



GENERAL SECRETARY'S REPORT

ANNUAL CONGRESS 2012

THE BRIGHTON CENTRE

SUNDAY 10 JUNE 2012 to THURSDAY 14 JUNE 2012
9.30am – 12.30pm, 2.00pm – 5.30pm

GENERAL SECRETARY'S INTRODUCTION



Dear Colleagues

A warm welcome to Congress Brighton 2012 from myself, our President Mary Turner and our Vice-President Malcolm Sage.

To all delegates, congratulations for becoming part of the GMB's supreme policy making body. Entrusted to Congress each year by our membership is the scrutiny, oversight and direction of our great Union.

For new delegates I hope you will enjoy the experience and the camaraderie that GMB Congress brings to us all.

For seasoned delegates take pride in the direction and performance of the Union which you have helped shape during previous years.

2011 was a difficult and challenging year for so many of our members and their families.

It was a year that saw literally hundreds of thousands of GMB members taking part in demonstrations, Industrial and Political action to oppose the savage austerity measures used by the current Tory/Liberal Government to savage our economy.

This Government set out on a predetermined course of creating unemployment and attacking Public Services.

This is the Government who have imposed wage freezes and cuts in living standards on those with modest incomes and given tax cuts to the super rich.

Only some sort of economic fool could give tax breaks to overseas investors who buy into PFI owned hospitals and schools and at the same time put a 20% tax on hot pasties and on a sausage roll.

Only a dogmatic Government, blind to the disasters which privatisation has brought to key services would carve up our NHS for the vultures waiting to divert billions of pounds meant for patients which ends up in the wallets of private companies.

The battle to retain a public controlled NHS is not over yet. We can't allow our NHS to go the way of other basic utilities like water.

So 2011 was a very difficult year. The GMB grew its membership by doing what we do best – campaigning, fighting for social justice and organising with GMB@WORK.

2012 is already showing itself to be another difficult period for our members, their families and our Union.

The proposed closures of Remploy factories is a heartless piece of wishy washy claptrap supported by people who talk about what's best for the disabled without ever seeing the promise, the skills, the ambition of Remploy workers. Why can't Ministers just look past the dogma and see the discrimination that disabled people already encounter in the real world.

I was shocked to see reports of the Secretary of State Ian Duncan Smith telling a Remploy worker who was trying to deliver a petition against the closures that disabled workers at Remploy "just sat about drinking coffee". When this is the attitude of the Cabinet Minister responsible for disabled people it's hardly surprising the requests from the workforce for a review have fallen on stony ground.

And the challenge we face with job cuts and closures at long established companies like BMI, are heart breaking, every announcement hides the growing misery of uncertainty and unemployment.

And perhaps our greatest challenge, that of youth unemployment. One million plus young people unable to get real paid work. And who was it who scrapped the EMA and jacked up tuition fees which has resulted in so many young people unable to continue in education. The same crew whom the public finally voted against with a vengeance in the May elections across Scotland, Wales and England.

The Labour Party have a long way still to go to rebuild the trust and confidence it lost during the worst of those New Labour years. The GMB has a pivotal role to play in creating an electable Labour Party which ordinary working people and their families can vote for in the solid belief that the interests of social justice for UK Citizens PLC comes before the pandering to media moguls, the multi-nationals, bankers and on the deliberations of wine bar socialists and the free markets for all philosophy. GMB@WORK has changed the way the Union operates but it has also given us the confidence to return to what we are all about, social justice and a commitment to that agenda which includes Employment and Trade Union rights, the price we require for our support.

Finally may I thank all the Officers and staff of the Union whose dedication and support I have been so proud of.

Enjoy the Congress, build the Union and enjoy the future. It belongs to you.



PAUL KENNY
General Secretary

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A Framework for the Future of the GMB: Update

This report audits the progress that has been made towards implementation of the 23 recommendations set out in the CEC Special Report *A Framework for the Future of the GMB*, and carried by Congress 2005. Where it has been previously reported to Congress that the recommendation has been implemented, the recommendation itself is no longer shown.

1	<i>Implemented</i>
2	<i>Implemented</i>
3	<i>Implemented</i>
4	<i>Implemented</i>
5	<i>Implemented</i>
6	<i>Implemented</i>
7	<i>Implemented</i>
8	<i>Implemented</i>
9	<i>Implemented</i>
10	<i>Implemented</i>
11	<i>Implemented</i>
12	<p>The CEC will examine the issue of “tidying up” some regional boundaries where any alterations to these could enhance and improve the service to GMB members.</p> <p><i>Implemented and on-going. The CEC, at its meeting on 6 December 2011 agreed that the membership in Cornwall, Devon and Somerset would be transferred from Southern Region to a new GMB Wales & South West Region. The membership in Gloucestershire will also be moved into the new Region from the Birmingham & West Midlands Region. The effective date of the transfers will be 31 July 2012. The Regional Committees from Birmingham & West Midlands Region and Midland & East Coast Region have begun discussions.</i></p>
13	<i>Implemented</i>
14	<i>Implemented</i>
15	<i>Implemented</i>
16	<i>Implemented</i>
17	<i>Implemented</i>

18	The CEC recommends that the Finance Committee and Senior Managers review all the financial restructuring issues identified by the Task Group with the aim of identifying appropriate reforms that can be implemented immediately and, in the case of reforms requiring changes to Union Rules, recommending detailed Rule Amendments for the CEC to propose to the next GMB Congress. Senior Managers have already taken preliminary steps so that the financial restructuring review can proceed quickly should Congress 2005 accept this recommendation. <i>Implemented and on-going</i>
19	The CEC will look at all areas of expenditure to identify those that are unproductive and to make recommendations that these practices are stopped, to free up resources for direct servicing of members and ensuring the growth of the Union. <i>Implemented and on-going</i>
20	<i>Implemented</i>
21	<i>Implemented</i>
22	<i>Implemented</i>
23	<i>Implemented</i>

NATIONAL ORGANISING DEPARTMENT

The Tory lead Coalition has in two years taken us back in time 20 years to the early Nineties.

Breadline Britain. Many GMB members are struggling to feed their families, pay the gas bills, fill their cars or pay the rent. Major supermarkets report that in 1 in 5 of their customers families an adult goes hungry at least once a week to keep their children fed. The numbers of working families relying on charity food parcels has trebled and we see again the shameful sight of people sleeping on the streets of our major cities.

Yet again we have government by the rich for the rich. Most of the Cabinet are millionaires, conducting the business of government at their gentlemen's clubs and dinner parties. The already very wealthy are given tax cuts and reduced stamp duty. Corporate Executives are given free rein to pay themselves 50% pay rises and pay almost no taxes. And GMB members get told to take it or leave it on pensions and tax credits by the Daily Mail.

The response of the GMB has been magnificent. We remain among a very small group of trade unions that are growing in membership, size and influence in the UK. By making sure that Branches, Reps and Officials use very single pay claim, workplace issue and negotiation to involve members, and challenge non members to join we have shown that this is an excellent climate to build our strength where it matters – where people work. We know in the GMB that every section and department of our organisation has to make a contribution to membership growth for us to prosper. Long gone are the days when recruitment could be delegated to someone else. Its everyone's job and the future size of the GMB is down to us and us alone.

The National Organising Department under the direction of the Regions through the National Organising Team has continued to work with Branches to grow our membership in the retail, health and education sectors. ASDA and Wilkinson Stores have shown healthy growth in membership and workplace activity and the membership in the NHS is becoming truly national and organised as it too grows. In schools the conversion of our education system to semi privatised Academies presents major opportunities to build our membership even further and develop strong workplace organisation through local bargaining and recognition campaigns.

Congress 2011 called for help for NHS Branches to recruit within the NHS. The NHS is now one of our 3 national projects and regions have identified 25 NHS Trusts to target their efforts on. Recruitment and organising materials have been tailor made for use in each of these Trusts and regions encouraged to follow this policy to support Branches in the same way across the NHS. Further to the detailed decision of Congress, Regions have also been encouraged to support those NHS Branches who submit detailed Branch Organising Plans to their regional committees and seek assistance from the National Organising Department as required.

Congress 2011 also called for GMB to get further involved in the communities where our members live. During 2011 and 2012, a major project was run in 3 Regions to pilot a new model of community organising within GMB, with financial support from the Union Modernisation Fund. The projects identified community leaders and delivered GMB leadership training within a community setting based around our standard Workplace organiser courses. A full evaluation of the pilots is underway and will report in due course.

COMMUNICATIONS DEPARTMENT

MEDIA COVERAGE FOR GMB

GMB campaigns and stories generated an average of 45 million media mentions per month for GMB since the last Congress. This followed the 87million mentions a month in the year to July 2011, we told the CEC that such levels of coverage was unprecedented and would not be sustainable.

The GMB Press Office twitter feed had 1,573 followers at the end of April and the number is growing daily. GMB is actively seeking ways to harvest mentions of GMB in social media and increase GMB profile there.

Major stories over the period include the dispute on public sector pensions, public sector job losses, the UK economy, unemployment, the fall in living standards, decline in manufacturing jobs, job losses and redundancies at named workplaces, finances of Four Seasons Healthcare and the Southern Cross collapse.

GMB Congress got 46million mentions in 2011 in addition to GMB Congress TV webcast getting a mass audience with the live feed being picked up by Sky News, BBC and Bloomberg. Digital video releases are now part of the tool kit that needs to be used in communications as well as the usual press releases.

Other stories are the 4,000 Remploy job losses, issues in NHS and the Health and Social Care Act, and the dispute with Carillion at Swindon Hospital. There were releases on strike action at Unilever, Chester and Cheshire East, John Lennon Airport, Astra Zeneca, Saltend BP lock out, and on discrimination against UK and Irish workers excluded from jobs.

Other issues covered: uncollected local taxes, excessive executive pay, 3rd runway at Heathrow, Wandsworth Council selling school playing fields to pay for new free school that was to exclude poor kids, energy policy, water supplies from West to South East and East, violence in schools, tax evasion, funding of Tory Party, pub tied tenants, surveillance at work, Disability Discrimination, AA moving into social care, new laws for agency staff, the National Minimum Wage, unfair dismissal rules, AV vote, time-off for the Royal Wedding and Queens Jubilee and driving instructors in Ireland joining GMB.

GMB MEMBER COMMUNICATIONS

We currently hold 589,054 valid postal home addresses, 167,451 email addresses and 214,235 for members on the GMB Membership Database.

The constant and regular reminders in the GMB regional magazines over the last 4 years for members to visit the national website and sign up for the various components available there by providing their email addresses, has led to the continuing increase in the number of email address and mobile numbers we now have for members.

The cost of postage is increasing and with the number of members growing in the March 2012 editions members will be asked if they would like to receive their magazine in another form; an emailed link to the magazine published online, emailed eMag, text alerts to view new editions online or remain with a mailed hardcopy. The number of members opting for non-printed mags will be very small to start with but will increase. The members information on any undelivered magazine is reported back to us and the members records are flagged not to send again to that address so that we don't waste money on postage.

GMB National Website www.gmb.org.uk

The online joining facility has enabled over 102,000 workers to join GMB since its inception. The facility automatically captures new members email addresses and mobile numbers.

A recent survey of GMB Branch Secretaries showed that 90% knew that their members can use the national website to: update their GMB membership record, move paying of their GMB subscriptions to Direct Debit, join the discussion on the Public Services Forum, view and download their GMB magazine online, order the GMB@WORK Noticeboard Toolkit and the GMB@WORK Workplace Organisers Toolkit, register their interest in becoming a GMB Workplace Organisers or Safety Representative, subscribe to GMB Press Releases, join the GMB Press Office Twitter feed, subscribe to eNewsletters and find out employment information from the frequently asked questions.

GMB Magazines

The GMB Regional editors have produced another three excellent editions of their magazines. We are encouraging members to go to www.gmb.org.uk and tell us how they want to receive their magazine by ticking the boxes on their membership record. They can choose between mail, emailed pdf or view online.

GMB Publications

All newsletters and publications are also made available for downloading from www.gmb.org.uk.

EXECUTIVE POLICY

The Section services a number of internal bodies and provides support for the General Secretary, CEC and National Officials at Congress and CEC meetings, and TUC.

Review of GMB Congress 2011

The Section co-ordinated policy work for GMB Congress; prepared the preliminary and final agendas; advised the CEC on policy stances; co-ordinated compositing of motions; finalised the programme and President's running order; updated the "Congress Explained" document, co-ordinated and drafted the President's address and provided support and advice to the President's platform at Congress.

This was the first year of a large more inclusive Congress with 359 delegates of which 38% were first time delegates. There were a high proportion of first time speakers: of all the male delegates who spoke, 13% were first time speakers and of the female delegates who spoke, 18% were first time speakers.

During Congress, the Executive Policy Officers support the President, Vice President, and General Secretary to manage the Congress timetable. They also supervise the recording of decisions.

Details of the Congress 2011 carried and referred motions and reports have been added to the GMB Policy database which now has a record of Congress Policy dating back to 2005.

TUC Congress 2011

TUC Congress was once again successful for the GMB delegation with GMB at the forefront of debate. The Executive Policy Officers supported the GMB delegation at TUC. They planned and organised the GMB stand and office at TUC Congress.

Policy Work

Ida has responsibility for progressing policy on the National Minimum Wage (NMW). This has involved writing our submission, circulating new Government guidance on the payment of National Minimum Wage to work Experience and interns, and attending meetings with TUC, BIS & HMRC, Civil Servants and Policy Officers on NMW issues. Ida also produced a CPI/RPI Briefing document used by TUC/ IDS at their Pay Bargaining Conference in February 2011 and Negotiators guides on Bereavement Leave which includes a model policy, produced in response to Referred Motion 75 from Congress 2010 and a Negotiators Guide to Bank Holiday Working covering additional Bank Holidays to update on the position for the Royal Wedding. Immediately after Congress 2011, Ida submitted GMB's Response on the DCMS Consultation on Moving the May Bank Holiday taking into account the debate from Congress 2011 on Armistice Day.

