total Student Days
Equality Reps stage 1 (3 days)	1	1		1	3
Leadership Skills (3 days)	1	1		1	3
ILM Level 3- Leadership & Management Weekend 1 (3 days)	1	1		1	3
ILM Level 3- Leadership & Management Weekend 2 (3 days)	1	1		1	3
Preparing for Retirement (1 day) weekday	1	1		1	1
Flexibility in the workplace – weekend (3 days)	1	1		1	3
Employment Rights (3 days) weekend	1	1		1	3
Self management & personal effectiveness (3 days) weekend	1	1		1	3
ILM Level 4 Management Award-weekend 1 (3 days)	1	1		1	3
Equality Reps Stage 1 (3 days) weekend	1		1	1	3
Bullying & Harassment stress (3 days) weekend	1		1	1	3
Equality & Discrimination (1 day) week day	1	1		1	1
Train the Trainers (3 days) weekend	1	1		1	3

Dealing with redundancy issues (3 days) weekend	1	1		1	3
Trade Union History (3 days) weekend	1	2	1	3	9
Advanced course for paid officials & senior Reps (3) weekend	1	1		1	3
Advanced negotiating Behaviour (3 days) weekend	1		1	1	3
ILM Level 4 – Leadership & Management weekend 2 (3 days)	1	1		1	3

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
Stepping up (10 days) weekdays	1	1		1	10
Coping with the economic downturn (1 day) weekday	1	1		1	1

Using Computers for Union Reps (10 days) weekdays	2	3		3	30
Health & Safety Stage 1 (10 days) weekdays	1		2	2	20
Safety Reps - Next Steps (10 days) weekdays	1	1		1	10
Trade Union at work Certificate (10 days) weekdays	1	1		1	10
Union Learning Reps (5 days) weekdays	1	1		1	5
TUC Diploma in Employment law (36 days) weekdays	2	2		2	72
Next Steps for Safety Reps (10 days) weekdays	3	3		3	30
Stepping up - advanced course for Union Reps (10 days) weekdays	1	1		1	10

8 HEALTH AND SAFETY

The region continues to promote health and safety awareness across the Birmingham and West Midlands area and specific courses on health and safety are delivered on a regular basis which then encourages Workplace Representatives and Organisers to organise and campaign around health and safety in the workplace which is a vital assistance to the regional Organising Agenda. We've found throughout the region that when health and safety is used as an issue we can organise very well within the targeted workplaces.

BRO. J. MORGAN (Regional Secretary Birmingham & West Midlands): Formally move.

THE PRESIDENT: Thank you. Are there any questions on the report? *(No response)*
Does Congress agree to accept it? *(Agreed)*

The Report of the Birmingham & West Midlands Regional Secretary was adopted.

EMPLOYMENT POLICY

Pensions & Retirement

THE PRESIDENT: Congress, I now move to the Employment Policy: Pensions & Retirement. This covers Motion 54 – Defend State Pensions; Composite 20, Winter Fuel Allowance, and Motion 207, London Weighting for Pensioners. Bernie Taylor will reply on Motions 54 and 207.

DEFEND STATE PENSIONS

MOTION 54

54. DEFEND STATE PENSIONS

This Conference notes that the Labour Government and other political parties are considering raising the pension age.

This Conference notes that whilst life expectancies have improved in recent years, life chances still vary around the UK with Scotland fairing worst of the regions. The shortest life expectancy in the UK is found in Glasgow City, 70.7 years for men and 77.2 years for women. This gives relatively little time to enjoy the benefits of a state pension.

This Conference notes that the highest life expectancy in the UK is to be found in a rich borough of London - Kensington and Chelsea - 84.3 years for males and 88.9 years for females. These pensioners will have more time to draw their pension but perhaps are more privileged than their Glaswegian counterparts, so wouldn't rely on it.

(Figures from ONS 2006-08 as reported by the BBC).

This Conference believes that where a member has worked for up to 50 years, contributing to national insurance, direct taxation and indirect taxation that they should be able to spend their remaining years in dignity.

This Conference believes that an increase in the pension age would be a retrograde step. Our country produces more wealth each year – it is how that wealth is used that is the problem – not the welcome reality that people live longer.

This Conference believes that where an individual wishes to work beyond the current pension age of 65, there should be no impediment to do so. Any decision to work beyond this age must be voluntary and not compulsory.

This Conference resolves to campaign against the right-wing myths and propaganda that promote the idea that there is a pensions "time bomb" and campaign against any increase in the pension age.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

(Carried)

BRO. D. NAGLE (Yorkshire & North Derbyshire): Congress, I move Motion 54. President, pensions are vital to all of us. As we grow older, even if we want to, we will not be able to work, and a fair and sustainable pension will be vital to all of us. We support those who wish to continue working for as long as they wish. However, there must be no compunction to do so. The union Movement was created out of a need to protect workers' rights, the chief amongst them being the right to a fair pension. The idea that after a lifetime of work, a lifetime of paying taxes and contributions, a worker is then required to work yet longer is obscene. We must protect our workers' rights. Increasing the pension age is immoral and wrong.

Pensions have to be paid for. Every employee who pays into a pension knows this. Telling people that they then cannot have the pension they have paid for throughout their working lives is wrong. Workers have a right to a fair pension and we must fight for it. Anyone who wishes to work beyond retirement age should be free to do so, and should be protected while at work, but no one should be obligated to work beyond the retirement age.

There is a myth, which the President has alluded to, about gold-plated pensions in the public service. The truth is rather different. Poor salaries and poor pensions offers little, £4,800 a year, and nobody is going to live on that after a lifetime's public service, and this from a final salary pension scheme. These schemes, as we know, are being closed right, left and centre, and many have already been closed. They are being replaced with cash purchase schemes that are worth far, far less. This makes it ever more important to protect the State Pension. Allowing it to erode is criminal. We will all need to be able to rely on it in retirement.

Pensions have to be paid for. Every employee and every employer needs to pay into a pension. On top of this, the State Pension must be protected at all costs. The alternative is a poverty trap in retirement for too many people. This Union must continue its work to protect pensions and to educate all stakeholders about the importance of a viable pension for all of us. Thank you, Congress.

BRO. A. IRVING (Yorkshire & North Derbyshire): President, I second Motion 54 – Defend State Pensions.

The original motion talks about a right wing myth about a pensions time bomb. There is a pensions time bomb and it is not a myth, but raising the retirement age for people is not the answer. Although it is fine that we are living longer, but we can't see people working, digging roads at 65 years of age. That is not likely. Companies don't want us working longer. They are trying to get rid of us now. It is not an answer to link retirement age to life expectancy.

The attacks from management on company pensions have meant that when we do come to our company retirement age there will be a gap. There is already. My company retirement age is 60, but I won't get my State Pension until I am 65. That is five years when I am going to have to struggle. If that period extends, I am really going to be in trouble, and so will everybody else. Thank you.

SOCIAL POLICY – WELFARE RIGHTS & SERVICES

COMPOSITE MOTION 20

(Covering Motions 205 and 206)

C20. COVERING MOTIONS:

- 205. WINTER FUEL PAYMENT (Birmingham & West Midlands Region)
- 206. £25 COLD WINTER FUEL ALLOWANCE (London Region)

WINTER FUEL ALLOWANCE

This Conference believes that it is disgraceful that winter after winter many elderly people die unnecessary in this country from the effects of cold wet winters. That while some concessions of a minor nature are made to elderly people to help with their winter fuel bills, it no way compensates for the extra cost the old and vulnerable could have to pay to heat their homes during the winter

months. Congress agrees that the Union will lobby the Government to have such a change introduced and calls on:

- the Government take simple but effective action to help alleviate the sufferance of elderly people by moving the qualifying age of eighty years for the four hundred pound winter fuel payment to seventy years.
- the CEC to seek changes on how the cold Winter £25 Allowance is paid. Conference says it should be paid to all persons from the age of 60 years, same as the £250 allowance is paid and to include disabled persons.

(Carried)

BRO. M. AMIN (Birmingham & West Midlands): Congress, I move Composite 20, Winter Fuel Allowance.

Congress, this motion is an attempt to try and get the Government of this country to take steps to alleviate the plight of the elderly during the cold winter months. Like all such measures, it will have a cost, but also there will be savings as elderly people will suffer less from the effects of inadequate heating in their home and, therefore, will be less of a drain on the National Health Service.

Last year approximately 2.7 million pension households were living in fuel poverty. Nearly 90% of all excess winter deaths are of people over the age of 65. Elderly people are less resilient to cold-related illnesses, especially those with existing health problems. For every degree Celsius that winter is colder than average, an extra eight thousand deaths result. Britain has one of the highest rates of excess winter deaths in Europe. A sign of a civilised society is as to how it treats its vulnerable members, and the way we treat our elderly people is nothing short of a national disgrace.

Politicians of all parties give lip service to caring about the elderly. Well, here is an opportunity to do something about pensioner poverty. It is not a solution to the problem but at least it is a step towards helping elderly people heat their homes during the winter months. No matter how difficult the economic climate is at the present time, this is the kind of action that must be taken to reduce the death toll of the elderly during the winter months. Congress, I urge you to support this motion.

SIS. J. SMITH (London): Congress, I second Composite 20. In seconding this composite, we are calling for a change in how the £25 cold weather allowance is paid, which is usually paid when there is over a week of very extreme cold weather. Last winter that allowance was paid out on at least two occasions. This payment is only paid to people who are on benefits. So let's be honest, when you reach the age of 60 at the moment, you get the £250 allowance, or £125 if you are a couple, which is £125 each. We are saying that this extra £25 should be payable in the same manner as you receive the £250.

Secondly, this allowance should also include disabled persons because disabled persons, for whatever reason and for whatever age, have to sit still and they feel the cold, possibly, a lot more than able bodied people. So please support this composite.

LONDON WEIGHTING FOR PENSIONERS MOTION 207

207. LONDON WEIGHTING FOR PENSIONERS

This Conference instructs the CEC to campaign for the government to include London Weighting for pensioners' residing in London who are in receipt of State Pensions.

PLAISTOW BRANCH
London Region

(Referred)

BRO. M. FOSTER (London): President and Congress, I move Motion 207 – London Weighting for Pensioners.

Colleagues, this motion is, quite simply, about fairness. Most employees in London receive enhancements to their salaries based on the Inner or Outer London Weighting Allowance. Colleagues, the employers who pay these allowances don't pay them out of the goodness of their hearts, you know. They do it because the cost of living in London is so much higher than in the rest of the country, but it stands to reason that if the cost of living in London is higher for employees, then it must be higher for non-employees – the pensioners. They get no London Weighting, Inner or Outer, only the basic pension.

Congress, this motion calls upon the CEC to campaign for a London Weighting increment for all pensioners living in London. This would enable some of London's most vulnerable residents to better cope with the daily battle of survival in what is their twilight years. Thank you.

BRO. M. PRESHAW (London): Congress, I agree with what my colleague has just said, and I support this motion on the ground that many of our pensioners living within the London area are losing out on an allowance which would ease the financial burden on their already poor pensions.

Council Tax is a general expense. If you live in the nation's capital, Council Tax is so high that some of our pensioners become prisoners in their own homes because they cannot afford many of the amenities they enjoyed when they were employed as then they received London Weighting. So I ask you to support this motion and give a little financial dignity back to our pensioners. Thank you.