Central Arbitration Committee Applications and Voluntary Recognition Agreements

The Section produces a regular report for the CEC on Voluntary Agreements. Over the year, GMB Sections and Regions have reported 63 new Recognition agreements.

Labour Research Department

Ida represents GMB on the LRD Executive Committee. GMB Staff and Members continue to have free access to all LRD Publications and LRD PayLine systems.

Special Projects

The Department assists the General Secretary by undertaking special projects and duties as directed, producing presentations, briefings, statistics, profiles and research intelligence for the General Secretary to use in internal or external meetings. Ida supported the General Secretary on his "tour" to all GMB Regions for his annual presentation to Regional Staff and Officers.

Information Systems and Other Resources for Bargaining & Representation

Ida Clemo continues to monitor and train Regional and National Office staff in the use of research information. Ida has updated and distributed a Guide to Information Systems Leaflet for Regions to inform them of the resources they have access to for organising and bargaining support.

Action on Referred and Carried Motions of GMB Congress 2011

The Executive Policy Officers have implemented changes to the way Actions on Decisions of Congress are followed through. Following the September CEC meeting, motions are now referred in the first instance to the October meeting of the appropriate CEC Sub Committee, SMT member or Section National Secretary. The movers or Branches of Referred motions may now also be invited to participate in the evaluation process prior to final recommendations. The report on referred motions is set out in A) below.

A. ACTION ON MOTIONS REFERRED BY GMB CONGRESS 2011

MOTION	LEAD RESPONSIBILITY
11. Retired Members Section - Name Change	The RMA National Committee held a full discussion on this matter and unanimously decided that a name change would not serve any useful purpose at this point in time
13. Long Service Awards	A pro-active system has been set up by the NAU once 25 years of unbroken GMB membership has been reached by an individual member. The region can then prepare a long service certificate to be sent to the branch secretary for presentation at a branch meeting.
15. ICT and the 21st Century	The IT Steering Group is taking this matter forward.
16. Thorne Credit Union	Information on the Thorne Credit Union has been provided to all regions, and it is a matter for them to decide.
29. Involvement of Retired Members	Involvement of Retired members is best achieved by regional co-ordination. No Rule Change would have any effect in encouraging retired members to become more active.
63. Environment	This is being progressed through the CEC Environmental Committee. There has been a deal of progress on energy saving; including energy efficient computers, heating and motion sensitive lights.
91. Section 127 : Right To Strike	We are continuing to monitor the progress of case law in Europe and the UK on a right to strike which might assist our campaign for the repeal of section 127 without pre-conditions. Currently, there is a complaint before the European Court of Human Rights on the basis that the UK government has failed to comply with its obligations under Article 11 of the European Convention on

	Human Rights, given the recent decisions of the ECtHR. The TUC has agreed to make a third party intervention in support of this complaint.
109. Hackney Carriage and Private Hire Industry	We have held meetings with colleagues in Unite and agreed to put joint proposals to the Law Commission on the proposals published regarding the licensing of taxis in the Hackney Carriage and Private Hire Trade. We have also agreed with our colleagues in Unite and RMT to produce a joint statement and to work together on potential campaigning activity. This is on-going
112. Competition Rules - Ferry Industry	Due to the complexity of the issue we have raised this with branch colleagues and have been attempting to set up meetings with Government Ministers and Labour representatives. We have raised this with our European office and this matter is also being dealt with by the ETF and the UK and Ireland Co-ordinating Committee of the ITF. The complexity of the motion requires extensive research and study and we will be notifying our colleagues responsible for this motion on the progress of any proposed activity.
176. Working With the Co-Operative Movement to Maintain Public Services	The principles of co-operatives are a good socialist ideal, and whilst these are the sentiments underpinning the motion, GMB resources are better focused into opposing the sell off of public services and remaining aware of the dangers that the "Big Society" presents. At the time of writing, the TUC and the Co-operative movement are in discussions on a Memorandum of Understanding on public service mutuals and co-operatives.
180. Property Development Tax – Housing Policy	It was announced in the Budget that this particular tax in the form of legislation for those who avoid payment could be implemented in future. There is no doubt that pressure from GMB on the issue of Tax has been instrumental in forcing this issue onto the Chancellor's agenda.
207. Affiliation to Republic	Congress referred the motion to allow the views of GMB branches to weight our decision on affiliation to Republic. Given that only one GMB branch has affiliated to Republic, others have strongly objected. It is clear that there is no support across GMB Regions for affiliation to Republic.
213. Jury Service – Social	We have raised the matter with the Minister of Justice and at the time of writing are awaiting a response, though given the general attacks on justice by this Government we are not optimistic of a positive response.
220. Community Funding	The Skills Funding Agency has stated that "the impact of the Minimum Contract Level (MCL) in 2011-12 will be reviewed through the year before any decisions are taken about further changes for 2012-13". It should be noted that the funding year runs from August to July. The Agency has also said that it is prepared to revisit its decision not to set a limit on the management fee that can be charged by the lead contractor. We intend to invite GMB members in both community training and FE settings to contribute to this review. To get the ball rolling, we have written to the Agency for information about how it is conducting its review and how organisations can feed into it.
235. Abolition of Intellectual Property on Medications	The CEC statement asked for referral pending the outcome of the India FTA discussions and to take into account the potential impact on UK jobs in the pharmaceutical industry. GMB,

	together with TUC colleagues, has been involved in discussions with UK government officials on the India and other trade agreements in relation to this and employment related concerns such as Mode IV temporary transfers of workers. GMB continues to work with TUC, ETUC and ITUC colleagues on these issues.
237. Central European Time	GMB does not have a position on this issue. However, debates, research and experiments in the past have revealed strong opposition from Scotland and the North of England in particular. GMB regions have been contacted for advice and information on the likely effect and impact of such a change on the jobs and lives of GMB members across our regions, and we will assess the responses to inform our view
241. Provision of Social Housing 2011	GMB has continued to work closely and campaign with groups such as Defend Council Housing. As well as campaigning for more house building GMB continues to oppose sections of the Localism Bill which is hostile to tenants rights. GMB will also campaign to make those houses which are currently not occupied to be bought up to a standard where people would be able to live in.
245. Affiliation to the National Labour Housing Group	The motion called for GMB to affiliate nationally to the Labour Housing Group and the CEC Finance & General Purposes Committee has agreed to affiliate.
258. Opposition on the Attacks on Welfare	The motion set out a number of points opposing the Government's welfare reforms, which we would support wholeheartedly. However, it also called for GMB support for a campaign for a 'Citizen's Income' to replace the benefit system. The motion was referred for further consideration. In effect, the system could have its merits, however, the complex detail of eligibility and what would happen to existing benefits, for instance winter fuel allowance, tax credits, would not fit in with long standing GMB policy on universal benefits. GMB would not therefore, embrace the aspects of the motion which call for support for the campaign for a Citizen's Income. It is a better use of our resources to continue to oppose the Government's welfare reforms, and the impending impact those on lower incomes, unemployed people, families, and those in need of decent affordable housing.
265. Children Placed in Care	The motion was referred to allow for further consideration of how effectively a new duty on local authorities "to secure, where reasonably practicable, sufficient accommodation for looked-after children in their local authority area" is being enforced. The duty came into force in England in April 2011. The Act of Parliament which set out the duty also applies to Wales, but no date has yet been set for it to come into force there. It is still too soon to say what impact the new duty has had in England, and whether the number of out-of-authority placements has begun to come down. The relevant official statistics, covering the 12 months from April 2011 to March 2012, are not due to be published until September this year. If they fail to show a significant improvement, it is recommended that the motion should be taken forward, by way of a formal request to the Department for Education to commission a study into the issue, in conjunction with the devolved administrations, and to publish its findings.

278. Return of Historical Artefacts	The branch proposing the motion has been contacted with advice of an EU Commission consultation in this area, and further advice is being sought on the points raised by the CEC regarding specifying which museums should work with UNESCO and for clarification that the return of “artefacts of cultural importance to their country of origin” would heed the possible detrimental circumstances of their presence there in some cases.
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In January each year Executive Policy ask colleagues at National Office to include progress on all motions carried at the previous Congress in their section of the General Secretary’s Report which are set out in B) below.

B. REPORT OF DECISIONS MADE BY CONGRESS ON RULE AMENDMENTS, MOTIONS, REPORTS AND STATEMENTS

The CEC Action on Decisions document below sets out the responsibility for the actions on all motions carried and referred by Congress 2011. It is also available on the GMB National Website www.gmb.org.uk/congress

CONGRESS 2011 REPORTS	
	LEAD RESPONSIBILITY
General Secretary's Report	GS
Annual Accounts and Auditors Report	GS, Finance Director

CEC REPORTS	
	LEAD RESPONSIBILITY
CEC SPECIAL REPORT A Fresh Way Forward for the UK Economy	GS, CEC Political, European & Int. Committee
CEC FINANCE REPORT Building on Growth: Financial Proposals for the year ahead (containing CECRA 4,5,6,7,8)	Senior Management Team (SMT), CEC Finance & General Purposes Committee

CEC STATEMENTS	
	LEAD RESPONSIBILITY
CEC Statement : GMB’s Political Organisation	SMT, CEC Political, European & Int. Committee
CEC Statement: In Defence of Public Services	Section National Secretary(SNS), Public Services
CEC Statement on the Future of the NHS	SNS (Public Services)

2. MOTIONS REFERRED BY CONGRESS 2011

MOTION	LEAD RESPONSIBILITY
UNION ORGANISATION: General	
11. Retired Members Section - Name Change	RMA
13. Long Service Awards	GS, CEC

15.	ICT and the 21st Century	SMT, CEC
16.	Thorne Credit Union	GS, SMT
UNION ORGANISATION: Representation & Accountability		
29.	Involvement of Retired Members	GS, Retired Members Association (RMA)
EMPLOYMENT POLICY: Health & Safety at Work		
63.	Environment	CEC Organisation Committee (H&E)
EMPLOYMENT POLICY: Rights at Work		
91.	Section 127 : Right To Strike	CEC Organisation Committee (Legal)
INDUSTRIAL & ECONOMIC POLICY: Commercial Services		
109.	Hackney Carriage and Private Hire Industry	SNS (Commercial Services)
112.	Competition Rules - Ferry Industry	SNS (Commercial Services)
THE ECONOMY: Public Spending: Co-ops & Mutuels		
176.	Working With the Co-Operative Movement to Maintain Public Services	GS, CEC Political, European & Int. Committee
THE ECONOMY: General		
180.	Property Development Tax - Housing Policy	CEC Political, European & Int. Committee
POLITICAL: Democracy & Constitutional Reform		
207.	Affiliation to Republic	GS (Executive Policy)
SOCIAL POLICY: Justice		
213.	Jury Service - Social	CEC Organisation Committee (Legal)
SOCIAL POLICY: Education & Training		
220.	Community Funding	SNS (Public Services)
SOCIAL POLICY: General		
235.	Abolition of Intellectual Property on Medications	CEC Political, European & Int. Committee
237.	Central European Time	
SOCIAL POLICY: Housing		
241.	Provision Of Social Housing 2011	CEC Political, European & Int. Committee
245.	Affiliation To The National Labour Housing Group	CEC Finance & General Purposes Committee
SOCIAL POLICY: Welfare Rights & Services		
258.	Opposition on the Attacks on Welfare	GS (EP)
265.	Children Placed in Care	SNS (Public Services)
INTERNATIONAL		
278.	Return Of Historical Artefacts	CEC Political, European & Int. Committee

3. CEC RULE AMENDMENTS CARRIED BY CONGRESS 2011

CEC RULE AMENDMENTS			
CECRA1	Rule 33	Paying Expenses	RULE CHANGE
CECRA2	Rule 34	Commission Quarterage payments to Branches	RULE CHANGE
CECRA3	Rule 35.5	Payments to Branches	RULE CHANGE
CECRA4	Rule 46	Contributions	RULE CHANGE
CECRA5	Rule 46	Contributions	RULE CHANGE
CECRA6	Rule 54	Disablement Grants	RULE CHANGE
CECRA7	Rule 55	Funeral Benefit	RULE CHANGE
CECRA8	Rule 58	Fatal Accident Benefit	RULE CHANGE

4 a. EMERGENCY MOTIONS CARRIED BY CONGRESS 2011

MOTION	LEAD RESPONSIBILITY
EM 1 Con Dem's Broken Promise To Protect The Low Paid	SNS (Public Services)
EM 2 Tata and Associated Job Losses	SNS (Manufacturing)
EM 3 The Scandal of Care and the Cross we have to bear - Southern Cross Healthcare and the disgrace of the Care Industry	SNS (Public Services)
EM 4 Fukushima Disaster	CEC Political, European & Int. Committee
EM 5 Proposed Incinerator for King's Lynn	
EM 6 Syrian Regime Emergency Motion Carried with Qualification	

4 b. MOTIONS CARRIED BY CONGRESS 2011

MOTION	LEAD RESPONSIBILITY
UNION ORGANISATION: Congress	
1. Congress Paperwork Carried with Qualification	GS
UNION ORGANISATION: General	
7. Rule Book Carried with Qualification	GS
10. Branch Funding for GMB York Workers Co-Operative	SMT
12. RMA Carried with Qualification	RMA, CEC Organisation Committee (Comms)
14. Updating Membership Application Forms Carried with Qualification	SMT
17. Local TUCs	Regional Secretaries

UNION ORGANISATION: Recruitment & Organisation		
18.	Aid for Branches Within the NHS for Recruitment Carried with Qualification	GS (National Organising Department (NOD))
19.	Young Members Carried with Qualification	CEC Organisation Committee (Equality)
UNION ORGANISATION: Finance & Contributions		
31.	Branch Accounting System – Rule 35 Carried with Qualification	SMT
32.	Branch Accounting	
34.	Branch Secretaries Training And Branch Accounts (As Shown In Rule Book) Carried with Statement	
UNION ORGANISATION: Communities		
38.	GMB Involvement in the Wider Community Carried with Qualification	CEC Organisation Committee (Equality, NOD)
UNION ORGANISATION: Equality & Inclusion		
39.	Equalities	CEC Organisation Committee (Equality)
40.	Equality Strategy	
42.	GMB Policy Carried with Qualification	
44.	Equal Love	
C24	(Motions 45,46) Charter For Women	CEC Organisation Committee (Equality) CEC Finance & General Purposes Committee
47.	Stop Domestic Abuse	CEC Organisation Committee (Equality)
48.	Retirement Age	
49.	Age Discrimination Carried with Qualification	
50.	Sexual Harassment Carried with Statement	
EMPLOYMENT POLICY: Health & Safety at Work		
C1	(Motions 51,52) Employment and Health and Safety Regulations	CEC Organisation Committee (H&E)
53.	Health & Safety Carried with Qualification	
54.	Roving Safety Reps	
57.	Asbestos	
58.	Bullying In The Workplace Carried with Qualification	
59.	Work Related Mental Illness	
60.	Medical Fit Note Carried with Qualification	
61.	Compulsory Traffic Light Food Labelling	
62.	Free Cancer Screening for all Carried with Qualification	
C2	(Motions 64,65,66) Waste Recycling	
67.	Coastal Areas Carried with Qualification	

EMPLOYMENT POLICY: Pensions & Retirement		
69.	Pensions	Carried with Qualification
C3	(Motions 71,72) Pension Indexation	
73.	Pensions	Carried with Qualification
74.	State Pension Payments	Carried with Qualification
C4	(Motions 75,76) State Pension Age	
C5	(Motions 79,80,81,82) Public Sector Pensions	
83.	Action On Public Sector Pensions	Carried with Qualification
EMPLOYMENT POLICY: Rights at Work		
84.	Trade Union Recognition	Carried with Qualification
C6	(Motions 85,86,87,88,89) Employment Rights	Carried with Qualification
90.	The Right To Strike	Carried with Qualification
96.	National Minimum Wage	Carried with Qualification
97.	Bogus Self-Employment	
99.	Armistice Day - A Public Holiday	Carried with Qualification
EMPLOYMENT POLICY: Rights at Work		
100.	A Living Wage for all	
EMPLOYMENT POLICY: General		
101.	Terms And Conditions	
102.	Future Job Funding	
103.	Enterprise Partnerships (LEPS)	
INDUSTRIAL & ECONOMIC POLICY: Commercial Services		
104.	Asda Stores	
105.	Investment in the Gas Industry	
106.	Recruitment of Apprentices	Carried with Qualification
107.	Carbon Capture & Sequestration (CCS)	
C7	(Motions 108,110) Private Hire and Hackney Carriage Industry	Carried with Qualification
111.	SIA Licence	
113.	Northern Ireland Water Crisis	

INDUSTRIAL & ECONOMIC POLICY: Manufacturing	
C8 (Motions 114,115,116) UK Manufacturing Strategy	SNS (Manufacturing)
117. Credit	
118. Manufacturing	
119. Offshore Wind Farm Industry	
120. Strategic Defence Review	
121. Hitachi - Coalition Government Carried with Qualification	
123. Siemens Plc	
C9 (Motions 125,126) Construction Industry	CEC Political, European & Int. Committee
C10 (Motions 127,128,129) Remploy Campaign Carried with a Statement	CEC Political, European & Int. Committee
130. York Disabled Co-Operative	SNS (Manufacturing)
INDUSTRIAL & ECONOMIC POLICY: Public Services	
131. Changing the Culture of Local Government Carried with a Statement	SNS (Public Services)
INDUSTRIAL & ECONOMIC POLICY: Public Services	
133. Staff Health and Welfare Carried with Qualification	SNS (Public Services)
134. Local Government Redundancy Notices Section 188	
137. Abolition of the SSSNB Carried with a Statement	
138. School Support Staff Contractually Forced to Administer Medication to Pupils Carried with Qualification	
139. NHS Public Services Carried with a Statement	
142. Value Care Staff	
144. Exploitation of Foreign Care Workers and the Gangmasters Licensing Authority (GLA)	CEC Political, European & Int. Committee
THE ECONOMY: The Banking System	
146. Banks, Bonuses and the Economy Carried with CEC Special Report	GS CEC Political, European & Int. Committee
147. Hedge Fund Insider Trading Carried with CEC Special Report	
C11 (Motions 148,149,150) Bankers Bonuses and the Economy Carried with CEC Special Report	
151. Executive and Director Bonuses	
152. Companies and Governance Act	
THE ECONOMY: Taxation & Financial Regulation	
154. Tax Avoidance Carried with CEC Special Report	GS CEC Political, European & Int. Committee
C12 (155,156,157,158,161) Tax Avoidance and Tax Evasion Carried with CEC Special Report	
159. Corporation Tax Carried with Qualification	
160. Tax Havens put under Bank of England Control Carried with Qualification	

THE ECONOMY: Public Spending: Fight the Cuts		
162.	Opposing the Government's Attack on the Public Sector Alternatives to cutting the deficit Carried with CEC Special Report	GS CEC Political, European & Int. Committee
163.	Public Services As Key To Economic Recovery Carried with Qualification	SNS (Public Services)
164.	Restoration of Public Services	GS CEC Political, European & Int. Committee
165.	Coalition Cuts	SNS (Public Services)
THE ECONOMY: Public Spending: Fight the Cuts		
166.	Equality Groups & Community Organisations Carried with Qualification	CEC Organisation Committee (Equality)
167.	Women and the Economy	
168.	Public Spending	CEC Political, European & Int. Committee
169.	Resistance to the Cuts Carried with Qualification	
C13	(Motions 170,171) Campaign Against Public Services Cuts	SNS (Public Services)
THE ECONOMY: Public Spending: The Big Society		
C14	(Motions 172,173) Con-Dems and the "Big Society" Con Carried with Qualification	CEC Political, European & Int. Committee
174.	Spending Deficit	
THE ECONOMY: Public Spending: Co-ops & Mutuels		
175.	Social Enterprises Carried with Qualification	CEC Political, European & Int. Committee
177.	Keep the Public Services Public Carried with Qualification	
THE ECONOMY: General		
C15	(Motions 178,179) VAT and Labour Party Policy Carried with a Statement	GS CEC Political, European & Int. Committee
C16	(Motions 181,182) Loan Sharking and Interest Rates	CEC Political, European & Int. Committee
POLITICAL: Labour Party		
C17	(Motions 183,184) Labour Party Reform	CEC Political, European & Int. Committee
C18	(Motions 185,186,187) The Labour Party and Trade Union Links Carried with Qualification	
188.	Better Relationship Between Unions and the Labour Party	
194.	Industrial Action Legislation Carried with Qualification	
C19	(Motions 195,196) The Lawful Industrial Action (Minor Errors) Bill	

POLITICAL: Democracy & Constitutional Reform	
199. Funding of Political Parties	CEC Political, European & Int. Committee
201. Regional Government Carried with Qualification	
202. Local Government Carried with Qualification	
203. Self-Governing/Administering Parish Councils Carried with Qualification	
208. Prince Andrew Global Business Advisor	
POLITICAL: European Union	
210. Local Authority Offices in Brussels	CEC Political, European & Int. Committee
SOCIAL POLICY: Justice	
211. Right to Legal Aid for Welfare Benefits and Debt Carried with Qualification	CEC Organisation Committee (Legal)
212. Legal Aid Reforms	CEC Organisation Committee (Legal)
214. Legal Services - Jackson Report Carried with Qualification	CEC Organisation Committee (Legal) SMT
SOCIAL POLICY: Education & Training	
C23 (Motions 215,216) Opposition to Academies	SNS (Public Services)
217. More Investment in School Sports Facilities	
218. Free School Meals	
219. Trade Union Studies at Schools Carried with Qualification	
222. Education and Apprenticeships Carried with Qualification	CEC Political, European & Int. Committee
223. Apprenticeships Training	
225. Education	
SOCIAL POLICY: General	
C20 (Motions 227,228) Britain's Forests Carried with Qualification	CEC Organisation Committee (EP)
229. Restructuring of Coastguard and Maritime Agencies	
230. Privatisation of Royal Mail - Support for CWU	
231. Royal Mail	
232. A Fair, Objective Press Carried with a Statement	CEC Organisation Committee (Comms)
233. News International	
234. Supporting The BBC, not Sky's (Visual Mugging) Carried with Qualification	
SOCIAL POLICY: General	
236. Drug Dependency Reduction Carried with Qualification	CEC Political, European & Int. Committee
238. Fuel And Energy Prices	
239. Support To Communities	

SOCIAL POLICY: Housing	
242. Housing	CEC Political, European & Int. Committee
244. "Right To Rent" For Owners And Occupiers	CEC Political, European & Int. Committee
SOCIAL POLICY: The National Health Service	
C21 (Motions 246-251) National Health Service Reforms Carried with CEC Statement	SNS (Public Services)
SOCIAL POLICY: Transport	
252. Unaffordable Public Transport Costs	GS CEC Political, European & Int. Committee
253. Apprentices	CEC Political, European & Int. Committee
254. Reduced Car Parking Charges in City Centres Carried with Qualification	SNS (PS) CEC Political, European & Int. Committee
256. Reduction Of VAT on Petrol And Diesel	CEC Political, European & Int. Committee
257. Road Building	CEC Political, European & Int. Committee
SOCIAL POLICY: Welfare Rights & Services	
259. Compulsory Work Placements	GS CEC Organisation Committee (EP)
260. Social	
261. Unclaimed Benefits	
262. Housing Carried with a Statement	CEC Political, European & Int. Committee
INTERNATIONAL	
C22 (Motions 270,271) Burma Campaign Carried with Qualification	CEC Political, European & Int. Committee
272. Colombia	
273. Workers' Rights	
274. UN Security Council Carried with Qualification	
275. Support for Sex Workers' Unionisation at an International level	
276. GMB and the Palestine Solidarity Campaign Carried with a Statement	
277. Torture And Rendition	

EQUALITY AND INCLUSION DEPARTMENT

Since Congress 2011, Equality has been under attack. The impact of the austerity measures has had a disproportionate impact on different equality strands, for example women are more likely to lose their job as 65 percent are employed in the public sector.

The Coalition Government did not bring into force many of the provisions in the Equality Act 2010 and in 'Resolving Workplace Disputes' consultation, they proposed changes to employment legislation which will increase discrimination at work. Supported by some employers, they have also attacked trade union facilities which have reduced GMB member's ability to fully engage with GMB equality structures.

Strategic Priority 1 - Increase Membership

Leadership in Migrant Communities Project - Under the umbrella of Migrant Workers Project, two training modules were implemented by the officer. (1) Training for GMB officers on engaging migrant communities and (2) Leadership skills training for migrant communities. A Charter for Protecting, Representing and Caring for Powerless, Vulnerable and Migrant Workers was also launched.

National Union of Students (NUS) and Goldsmith College - Discussion were initiated to recruit staff at the NUS and a recruitment drive to attract young people at Goldsmith College was conducted by Southern Region.

Strategic Priority 2 - Bargaining

Public Sector – Equality Impact Assessment (EIA) - The cuts in public spending had a devastating impact on jobs, conditions and services. In many cases this had a disproportionate negative impact on particular groups of workers and their communities. A briefing on conducting Equality Impact Assessments EIAs was published.

The new public sector equality duty / TUC Equality Duty Toolkit - This replaced the former race, disability and gender equality duties with a single duty that applies to eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. A comprehensive briefing was given to Public Services Organiser Committee; the NEF; and Regional Equality Officers with a view to cascade the briefing to branches.

Strategic Priority 3 – Campaigning

Young members - A report was tabled at the NEF on the GMB's work on young people, examining our current approach to young members (under 27 years of age) and identified possible steps to progress this work, including working with the National Organising Department and bring together GMB young member activists.

TUC Equality Conferences - During the year there was full participation of GMB delegations to the TUC Equality Conferences. Other activities included meetings on (1) the Public Sector Duty-TUC; (2) Equality at Institute of Employment Rights ;(3) A briefing on issues of migration and exploitation; (4) Supported 'Pat's Petition' (impact of cuts on disabled people); (5) Supported Cosmopolitan magazine-Equal Pay.

Strategic Priority 4 - Enhance Profile

Communication - Press statements released included:-New Paternity proposals; Youth Unemployment, Autumn Statement; and Airport in Thames Estuary. This resulted in four interviews with the BBC (plus the Islam Channel) and numerous radio interviews.

Presidents Leadership Awards for Equality (PLAE) – The winners at Congress 11 were: (1) Sharon Harding (Birmingham)-inspirational individual; (2) Birmingham Region-inspirational REF; (3) Gwylan Brinkworth (S West)-inspirational organising project. (4) Nicholas & Harris learning Project / Southern Region - making a difference at work.