THE PRESIDENT: Does anyone wish to come in on the debates? *(No response)* Thank you. In that case, I call Bernie Taylor on behalf of the CEC to speak on Motions 54 and 207.

BRO. B. TAYLOR (CEC, Manufacturing): Congress, I am speaking on behalf of the CEC and asking you to support Composite 20, to support Motion 54 with a qualification and agree to refer Motion 207.

The GMB has long campaigned on issues of pensions, and we also work to highlight the social inequalities in health and the very real problems that exist in the pensions system. These proposals cannot and should not be avoided. There is a pensions time bomb in the UK but it is only partially due to the long-life expectancy. The millions of people with little or no pensions saving are the real problem. Employers have consistently turned their backs on good pension schemes, and the Con-Dem Government will encourage them to go further. The new Government's approach is to make cutting occupational pension schemes easier in the private sector, while they bring their asset-stripping expertise to bear on the recently reformed public sector pensions. We will continue to fight these cuts and moves by the Tories and Liberals to start to increase the State Pension age in 2016, an increase that is both immoral and illegal.

Please, also, support Composite 20 and Motion 54, with the qualification outlined. Thank you.

THE PRESIDENT: Thank you, Bernie. Does Yorkshire & North Derbyshire agree on the qualification? (*Agreed*)

Does London Region agree to refer? (*Agreed*) Does Congress agree that reference? (*Agreed*) I put Motion 54 and Composite 20 to the vote. All those in favour, please show? Anyone against?

Motion 54 was carried.

Composite 20 was carried.

Motion 207 was referred.

**GOVERNMENT TARGET TO TAKE 1,000,000 OFF INCAPACITY BENEFIT AND OTHER BENEFITS GENERATING UNMANAGEABLE NUMBER OF APPEALS AND LONG DELAYS FOR CLAIMANTS, DUE TO ADMINISTRATIVE BACKLOG
MOTION 200**

200. GOVERNMENT TARGET TO TAKE 1,000,000 OFF INCAPACITY BENEFIT AND OTHER BENEFITS GENERATING UNMANAGEABLE NUMBER OF APPEALS AND LONG DELAYS FOR CLAIMANTS, DUE TO ADMINISTRATIVE BACKLOG

This Conference recognises that great distress and unreasonable hardship is being caused to unprecedented numbers of people who are having to appeal decisions made to take them off Incapacity Benefit and Industrial Injuries Disablement Benefit. The Government has set a target which has opened up the system to abuse in order to reduce the number of claimants. This is evidenced by the unmanageable number of Appeals generated that, through sheer volume, are not being heard in a timely manner.

(Carried)

BRO. T. OWEN (Midland & East Coast): President, I move Motion 200: Government target to take 1,000,000 off Incapacity Benefit and other benefits generating unmanageable number of appeals and long delays for claimants, due to administrative backlog.

THE PRESIDENT: That is the longest motion I have ever seen. We usually see these at the TUC Conference.

BRO. OWEN: This Congress recognises that great distress is being caused to unprecedented numbers of people who are having to appeal decisions made to take them off Incapacity and other benefits. The Government has set a target which has opened up the system to abuse in order to reduce the number of claimants. This is evidenced by the unmanageable number of appeals generated that, through sheer volume, are not being heard in a timely manner. As Mary mentioned earlier on, misinformation through the press, with headlines such as “Work shy scroungers” do not help. You would have thought that a Labour Government which started this system would have put measures in place to protect the most vulnerable, but as this was done in haste by an outgoing Government in its last gasp for breath to appease the right-wing press and misinform the public, it would not have taken a genius to realise that this would cause a lot of distress to those who fall into a grey area where a clear-cut decision is not easily reached and would lead to an appeal.

In one case I know of the claimant’s benefit was stopped last December and after two cancellations due to experts not being available and the Appeals Panel being made up with a member from the original Assessment Panel, she is still waiting. With a change in the Government, the likelihood of this situation easing is remote and is more likely to worsen.

We call upon the CEC to lobby Government to put in place the resources and the infrastructure to minimise the distress being caused to the most vulnerable in our society, and that appeals are heard in a timely manner with compassion, so that decisions are made for the right reasons and not just to reach targets set by an uncaring Government. Thank you.

SIS. N. REDHEAD (Midland & East Coast): President, I second Motion 200. I am a first-time delegate and a bit nervous. *(Applause)*

President and Congress, as my colleague has said, in 2008 the then government made changes to the Incapacity Benefit system and the way in which Sickness Benefits were to be paid. The introduction of the Employment and Support Allowance, the ESA, was a clear indication that the government was attempting to phase out Incapacity Benefit and Sickness Benefit to those claimants who were already on the system.

We are currently seeing a huge backlog of benefit appeals, which the tribunals are failing to cope with. As a result, appeal dates are being postponed time after time, causing further distress and financial hardship to our members who are generally not capable of attending work due to disability and sickness. Today we have a new Government and we can be sure that they will be making further changes to the benefits system. We can also be sure that those changes will not be for the benefit of our members. Congress, whatever the changes we must maintain the interest of our members and put pressure on the powers that be to put the benefits appeal process in order to ensure that our members' appeals are heard within a reasonable time limit. Please support.

THE PRESIDENT: I call Motion 203.

**SOCIAL
MOTION 203**

203. SOCIAL

This Conference calls upon the Government to bring about an increase to the limit of personal wealth allowance an individual has before having to contribute towards their care when taken into a care home. This conference believes the current level is not realistic.

R35 ROCESTER JCB BRANCH
Birmingham & West Midlands Region

(Lost)

BRO. G. RICHARDSON (Birmingham and West Midlands): President and Congress, I am moving Motion 203. Unfortunately, most of us have experienced, either firsthand or close to us, someone having to go into care for whatever reasons. My emotions are based around the story of Mrs. Betty Forrester, the mother of one of my senior shop stewards at work. He has pursued the issue for nearly eight years and still finds it difficult to express himself without getting angry or emotive. His parents, like many, lived through the war. His father was in Burma, which wasn't nice, and they settled down on a large council estate in late 1940s Stoke-on-Trent, full of smog. They raised six children in what is known as a "challenging council estate", preaching honesty and family loyalty, and hard work was reward itself.

As years passed, they became proud house owners, and proud of their own house as a legacy for their children, but with cuts the estate it became rundown. Even so, the couple and friends campaigned and grafted for the estate. Mrs. Forrester opened a local health centre because of her tireless work. That was a very proud moment for her. But shortly afterwards she became ill. Yet she still carried on working in the schools and at the health centre, looking after those less fortunate, in a changing world of drugs and violence.

Following her husband's death and decline of her physical and mental health, she could no longer return home, and after a short spell in hospital she was admitted to residential care. Everything that the Forresters had worked for and saved, apart from £23,250,

would eventually be drained. It is difficult to come to terms with the fact that someone, who has always put others before herself, would be treated in such a fashion, a bit like a commodity. I know and agree with the GMB's policy for all our dependants to be afforded free care, but it is not happening, and it doesn't look likely to happen under a new government.

So I am asking Congress to campaign to increase the limit of personal wealth allowance that an individual has before contributing towards care. I urge this Congress to carry this motion when the average price of a semi today is a staggering £197,000. I know full-time care costs a lot, but profit seems to be more important than care. Thank you.

THE PRESIDENT: Do we have a seconder?

The Motion was formally seconded.

Does anyone wish to come in on the debate? *(No response)* In that case, I will call Pete Murphy on behalf of the CEC on Motion 203.

BRO. P. MURPHY (CEC, Public Services): Congress, in speaking on behalf of the CEC, I am asking you to support Motion 200 and seeking withdrawal of Motion 203.

Motion 203 is seeking an increase in the amount of personal wealth a person is allowed to have before they have to pay care home fees. If you live in England, and some of you do, and have over £23,000 in capital, your local council will assess you as being able to pay all your care home fees. This could be your life savings, and it includes the value of your home. The GMB believes that this is fundamentally unfair and betrays the founding principles of the Welfare State, which promised free care from the cradle to the grave. That is why we oppose the motion. We do not believe that there should be any limits on the amount of wealth a person should have before qualifying for free care.

GMB policy is for free care, whatever your age or your needs, not free care until you get old and need to go into a home, and not free care when you have exhausted most of your life's savings and sold your home. Therefore, Congress, whilst we accept that the motion is well intentioned, we must ask for it to be withdrawn because our GMB policy goes further than raising the limit to no limit. If the motion is not withdrawn, then we must ask you to oppose it. Thank you.

THE PRESIDENT: Colleagues, the CEC is supporting Motion 200. All those in favour, please show? Those against?

Motion 200 was carried.

THE PRESIDENT: Birmingham & West Midlands Region, the CEC is asking for withdrawal. What is your wish?

BRO. G. RICHARDSON: Birmingham & West Midlands Region does not want to withdraw Motion 203.

THE PRESIDENT: That is fine. Do you want the right to reply?

BRO. G. RICHARDSON: I do understand what everyone is saying about the GMB policies but, like I said earlier on, it isn't happening, so until it does happen I think we ought to meet something midway. When you go into some of these care homes, and I am not treating everyone the same, some of them feed our dependants with little tiny triangular cucumber and salmon sandwiches for the price you get in a five star hotel for a week. Everywhere you sit down you get a wet backside, because everywhere has got bloody urine over it, and that is how some of the residents are treated. I am not saying that all of the care homes are the same. Meanwhile, I think we ought to raise the stakes, and until we can do something, we ought to do something about ourselves. Thank you.

THE PRESIDENT: Yes, you are right. We do have a policy, and it is that care should be free for all. So it is with a heavy heart that I ask Congress to oppose the resolution. All those in favour of Motion 203, please show? Those against?

Motion 203 was lost.

THE PRESIDENT: Congress, you can see that we have got our family back on stage, and this time he has brought his sister. So welcome. *(The Dove family came to the stage)* We have got George, sister Libby, Dad and Mum. We have got a special prize for George, haven't we, George, and we kept our promise? Do you know what we raised? No. Would you like to guess? You think £400. Okay. Well, George, this Congress and this Union have agreed to pay you for your charity, for your foundation, £7,000. *(Applause and cheers)* George, that £7,000 was made up of £2,800 collected in the hall. As the General Secretary promised you, we would double it. The Finance Officer, I think, is hospital with fainting. *(Laughter)* The region has decided to make it up to £7,000 in total. There were some wonderful donations from individual people in this hall today. I am very proud of you. *(Presentation made amidst applause)*

MRS. DOVE: Can I just say, on behalf of our family, that we are absolutely overwhelmed. I cannot put into words how emotional this experience has been and how much we are so grateful for your support. I am so proud of George, so proud of Libby and my husband, and everybody else. I just cannot thank you enough. The warmth that we have felt here this weekend I have never, in my life, experienced anything like it. It is like receiving a new family. I am so grateful. Thank you all so very much. Thank you. *(A standing ovation)*

THE PRESIDENT: Have a safe journey home. That was nice, wasn't it? To feel like one of the family is what we always try to be.

We now come to item 12 on the agenda: Composite 1, Health & Safety Reps and Temperature Extremes. Then I will call Composite 2, Asbestos Related Diseases and Pleural Plaques. Due to the involvement of Brian Legg in the Pleural Plaques campaign, South Western Region would also like to speak in this debate. In fact, anyone can speak

in this debate as it is so important. Then Motions 40, 41, Composite 3, Motion 44 and Motion 45 will be taken. I will leave it at that for a moment.