Interaction with external organizations - GMB was represented at the following meetings arranged by the following organisations:- Abortion rights campaign; Show Racism the Red Card / GMB Schools Project; Migration Rights Network; All Party Parliamentary Group on Immigration; Labour Party Equality Committee; West Midland Region Labour Party Conference; Museum Migration Project; Equalities and human rights commission; Maternity Alliance - the health implications of maternity and parental leave; Pension Rights Convention

Strategic Priority 5 - Organisational Equality

Governance – National Equality Forum (NEF) - The new expanded NEF met on six occasions. The new structure has resulted in nine Regional Equality Forums; improved communication between national and regional; a number of REF's have evolved in 'leaps and bounds', meeting frequently and delivering results.

GMB National Equality Conference 2012 – The theme was 'Cut's-one year on'. Up to 100 delegates attended the 4th National Equality Conference and the speakers included the Regional Secretary for Birmingham, the President, Thompson's Solicitors; Mary Anne Stephenson (Women's Voices) and Peter Tatchal (Human Rights); Les Woodward (Remploy); and John Mutton–Leader of Coventry City Council. 18 Motions were submitted by the Regions.

Summary - Since last's years Congress, despite the attack from employers and Coalition Governments attacks on equality and limited resources, progress on equality through inclusion has been considerable. Challenges for the coming year include:-

- Opposing the Coalition Governments austerity and cuts programme.
- Challenging the proposed changes in employment law and trade union rights
- Servicing of the NEF2 and strengthening work with the Region Equality Forums
- Closure working with the GMB industrial Sections

Details on www.gmb.org.uk

EUROPEAN OFFICE

1. Introduction

The European office continues its campaigning work at EU level to protect and improve the working conditions and lives of our members and their families in a climate where the worsening crisis in the EU is putting further pressure on employment and social rights, mirroring the challenges we are facing at national level. The severe austerity and cuts being implemented by many Member States and forced on others as conditions of their bail out (Greece, Ireland, Portugal) or to secure support for their continuation in the Eurozone (Spain and Italy) include unprecedented attacks on collective bargaining rights, working conditions, pensions and employment rights and protections of workers across Europe. GMB is actively working with our European trade union colleagues in opposing these practices. It is clear that strong solidarity among trade unionists across Europe will be vital to fighting these attacks on our members' rights.

2. EU Crisis

The economic and financial crisis is fast becoming a social crisis both at EU and UK level, and is defining much of the work of the European office. The foundations of the Euro currency have been badly shaken and are likely to remain fragile for the foreseeable future. Working with our EU trade union counterparts we have been pushing within all the EU institutions for alternatives to the austerity-only response, and the need to provide investment and stimulus for jobs and growth, including the proposals for an EU level Financial Transaction Tax. We have been centrally involved in EU level campaign actions and demonstrations opposing the cuts and the Euro Pact. GMB is co-ordinating a joint trade union (GMB, Unison, Unite) conference linking the EU and national impacts of the crisis which is supported with EU Commission funding and will be held in Manchester on 3rd May 2012.

3. Defending rights to collective action, working conditions and collective agreements

In line with Congress 2011 motion 90, GMB is working closely with European trade unions and MEPs in relation to the EU Commission proposals (in response to the intolerable position trade unions face following the Laval, Viking etc judgments) on the right to take collective action v the freedom of establishment and to provide services (Monti II proposal) and the proposal for an enforcement Directive on posted workers published in March 2012. The Monti II proposals risk further undermining trade union rights and freedoms and are unacceptable. We are building support in the European Parliament to reject the proposals. The enforcement proposal for posted workers does not fulfil trade union demands for a wide ranging revision, and trade unions are working to strengthen the principles of joint and several liability with subcontractors and to enforce equal treatment principles.

4. Public Procurement

GMB is at the forefront of EU trade unions pushing for major changes in the proposals for a revision of the EU public procurement directives launched in December 2011. We are seeking clear recognition of the rights and legitimate choice of public authorities to deliver services and works in-house or through public-public co-operation outside of the Directives. We have presented amendments to ensure adherence to collective agreements, working conditions and employment protections including throughout the subcontracting chain. We have achieved reference in the proposals to core Labour standards including ILO Conventions 87 and 98 on trade union freedoms and protection of collective bargaining rights and are gaining support to have ILO C94 on Labour Clauses in Public Contracts included. We have made progress with wider sustainability issues. Life cycle costing is now accepted though needs to be strengthened.

5. Temporary Agency Workers

We have raised concerns at EU level about the levels of abuse and avoidance of the new Agency Worker Regulations in the UK, particularly the use of the "Swedish Derogation" (permanent contracts) where agencies apply unacceptable conditions to avoid equal treatment rights for agency workers.

6. Working Time

The European level social partners are currently negotiating on a possible social partner agreement revising the working time directive, though positions remain far apart on controversial issues such as on-call time and the opt-out. GMB is involved in task groups feeding in to these negotiations.

7. European Works Councils

The European office continues to support members and officers in the development and revision of European Works Council agreements in multinational companies.

8. EU trade agreements

GMB is working closely with international trade union colleagues and supportive organisations in challenging trade agreements with Colombia (Congress 2011 motion 272), Central America and other parts of the world where trade union and fundamental human rights are serially breached, and providing support to our trade union colleagues in these countries to have their voices heard.

9. Victims Abroad

Supporting GMB member and victim's mum Maggie Hughes' campaign, we have made major progress at EU level in influencing proposals to strengthen victim's rights within the EU.

INTERNATIONAL REPORT

In addition to the activities of National Officers who represent GMB on the various GUFs and who deal with transnational companies where we have members, the Union's foreign policy is dictated by Congress, interpreted by the Executive and carried out by the International Officer. The underlying thrust of policy, endorsed by the General Secretary, is to concentrate on specific areas where we can make a difference commensurate with our resources.

Our focus continues to be on trade and supply chain issues, mainly but not exclusively in Latin America where we have given financial support to Costa Rican union, SITRAP, whose members work on banana and pineapple plantations supplying fruit to the UK market. We have lobbied the Costa Rican government on their behalf and have garnered support from GMB-affiliated MEPs in Brussels in a campaign to prevent them introducing legislation that would place the Republic on a collision course with the ILO and render an already difficult organising agenda virtually impossible. SITRAP is part of COLSIBA, a federation of Latin American trade unions, and we have successfully helped to broker an agreement to have them admitted to the IUF which can only strengthen their hand when it comes to representing members in horrific conditions on plantations in Central and South America.

As well as direct involvement with COLSIBA, GMB is a member of the European Banana Action Network (EUROBAN), comprised of NGOs and trade unions working with their overseas counterparts in the tropical fruit sector. We also partake in the activities of the World Banana Forum which met for the second time in Ecuador in February, 2012. GMB is also represented on the Workers' Rights Advisory Committee (WRAC) of Fairtrade International and during 3 meetings over the period has been able to influence Fairtrade policy with a view to increased participation by trade unions in certified plantations throughout Africa, Asia and Latin America.

GMB is affiliated to and worked with a number of solidarity organisations, including Cuba Solidarity, Venezuela Solidarity, Palestine Solidarity Campaign, Burma Campaign, Tescopoly, Justice for Colombia and Nicaragua Solidarity. Lay members have represented the Union on the Palestine and Nicaragua campaigns and similar participation would be welcome on the other bodies. We have worked on joint projects with War on Want, including the preparation of a training course on the globalised workplace, a joint statement entitled "Their profits, our loss" and, in conjunction with the TUC's Playfair Campaign and Battersea and Wandsworth TUC, have focussed on sweatshops in Bangladesh within the context of the Olympic Games.

Our closest NGO ally is Banana Link with whom we developed the "International Solidarity Fund" appeal designed to bring more GMB branches into the Union's work on development issues and the globalised economy. The response to the appeal was not what we had hoped which clearly highlights the need to get the message across that international solidarity is not a peripheral activity but rather a core activity of a trade union in the forefront of the global campaign for economic and social justice.

On trade, GMB has met with UK Government officials, made presentations to conferences, responded to consultations at both domestic and European level and consulted with other unions and NGOs on the issue of Free Trade Agreements which are the cornerstone of EU neo-liberal economic policy. With Justice for Colombia, we have campaigned vigorously against the implementation of the EU-Colombia/Peru FTA. Similarly, we have made representations to the EU about the pending agreement with Central America and have worked with the TUC to highlight the pitfalls of the EU-India FTA as it applies to workers' rights, the intellectual property of multinational pharmaceutical companies and the potential loss of jobs both in the UK and on the sub-continent.

HEALTH, SAFETY & ENVIRONMENT DEPARTMENT

Policy and Consultation:

- We responded to numerous HSE policy changes over the course of the year, including the Young Review; Red Tape Challenge; Lofstedt Review; 'Good Health and Safety, Good for Everyone'; and Fees for Intervention proposals.
- We maintain a strong presence on many HSE consultative committees: the Asbestos Forum; Food Manufacturing Forum; Safety in Manufacturing Plastic; Partnership on Work-Related Violence; Paper & Board Industry Advisory Committee; Local Authority Forum; Noise & Vibration Partnership Group; Tyre & Rubber Industry Safety Action Group; Waste Industry Safety & Health Forum; and Ports & Logistics Safety forum. GMB also sits on the Asbestos Liaison Group and the Construction Industry Advisory Committee.
- Beyond HSE, we sit on many other advisory groups and committees. For the TUC: the Sustainable Development Committee; the Manufacturing Policy Group, the Alliance for Science, and the Union Health & Safety Specialists Group. In addition, we sit on the Proskills Working Group on National Occupational Standards on health & safety; and the NICEIC Personnel Certification Committee.
- All carried motions from GMB Congress 2011 have been progressed through the CEC Organisation Subcommittee and the CEC Green Working Party.

Campaigning:

- We have played a leading role in both the Joint Union Asbestos Committee and the wider Asbestos in Schools Campaign. We endorsed the recent APPG report which estimates asbestos is present in more than 75% of schools, and calls for greater awareness and phased asbestos removal.
- We have also been at the forefront of campaigning to reinstate compensation for victims of pleural plaques and other asbestos-related diseases in England and Wales across the UK. Campaigning in Scotland & Northern Ireland has resulted in legislation restoring the right to compensation.
- The Department has been heavily involved in the TUC/EEF Energy Intensive Industries. Group. We participated in research on new technologies, and on the value of jobs in energy intensive sectors.

Support to Sections:

- **Asda Distribution:** We have been heavily involved in the ergonomics study undertaken by the Health and Safety Laboratory, assessing the health consequences of increasing the 'pick rate' at depots. There is scope to increase the rate, but this must be accompanied by a revised approach to health and safety management. We are working with management to change practices.
- **G4S:** We took the lead in reviewing the CVIT Drug and Alcohol Policy. We also rebuffed attempts to introduce risk assessment by telephone at third-party sites.
- **National Grid:** We have participated in negotiations to revise the drug and alcohol policy into the construction element of the business, with more stringent requirements and potential random testing.
- **Workplace Violence:** We participated in the final conference of the EU workplace violence project in Poland in October 2011.

LEGAL DEPARTMENT

The last year has witnessed unprecedented attacks by the Government on workers and trade unions. Government policy is to “slash and burn” rights at work and to attack the ability of unions to defend members.

Unfair Dismissal

The Legal Department has responded to the Government consultations on Unfair Dismissal and Tribunals arguing in particular that there is no justification for the increase in the qualifying period to bring a claim of Unfair Dismissal from one to two years. There is no evidence that this will create jobs, and it will only cut worker's rights and encourage bullying and victimisation.

Employment Tribunal Fees

We have responded to the Government consultations on introducing fees in Employment Tribunals. We are opposed to this move which will limit access to justice for many workers.

Jackson

We have continued to oppose the proposals to attack trade union support for our injured members at work arising out of the Jackson Review of Civil Costs. This, taken together with Employment Tribunal Fees, will place significant pressure on GMB Legal Services. We are currently consulting with all our Regions and their solicitors to ensure that we have put in place a framework to ensure a quality legal service continues after Jackson is implemented.

Criminal Injuries

We have registered our opposition to proposals to cut the Criminal Injuries Scheme which will exclude the majority of those assaulted in work from being compensated for their injuries and losses.

Redundancy & TUPE

We have responded to Government consultations on proposals to weaken the collective consultation provisions e.g. to shorten the length of the redundancy consultation period. We are opposed to these measures which are designed to weaken the ability of unions to defend members.

Equal Pay

We continue to work to achieve the Union's aims and action plan as set out in the CEC Special Report to Congress 2009 on Equal Pay.

Industrial Action

Recent injunction cases against unions have seen a slight relaxation of some of the most excessive restrictions in industrial action law and balloting procedures, but the bulk of these remain in place. The Public Sector Pensions ballots in November 2011 were the largest industrial action ballots GMB has ever conducted.

Public Policy

We continue to support cases which reflect GMB's public policy concerns. This year in particular we have been involved with the Leveson inquiry, continuing litigation involving our tied publican members, and important action focussing on members working in taxpayer funded companies operating in the health and public service sectors.

Personnel

The Department comprises Maria Ludkin and Barry Smith

PENSIONS DEPARTMENT

Motions from Congress 2011

Motions carried at Congress 2011 have been progressed through the CEC Organisation Sub-Committee.

National Industrial Issues

The dept. produces bulletins, guides, presentations, newsletters, ready reckoners and other information as appropriate during ongoing discussions in all sectors; in addition to pension negotiations themselves, numerous workplace pensions meetings have been held in where the dept. has outlined employer/government proposals and taken questions and views directly from members.

Public Services – The dept. was heavily involved in the scheme specific negotiations with government Ministers and officials for the LGPS, NHS and Civil Service schemes in the run up to the Heads of Agreement and Principles' Document published at the end of December 2011. Since then there have been further intensive discussions on issues including employee contributions and retirement provisions in the NHS and Civil Service 2015 schemes and the package of reforms outlined in the Principles' Document setting out the parameters of the LGPS discussions.