EMPLOYMENT POLICY – HEALTH, SAFETY & ENVIRONMENT COMPOSITE 1

(Covering Motions 34 and 47)

C1. COVERING MOTIONS:

- 34. HEALTH & SAFETY REPS (London Region)
- 47. TEMPERATURE EXTREMES (Northern Region)

HEALTH & SAFETY REPS AND TEMPERATURE EXTREMES

This conference recognises that workers are protected by the General Provisions of the Health & Safety at Work Act and the Health & Safety Executive do a vital job of work, so employers should embrace a more partnership friendly culture by joint H&S inspections and solutions. Collective agreement is better than enforcement. Joint H&S notices or initiatives are welcome, but Reps should be encouraged to meet H&S to seek information and to be well informed as part of the learning culture and preventative measures.

Specific regulations to protect workers against extremes of temperature are grossly inadequate. Enforcement should be strengthened for uncaring employers who use sweat shop condition and ignore safe working environment for their greed.

The recent cold conditions have demonstrated better preventative warm clothing should be provided for outdoor workers in extreme arctic conditions. In some situations therefore under garments and woolly hats should be an essential requirement to ensure to avoid sickness absence. Conference calls for a high profile public campaign by the GMB to promote specific regulations to protect workers in extreme temperatures.

(Carried)

BRO. H. SINGH (London): Congress, I move Composite 1 on Health & Safety Reps. Motion 34. This Conference recognises that the role of health and safety reps is not being exercised by some organisations. The working environment is a most important issue and health and safety should be top of this Union's agenda on bargaining and development programmes. We as GMB reps have been undermined by some companies to deal with health and safety inspections without health and safety reps on board. I call on Congress to ensure that normal legal obligations of the employer should be recognised. I call on Congress to encourage employers to involve all health and safety reps in health and safety matters at the workplace. Most importantly, all assessments should be assessed with HSE health and safety reps combined with employers. There should not be any errors made in compliance with health and safety matters. It is a risk to individuals during their working life. I move.

BRO. C. TAYLOR (Northern): Congress, I second Composite 1 on Temperature Extremes. I am a first-time delegate. *(Applause)*

Congress, the role of health and safety reps in the workplace cannot be under-estimated. As many of us know, without the vigilance of the GMB Union, health and safety in many of our workplaces would mean that they would remain sweatshops. Yes, some workplaces, by their very nature, meet the highest standards expected of employees in relation to health and safety and, in particular, temperature extremes.

All too often, however, unscrupulous employers seek to exploit our workforce by setting unsafe working environments. We know, for instance, that in industry, temperature extremes can be killers. In many school kitchens, which are places where you would think lessons would have been learnt, our members have to suffer from working at unsafe temperatures. It is time to put a stop to employers who show no empathy for their workforce. We need to ensure that policymakers get the message. We need the policy to be strengthened so that specific regulations to protect workers in extreme temperatures are both promoted and enforced. Please support the composite.

THE PRESIDENT: I call Composite 2 – Asbestos Related Diseases and Pleural Plaques, covering Motions 36, 37, 38 and 39.

COMPOSITE 2

(Covering Motions 36, 37, 38 and 39)

C2. COVERING MOTIONS:

- 36. ASBESTOS RELATED DISEASES (North West & Irish Region)
- 37. ASBESTOS PLEURAL PLAQUE DISEASE (Southern Region)
- 38. PLEURAL PLAQUES (Southern Region)
- 39. PLEURAL PLAQUES (Midland & East Coast Region)

ASBESTOS RELATED DISEASES AND PLEURAL PLAQUES

This Conference calls upon the Westminster government to follow the lead of the Scottish and Welsh Assemblies and introduce legislation that will reverse the situation brought about by a House of Lords decision to prevent sufferers of asbestos pleural plaque disease receiving the compensation they rightly deserve from the employers and their insurers whose negligence is responsible for their condition. The government is only proposing to compensate those claims up to 2007 excluding anyone who is diagnosed after this date.

Congress has moved motions in the past urging this Government to treat people suffering from Asbestos related illnesses fairly. When members are scarred on the outside by industrial substances, such as acid, they are awarded compensation. However, with asbestos related pleural plaques or pleural thickening this does not happen. This Congress calls on the government to treat all those diagnosed with pleural plaques the same, not one Law in England and Wales with no compensation and a different Law in Scotland where courts can compensate.

Congress urges this Government to reverse the House of Lords ruling and put in place a proper compensation package for pleural plaque sufferers as a matter of extreme urgency. A Bill is required to reinstate the ability for pleural plaques sufferers to claim. This Conference is asking the

Westminster Government to do what has been accomplished in Scotland – a complete overturn of the Law Lords 2007 decision on pleural plaques claims.

(Carried)

SIS. A. MURPHY (North West & Irish): Congress, I move Composite 2 – Asbestos Related Diseases and Pleural Plaques.

This Conference calls upon the Westminster government to follow the lead of the Scottish and Welsh Assemblies and introduce legislation that will reverse the situation brought about by a House of Lords decision to prevent sufferers of asbestos pleural plaque disease receiving the compensation they rightly deserve from the employers and their insurers whose negligence is responsible for their condition. The government is only proposing those claims up to 2007 excluding anyone who is diagnosed after this date.

Congress has moved motions in the past urging this Government to treat people suffering from Asbestos related illnesses fairly. When members are scarred on the outside by industrial substances, such as acid, they are awarded compensation. However, with asbestos related pleural plaques or pleural thickening this does not happen. This Congress calls on the government to treat all those diagnosed with pleural plaques the same, not one law in England and Wales with no compensation and a different law in Scotland where courts can compensate.

Congress urges this Government to reverse the House of Lords ruling and put in place a proper compensation package for pleural plaque sufferers as a matter of extreme urgency. A bill is required to reinstate the ability for pleural plaques sufferers to claim. This Conference is asking the Westminster Government to do what has been accomplished in Scotland – a complete overturn of the Law Lords 2007 decision on pleural plaques claims, without jeopardising the rights already achieved by other sectors of the UK, namely, Scotland and Northern Ireland, which I know is a big worry to everyone.

BRO. B. HULLEY (Southern): President, in many cases sufferers of pleural plaques go on to develop mesothelioma, which is an extremely aggressive form of lung cancer, for which there is no cure and results in a slow and painful death. Take it from me, it is a gruesome sight to see someone lying in a hospital bed dying from this disease. I went to visit an old mate of mine once just before he died from mesothelioma, and I walked straight passed his bed. I did not even recognise him. He looked like a skeleton covered in skin. If a doctor tells you you have got pleural plaques, you know that you are likely to develop mesothelioma, and you are, effectively, living under a death sentence caused by an employer's negligence. You deserve compensation.

Earlier this year the Government made a decision not to overturn a House of Lords ruling which removed the right to compensation, and we believe that this decision was motivated by corporate greed. It is not right, it is not fair, it is morally indefensible and shameful. We need the Government to introduce legislation that will reverse this situation and allow sufferers to claim the compensation they deserve. I second.

THE VICE PRESIDENT: I call Midland & East Coast Region.

BRO. S. ALLINSON (Midland & East Coast): President, Congress and visitors, if you are injured or disfigured on your body and it is not your fault, you will, in some shape or form, be compensated for your ills. Unfortunately, problems associated with pleural plaques and the like are not so easily compensated. You are still scared and disfigured, but of course these scars go unseen. It is fundamentally wrong not to allow sufferers and their families to prove the wrong doings of the past. We must insist on a complete overturn of the Law Lords' 2007 decision to stop sufferers of these terrible diseases from receiving compensation. Any diagnosis after this date are not even looked into. We must put in place the rights of the courts to compensate sufferers. A Bill is required to mirror the rights that are afforded to our Scottish sufferers. Thank you. Please support.

THE VICE PRESIDENT: South Western Region.

BRO. B. LEGG (South Western): President and Congress, on behalf of all sufferers who were negligently exposed to asbestos by their employers, the South Western Region supports all motions regarding pleural plaques. The Justice Minister, Jack Straw, had agreed after our campaign to pay £5,000 to all sufferers who had claims lodged before the Law Lords agreed with the insurance companies and stopped paying compensation. We must all fight against this decision. How many more of our members will be diagnosed with pleural plaques after the Lords' decision three years ago? Congress, we must not forget our members who will feel forgotten if our fight for justice for all new sufferers does not continue. Insurance companies must be held to account. They took the premiums from the employers and now renege on their responsibilities. Now our members are suffering and dying through being negligently exposed to asbestos. Let us all have the same rights as our brothers and sisters in Scotland, who have regained the right for justice and overturned the House of Lords' judgment. Thank you.

BRO. G. FRANCIS (South Western): Congress, I am a health and safety professional and I have seen some of the problems which asbestos has caused in the industry, whether it be the removal of asbestos, from pipe lagging or from the building trades, and it is not a pretty sight. I have two members who are suffering with pleural plaques and mesothelioma at this moment. One of this is almost at death's door. He won't admit that he's got it, but he's got it. It is a frightening thing to think that employers don't take the responsibility, and insurers' companies have taken the money but they are not prepared to pay our members.

My biggest concern is that we've got a generation coming on who don't realise what asbestos does to you. In your own homes you've got asbestos. Those people who live in houses which were built in the '60s, nowhere at all in the country was asbestos not used. It was the building product of the generation. Please be aware that if you've got a '60s house, you will have asbestos in it. When you do your decorations or alterations, that asbestos is released into your homes, so it is not just the workforce which has actually worked with asbestos, but it could be your families. If you've got a '60s house, I would ask you all to get it checked for asbestos because local authorities will not tell you. They

want to keep it quiet. Why? Because it would cost them millions and millions of pounds in paying compensation to implement repairs and to remove asbestos from their council houses. I ask you to support the motion. Thank you.

THE VICE PRESIDENT: Before Mary left the Chair, she did say that she would open the debate if anyone wanted to come and speak. Does anyone else want to speak in the debate? *(No response)* Thank you very much. In that case, I will call Motion 40 – Asbestos Register.

THE VICE PRESIDENT: Thank you, colleagues.

ASBESTOS REGISTER MOTION 40

40. ASBESTOS REGISTER

This Conference recognises the good work done by the GMB in all aspects of asbestos campaigning. Therefore this Congress calls upon the CEC to establish if regions have an existing asbestos register and if not, to instruct all regions of GMB to set up an asbestos register for members who have been potentially exposed to asbestos, in conjunction with their regional solicitors.

CAMBRIDGE 2 BRANCH
London Region

(Carried)

BRO. A. SMITH (London): I am a first time delegate. *(Applause)* The GMB is a strong supporter of all its members affected by the various types of asbestos. Its actions have been exemplary in campaigning and assisting all brothers and sisters in the workplace, and elsewhere, who have suffered ill health from asbestos poisoning.

This motion calls for all regions of the GMB to have a transparent policy for the establishment of a register for members who have had potential exposure to asbestos. According to the Health & Safety Executive, there are regulations in place, in particular the Health & Safety Act 1974, which imposes a legal duty upon employers to manage effectively the risk caused by these dangerous asbestos materials. We know that many people working in many areas of industry, not just those involved in its installation, have died or have been affected from asbestos-related illness. This material respects no one and we need to be clear about how to address the concerns it raises.