More generally the dept. has worked to counter the misinformation spread in relation to public sector pensions. This has involved speaking at conferences, participating in debates and producing a significant amount of communications material for members, the media and others. We have worked with the TUC, other unions, two Shadow Chief Secretaries (Angela Eagle and Rachel Reeves) as well as union supported MPs and others to progress both the relevant negotiations and the wider campaign.

The research and evidence produced by the dept. significantly contributed to the breadth of the consensus of the danger of the 3% Osborne Pension Tax to the funded LGPS as a result of the danger of a dramatic drop in scheme participation by workers. Through member surveys, Freedom of Information requests and detailed analysis of 90 2010 LGPS valuations GMB was able to build a successful case against a unilateral increase in member contributions to the LGPS in April 2012.

There were also discussions of pension reform in the Legal Services Commission and Universities Superannuation Scheme as well as a renegotiation of the redundancy terms applying in the Civil Service in which the dept. led the negotiations for the industrial unions.

Commercial Services – Reform of the Centrica pension schemes were negotiated and pension discussions also took place with G4S, EDF, National Grid, BA and BMI. In addition discussions with Ofgem over the regulation of energy sector's pension schemes are ongoing.

Manufacturing – Pension discussions took place with Istock, Remploy, Ford, Lafarge, Cemex, B&CE, UK Coal, Unilever, British Gypsum, Nestle and Astra Zeneca.

Policy Issues

State Pension Age – GMB continues to support the campaign against arbitrary increases to the state pension.

Reform to State Pension Provision – GMB responded to the government consultation and met with Ministers to discuss the government's proposals for reform.

CPI – GMB challenged the government in the High Court and Court of Appeal over their unilateral change in pension indexation from RPI to CPI.

NEST – GMB has opposed the watering down of auto-enrolment legislation and has been heavily involved with the DWP and NEST Corp in the development of that scheme and calling for more regulation enforcing employer obligations on auto-enrolment.

Solvency II – GMB pensions dept. represents employees on the EU's Occupational Pensions Stakeholder Group and has been advocating strong opposition to EU moves to apply inappropriate funding requirements to UK pension schemes.

Workplace Retirement Income Commission – GMB made submissions to and met with this Commission looking at the provision of good quality pension provision in the private sector.

Reform to MPs' Pensions – GMB responded to the consultation of the Independent Parliamentary Standards Authority on reform to the MPs' Pension Scheme.

Incentivised Transfers – the dept. has successfully persuaded government to take action to stop defined benefit scheme members being pushed into giving up pension rights in exchange for a cash sum.

Individual Service Provision

The Dept. received 334 requests for assistance with individual members' casework or regional pension negotiations between 1st Jan 2011 and 20th April 2012. The average time taken to fully respond to requests for assistance is 5 days.

Industrial issues accounted for about 43% of the requests for assistance including Diageo, Synergy, Portsmouth Water, Carron, Veolia, Norbert Dentressangle, Viridian, Ineos, Anchor, Thames Water, ASA, Amadeus, Northgate, Joy Mining, RHM, Peel Airports, Stagecoach, STUC, Indesit, Babcock, Fulcrum, Bayer, Hanover Housing, Herman Miller, Mitie, Severn Trent, Schlegel, Continental Landscapes, Veolia, Caterpillar, Freudenberg, Lovells, Walkers, Washington Mills, BMS, B3, WAE, Aston University, NFU and Polimeri. The remaining 57% of cases relate to individual member issues.

Analysis of the breakdown of requests shows that about 56% came from Public Services, 34% from Commercial Services and 10% from Manufacturing.

POLITICAL DEPARTMENT

Iain McNicol, former GMB National Political Officer, left the department in September 2011 to become the General Secretary of the Labour Party. Gary Doolan joined the political department in April 2012.

The political department has continued to support the Remploy campaign. The department has organised a lobby, Westminster hall debate and various questions and EDMs have been laid in Parliament. The DWP select committee also heard evidence from GMB and Remploy about the future of the company.

The department has supported the public services section in the campaign for decent public sector pension schemes. Various briefings were sent out to MPs and meetings organised to ensure our parliamentary group were thoroughly briefed during the negotiations and for the day of action on 30th November 2011.

The department organised a Southern Cross briefing in Parliament which was attended by over 50 MPs from all the main parties to hear developments in the GMB campaign.

The department was at the forefront of the campaign against the Health and Social Care Bill, lobbying both the House of Commons and in particular the House of Lords opposing the Bill. Even though this unpopular Bill eventually became law, GMB campaigned tirelessly with TULO ensuring that our members voice and opposition to this attack on our National Health Service was heard.

The department has also supported the commercial services section to forward GMB's energy policy in Westminster. A meeting was held with the shadow Secretary of State and other shadow ministers in Labour's energy team.

A political session for French trade unionists was organised for the commercial services section which was attended by Caroline Flint along and other MPs to learn more about the French experiences in the nuclear industry.

The political department has met with members of the Welsh Assembly on the issue of Asbestosis and Pleural Plaques. A Bill is to be drawn up and put to the Welsh Assembly which if successful would force insurers to pay the cost of NHS care to people who have contracted Asbestos related illnesses.

Support has been given in 2011 and early 2012 to not only Ken Livingstone, but also other GMB candidates in the Mayoral/GLA elections – due to take place in May 2012. A GMB campaign launch was held for members in the new Euston offices in late 2011.

The political department has also helped to coordinate the local elections due to take place in May 2012.

The department, working closely with various regions, has supported GMB members in the selections for the Labour party's parliamentary candidates in selected marginal constituencies.

The political department organised a Parliamentary launch of the Children in Crossfire charity with Chuka Umunna, GMB MP for Streatham. Chuka is now the main parliamentary sponsor for this charity that GMB has worked closely with.

The department has continued to ensure that GMB has a significant presence at the Labour Party Conference. GMB sponsored 8 fringes at Conference and ensured that a motion on the future of the care sector was passed and is now Labour Party policy.

APPOINTMENT AND ELECTION OF OFFICIALS

1 JANUARY 2011 – 30 APRIL 2012

APPOINTMENT OF REGIONAL SECRETARIES

Southern Region	Paul Maloney
South Western Region	John Phillips

APPOINTMENT OF SENIOR ORGANISERS

Northern Region	Chris Jukes
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APPOINTMENT OF MEMBERSHIP DEVELOPMENT OFFICERS

Birmingham & West Midlands Region	Dave Day
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ELECTION OF ORGANISERS

Birmingham & West Midlands Region	Amanda Gearing, Stuart Richards
Midland & East Coast Region	Shaune Clarkson, Colin Whyatt
Northern Region	Michael Hopper, Keir Howe, Chris Jukes
Southern Region	Donna Dowling, Brendan Kemp, Jim McDermott Ross Murdoch, Nicola Nixon
South Western Region	Ruth Bennett, Rowena Hayward, Jill Richards
Yorkshire & North Derbyshire Region	Pete Davies, Bob McNeil, Jon Smith

APPOINTMENT OF ORGANISING OFFICERS

Birmingham & West Midlands Region	Justine Jones, Kim Wright
Midland & East Coast Region	Harry Harrison, Stephanie Goodwin, Ester Marriott Sean Redgate
Northern Region	Dan Gow, Michael Hunt, Tanya Race, Dayne Weir

APPOINTMENT OF TEMPORARY ORGANISING OFFICERS

North West & Irish Region	Jim Donley, Denise Walker
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TUC CONGRESS AWARDS 2011

Evelyn Martin MBE (London Region) was nominated for the TUC Women's Gold Badge Award. The nomination was successful and Evelyn attended TUC Congress 2011 to collect the award.

The late Colin Priest (North West & Irish Region) was nominated for the TUC Organising Award. Unfortunately the nomination was unsuccessful.

Laura Wright (London Region), Stephen Banks (Northern Region) and Peter Chappell (Yorkshire & North Derbyshire Region) were nominated for the TUC Learning Rep Award. Unfortunately the nominations were unsuccessful.

SECTION REPORTS

COMMERCIAL SERVICES SECTION

INTRODUCTION

The Commercial Services Section membership grew from 166,079 in January 2011 to 173,030 by April 2012, an increase of 6,951, representing membership growth of 4.2%. A total of 38,864 members were recruited to the Section during this period, which is a credit to the efforts of all those responsible.

The ethnic breakdown of the CEC members on the Section Committee, which consists of 7 females and 8 males, is: Mixed White and Black Caribbean 1; White Welsh 1; White English 3; White British 6; Did not respond 4.

BRITISH GAS SERVICES

Staff

There have recently been over 1300 jobs cut on the staff side, affecting every Area Service Centre (ASC). 150 Service Managers' posts have been cut, most of whom were GMB members. The shop stewards have done a fantastic job in difficult circumstances. In the past 15 months, GMB has recruited over 2,000 new members in British Gas. Many of these were in the ASCs and this demonstrates we can build the Union, even in the face of adversity. On the back of the big job losses, staff voted to accept a 0% pay increase this year and 3% in 2013. Staff currently have their pay determined through a formula. Very importantly, the company has accepted GMB's demand for a return to full collective bargaining from 2013, despite Unison not supporting our case for this.

Changes were imposed on staff pensions. Despite them not having the same voting rights over their pensions as industrials, a reasonable outcome for staff was achieved on the back of the negotiations over industrials' pensions. Talks are currently underway about a new staff recognition agreement and industrial relations structure, which we want to reflect the fact that, due to strong recruitment by shop stewards, GMB is now the largest union amongst British Gas Services staff.

Industrials

The job losses amongst staff had a profound impact on the industrial workforce and there are also serious issues developing in terms of engineers' workloads. Current workload projections suggest there are too many engineers, and the installation business has been hit hard by the economic downturn. As a result, engineers opted to start pay negotiations early and seek a no-compulsory redundancy agreement. There was a serious risk to the apprentices qualifying this year and a threat of redundancies in the National Distribution Centre. It was made clear to management that compulsory redundancies would be resisted and industrial action was not ruled out.

A two-year deal was accepted (by 85.2%) which gives 0% this year, but guarantees the continuation of the winter bonus arrangement worth £1000, with a 3% increase in the second year. Most importantly, there are no compulsory redundancies and all apprentices due to finish their training in 2012 will go on to work in either Service and Repair or Central Heating Installation.

The negotiations on pensions were very difficult, resulting in two national conferences for shop stewards to debate our position, before GMB presented a final offer to the company. Ultimately, a 97% turnout of members voted by a margin of over 90% in favour of a deal. This was a massive vote of confidence in the national and regional shop stewards who led the way in these negotiations. Their great achievement was keeping a defined-benefit, career-average scheme open to new engineers and a guarantee that there will be no further pension changes for five years. The regional and national shop stewards are currently discussing the constitution of the trade union side in British Gas Services, seeking to ensure there is a strong representative structure in place that is fit for the future.

New Agreements

We have successfully negotiated a new recognition agreement for PH Jones, a business that British Gas acquired within the social housing sector. The recruitment pilot process has begun in PH Jones. In British Gas Smart Metering, we now have over 500 members and GMB regions and activists have access to team meetings for recruitment. We will also be starting recruitment amongst the electricians employed by British Gas Business.

EDF

We are working closely with colleagues in the Manufacturing Section on nuclear new-build. EDF will be the key player in new-build in the UK, which will create tens of thousands of new jobs in both construction and the manufacturing supply chain. We have also been working closely with CGT, our sister union in France. GMB helped to expose and challenge some of the exploitative working practices at the EDF site in Flamanville, France. GMB and CGT also received support for developing a European Social Dialogue on nuclear safety.

The collective bargaining structures within EDF are being changed to make them more effective. There are presently too many and, as a result, we are not having the impact we could or should have. Pay negotiations are currently underway for the largest group of EDF staff. The nuclear generation membership settled on a deal which was worth 3.5% from July 2011, with a further £250 from 1 January 2012, plus a non-consolidated lump sum of £125 in December 2011. Difficult negotiations about future pension provision are on-going.

NATIONAL GRID

The main pressure in National Grid continues to be poor senior management and the regulatory regime. The business plan the company submitted to Ofgem revealed that significant job cuts are planned. Workloads will undoubtedly fall in gas distribution, but we will not allow safety to be compromised and will resist attacks on the position of direct labour. GMB is currently lobbying around the Ofgem funding review process and pensions, but it is too early to say what the outcome will be. The industrial side are at the end of a 3-year pay deal, but we are re-opening talks for 2012. The staff 3-year pay deal achieved 2.5% in year one, 3% in year two and RPI wef July 2012, with an additional non-consolidated lump sum payment of either £750 or 2% of base salary as at June 2010 (whichever is the greater).

AVIATION

Ground handling services remain extremely competitive, as companies constantly undercut each others existing contracts. This puts our members under continuous threat of TUPE transfers, redundancies, and cuts to their conditions of service. At Heathrow and Gatwick, BA is currently the only carrier directly employing people on ground handling and passenger services. However, this is now at risk, with the company seeking to outsource its ground and passenger services at Gatwick, and likely to do the same in the near future at Heathrow, leading to further attacks and erosions of members' terms and conditions.

Negotiations with Servisair resulted in a pay deal and other new policies, including a security of employment agreement. A two-year pay deal was also agreed for BA members in A scale. Separate, detailed and extremely tough negotiations are taking place on revisions to the 1948 redeployment agreement and Career Link policies.