Congress no doubt will share with me the need for all members to feel confident that the GMB will continue to work in their best interest. Please support this motion to continue to assist victims at risk from asbestos. I move. *(Applause)*

BRO. I. GRIFFITHS (London): I urge Congress to support this motion. Asbestosis is a very, very emotive issue. It is one of those hidden and evasive killers at work and I think it is important that as the GMB we have in place a system that ensures a record is kept of where our members within their working life have been exposed to a potential killer that may not kill tomorrow, may not kill next year, but could well kill them or their families

in 30 or 40 years' time. I think it is important as a trade union we have the tools to track in our members' working lives any time they have been exposed to the risk of asbestos within the workplace through the negligence of their employers. I congratulate the work already done by the Regional Health & Safety Officers and the National Health & Safety team and I urge Congress to support this motion. Thank you very much. (*Applause*)

**RISK ASSESSMENT FOR NEW AND EXPECTANT MOTHERS IN THE
WORKPLACE
MOTION 41**

**41. RISK ASSESSMENT FOR NEW AND EXPECTANT MOTHERS IN THE
WORKPLACE**

This Conference acknowledges that there are many risks in the workplace which may affect the health and safety of new and expectant mothers and that of their child. Working conditions generally considered acceptable may no longer be so during pregnancy.

A specific risk assessment must be done soon after the employee has informed her employer in writing that she is pregnant. You will be asked to help with this and it is important that any advice you have received from your doctor or midwife, that could impact on the assessment, is passed onto your employer.

Action One: Temporarily adjust your working conditions and/or hours of work; or if it is not reasonable to do so, or would not avoid the risk, then

Action Two: Offered you suitable alternative work (at the same rate of pay) if available; or if that was not feasible, your employer must have

Action Three: Suspended you from work on paid leave for as long as necessary to protect your health and safety and/or that of your child.

As a law is clear on employer's Care of Duty. The risk assessment should be a simple checklist then any completed matrix system to stop delay.

LONDON HOTELS & CATERING BRANCH
London Region

(Carried)

SIS. C. HOLLAND (London): I have been looking after a member who has recently become pregnant and it should have been a simple pregnancy, but she was informed by her manager at the residential unit for young people where she worked that there was a likelihood she would have to restrain. The manager told her there would be no light duties and that given any situation were to arise she would have to restrain. He could not make an exception whether she was pregnant or not. Everybody had to be available. Incidentally, it was also a high-risk pregnancy. Luckily, another unit of young people that I have been involved in did endeavour to support the staff so not everybody in our region is the same. We need consistency. Working with damaged young people can often lead to challenging behaviour. We must standardise employment law for expectant mothers and support them to have light duties if that is needed. I move. (*Applause*)

SIS. D. PETERSON (London): President, Congress, risk assessment for any post should be mandatory but risk assessment for pregnant and new mothers is essential, not just undergoing a risk assessment but also acting on the outcome. The case highlighted by my colleague is an absolute disgrace and a tragic example of some ignorant and uncaring management. It is essential that management carry out their duties of care and protect both pregnant mothers, and their unborn child, and also new mothers on return to work. Please support. I second. *(Applause)*

BRO. P. SOPER (Midland & East Coast): We have to enforce duty of care. I was very disturbed to hear that young lady refer to an employer saying, "We are not going to give you light duties." I do risk assessment and on pregnancy the risk assessment alters every month and you have to make sure that you look after these ladies. I support the motion. *(Applause)*

COMPOSITE 3

(Covering Motions 42 and 43)

C3. COVERING MOTIONS:

42. TACKLING WORK RELATED STRESS (Midland & East Coast Region)
43. WORK RELATED STRESS (London Region)

TACKLING WORK RELATED STRESS

This Conference is concerned that the current economic recession created by greedy bankers and speculators will in turn affect many working people including our members. The effects will be both short and long term involving for many, loss of job or terms and conditions and a reduction in relative wealth. For many this will in turn lead to work related stress.

Work related stress is on the increase; cuts in staffing levels or downsizing being the main factors:

- employers demanding more and more from employees who are already carrying heavier workloads in a shorter timescale
- working longer hours, resulting in having less control over their own lives than ever before

This Conference recognises that we, as a Union, and Health & Safety Reps need to:

- recognise the short term symptoms before they develop into a more serious long term ill health condition amongst our members
- be able to challenge and raise the awareness with our employer/managers that they have a duty of care in identifying stress and put control measures in the form of Risk Assessment, to reduce their workload - or risk the employee to go off sick or, worst still, to break down completely.

(Carried)

SIS. B. BENHAM (London): President, Congress, the Health & Safety Executive definition of stress is the adverse reaction people have to excessive pressures or the types

of demand placed upon them. It therefore follows that if these excessive pressures and types of demand occur in the workplace that would constitute as work related stress.

Colleagues, work related stress is a condition all too prevalent today. It is a condition that should and could be preventable. There are various stats showing the incidences of work related stress. One report says there were 415,000 complaints of work related stress in 2009 and another says 16.7% of all working individuals claim to have been affected. Either of these reports is outrageous, outrageous in terms of individual health and wealth loss but outrageous too in the loss to the economy in general with an estimated 11.4 working days lost due to this condition.

The reasons for the increase in work related stress are well known. The economic recession caused by the banking industry has put enormous pressure on employers and employees. Employers seek more for less and employees feel pressured into agreeing for fear of joining the millions who have already lost their jobs. But, colleagues, even today some employers feel that an employee who claims to have work related stress is only looking for a few days extra holiday. That is an opinion as outrageous as the numbers suffering.

Congress, there are laws and guidelines for dealing with work related stress and employers must be made to abide by them but there is much more that can be done: simply abide by laws and make adjustments. Prevention is better than cure. We must campaign to make employers take the problem seriously, make them aware of the adjustments required to improve the lot of their workforce, educate them to encourage social and sporting activities, and educate them to provide an effective means of stress management, empathy, understanding, rather than indifference and diktat.

Colleagues, the fiscal policies of our new government will, without doubt, significantly increase the stress levels of our members both in and out of work. Congress, given the likely increase in stress levels with this new government and what it will cause, this programme must happen sooner rather than later. I move. (*Applause*)

THE PRESIDENT: Barbara, are you going to implement those policies in the office because George Fraser and I are suffering from stress working with you! (*Laughter*) Right, George?

BRO. G. FRASER: You are right, Mary!

BRO. K. BRINKLOW (Midland & East Coast): We ask that this Congress recognises that work related stress is on the increase, cuts in staffing levels or downsizing and reducing the workforce being the main factors. Employers are demanding more and more productivity in a shorter timescale out of the employee who is already carrying heavier workloads, putting pressure on them to work longer hours for no extra pay resulting in the employee having less control over their own life than ever before. We as trade union Health & Safety Reps need to recognise the short-term symptoms before they develop into a long-term more serious ill health condition amongst our members. We

need to challenge our managers and employers in the workplace and raise their awareness that they do have a duty of care to all employees in identifying stress. Control measures do need to be in place in the form of risk assessments and a company stress policy that works towards reducing their workload or the risk of an employee going off sick, or worse still breaking down completely. Congress, I second this motion. Thank you. *(Applause)*

WORK RELATED INDUSTRIAL INJURIES MOTION 44

44. WORK RELATED INDUSTRIAL INJURIES

This Conference instructs the Central Executive Council to engage with the relevant Government body with the aim of gaining recognition that arthritis can be induced by certain industrial processes, especially vibration. As evidence is growing on the relationship between work and arthritis, we feel now is the time for our members to gain recognition through the Industrial Advisory Council (IAC) for the painful and disabling disease.

GRANGEMOUTH 583 CFTA BRANCH
GMB Scotland

(Carried)

BRO. F. McNEILL (GMB Scotland): President, Congress, a number of years ago we were told that vibration white finger was an occupational hazard. The trade union fought and won the argument that this should be recognised as an industrial disease caused by employers failing to protect employees by not providing proper PPE. Arthritis is just as bad, if not worse, than the vibration white finger. It can affect everyone at any time in life but statistics inform us that people working in an industrial process have a greater chance of developing arthritis.

Congress, what this motion is looking for is to get this disease recognised as an industrial disease and the right to appropriate compensation. The money will not take the pain away but it can help to make life a touch easier. Congress, I move. *(Applause)*

BRO. A. LOGAN (GMB Scotland): President, Congress, arthritis is a painful and disabling disease which can affect your ability to work at any time not just when you are getting on in life. We now have recognition for vibration white finger and would ask the CEC to engage with the relevant government body to gain the same recognition for arthritis as an industrial disease that can be induced by certain industrial processes, especially vibration. I second. *(Applause)*

EXPOSURE TO LEAD AT WORK MOTION 45

45. EXPOSURE TO LEAD AT WORK

This Conference was appalled to learn from a Hazards magazine report that British workers have one of the highest occupational exposure levels for lead at work. Congress instructs GMB to campaign for the HSE to firstly review, and subsequently lower the levels of lead exposure at work.

(Carried)

BRO. A. MIALL (London): First let us look at the scale of the problem. The HSE statistics show that in 2007/2008 over 8,000 workers were under medical surveillance for lead exposure at work. Lead exposure can cause brain damage, nervous damage, blood disorders, kidney damage, with acute exposure leading to death. The UK has one of the most lax blood-lead standards in the developed world combined with higher occupational exposure limits. This creates a situation where potentially more poisoning can occur with less action being taken to prevent the exposure. We still produce hundreds of millions of tons of refined lead every year with production increasing in recent years.

Secondly, what needs to be done? Everybody remembers the successful campaign to remove lead from petrol as it could cause damage to children in particular. Well, now we need a similar campaign to reduce lead exposure at work. The GMB has a deserved reputation in campaigning on health and safety issues at work. It is time to lead the way on this important issue. The motion is straightforward and backed by the CEC. Please support. I move. *(Applause)*

BRO. D. BYRNE (London) in seconding the motion, said: President, Congress, exposure to lead at work is, as with asbestos, quite often a hidden danger. However, unlike with asbestos there is a serious lack of awareness of the dangers associated with exposure to lead, as well as a lack of awareness of where lead is actually found in the workplace. How many in this hall today are aware that workers in the UK are increasingly exposed to potentially dangerous levels of lead in the so-called green industries, for example, in the reconstruction of old batteries in the recycling industry.

The effects of lead poisoning are not immediate or noticeable. It is not like being exposed to fumes or gases; it is more insidious than that. As with asbestos, the damage can take years to manifest itself and the effects are often irreversible. There are currently no reliable figures on the number of workers exposed to lead in the UK. The motion asks that the GMB campaign for the Health & Safety Executive to complete a comprehensive review on the dangers of exposure to lead at work with a view to reducing the numbers of workers adversely affected in the long term. Please support. *(Applause)*

HEALTH & SAFETY MOTION 46

46. HEALTH & SAFETY

This Conference is concerned that there may be a lack of information regarding the presence of Legionella within certain processes in the workplace.

We therefore call upon the CEC to increase awareness of the potentially life threatening outcomes of this through H&S education.

R35 ROCESTER JCB BRANCH
Birmingham & West Midlands Region

(Carried)

BRO. G. RICHARDSON (Birmingham & West Midlands): President, Congress, speaking on Motion 46 regarding education about Legionnaires' disease. In May 2008 two JCB employees, members who had worked in entirely different parts of the factory, became seriously ill on the same day. Both were sent home with chest pains and were told to see their GP as a matter of urgency. Luckily, they were both diagnosed as having Legionella pneumophila, or Legionnaires' disease. I say lucky because the symptoms are so similar to pneumonia and if the two are mistaken it can be fatal. LP for sure lives everywhere where there is a drop of water. It is so widespread that it is almost impossible to eradicate, yet using simple precautions it is possible to eradicate the risk and stop the bacteria getting into our bodies and being active. Unfortunately, you have to be proactive to do this and this nasty disease just will not disappear without any kind of action, and without action someone will get it; that is, if they have not already got the disease. It may lurk undetected for decades.

Back to the two guys, who are most important, our members, both were seriously ill with raging temperatures but both actually recovered. They have come into contact with a sprayed water system and, luckily, they were correctly diagnosed and are now both fit and well.

After investigation it was found that both men had walked past a spray booth on the way to a break. On this occasion all the elements needed to cause the disease to be active were there. They were men to start off with, they were men who smoked with chest complaints, and both had come into contact with stored water sprays at its deadly temperature of 30 to 40 degrees, with the presence of the bacteria inhaled or digested in an aerosol. The two men were lucky but 6,000 a year are not. Although records vary from 250 to 1,000, doctors now say that most pneumonia cases and deaths are in reality Legionella.

How do we stop it? It needs nutrients which can be found everywhere; they can be found in water tanks, in cooling systems, and caused by bird droppings or dead creatures that drop into tanks that are not covered up properly. All can be eradicated or minimised by cleanliness but that is not as successful or as simple as it sounds. The actual cleaners who are working to clean it out can come into contact with it. I have seen cleaners at work dragging sludge with their bare hands three foot deep. We all have to treat the systems with anti-bacteria agents and monitor all the users who use them and are at risk.

The HSC were excellent and helped out a lot but only because we openly admitted that we had a problem. All our water systems were tested positive for Legionella. It is difficult to contract but in the winter I used to put my head in the spray just to keep warm, so that is how easy it could be. If you look hard enough in the process you will find it.

So, I instruct the CEC to issue relevant information and training to all our stewards to be aware that if we do not do something about it, it could be fatal to anybody. Thank you.
(Applause)

BRO. D. KEMPSON (Birmingham & West Midlands): Congress, how can we as a trade union movement actively increase awareness of the problems associated with Legionnaires' disease, or LP for short. Well, simply this: education and understanding, including awareness of LP in our *GMB@Work* and our HS training packs. Take this back to the workplace, concentrating especially where water is a predominant factor, such as spray booths, profile cutters, health and beauty spas, showers, swimming pools, air-conditioning, water tanks and towers, and many, many more, initiate regular checks for the presence of bacteria LP and monitor the checks, and promote real cleanliness. Remember, where there is a recess in a water tank that is where the slurry congregates. Do not forget the cleaners. We have seen cleaners hand-balling paint sludge up to arms' length, this horrible "gunge". This has to stop.

So, let's spread the education and help prevent our work colleagues from potentially fatal errors. Let pipes run and not be stagnant and make sure our shower heads are run after standing dormant. Remember, we do not go to work to die but, sadly, some of us will.

Congress, we insist our own education body inform all our activists and spread the knowledge before it is too late. I second. (*Applause*)

MOTION 48

ASPARTAME ARTIFICIAL SWEETENER

48. ASPARTAME ARTIFICIAL SWEETENER

This Conference is alarmed at the continued use of the artificial sweetener, Aspartame. There are now ninety-two illnesses which can be attributed to Aspartame and it is present in most carbonated soft drinks and in over 6000 other processed foods.

The effects of Aspartame poisoning are not fully manifested until it has been consumed over a lengthy period. There is increasing anxiety that we may begin to see in the near future, a prevalence of such degenerative illnesses as Alzheimer's and Parkinson's in twenty to thirty year olds who have consumed Aspartame over the period of their formative years.

Congress therefore instructs the CEC to lobby for a comprehensive investigation of the long-term effects of this artificial sweetener in the hope that we may prevent numerous unnecessary illnesses amongst the younger generation in years to come and save the British taxpayer millions of pounds in health costs.

NORWICH GENERAL BRANCH
London Region

(Carried)

SIS. S. WALDRON (London): I am a first time speaker at Congress. (*Applause*) Thank you. This Congress asks the CEC to campaign for the Government to eradicate the substance called, or which I call, sweet poison, otherwise known as aspartame, the sweetener. Aspartame is not a natural substance. Just to give you an idea of how readily available it is in our everyday food, you can find it in diet sodas, cooking sauces, table sweeteners, yogurts, chewing gum, and crisps. However, it is not a diet-enhancement product or food additive. It is unregulated and it is unsafe.

It was originally invented and used as a peptic ulcer drug, therefore not intended to enter the food chain. In liquid form it turns formaldehyde above freezing. The poison effect is cumulative; therefore aspartame is unfit for human consumption. Aspartame side effects usually go undiagnosed. When aspartame was first put before the American Food & Drug Administration by the founder Searle it was rejected eight times. Searle presented this despite the fact that he commissioned a report by a neuroscientist and researcher who found the drug to be unsafe and dangerous. It is a shameful tragedy that aspartame was finally approved by the Food & Drug Administration in 1975. It has since been put in everything. Who are the culprits with this drug? The Food & Drug Administration, companies like Searle, Monsanto, NutraSweet, and more.

Aspartame has 92 official side effects, the worst being death. It also mimics a wide range of problems such as decreased and blurred vision (which I think I am currently suffering from), tinnitus (ringing and buzzing in the ears), neurological problems, psychological problems, chest complaints, gastro problems, skin allergies, metabolic problems, excessive sweating plus swelling of the legs, and bloating. I have them all, I think. Additional symptoms of aspartame toxicity are irreversible brain damage, birth defects, and the most critical symptom of all is death. Moreover, aspartame addiction causes increased cravings for sweets and leads to hyperactivity in children, severe depression, aggressive behaviour, and suicidal tendencies. Aspartame may also trigger, mimic, or cause violent illnesses, chronic fatigue syndrome, Lyme disease, Grave's disease, Alzheimer's disease, epilepsy, multiple sclerosis, Lupus, and Attention Deficit Disorder (which I hope nobody has right now). Aspartame changes the ratio of amino acids in the blood, blocking and lowering the levels of serotonin, tyrosine, dopamine, and adrenaline. Therefore, it is typical that aspartame symptoms cannot be detected in labs. It is clear that the cons far outweigh the pros. This toxin must be banned from our food chain. Please support this motion to lobby for research to look into the long-term effects. I move. (*Applause*)

SIS. W. WHITTINGTON (London): Another first-time delegate. (*Applause*) Aspartame was discovered by accident whilst researching an anti-ulcer drug so like any drug along with its uses it also comes with unhealthy side effects. The licensing of this product was very controversial. I will not bore you with the facts but they are worth looking up. Even so, in 1996 the Food & Drugs Administration of America removed all restrictions on its use. It is now used in the manufacturing of anything from baby foods to medicines, including soft drinks, yogurts, even cakes and breads, and is often only labelled as E951 in the ingredients. It breaks down in the human body into two poisonous substances which the body itself cannot break down. We do not believe that the effects of long-term ingestion of this substance have been properly monitored, certainly not at the levels that young people today are knowingly consuming it. Let's not forget the disastrous effects of thalidomide that had been passed as safe to use by pregnant women at the time or how hydrogenated fats are now being voluntarily removed from processed foods by manufacturers due to the increase in obesity and heart disease in younger people.

Please support Motion 48 which calls for the CEC to lobby for investigations into long-term effects of using aspartame, hopefully preventing future unnecessary illnesses in the young people of today and putting further burdens on the NHS. I second. (*Applause*)

CLIMATE AND ENVIRONMENT MOTION 51

51. CLIMATE AND ENVIRONMENT

This Conference believes government should invest in green energy and assist business to set up manufacturing on UK soil. Furthermore, installation of wind turbines should be a priority and local authorities should not easily refuse planning permission for wind turbines and tidal power, water mills and solar power.

LONDON HOTELS & CATERING BRANCH
London Region

(Carried)

BRO. V. WEST (London): We hear politicians of every colour promoting their green credentials. We have multinational companies in every sector of the economy in every part of the world promoting their green credentials. Yet despite these fine words we have seen the drive for oil continue, a drive that has caused untold damage as in the Gulf of Mexico, a manmade disaster that is destroying not only wild life but small businesses, fisheries, and tourism in parts of Florida and other parts of the Gulf of Mexico.

The reality is that politicians and businesses such as BP use fine words to get your vote or to get your cash into their tills but when it comes to changing their policies there are always excuses. In the area of Hertfordshire where I live, the local politicians again talk green but when it comes to practical action such as approving planning permission for wind farms and wind turbines they suddenly revert to type and start crying, "NIMBY, NIMBY," (not in my back yard) but if we do not stop the drive for oil, if we do not seek alternative energy sources, if we continue to fail to turn fine words into practical actions and policies, disasters such as the Gulf of Mexico will continue to happen.

In moving Motion 51 I am calling for politicians, our government, other governments, local councils and multinational companies, to change their practices, no more excuses, no more NIMBY-ism, use your planning powers, take action, and take it now. I move. (*Applause*)

BRO. J. COLES (London): I am seconding this motion and, guess what, another first-time delegate. (*Applause*) President, Congress, as Vaughan has just said, we must invest in green energy and green jobs. We must create a more balanced energy policy. To achieve this we have to develop and manufacture materials. If we can sell our technology patents to Europe, we can manufacture them here. It is a disgrace that one turbine factory was allowed to shut down and now we have to import. That is hardly green, is it? We have plenty of natural resources in this country. We can harness wind, sea, and solar. We also have the workers willing to be trained to take advantage of the potential employment opportunities. If we are serious about tackling climate change then we need

urgently to invest and promote a wind of change to a more balanced, greener energy industry. Thank you. (*Applause*)

THE PRESIDENT: Colleagues, because there are so many different issues involved in this debate, does anyone wish to come in? I will be calling John McDonnell next to move the statement on Pleural Plaque but before that does anyone want to come in on any of the other motions?

BRO. L. WOODWARD (South Western): I am specifically talking to Composite 3 on stress. I want to tell you my story. In 2000 I went off with stress; I had lost both my parents very close together. I went back to work after a while and before I knew it – I am cutting a very long story short here – I was going into dark places in my mind where no one should ever go. Serious depression had set in. This in turn led to more time off work. Stress wherever it comes from usually comes from several sources, not only workplace stress. It is important that we need to recognise it in the workplace and we need to take it seriously. By September 2008, I had finally come off the tablets and the therapy and, yes, I still get good days and bad days.

Please support Composite 3 and, comrades - and I am begging indulgence here, Mary - please support this motion and please support me in keeping my stress levels down to a minimum by buying as many raffle tickets for the York Disabled Workers Cooperative as you can, and that will keep Phil Davis off my back. Thank you very much. (*Applause*)

THE PRESIDENT: You got away with that one lightly, didn't you!