GMB has also been campaigning to save 2500 jobs at BMI, and on the modernisation of Heathrow and the South East airports. We have firmly denounced the notion of creating an airport in the Thames estuary ("Boris Island") as pie in the sky, and continued to call for the modernisation of the Heathrow hub, including linkage to HS2 and the creation of a rail and public transport infrastructure at the UK's hub airport. This would improve connectivity to UK regions and important destinations within the global economy, reduce noise, improve air quality, and retain a diverse and highly-skilled employment environment, sustaining around 350,000 jobs in and around the West London airport.

LOGISTICS AND DISTRIBUTION

The recession has led to huge economic pressures, and closures within the retail sector. This has caused a depression and cut-throat competition within logistics and distribution. The company Yodel was formed out of the recent acquisitions of HDNL and DHL Domestic. Volume reduction as a result of a depressed retail sector, coupled with plans to move to one service centre network, have resulted in severe financial pressures on the business. This has led to job cuts and security of employment issues. The big players in logistics such as DHL and Wincanton continue to compete for the work that does exist and a contracts' bidding war is taking place to obtain volume for their large warehouses.

Pay deals have been negotiated with DHL Freight, Bidvest Logistics and 3663. The latter two have suffered in the past year with the loss of contracts from non-unionised companies, although by reaching an agreement, with reduced pay rises, potential redundancies were staved off.

ASDA Distribution has seen long and protracted national pay and bargaining negotiations. With Walmart having a global reputation as an anti-union employer, these are ground-breaking and historical negotiations. A variety of complications had to be overcome to knit together a successful national agreement, including contracts of employment, local site agreements, and (not least) our own members' fears and worries. Huge resources have been deployed to try

and obtain a successful agreement. Currently, we have also obtained two new site recognitions at Lymedale and NEC with 99% and 92% respectively of the total workforce taking place in recognition ballots. We now need to convert those successes into membership numbers. We now have twenty depots involved in the national pay and bargaining group, whilst one depot (which it is hoped will return to the national bargaining family) has local recognition, with two further depots outside of a recognition agreement.

RETAIL

Wilkinson Hardware Retail concluded a successful pay deal and a new national recognition agreement was negotiated which will allow greater representation in the retail arm. Membership continues to increase in this side of the business with successful linkage to pay negotiations and regional recruitment opportunities.

In ASDA Retail, new opportunities for membership growth arose with the acquisition of NETTO. A good take-up of membership and steward numbers resulted from an agreement on access. Plans are currently being made with GMB regions to implement an agreement for trial access to existing stores. ASDA is a huge company and we need to continue to reflect changes in our organisation of stewards and their network to be able to take advantage of further new opportunities. Overall, membership growth of 1685 (8.5%) was recorded since January 2011.

THE SECURITY INDUSTRY

Licensing

Following the Government's announcement that the SIA would be abolished, a national survey of GMB members on Security Industry Licensing was carried out, with 12,000 questionnaires direct-mailed to security industry members through the GMB magazine. A report of the findings was published and a summary of the results was also direct-mailed to members. The report highlighted what GMB members want to see in the new SIA regulations, and the findings have been fed into the licensing review process which the Government established.

The review body has continued to meet on a quarterly basis. It comprises Ministers from the Northern Ireland Assembly, Scottish Parliament, Welsh Assembly, The Home Office, and key industry stakeholders. GMB is the only union represented on the review body. The Union has been instrumental in ensuring that our member's views have been central to the discussions. We have campaigned hard for business licensing to be introduced which will require individuals who own and run companies to be vetted and licensed, to shift the burden of cost from the employee to the employer, and for workers to have one single transferable licence that can be used across the different security disciplines. Proposals from the review group are currently awaiting approval from the Home Office.

Guarding

Despite some contraction and job losses, overall the security industry still presents massive opportunities for membership growth. Whilst the fractured structure in static guarding continues to present challenges, these are challenges GMB must meet. Significant work has been undertaken: providing regions with good quality information identifying the numbers and workplace locations on specific contracts; gaining further access to local induction sessions, in addition to access at national induction sessions; developing dedicated recruitment materials; and, at the time of writing, a direct mailshot of 20,000 GMB recruitment leaflets are going out to G4S Guarding employees. Similar mailshots are planned for G4S Cash Solutions and Securitas. Following the Securitas acquisition of Reliance and Chubb, a new GMB National Recognition Agreement is near completion which will cover 18,000 security workers. Workplace access for GMB organising is also being negotiated as part of the agreement.

CVIT

There has been no let-up on the pressure across the cash industry, which has continued to struggle as banks and retail customers maintain a strong focus on driving down costs. This has seen significant revenue stripped out of the industry. Consequently, GMB members have suffered job losses. Over the last 12 months, we have seen a number of depot closures, re-organisations, and either pay freezes or marginal pay increases. GMB's campaign on reducing attacks in the cash industry has remained a high priority and we continue to play an active role through the Home Office round-table meetings and the GMB/G4S Criminal Attack Fund. Attacks for 2011 were the lowest recorded, at approximately 300, and 2012 sees a continuing trend in reduction. This is excellent news for our members and is testament to a successful political and industrial campaign.

Care & Justice

A new market entrant within Care and Justice, GeoAmey, secured the majority of court escort work from the Ministry of Justice, on a 7 to 10 year contract commencing in 2012. This brings together workers from G4S, Reliance and Serco. GMB signed a new National Recognition Agreement with GeoAmey in March. We envisage significant challenges within GeoAmey, who were awarded the contract at £30million less than the previous contract. As a consequence, 2012 saw a pay freeze being imposed.

At the time of writing, we are awaiting the outcome of negotiations within G4S private prisons to extend the prison recognition agreement to cover admin, clerical and managerial grades.

MANUFACTURING SECTION

The Section continues to be affected by the recession and membership has also fallen. The UK government seems to care less about manufacturing than any other part of the economy. The first act by government was to cancel the "schools for the future programme", add this to the downturn in the new housing build has resulted in hundreds of thousands of construction workers being unemployed.

Ethnic monitoring across the Committee:

3 white British; 4 white English; 1 white British/English; 1 white Welsh; 1 black British; 6 did not respond.

FURNITURE

The industry continues to suffer and the government's attitude to reducing health and safety is a concern for the future. The industry is facing massive increases in the cost of raw materials and the world surge towards timber and fuel is pushing prices higher and higher. The UK's decision on biomass and its' policy to grow timber for burning will affect not only jobs within the UK furniture manufacturing and sawmilling industries but it will cause considerable pollution as trees absorb many of the polluting carbons. The number of jobs that could be lost in the UK because of biomass could run into thousands. We need more alternative energy sources.

CONSTRUCTION

Membership continues to grow thanks to the work done by the Lead Engineering Construction Officer. The government has delayed a large number of projects but fortunately the Hinckley Point and Crossrail projects in London are now going ahead. Once work commences these projects will employ thousands of construction workers but the projects on their own will not bring full employment in the industry. A government commitment to council house building is required.

REMPLOY

On 7th March 2012 the Con/Dem Government announced a two stage closure of Remploy factory sites: 36 factory sites to close by August and the remaining 18 to close by April 2013. Employment Services will be sold off by 2014 and the 204 disabled people who stayed on Remploy terms and conditions when their factories closed in 2008 will be sacked in July 2012. Over 2,500 disabled people will lose their jobs because the government wants to save £100m per year of which £39m is spent to fund the factory network. Just over £1 per year from every tax payer would secure the jobs of all the disabled workers. The Consortium of Trade Unions has campaigned vigorously to stop this madness and our thanks go to the Sunday Express for supporting our campaign. In March 2011, 500 disabled and 250 non-disabled people were given generous redundancy payments. The trade unions complained that no consideration had been given to the welfare of the company; too few workers and lost skills not replaced. Work was being turned away and overtime was increased. Despite this, last year production (sales) increased by £12m and costs were reduced by £18m. In November 2011 the DWP commissioned KPMG to produce a report however the report was produced using data from the previous year; it made no real recommendation and only commented on the viability of Remploy. The report was not made available to the trade unions until March 2012 two weeks after the announcement to close Remploy. In January 2012 the DWP imposed a recruitment ban. In early 2012 Liz Sayce was commissioned to produce a report. She gave a false impression to the trade unions that she was in favour of Remploy, did not consult with Remploy workers and produced a report recommending the closure of Remploy factory sites.

STEEL

TATA

The Company decided to close the British Steel Pensions Scheme (BSPS) to new entrants. After 15 meetings we came to a position where TATA agreed to keep the Final Salary Scheme open to new entrants until 2014 with the reduction in the accrual rate and an increase in the contributions. The final proposal has been accepted. The Scunthorpe Steel Works is going through an exercise called Project Ark. Whilst TATA is looking at ways of being more cost effective the Unions and Management are looking at how to be more cost effective with the minimum job losses. There are 1200 jobs to go on site but with VER and transferring jobs to other sites we are working towards non-compulsory job losses.

SSI UK

The Thai Steelmaker, who bought Redcar Cast Products from TATA after it was mothballed two years ago, signed a Recognition Agreement with the three main UK Steel Unions - Community, Unite and GMB. Within the next few weeks they will start producing steel again at Teeside.

Redcar Bulk Terminal

The wharf area at the steelworks is jointly owned by TATA and SSI and has recently completed negotiating new Terms & Conditions for the site.

BAE SYSTEMS AEROSPACE

The Company recently announced the closure and transfer of manufacturing at the Brough site resulting in the loss of 900 jobs. The Local and National Officers are still meeting with BAE Systems and the Government to try and get the decision reversed or encourage potential buyers to engage with both BAE and the Government. An interest has been shown from companies such as GKN, Rolls Royce and Siemens which are still pursuing.

Shipbuilding

BAE Systems is currently going through a consultation exercise across the Surface Ships business which is causing concerns across the Shipbuilding Industry. We will be watching the outcome of the survey very closely when it is eventually announced.

MARS

We recently met with the Government in an attempt to reverse the Government's decision to award the build of four tankers for the Royal Navy to Daewoo and have them built in Korea. We used the argument that this decision was not the best value for money for UK taxpayers which would also result in job losses after the build of the second aircraft carrier had been completed. The Government is adamant that the order placed with Daewoo will go ahead.

AIRCRAFT CARRIERS

The build of the two new aircraft carriers is ongoing with speculation and concerns that the Government's decision to change the design to accommodate whichever aircraft they decide to use will make the second ship too expensive.

OFFSHORE INDUSTRY

In the Offshore Industry we are still experiencing some companies not adhering to an agreement reached with the Offshore Contractors Association (OCA) in 2007 with regard to working time and holiday entitlements offshore. We are still having National References in an attempt to get these companies to comply with the negotiated agreement.

ENGINEERING INDUSTRIES

The recent recession is still having a huge impact across all UK manufacturing. We are still experiencing pay freezes, attacks on Final Salary Pension Schemes, job losses and closures along with the transfer of work abroad. While this Con/Dem Government is awarding work such as the Thameslink train manufacturing from Bombardier in Derby to Germany, sending MARS Tankers to be built in Korea and the closure of Siemens Trench in the North east and transferring that work to Germany, we are fighting with Employers against this Government to keep this much needed work in the UK. We need to increase even more the recruitment of apprentices to replace the ageing workforce in order to be able to keep a presence in engineering related industries. We are still trying to establish a level playing field for all of UK Manufacturing. We still hear horror stories of companies employing our colleagues from Eastern Europe and exploiting them by paying less than the negotiated rate for the job, undermining the National Agreements and flouting health and safety.

NULEAR

The main dealing I have had since last Congress revolves around the New Build Programmes that are in the pipeline and the Decommissioning Programmes. GMB is in various Industries trying to encourage major clients like EDF to build under the tried and tested Agreements that have stood the test of time such as NAECI, which appears not to be supported by all Unions. The Fukushima disaster last year has reopened concerns for the future of the nuclear industry. There is a need to refocus on the positives of the industry and work with the industry to promote it.

UK CAR MANUFACTURING

Jaguar Land Rover pay deal is in its' second year resulting in inflation plus 0.5% increase which means that JLR employees received a pay increase of 6.1% in November 2011. At Land Rover Solihull they have recruited 1000 employees to meet the demand for orders. One of the issues surrounding the increasing demand for vehicles is the supply of diesel engines from Ford. The supply has not matched the demand and therefore led JLR to agree to build a new engine plant in Wolverhampton which is scheduled to be producing engines by 2014. This new plant will create around 750 new jobs. Unfortunately the fortunes of Jaguar are in complete contrast to Land Rover with the sales being down. After many years of bad news from the car industry at last it appears there is light at the end of the tunnel. The UK Automobile industry is vital to UK Manufacturing. The care Industry is mainly serviced by the Birmingham Region which again I would like to thank Khalik Mohammed and the Region for the support.

Further developments on emergency motions from Congress 2011:

EM 2 - TATA and associated job losses

Discussions with local reps are currently ongoing under what is called Project Arc and Tata looking at ways of mitigating the 1200 job losses mentioned in the motion. All indications are there will be no compulsory job losses.

EM 4 - Fukushima Disaster

Contact has been made with the Japanese Trade Unions pledging our support to the victims and their families following the nuclear disaster, tsunami and earthquake. We obtained the Weightman Report on the outcome of the disaster. It is not possible to send a fact-finding delegation because there is a twelve mile seclusion zone around the Nuclear Power Station at present.

BUILDING MATERIALS SECTOR

Since last Congress we have largely been in the second year of two year settlements in the materials sector. This has meant that the threat of further pay freezes has largely been lifted this year and across these agreements we have secured increases of 2 to 3 % depending on the precise detail of the deal. Whilst this is a welcome improvement it will be obvious that these settlements are well below inflation, however we measure it and therefore in real terms our members are going backwards. There are some exceptions to this general pattern:

Solaglas

A six month pay freeze was reluctantly accepted by our members as a reflection of the dire state of the business.