BRO. W. JUSS (Birmingham & West Midlands): Madam President, Congress, I am somebody who spends a significant time of his working life in representing trade union members who suffer from work related stress and I advise them to see whether they can recover any compensation for the stress that they have suffered. The colleague who actually moved the motion on work related stress said prevention is better than cure. She took the words out of my mouth. It can be no truer for those who are suffering from work related stress. Very often, once you have developed the condition you develop a psychiatric condition, and it is too late to go back. So, what is the answer? The answer is that once you see somebody showing signs of stress you make complaints to the employers straightaway, and put those complaints in writing. If they are made by email, you keep copies of the emails. If you have Health & Safety Committee meetings, you raise the issues in those meetings and you have proper minutes prepared. You ask for risk assessments. You insist upon risk assessments, that is your right, and you make sure that the employers do something about it. You expressly state what the problem is about the work that is causing the stress.

If you do that, then you have a double benefit. First of all, you have a reasonable chance that the employers will listen and that they will deal with the issues so that the stress does not develop, and the second benefit is that if they do not listen then you increase your chances of recovering compensation where they have breached their health and safety obligations. Thank you. (*Applause*)

SIS. S. MEMMOTT (Southern): I would like to support Composite 3. Three years ago I was assaulted at work. I am a specialist support assistant in a special needs school. On trying to get back to work after having eight weeks of double vision and concussion, and finally got hold of the headmaster who said, “You have to go back into that classroom and work with that child.” He thought it was a no-brainer. I disagreed. My stress levels went through the roof culminating in me having six months off work through a stress-related illness. I was very lucky, I had a very supportive GMB Branch Organiser, who took my claim on board and basically nearly landed up in fisticuffs with the headmaster, but in the end managed to get me back to work in a different environment. This is why I do what I do today as a representative. I support Composite 3. (*Applause*)

THE PRESIDENT: Trevor, it is good to see you back looking so well and in good health.

BRO. T. FELLOWS (Birmingham & West Midlands): Thank you. I have just an observation on Motion 48. I had never heard of aspartame but apparently all the stuff you are drinking today contains aspartame, even though it is in Spanish. So, any problems, it was not the booze last night, it is this! (*Laughter/Applause*)

CEC STATEMENT ON PLEURAL PLAQUES

At GMB Congress 2008, the CEC made a statement on pleural plaques, outlining the reasoning for our campaigning. Two years later, much has changed, and the CEC makes this statement to update members and detail our future campaigning intentions.

Pleural plaques are scars on the pleura the lining of the lung. They are almost always caused by negligent exposure to asbestos. There is undisputed medical evidence that pleural plaques is a marker of exposure to asbestos, and those with plaques have an increased risk of developing the work-related cancer mesothelioma. Those who develop mesothelioma normally die within a year of diagnosis.

A diagnosis of pleural plaques is therefore more than a physical ailment – it causes considerable mental anguish and harm.

For these reasons, those diagnosed with pleural plaques were entitled to claim modest compensation from their employer. This gave the opportunity to establish liability early in proceedings, a particularly critical factor if mesothelioma later developed.

In 2006, the insurance industry challenged the arrangements for compensation in court, arguing that no physical harm could be proved, and that the likelihood of developing mesothelioma was ‘small’. In effect, compensation was being paid to “the worried well” which could be better spend elsewhere.

The judiciary agreed with the insurance companies, and the right to compensation was lost. The case was appealed as far as the House of Lords, where the insurance industry was backed at the expense of the working person. The British Insurance industry will save at total of £1.4 Billion in compensation payments as a result of the decision of the Law Lords.

GMB has never accepted this judgement. The experience of our membership and their loved ones tells us in the most urgent terms that pleural plaques cause genuine and considerable suffering. We have always known that the decision taken by the Law Lords was wrong. It is untenable that someone can be compensated for scarring to their face or arms, but not their lungs.

Since that decision was taken in October 2007, GMB has been at the forefront of the campaign to restore justice and the right to compensation.

We have held multiple lobbies of parliament, with hundreds of members involved. We have organised letter writing campaigns. We have engaged MPs across the UK. We provided evidence to government that pleural plaques could cause physical harm, and supplied research from Japan that showed that the risk of developing mesothelioma was much higher than previously thought; and we have worked with our sister unions and TULO to raise awareness of the issue across the labour movement.

As a result, we made sure that our legitimate demands were heard:

- In the House of Commons;
- In the House of Lords;
- In the Scottish Parliament;
- In the Welsh Assembly;
- In the Parliament Of Northern Ireland;
- And most importantly, on the desks of the Justice Secretary of the time, Jack Straw, and former Prime Minister, Gordon Brown.

GMB campaigning resulted in a change of Government policy, with our efforts forcing a consultation on the matter of compensation.

We saw the enactment of a law in the Scottish Parliament which made explicit that anyone who developed pleural plaques as a result of exposure to asbestos in Scotland would be able to rightfully claim for compensation from their employer or employers' insurer in the Scottish courts.

At the time of writing, the CEC understands that the Government in Northern Ireland is considering enacting similar legislation.

So the CEC was hopeful that the righteousness of our case would be recognised in the rest of the UK, and that the Labour Government would reverse the decision in law. Private Members' Bills were tabled by GMB MP Andrew Dismore, and Baroness Quinn in the Lords to allow for just that to happen.

But ultimately, when the Government responded to the consultation and gave its' final decision, we did not see the right to compensation restored.

Despite this setback, the Government did make concessions, and pledged some genuinely important and necessary initiatives, including:

- A Fund Of Last Resort to allow for payments to be made when policies cannot be traced and claims cannot be fulfilled;
- Increased funding to research into asbestos-related diseases, including a National Centre for Asbestos-Related Diseases;
- Increased payments for mesothelioma sufferers;
- And a one-off payment of £5000 for every person whose case was put on hold by the Courts whilst the decision was considered by the Government.

Whilst these announcements are welcome, we are ultimately left with the nonsense that members with pleural plaques who were exposed whilst working in Scotland can claim for compensation. Members with pleural plaques who were exposed whilst working in Northern Ireland may also be to make a claim in the near future.

But workers exposed in England and Wales have no entitlement to be compensated if they develop pleural plaques.

This raises the ridiculous but very real possibility that workers exposed to asbestos at Clydebank Docks will be compensated, but their colleagues in Barrow, working for the same negligent employer under the same poor working conditions, will get nothing. More pertinently, we could very well see a situation where two members living side by side in England have Pleural Plaques; one spent some time working in Scotland and can claim the other only worked in English yards and cannot.

This position is clearly not sustainable in the long time, and will need to be resolved by the Government in the near future.

GMB is actively pursuing political solutions, and we are not without legal options, most obviously escalating the issue to the European Courts to challenge the UK Government. But this is an expensive, high-risk strategy, and an unfavourable result would remove the rights of those in Scotland and potentially Northern Ireland to claim compensation. This is a decision which cannot be taken lightly – the implications are critical and the stakes high.

Already, the £5000 payments are under threat, with reports that Senior Civil Servants refused to sign off on the scheme without written direction from Ministers. These pledges were made by a Labour Government no longer in power. There is no guarantee that this Government will honour them. It is clear that the “Big Society” is not quite big enough to afford the modest compensation promised without further scrutiny.

Until the Government’s intentions are clearer, it would be foolish to commit this Union to any single course of action – we must keep our options open. We must ensure that the gains that have been achieved – the pledges commitments to research; the fund of last resort, and the legal right to compensation in Scotland are protected and honoured. In taking legal action at this point, without exploring alternatives, we risk losing everything fought for and won to date.

As a Trade Union and a voice for working people, we have fought this decision from Day One. We have reflected the wishes and concerns of our members, and fought for our legitimate concerns to be respected, and our rights to be restored.

Though the Government has changed, our resolve has not weakened; our GMB policy has not altered. We will continue to campaign vigorously until justice is done and the right to compensation is restored for all.

(Adopted)

BRO. J. McDONNELL (CEC, Manufacturing) moving the CEC Statement on Pleural Plaques and in support of Composite 2, said: Congress, much has occurred since the last CEC Statement on Pleural Plaques at Congress in the year 2008. Some real progress has been made and a decision was taken by the Labour Government with implications in the short and in the long-term.

The CEC is making this statement to update all GMB members on developments since June 2010 and to outline the present position with regards to pleural plaques.

There is clear-cut medical evidence that individuals with pleural plaques have a higher risk of developing the work related cancer mesothelioma. Congress, mesothelioma is only caused by exposure to asbestos, nothing else. There is no cure for this cancer. It is fatal. You may not develop this cancer, not everyone who has pleural plaques does, but if you do, you will die most likely in less than a year from diagnosis.

For this reason for over 20 years until the year 2006 those suffering from pleural plaques were entitled to claim compensation for the anguish caused by this condition, as much mental as physical. Very clearly it has established liability on the part of the employers or their insurance companies and it was the insurance industry that challenged the arrangements in court seeking to profit by £1bn by avoiding having to pay out for pleural plaques claims, and eventually they won. In October 2007 that judgment was upheld in the House of Lords. I think it is a disgrace that these same people do not blink an eyelid when bankers are receiving millions in bonuses. *(Applause)* Congress, we have always known that the decision taken by the law lords was wrong. It is untenable that someone can be compensated for scarring to their face and arms but not their lungs.

Since that decision, the GMB has campaigned hard for its reversal and we have secured major gains. I must stress the GMB has led this campaign but some of the unions have not participated. By lobbying Parliament, engaging with MPs, organising letter-writing campaigns to the Justice Secretary, and working with our sister unions, or some of them, and with the TUC and with legal experts, we made sure that our legitimate demands were heard in the House of Commons, in the Scottish Parliament, in the Welsh Assembly, in the Parliament of Northern Ireland and, most importantly, on the desk of the then Prime Minister, Gordon Brown.

As a result of the GMB efforts we changed the government policy forcing a consultation on the matters of compensation. We saw the enactment of the law in the Scottish Parliament which made explicit that anyone who developed pleural plaques as a result of

exposure to asbestos in Scotland would be able to rightfully claim for compensation from their employers, or insurers, in the Scottish courts. Well done to them.

We know that the government in Northern Ireland is considering enacting similar legislation.

There were high hopes that the Labour Government would reverse that decision in law. Private Members Bills were tabled by GMB MPs to allow that to happen. I think the Labour Party really let the working class people down and those suffering with pleural plaques by not reversing that decision.

In the end, the Government gave its decision and we did not receive the right to the compensation that we sought. The Government pledged some genuinely important and necessary initiatives, a fund of the last resort when claims could not be traced, funding for research into asbestos-related diseases, increased payments for cancer sufferers, and a one-off payment of £5,000 for every person whose case was put on hold in the courts whilst a decision was considered by the Government, but we did not secure a commitment to overturn the law lords decision and restore the right to claim compensation for pleural plaques.

So, Congress, where does that leave us? We are left with the nonsense that members with pleural plaques who were exposed whilst working in Scotland can claim for compensation. Members in this position in Northern Ireland may also be able to make a claim in the near future. If you are exposed in England or Wales, you have no entitlement to be compensated when you develop pleural plaques. This raises the ridiculous but very real possibility that workers on Clydebank will be compensated but their colleagues working in Barrow for the same negligent employers under the same poor working conditions will get nothing. This is clearly not sustainable in the long term and will need to be resolved by the coalition government: some hope. Already the £5,000 payments are under threat with reported civil servants refusing to sign off on the scheme unless given written direction from ministers. It is clear that the big society is not quite big enough to provide the modest compensation promised without further scrutiny.