Hanson Brick

Negotiations proved initially difficult but thanks to the perseverance of our excellent Shop Stewards and Officers a two year deal was finally agreed.

Aggregate Industries

We continue to experience problems with this multi-national regarding meaningful negotiation and, indeed recognition. At the time of writing appropriate remedial action is being taken following the negotiation/imposition of 3% by the Employer.

FOOD SECTOR

Pay bargaining is almost all decentralised to local or plant level, usually with national level talks only covering issues of general principle. However since last Congress we have had a couple of developments worth noting:-

Nestle

New life breathed into the National Negotiating Forum (NNF) and our long suffering members at the Company's pet food Division, Purina brought within its scope.

Unilever

For the first time ever our members in this huge multinational took industrial action along with their colleagues in other unions to try to resist a savage attack by the Employer on their pension scheme. This action was one of the reasons

that the company was forced to dramatically improve their original proposals on pensions and our members at the plants in Norwich and Warrington are to be congratulated on their solidarity and determination.

CHEMICAL/PHARMACEUTICAL SECTOR

Outcomes in this sector since last Congress have been as varied as the products manufactured. Those that are recession proof, essentially pharmaceuticals have settled their pay rounds with reasonable protection for our members against inflation. Others more at the mercy of the slump eg bottled industrial gas have seen more modest settlements. Again across this part of my sheet pay bargaining is largely carried out at plant level.

OTHER MATTERS

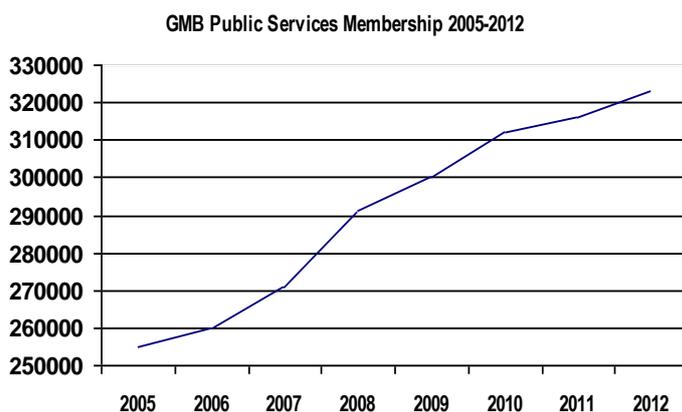
The National Officer continues, largely via our international affiliations to be responsible for GMB's attitude to Employment Agencies, the subject of many resolutions to Congress; and continues to have the privilege of representing GMB on the Executive Council of the International Chemical Workers Federation.

EUROPEAN & INTERNATIONAL FEDERATIONS

The Manufacturing Section continues to play an active part in our European and International Federations. The ITGLWF, ICEM and IMF have now concluded the initial discussions on a merger into a new Global Federation. GMB has taken part in all the conferences and the final merger will be confirmed in June 2012 with the new union operating from January 2013. Formal discussions have been taking place regarding GMB members who work for the international and the Manufacturing Section would like to put on record our thanks to Kathleen Walker Shaw.

PUBLIC SERVICES SECTION

The Public Services Section covers 323,000 members who work in the public sector or deliver services to the public sector. GMB membership in public services has grown significantly in recent years and continues to do so.



Recruitment of new GMB members into the Public Services Section averages around 3500 per month but fell below this standard in the first part of 2012. We are looking to make up for this in the rest of the year particularly with a stronger focus on organising in the NHS to counteract the general redundancies in the public sector.

The National Committee is the body of lay members that oversees the work of all other committees and the National Officials whose responsibilities are as follows:

Brian Strutton	National Secretary	Local Government and General Public Services
Rehana Azam	National Officer	Health and Defence
Justin Bowden	National Officer	Care and Contractors
Sharon Holder	National Officer	Education and Justice

The Officers work with lay committees who determine GMB policy in negotiations. Across those committees the ethnic make up is 58 White UK; 5 White Non-UK; 4 Black Caribbean; 1 Black African; 1 Black. We are keen to see a wider level of participation among all ethnic groups, younger people and women.

With the imposition of an unelected coalition government in 2010 has come an escalating series of attacks on public services and the staff who deliver them. Budgets, jobs, pay and pensions in the public sector have been the

unashamed targets of the government's austerity drive. There is more to come as employment and trade union rights move up the government's agenda to emasculate working people and the current pay freeze is extended into further pay restraint and possibly regional pay.

GMB and other unions and community groups are fighting back together. This was evidenced by the biggest strike ever seen on 30 November 2011 against the government's draconian attack on public sector pensions and the wave of marches, demonstrations and protests throughout the country over cuts to local services. In all the sectors we cover GMB shows that the union is needed more than ever.

National Health Service

One of the lasting legacies of this coalition government will be their unprecedented attack on one of our prized institutions the National Health Service. Last year, Congress endorsed a statement on the NHS to challenge the Government's plan to destroy our NHS and the GMB has unstintingly campaigned against the Government's proposals.

The attacks on the NHS have continued to cause instability and this has created huge uncertainty within the service. The attacks on the NHS have come in the shape of redundancies, service cuts, increased waiting times, privatisation, attacks on NHS staff terms and conditions including pay freezes and the reforming of the NHS Pension Scheme.

Ministry of Defence

The MoD similar to other public sector departments has been subjected to budget cuts. The Government's Strategic Defence and Security Review (SDSR) highlighted their intentions to slash up to 25,000 MoD Civilian jobs, a decision which the GMB has challenged on a number of levels.

GMB membership is primarily made up of industrial workers. At the time of writing the Weapons Operating Centre which includes munitions is seriously threatened with privatisation. A joint trade union political campaign has been established and the campaign to retain jobs in munitions is a central focus of the GMB's aim.

The MoD like other sectors has endured a pay freeze coupled with Pension reforms.

Social Care Sector

During Congress 2011, Southern Cross was collapsing under the weight of historical financial mismanagement at the hands of private equity. Over the remainder of 2011, the company was broken up and its 750 homes dispersed to a mixed bag of 44 operators - a tough time for members, residents and families, officers and lay officials. Recognition and check-off were retained with most new operators however a number of derecognitions underlined how Social Care must be a direct debit only area. As well as challenges, the breakup of Southern Cross offers new opportunities for GMB to organise.

Concerns remain around the viability of some new operators, in particular Four Seasons Healthcare - now Britain's largest - buckling under £780m debts due for repayment this September. Concerned residents transferred from Southern Cross have "jumped out of the frying pan into the fire", GMB continues a high profile media campaign and in March wrote to every councillor in the country highlighting our concerns to avoid another Southern Cross.

Public Sector Contractors

Relations with national contractors such as Biffa/Verdant and Veolia have continued to develop positively and new national agreements have been signed with Sodexo and Enterprise. Our ability to fully realise the excellent organising opportunities presented by these companies depends on our ability to prioritise and resource our activities in them. Evidence of this is the dispute with Carillion at the Great Western Hospital in Swindon where we have been proud to stand alongside 150 predominantly Goan workers who have taken 18 days of strike action against corruption, bullying and discrimination.

Environment Agency

Membership has held up in another difficult year of job cuts, restructures and frozen pay for members at the Agency. A much needed period of stability and calm is expected over the coming year.

On the eve of Congress, after 26 years representing GMB nationally, Terry Sadler retired. Sadly Terry suffered a stroke in the run up to retirement. Our thanks to Terry for everything he's done for GMB members. We wish him a full recovery and a long and happy retirement.

Schools and Academies

The Coalition Government policy to push their new academy schools programme, funded by the State but independently provided has resulted in there now being over 1700 academies in operation in England. GMB remain opposed to the introduction of academies and we campaign jointly with the Anti-Academies Alliance. We have entered into a number of recognition agreements with academy groups on behalf of members, arising from the transfer of staff from the employment of local education authority schools. GMB membership in academies has grown to over 5000 with schools membership growth increasing in all Regions.

The very important issue of medical support for schoolchildren was highlighted at last year's Congress by motion 138 ("School support staff contractually forced to administer medication to pupils"). Congress carried the motion with a qualification calling for a thorough overhaul of the system of medical care in schools. This issue remains a big concern among our many school support staff members. GMB has again been at the forefront of this campaign over the past 12 months. In the autumn term our second annual nationwide survey on this issue found that two out of five school support staff don't have access to proper training or facilities, and 54% feel vulnerable about the tasks they're expected to do. On the back of these scandalous results, the Department for Education and the Department of Health invited GMB onto working groups to review the situation and pave the way for new, and hopefully improved, guidance. At the time of writing, this work is ongoing. GMB's National Schools Committee is closely involved.

Higher Education/Further Education

Membership across both sectors as of January 2012 stood at over 5000 members. The higher education sector as of the 2012 academic year will see the first cohort of students paying up to £9000 in tuition fees to attend university. Whilst in the further education sector the government has chosen to withdraw the policy of providing an Education Maintenance Allowance for 16-19 year olds from low income families. In each sector a joint national pay claim has been submitted and at the time of writing this report talks are either underway or shortly to commence.

Justice sectors

In the Police, Prison Service, Probation and Legal Services Commission reorganisations, job cuts, public sector pay freeze and efficiency savings is the common trend affecting members across each of these sectors. Membership growth as a consequence is slow.

Local Government

Central government imposed average 26% budget reductions on councils and the areas with the highest need of local services were often the hardest hit. In addition, councils have generally decided not to increase their council tax and the net result has been massive service cuts, over 200,000 job losses and a three year pay freeze.

Terms and conditions have been undermined at local level; sometimes as a means of preserving jobs and sometimes through the despicable tactic of dismissing staff and re-engaging them on worse terms.

Under this pressure, the NJC negotiating machinery has to all intents and purposes ceased to carry out its functions as the national employers have refused to uphold the national agreements.

GMB and other NJC unions have been notified that the employers want to replace all existing national bargaining groups (NJC, Craft, Youth Workers, Soulbury, etc) with a new single table agreement. However, with no new money on offer and on the basis of the past behaviour by the employers there is no reason to believe that this would be in the interests of GMB members.

Pensions

The imposition of the change in pensions indexation from RPI to CPI was challenged by GMB and other unions in the High Court and on appeal to the Court of Appeal. The challenge was lost and legal advice was that there was no realistic prospect of success at any further appeal.

The government's proposals for public sector pensions reform led to long running negotiations and 2m union members going on strike to secure a better deal. GMB remained at the forefront of the negotiations and the campaign.

Outcomes have been mixed. The proposals for the civil service are significantly better than for the NHS; as a result GMB is able to recommend acceptance of the former and rejection of the latter in membership ballots. The LGPS is different to other schemes, being funded, and proposals for reform reflect its unique character.

REGIONAL SECRETARIES' REPORTS

BIRMINGHAM AND WEST MIDLANDS REGION

I am pleased to commence this report to Congress by stating that we have yet again seen steady growth in financial membership throughout the year. Since the introduction of GMB@Work the Birmingham & West Midlands Region has continued to follow the principles behind it. This has enabled the region to properly plan and map out our growth strategy. A major thrust of the philosophy of GMB@Work in my opinion has and should always be linked to the regional Education and Training Programme. The development and nurturing of workplace representatives is a key part of the whole process. Initial Support Training (IST) should be the bedrock to build upon. Our IST programme has and will continue to be tweaked as it needs to be to ensure that our representatives are being equipped with the basic building blocks for success in organising. No workplace representatives are allowed to attend any GMB authorised training until both the IST and the two day GMB@Work course have been undertaken and completed. This ensures consistency in the development of the workplace representatives organising skills.

With regards to GMB@Work in general and practises put in place to augment the process, we have over the last twelve months encouraged staff members to become more involved with the day to day philosophy of GMB@Work. This has been supplemented by offering secondment to the organising teams within the separate areas within the region. This has proved highly successful and we have ensured wherever possible that progression for staff members into the Officer ranks using GMB@Work as a pathway is encouraged. I am pleased to report that a long standing secretary of thirty years plus is now an Organising Officer.

Other activities surrounding GMB@Work throughout the year are as follows;

Greenfield:

Organising on greenfield sites continues at every available opportunity, although membership is gained not all projects result in recognition some projects may lie dormant for long periods usually until an issue sparks a resurgence. These greenfield projects include Wordesley Housing Dudley, Sunlight Laundry Telford, Lucky 8 Birmingham, Westgrove Security Birmingham and British Gas Business at Oxford. Although membership has been gained at the above workplaces, there has not been sufficient growth to warrant applications for recognition or further organising at this time although files are always kept open in case of changes in circumstances which triggers Trade Union interest.

Organised Workplaces

Organising continues to take place in recognised workplaces especially where membership is below 60%, these include Yodel, Groundworks, the NHS, ASDA, with particular success at West Midlands Ambulance service at both Hereford and Leominster.

Migrant workers:

Work continues with the Polish and other communities especially with the Polish Ex Patriots Association (PEA) and the Bartek society in Rugby. This has increased the links between the GMB and the Polish community and has enabled organising within the community and within workplaces where poles are employees.

Koito:

Since securing full recognition work continues within Koito with a view to maximising organisation of the workforce, workplace representatives are now in place and negotiations are underway with regard to pay and working conditions.

National Projects

NHS:

Recognition was secured by agreement with Coventry and Warwickshire Partnership Trust; seats were secured on the JNCC and all staff side meetings. Initially recruitment was in the Coventry and Warwickshire drugs team where 80% membership has been achieved. Further members gains have been made within the rest of the trust but these have not been substantial; organising in this trust will be a slow process of building trust.

ASDA:

Membership continues to build within stores due to local organising; the Lymedale Distribution centre has seen a sustained organising campaign which has resulted in an increase in membership to a level where at the time of writing this report a ballot for GMB recognition is currently underway.