However, Congress, the reality is clear, the right to compensation has not been restored for all and those pledges were made by a Labour government no longer in power. There is no guarantee that this Government will honour them. Congress, until the Government's intentions are clearer it would be foolish to commit this union to any single course of action. We must keep our options open.

To conclude, President, we must ensure that the gains that have been made, the pledges for research, for the fund of the last resort, and for the legal right to compensation in Scotland, are honoured and protected. By taking further legal action at this point we risk losing those gains and ending up with nothing at all.

Congress, the GMB has fought this scandalous decision from day one. Though the Government has changed, the GMB's policy and our resolve have not weakened, and our

GMB policy has not altered. We will continue to campaign vigorously until justice is done and the right to compensation is restored for all pleural plaques sufferers. Thank you. (*Applause*)

BRO. R. MORGAN (Midland & East Coast) seconding the CEC Special Report on Pleural Plaques, said: Congress, this is an issue of real importance to me through my work with the Derbyshire Asbestos Support Team and 40 years so far working with asbestos and being a lagger firsthand as well. I have seen the firsthand appalling toll that asbestosis and mesothelioma can take on working people and their families. I have also seen the trauma that the diagnosis of pleural plaques causes. To suggest that pleural plaques does not cause harm is not only nonsense, it is also offensive. Having to live with the uncertainty of not knowing whether today might be the day that you develop an incurable lung disease, of lung cancer, is something no one deserves. Pleural plaques is a working class disease. The law lords and the British insurance industry would have no idea how it feels to live under a permanent devastating cloud such as that. They probably think that pleural plaques is something to do with having a tooth decay problem.

I am so proud of our longstanding campaign to restore justice to everyone with pleural plaques. It was the GMB that started the fight for compensation for those with the asbestos related disease and we are still leading that campaign and fight. Congress, it is an outrage that someone who is exposed to asbestos in Scotland has a rightful claim to compensation in the courts but a colleague working for the same company in the same environment but south of the border in Barrow, let us say, is not entitled to a penny if they develop pleural plaques.

Congress, we have made real gains from our campaigning. The pledges on medical research would not have been there if the GMB had not demanded them, but the Labour Government did not give back the right to compensation in England and Wales. Now the new Con-Dem Government (and that word “Con-Dem” certainly does condemn them) has already said that it has no plans to reinstate it either.

Congress, as this report makes clear, regardless of political changes our campaign goes on. Whether it is in the legal or political fields, behind closed doors or hammering on the door of Number 10 Downing Street, we will not give up the fight to do what is right and give the right to compensation back to everyone in Great Britain regardless of where they were negligently exposed to asbestos.

Congress, I am proud to second the CEC Special Report on Pleural Plaques and I beg you all to support it. Thank you. (*Applause*)

THE PRESIDENT: Does anyone wish to come in on the debate? No. Congress, the GMB mounted such a campaign. It was absolutely wonderful to see how many people did respond. We then took it with Dennis Skinner to the Executive of the Labour Party and every single one round that table urged Gordon Brown to reverse the House of Lords ruling. It was unjust and it was wrong. Well, we know the answer to that. Maybe it will be one of the questions tomorrow as to why. Our members did not deserve to have pleural plaques or asbestosis. It is the greedy employers who knew what they were doing and the greedy insurers whose pocket they had to be in at the time. We will keep that

campaign going, each and every one of us, because we do not know when it will knock at our door. For the sake of our members, and their families, we must continue this fight and it has to be justice for those who suffer through no fault of their own. Thank you. (*Applause*)

The mover of Composite 2, do you accept the statement, North West & Irish Region? You do? (*Agreed*) Thank you.

Motion 40, 41, Composite 3, Motion 44, 45, 46, 48, 51, are all supported. All those in favour, please show? Thank you. All those against? That is carried unanimously.

Composite 2 was carried.

Motion 40 was carried.

Motion 41 was carried.

Composite 3 was carried.

Motion 44 was carried.

Motion 45 was carried.

Motion 46 was carried.

Motion 48 was carried.

Motion 51 was carried.

THE PRESIDENT: Can I put the CEC Statement on Pleural Plaques to the vote? All those in favour, please show? Anyone against? That is carried.

The CEC Statement on Pleural Plaques was adopted.

THE PRESIDENT: Colleagues, before I move to the next business can I say I believe we have some visitors who are down for a meeting with the National Secretary tomorrow. We have the Local Government Employers in here. I wonder if we could ask them why we did not get a pay rise this year (*Applause*) when the Government did give the employers the money, not for a vast increase but at least it was 1%. I would like an explanation on that and Debbie, I know, is up there and Harry is up there. I cannot see the other two. Tell me later and then I can tell Congress tomorrow. Thank you. (*Applause*)

Composite 1 – we are asking for support. All those in favour, please show? Anyone against? That is carried.

Composite 1 was carried.

PRESENTATION OF THE DANIEL DENNIS HEALTH & SAFETY AWARDS 2010.

THE PRESIDENT: Now I will move to item 14. Colleagues, this is the presentation of the Daniel Dennis Health & Safety Award for 2010. This is the fourth year that we are presenting this award. We will continue to keep the memory of Daniel alive through the annual award. It gives me great pleasure to announce that the winner of the Daniel

Dennis Safety Representative of the Year is the late David Lyons from Southern Region. David passed away on 5th January 2010 after a long battle against cancer. A leading figure in G4S Cash Services, David was central to GMB's "Attacks Campaign" and the setting up of an Attacks Compensation Fund. David made a big contribution to the safety and security of the GMB members and will be greatly missed.

Congress, I have on the platform with me David's wife, Marilyn, and his colleague, Brian Terry, from G4S, who will collect the award on his behalf. Thank you. (*Applause*)

Presentation amid applause.

MARILYN LYONS: Thank you very much, Congress, for giving this award to David. I have just written a few words down. I will do my best. First time speaker! (*Applause*) When Brian Terry told me about this award he said it was 99% certain but before it was confirmed I had already told the whole family. David, or Dave to most of you, would have been so proud to receive this award from those he considered friends more than colleagues. It really is an honour bestowed upon him. Thank you.

When becoming a rep he felt that he could really make a difference being in a position where he could do some good. Starting out as a driver for Securicor in 1997 he knew what would make a difference to a driver's life and therefore understood their concerns when they came to him with their problems.

David was never boastful about his achievements in the union, in fact the only sign he ever gave to me of having achieved anything was when we happened to walk past a G4S van and he said, "That handle was my idea." Now every time I see that little handle my heart almost stops with my secret pride.

Yesterday was five months since he died. David would also have been proud to receive this award given in Daniel Dennis's name, whose family must still feel his loss. Of course David's case was not unique. I am sure that every single person here knows someone going through the awful trauma of cancer but David was unique to me. David was my best friend, my conscience, my rock, and the love of my life. Your giving him this award gives me and his family immense pride in knowing that he is remembered for all the good that he was able to achieve in a relatively short period. I thank you with all my heart for remembering him. (*Standing ovation*)

THE PRESIDENT: She knows we wish her well, and her family.

Congress, the winner of the Highly Commended Silver Badge for another outstanding Safety Representative, who was a very close second, goes to Malcolm D. Raper from the Yorkshire & North Derbyshire Region. Malcolm is from Hayecliffe School in Bradford and Branch Health and Safety officer. He has been active in lots of challenging Health and Safety issues, including minibus procedures for children with special education needs. His much-valued advice and support for members has increased local GMB membership by 100%.

Malcolm, would you please accept this award on behalf of the GMB Congress. Thank you very much.

Presentation amid applause.

BRO. M. RAPER (Yorkshire & North Derbyshire): First time speaker. (*Applause*) Thank you. I would like to thank the branch for all they have done and for the support they have given me throughout the years. Thank you. (*Applause*)

THE PRESIDENT: Thank you, Malcolm.

REGIONAL SECRETARY’S REPORT: LONDON REGION

LONDON REGION

1 MEMBERSHIP AND RECRUITMENT

FINANCIAL MEMBERSHIP	95,098
Section Financial Membership (by each Section):	
COMMERCIAL SERVICES SECTION	33,430
MANUFACTURING SECTION	10,443
PUBLIC SERVICES SECTION	51,225
Grade 1 members	60,651
Grade 2 members	25,598
Retired, Reduced Rate & Others	8,849
Male Membership	44,180
Female Membership	50,919
Total number recruited 1.1.2009 – 31.12.2009	13,714
Increase/Decrease 1.1.2009 – 31.12.2009	1,123
Membership on Check-off	56,067
Membership on Direct Debit	32,134

This being my first full year as Regional Secretary I would like to place on record my thanks to all London Region Officers both Lay and Full Time, Staff and members for the overwhelming support they have given both me and the region since my appointment together with the assistance and encouragement from many colleagues from other regions of the GMB.

Yet again, I am pleased to report a net increase in membership building on the efforts of previous years. Given the serious economic recession and the damage this has caused and is causing, it is I believe, an outstanding achievement for which I highlight the efforts of all Officers, Staff, Branch Secretaries, Shop Stewards et al, who have carried out many vigorous campaigns most especially in schools, ASDA, Wilkinsons as well as their efforts in individual workplaces (trends etc).

During the past year we have re-invigorated our commitment to GMB@Work together with renewed emphasis on IST and consolidation all of which are having positive results leading towards our aim of substantially increasing the number of high qualified active Lay Officers across the region. We can also report a well received and successful GMB@Work staff training days.

At the time of writing we are in the early stages of the General Election campaign, and like most regions face some very severe challenges most especially in those constituencies where the BNP and others have a presence and intend to field candidates.

We have established a Regional Political Forum in order not only to direct our efforts to key seats during the election but also, and possibly more importantly, to establish a vibrant ongoing political awareness and presence between elections, something we seem to have lost in recent years. Our overriding message is supporting GMB values which we hope will help to cement relationships with the many people we aim to assist during the campaign and into the future.

2 GENERAL ORGANISATION

Regional Senior Organisers	4
Membership Development Officers	1
Regional Organisers	18
Organising Officers	7
No. of Branches	120
New Branches	1
Branch Equality Officers	27
Branch Youth Officers	9

Whilst the London Region continues to focus on GMB@Work, recruitment and retention we are mindful of the need for consolidation, as well as the protection of the terms and conditions and employment rights of those of our members in companies facing the effects of the economic downturn so far with good effect.

3 BENEFITS

Dispute	£450.50
Total Disablement	NIL
Working Accident	£2,082.55
Occupational Fatal Accident	NIL
Non-occupational Fatal Accident	NIL
Funeral	£27,705.00

4 JOURNALS AND PUBLICITY

Press

We continue to do very well in getting coverage for the work of the GMB London Region in the papers, on radio and on the internet.

CANDID

CANDID is produced three times a year and now has a new look in response to members' feedback from the readership survey conducted last year. The new style is more accessible and colourful and all round easier to read. The twelve outer pages report the massive amount of work that the GMB London Region Officers and GMB Post Holders do for members. The work of the GMB London Region's Organising Team, its targets and growing membership is now covered in the twelve regional pages. Thank you to everyone who has provided copy and photos for CANDID during the year.

The cost of the magazine has also been reduced by cutting the cost of postage simply by folding it for delivery to members' homes. Advertising revenue has recovered from a dip during the depths of the bankers' recession and so the overall cost of production is back on track.

5 LEGAL SERVICES

(a) Occupational Accidents and Diseases (including Criminal Injuries)

Applications for Legal Assistance	Legal Assistance Granted
629	603

Cases in which Outcome became known

Total	Withdrawn	Lost in Court	Settled	Won in Court	Total Compensation
527	196	7	324		
			£	£	£3,016,891.54
Cases outstanding at 31.12. 2009			1,162		

(b) Employment Tribunals (notified to Legal Department)

Claims supported by Union	158
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Cases in which Outcome became known

Total	Withdrawn	Lost in Tribunal	Settled	Won in Court	Total Compensation
158	8	6	64	3	
			£288,127.64	£41,947.71	£330,075.35
Cases outstanding at 31.12. 2009			107		

(c) Other Employment Law Cases

Supported by Union	Unsuccessful	Damages/ Compensation	Cases outstanding at 31.12.2009
378	64	£1,552,185.20	116

(d) Social Security Cases

Supported by Union	Successful	Cases outstanding at 31.12.2009
0	0	0

Since the introduction of an in-house solicitor and improved system for filtering cases, there has been a significant increase in cases settled by compromise agreements. Officers have been provided with quick and easy advice to assist in case management and as a result fewer cases have been referred for Tribunal action.

6. EQUALITY & INCLUSION

Since taking over as the Regional Equalities Officer in March 2009 regular Race and Equality meetings are held on a bi-monthly basis where issues regarding equality from the region are discussed in addition to planning of future events and bringing equality into the organising agenda. There has been representation for one of our members at the TUC disability conference and six delegates attended a National Conference in Manchester and participated fully in submitting motions workshops and contributed to the general discussion.

The Shout LGBT Group have been particularly active in promoting the equality agenda and pursuing organising and recruitment of workers by participating in the London Pride event on 4 July 2009, taking part in the TUC Equalities Conference and holding a very successful fringe meeting on domestic and workplace violence with speakers from the GMB Sex Workers and Entertainment Branch and Broken Rainbow. The Shout Group also sponsored Black Pride and had a stall there too.

As yet, the region has not yet held a Regional Equality Conference however it has been established that there is a need to increase the amount of participation around the region in respect of equality activity and due to geographical boundaries making it difficult for all branches to participate in the bi-monthly meeting and steps are now being taken to establish more localised forums for Race and Equality meetings which will then feed into the Central Forum on a quarterly basis. Once this has been established then steps will be taken to progress the Regional Equality Forum through a Regional Equality Conference.

GMB's new Equality and Inclusion policy has not deterred the GMB London Region Young Members from self-organising their own internet social community Face book group, website and AGM. As usual they have worked as GMB volunteers in the Workers Beer Company bars at Glastonbury, Reading and Leeds Music Festivals again this year and raised money to fund their GMB activities. Young workers most common work problems are bullying and harassment and many of them do not know that they have any rights at work. The loss of formal apprenticeships has also impacted on the manufacturing skills of younger workers.

Many have mobilised their year against the BNP and fascist activities in London and elsewhere both during elections and since. This work will continue into next year as the General and Council elections approach.

Around 6.2% of London Region's members are classified as Young Members i.e. under 27 years of age.

7 TRAINING

(a) GMB Courses Basic Training					
	No. of Courses	Male	Female	Total	Total Student Days
Introduction to GMB (3 days)	10	76	29	105	315
GMB/TUC Induction (5 days)	5	43	17	60	300
GMB@WORK	19	163	57	220	440
Consolidation(2 days)	9	75	36	111	222

(b) On Site Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
None					

(c) Health & Safety Courses (please specify subjects)					
	No. of Courses	Male	Female	Total	Total Student Days
5 Day H&S Course	6	58	12	70	350
Safety Inspections	3	20	7	27	54

(d) Other Courses (please specify subjects / weekdays/ weekends)					
	No. of Courses	Male	Female	Total	Total Student Days
Learning Reps	9	70	27	97	291
Put It In Writing	4	36	11	47	141
Negotiating Skills	2	10	3	13	39
Say Your Piece	3	18	15	33	99
Stress, Bullying and Harassment	3	15	7	22	66
Communication Skills	6	31	14	45	45
Disciplinary and Grievance	6	42	19	61	183
Northern College	4	6	2	8	33
2 Tier Workforce	2	15	4	19	19
Job Evaluation	1	5	5	10	10
Diversity	2	20	10	30	30
Pensions	1	12		12	24
Accompanying Reps	1	13	1	14	14

(e) TUC (STUC & ICTU) Courses					
	No. of Courses	Male	Female	Total	Total Student Days
None					

8. HEALTH & SAFETY

It is acknowledged across GMB London Region that understanding of, and dealing with, health and safety issues in the workplace helps raise the profile of the GMB in terms of recruitment, organization, servicing and retention. The information within the H&S courses, particularly the emphasis on safety representative's rights, safety committees and involvement in Risk Assessment process, gives our representatives the confidence, ability and knowledge to represent members in all sectors where GMB is present.

This applies to workplaces where recognition already exists and where health, safety and welfare concerns can be used to maintain, and grow, membership levels and in newly recognized workplaces where health,

safety and welfare issues can aid recruitment and retention. Consequently safety reps in the London Region undergo a full programme of training. This training is evaluated to take into account any changes in health and safety legislation.

Bulletins are also produced on GMB orange bordered paper for added impact. These cover such diverse subjects as blood borne diseases to lone working to working in both cold and hot temperatures and can be useful for both information and as an aid for recruitment. This is useful in workplaces where recognition has been achieved and full organisation has not yet been established. The bulletins can help produce confidence in GMB individual members and their representatives and ensure that GMB is recognised for consultation purposes.

The department also acts in an advisory capacity for officers, safety reps and individual members. Often many problems can be sorted out over the telephone, though this needs to be followed up by supporting literature. Increasingly, advice is sought and answered by electronic means. In more serious situations there will sometimes be a request for a site/workplace visit with a follow-up written report. Again the presence of a specialised officer can raise the profile of GMB and help the safety reps maintain, and demonstrate the benefits of GMB membership.

Health & Safety continues to be a moving feast across the region. For some in public services, managers do have knowledge and experience but often too few resources to implement policies, while in the private sector, particularly smaller companies, the lack of knowledge can often be frightening. Indeed well trained GMB representatives will often be better informed and more aware of potential problems than many managers.

Therefore the region will continue to ensure that safety representatives will be elected in practical and up to date information with a view to enhancing recruitment and organisation across all workplaces; and recruitment and organisation seldom hinge on one single issue and the region has demonstrated that by raising, and solving health, safety and welfare issues the GMB can remain not just strong, but also extremely optimistic.

(Adopted)

THE PRESIDENT: Could I ask Paul Hayes to move his report from the London Region, Regional Secretary, pages 96-100. Paul?

The Regional Secretary's Report: London Region (pages 96-100) was formally moved.

THE PRESIDENT: Thank you. Are there any questions on the report from pages 96-100? No. Agree to accept the report? *(Agreed)* Thank you very much.

The Regional Secretary's Report: London Region (pages 96-100) was adopted.

THE PRESIDENT: I am now going to move on to the presentation of the Regional Outstanding Achievement Awards 2010. Can I now hand over to the Vice President, Malcolm.

THE VICE PRESIDENT: Thank you, President. Congress, the nine Congress 2010 Regional Outstanding Achievement Award winners are listed on a document in your wallets. The first one is Birmingham & West Midlands Region, Lesley Bishop.

Presentation amid applause.

THE VICE PRESIDENT: The London Region is Mick Lancaster.

THE PRESIDENT: Can I say, Vice President, that Mick Lancaster cannot be here as there are severe problems in Asda depots and he believes that is where he should be. Can I ask his colleague, Martin Foster, who has done a lot of work with Mick, to come and collect his award from the London Region? Thank you.

Presentation amid applause.

THE VICE PRESIDENT: Midland & East Coast Region, George Porte. George is also unable to attend Congress and Mario Margini will collect his award on his behalf.

Presentation amid applause.

BRO. M. MARGINI (Midland & East Coast Region): George, who has received this award, told me to say that unfortunately he is very sorry he will not be here due to his wife's ill health but he is proud and honoured to receive this award. I thank you on his behalf.

THE VICE PRESIDENT: North West & Irish Region goes to the late Jimmy Philbin, and his sons Mark and Paul, and brother Paul, will collect the award on his behalf.

Presentation amid applause.

MEMBER OF THE PHILBIN FAMILY: Hello, everyone. It is a very proud day for our whole family. I would like to thank every one of you who is responsible for this award. I would like to say a big thank you to Geoff Smith, Graham Smith, and Paul McCarthy, for making us feel so welcome today. There is a word Jimmy used to use a lot and those of you who were close to him would have heard him say it many times a day when something good happened, and I would like to leave you with that, "quality". (*Applause*)

THE PRESIDENT: Comrades, I know Jimmy's mum and dad are also here.

THE VICE PRESIDENT: For the Northern Region, Yvonne Morris.

Presentation amid applause.

THE VICE PRESIDENT: GMB Scotland, Samuel Barr.

BRO. S. BARR (GMB Scotland): I will tell you one thing, I will not be going back home to Glasgow until I have talked to Congress. This is a marvellous thing that has happened to me. All the involvement I have had in the Labour Movement and also the trade union

Movement, I have never been so happy in all my life to receive a Gold Medal from my brothers and my sisters. Thank you. *(Applause)*

THE VICE PRESIDENT: Southern Region, Hayley Brennan.

Presentation amid applause.

SIS. H. BRENNAN (Southern): Thank you very much. It is not just me that has achieved this; an awful lot of people have put an awful lot into it, not just my colleagues inside the GMB but my colleagues in the pub trade as well. It also would not be right not to say a little thank you to the pub companies that have brought us to this point; they have given each and every one of you a reason to go into your local pub, so for that you should all be thankful. Have a drink on the pubco. Please do come along tomorrow to our fringe meeting and get behind the campaign, go into the pubs, find out exactly why we have got to the stage we are with the pub companies, and this time next year with all of your support every pint you buy at Congress could be a whole lot cheaper. Thank you. *(Applause)*

THE VICE PRESIDENT: South Western Region, Brian Legg.

Presentation amid applause.

BRO. B. LEGG (South Western): I am really proud to receive this award but I would like to say the fight for Pleural Plaques is going on. I am going to the Welsh Assembly on 16th June to put our fight to them. So, I thank you all again. *(Applause)*

THE VICE PRESIDENT: The Yorkshire & North Derbyshire Region is the Barnsley Hospital Team, and the region has dedicated their achievement award to the memory of Kerry May, an outstanding GMB Officer who died tragically last year. It is called "The Kerry May Award for Outstanding Contribution to *GMB@Work*".

Presentation amid applause.

A DELEGATE: If I could just explain about the misprint in the itinerary you have, it says Paul Bedford was Branch Secretary. The real Branch Secretary is Martin Jackson, by the way. *(Applause)*

THE PRESIDENT: Could I thank our members in Dartington Glass, Southern Region, for supplying the crystal vases for the second year.

Congress, we are finishing a little earlier. No, I am not going to go to any more work. I think you have had a long day and a heavy day. Could I remind delegates that tomorrow morning we begin earlier at 9 o'clock.

Congress is closed until 9 o'clock tomorrow. Thank you. Enjoy your evenings all of you.

Congress adjourned.