Schools:

The emphasis on school visits is being maintained with the ROT picking up and majoring on selected authorities, the ROT team has been concentrating on Worcestershire with a view to re-establishing a structure and achieving a self-sustaining organising culture. Currently the region is looking towards restarting both the regional and national schools committees.

Wilkinson:

Work continues around the pay negotiations and the new agreement is awaited in order to organise further around all stores.

Greenfield / Successes**Swanswell**

At the time of writing this report work continues within Swanswell and with the assistance of ACAS a program of visits had been arranged across all sites these will be followed by road shows involving management ACAS and the GMB. On completion of the road shows there will be a secret ballot run by ACAS, across all 226 staff regarding recognition if the GMB secure more than a 40% vote (as per CAC structure) then voluntary recognition will be granted.

Addaction.

Formerly the Coventry and Warwickshire Drugs team they were TUPE'd out from the trust on December the 1st 2011. Since the transfer took place membership has raised to approximately 80% and still does as a result of the good work done by the GMB. A sole recognition agreement was agreed and signed in January 2012, currently we have 3 onsite representatives.

Biffa Waste Recycling:

Although there are various agreements with Biffa the waste recycling side is totally unorganised. Following a lead Biffa was contacted and meetings were arranged with employees this has resulted in a recognition agreement being signed, via an ACAS membership check. Currently 2 representatives have been elected.

Kuhne Negal:

The ROT has been slowly organising within the Chipping Warden site to a point where over 40 members have been recruited. A recent issue has enabled meetings to be set up and once sufficient numbers are organised recognition will be applied for.

All in all it has to be noted that when the philosophy of GMB@Work is administered and adhered to it can and does deliver results. More importantly it gives activists the grounding to build upon, clearly demonstrating to them the successes that can be achieved in their workplaces in terms of improved pay and conditions when organising is given the priority and credence it should be given. The Birmingham & West Midlands Region will continue to be a staunch advocate and supporter of GMB@Work as it is a proven vehicle for success.

LONDON REGION

I am pleased to be able to report thanks to the endeavours of the Lay Activists, Branch Secretaries, Full Time Officers and support staff the region continued to grow membership throughout 2011 bringing our total financial membership at the September 2011 quarter to 96,691 made up as follows: Male 44,018, Female 52,673, Grade 1 60,150 Grade 2 26,685, Retired 6613, Other 3243.

The region benefited from massive last minute recruitment in November 2011 following the high profile Pensions Day of Action. In fact the region recorded the highest monthly recruitment figure on record of 2491, demonstrating that when approached in a proactive manner working people are not anti trade union.

Throughout the year we have continued to concentrate our efforts around education/training and representation activities, IST, GMB@Work and Consolidation courses. We are also seeking to involve Organisers more directly in the basic aspects of Training ensuring at all times that the delivery of our training is acting in the best interests of our members and also monitoring vigorously that the financial investment allocated, brings the required results, the purpose

of educational investment being made more accountable. The region has introduced an Education Forum, which will monitor all aspects of annual training its expenditure, delivery and effectiveness.

Officers are now responsible for evaluating the progression of their Workplace Organisers in respect of their activities within the workplace. This will include the assessment of the use of GMB Facility Time Agreements regarding its allocation and be accountable for recruitment/retention, campaigns, and servicing.

We have introduced Collective Organising Days for servicing Officers, its allocation being monitored by each of the geographical Senior Organisers. To support this initiative, a Regional Project Board has also been developed for each office, for the purpose of transparency with regards to recruitment targets, membership growth/retention etc. Providing this transparency, ensures the region has accountability in respect of its recruitment and retention objectives. The performance benchmark is based on the requirements of a) good preparation and b) minimum visits. These requirements will be applied to both servicing officers and the Organising Team.

The Region's Equality and Diversity Forum has progressed extremely well throughout the year. Holding geographical equality and diversity meetings has proved extremely successful; the number of Activists taking part and their enthusiasm is heartening. In October 2011 the region held its second London Equality and Diversity Conference which was attended by 60 delegates. The contributions from the floor were both vocal and enthusiastic and it is clear that the region's progression in respect to equalities is now centre stage as an integral part of the Organising/Political/Industrial Agenda.

The Region has introduced a new NHS Strategy developing a new strategic approach including a greater Lay member involvement. Most new NHS members will be assigned to branches that are industry specific. We have also provided National Health Service training to all Officers and allocated officers an NHS responsibility which will allow them to focus on building workplace organisation to help in our servicing obligations across the region. Coincidentally this has come at a time when like all other regions we are learning of the effects of Lansley's reorganisation "or should I say decimation" and the £20bn of savings he is seeking to claw back together with his privatisation campaign.

Since 2010 we have developed a Regional Political Forum, which acts as a "think tank" and motivator to progress our political activity across the region, engaging and involving more Lay members with their CLPs. We have also, using the GMB@Work model begun a mapping exercise to identify the strengths and weaknesses within the various Labour Party Constituencies across the region, so that we are able to identify and concentrate our efforts where they are most likely to be effective.

At all times we emphasise our political commitment to GMB values, and how these can be best promoted and protected. Long gone is the time when we were regarded as a benevolent benefactor with no opportunity to influence the agenda.

Our long term objectives are to ensure that the CLPs respect and support our values so that we in turn can convince more of our members to become much more active within the Party, playing a full role within the CLPs making sure we have a voice in decisions at local level, on issues that are of importance to the immediate community.

Like all regions we were disappointed by the recent contributions of Ed Balls and Ed Miliband in respect of the cutbacks and wage freeze. Whilst we concur with Ed Balls' view that the cuts are too many and too deep. We believe he was unwise to offer a view as to what would be necessary three years down the line, and whilst we believe that Ed Miliband's intervention was intended to support his Shadow Chancellor. Neither seemed to appreciate the problems this causes for the Trade Union Movement at grass roots level. The very people we need if we are to win back power. *We are at one with the views of the General Secretary on this and are embarking on a damage limitation exercise with the members.*

Officers, Workplace Organisers and branches have become more confident in their engagement with the media. There have been tremendous initiatives by Officers and Workplace Organisers in identifying campaigns and their objectives. The volume of publicity resulting from this media activity has been phenomenal. The reasons for this is simple, more of our Officers, Workplace Organisers and Branches are seeing both the political and industrial agenda going hand in hand.

The region over many years has had a high level of success in school recruitment however recruitment successes within Local Authorities itself, has been less successful. As a region we are addressing this ensuring that the performance level ups its game and as I said within the report ensuring that the GMB Facility Time and the use of it is managed appropriately and focuses on building departmental workplace organisation within each Local Authority and it is the responsibility of the Senior Organiser of Public Services along with Public Service Officers to ensure that in conjunction with the Workplace Organisers, the Facility Time Agreements is used to its full advantage in respect of servicing, recruitment and retention, campaigns and engagement.

Like everybody else we anticipate difficulties both directly and indirectly as a result of the Coalitions policies and the knock on effects they have as the attacks on Local Authorities spills out into the private sector and the reckless education policies being driven by the Education Secretary Groves. Further undermining the democratic principle of the communal responsibilities. We anticipate being busy in this field as a result of both the Academies and Free Schools being driven by the Coalition's one dimensional ideology. Currently some schools that have over 90% support for staying under Local Government auspices are threatened with privatisation are embarking on a legal battle. Overall however despite the very negative and partisan policies of both the Tories and Lib-Dems, the region remains optimistic, or as it is sometimes said "bring it on".

In finality, we are having discussions with our firms of Solicitors in anticipation of the need to re-assess and/or re-organise our legal services as a result of the Jackson Review.

MIDLAND & EAST COAST REGION

The Midland & East Coast Region has fully embraced and endorsed GMB@Work. The Regional Secretary leads the Regional Management Team supported by 3 Senior Organisers who each have individual geographical areas. The 3 Senior Organisers each have responsibility for one of the Sections in the GMB, along with other responsibilities as delegated by the Regional Secretary. Each of the geographical areas has 5 Servicing Officers supported by the Region's ROT (Action) Team of 3 members.

The Region has been reaccredited with the Investors In People award and this is demonstrated within the Region as we have piloted the Trainee Officer Project as well as looking for other initiatives to engage with our staff and move more resources towards the front line.

All of our Workplace Organiser Training has the mandatory 2 day GMB@Work induction and this is then followed up by the Organisers in the workplace with the mapping and planning provided. We also continue to explore different ways in which to communicate with our members by email and using the text service.

The GMB@Work agenda continues to drive and influence decisions in the Region as we support the National Organising Team Projects as well as Regional Projects.

The Region's rolling recruitment weeks are all diarised and are being planned for 2012.

GMB@WORK

Several branches have used GMB@Work to invigorate branch activity and campaigns. Nottingham N55 branch is a good example of this. The Officer, working with the Branch Secretary and Stewards has fully mapped the workplaces and we now have a branch that is fully fit for purpose with on-going training for individual Representatives and collectively by the branch itself using Regional Office.

As a consequence of the investment the branch has now started on the recruitment programme throughout Nottingham City and the demographics of the branch have changed out of all proportion. As a result of these disciplines being implemented and GMB@Work every member knows where to go and every Shop Steward knows who they are responsible for and we now have 4 full time seconded Representatives where we previously only had 2.

We have set a further revised target for 2012/13, bearing in mind all of this is on the backdrop over the next 3 years of substantial cuts to the terms and conditions of our members.

We continue to build our Workplace Contacts and Representatives in Schools across the Region and the race for academies has focussed our attention; whilst it gives us challenges it also gives us opportunities which we have been supported with by the National Organising Department.

Nottinghamshire Police has been a target for organising for several years now. Although we had substantial membership of around 100 we have never had full negotiating rights, however, following a change in HR personnel and the forming of a specific "Policing Branch" using the GMB@Work we have been able to increase the facilities for the Branch Secretary and President. Following this our membership has increased and despite redundancies our figures have remained consistent and our membership currently stands at over 150 and we have also been able to gain agreement for an additional female Representative based on our membership being predominantly female as well as receiving assurances that were we to increase our numbers significantly the position with regards to full recognition would be reviewed. Our campaign remains for full recognition by the end of 2012 if not sooner.

One of our National Organising Team projects, EMAS, has been a great success. We have now set up a new branch and have continued to implement GMB@Work. Our structure is strengthened by the day with more Representatives and members and with the existing Representatives growing in confidence with the support of the Officer.

Further activity in the NHS centres around Hull Royal Infirmary and Castle Hill Hospital, along with GP surgeries where we have been campaigning against the NHS Bill.

Another NHS pilot and now a NOT project is Kings Mill Hospital (Mansfield) and Bassetlaw Hospital (North Nottingham). The Officers and Shop Stewards have fully implemented GMB@Work; DVD's have been produced introducing the Region and how GMB@Work works with specific recruitment materials supported by the National Organising Department who have also assisted in raising our recruitment and our profile – nothing beats meeting our members face to face.

The Coalition cuts in all our local authorities continue to affect our members and nowhere more so than in North East Lincs Council. Here we have used GMB@Work and organised around the cuts with mass meetings taking place at Grimsby Town Hall showing solidarity with the community. It is without doubt and worth mentioning that we also saw a change in the ruling political party at the Authority from a Lib Dem run Council to a Labour Council, and it is recognised that even in these tough times we are better off negotiating with Labour controlled Councils at a grass roots level in these difficult economic times.

We have managed to appoint a new full time Convenor at Derby City Council. The new Representative embracing GMB@Work has been a revelation. Since taking up the position, she has not only refreshed the GMB presence in corporate meetings by her professional and no nonsense style but has also encouraged two new members to become GMB Representatives. This is crucial in breaking the cycle of inertia in terms of recruitment in Derby City Council and the enthusiasm and expertise have proven crucial in shaping a programme of development that will be the foundation for growth this year.

At Grimsby and Immingham Stevedores following a sustained campaign on recruitment and consolidation we have secured a single recognition agreement at Grimsby Docks. Embracing GMB@Work we have 2 new Organising Officers in place and continue to work to increase the membership density.

The Coalition cuts are not only affecting our members in the public sector but also in the private and manufacturing sector. As the government announces major defence cuts our members at BAE Brough are fighting for survival. We have organised and mobilised campaigns and in October more than 2000 workers and activists assembled following a March and rally through Hull. This was followed up by a delegation to Parliament where the delegation lobbied the Tory Leader and sought support from Ed Milliband and Labour MP's. This resulted in raising the plight of our members and the loss of manufacturing, but under GMB@Work has raised the profile of the GMB locally and nationally.

We regularly hold training sessions with Representatives from across all 4 ASDA Distribution Centres in order to ensure that we are all working, and continue to work, in accordance with the GMB@Work ethos.

This has had mixed results across the 4 sites. Some sites have embraced this training wholeheartedly and have become far more active on the NJC and NSSF in order to ensure that their claims really are on the table and that they can keep their members totally up to date on issues. Other sites are somewhat more reluctant to really step up and still

need a little more support. We also fully utilise the allocated recruitment days at every site and the Representatives are all keen to get involved in these.

In addition, the Region has become a major sponsor of the ASDA Distribution networks charity fun day, held annually at Bruntingthorpe, and this has raised our profile both locally and nationally. The event is supported by ASDA colleagues from all GMB Regions.

At British Gas, we have formed a new Branch for consolidated British Gas membership and in Leicester our membership has grown from 188 at the end of 2010 to 583 at the beginning of 2012. The branch, in co-operation with the Region, has now fully embraced GMB@Work and work closely with the National Secretary and Lead National Representative.

In Boston we have initiated GMB@Work organisation drives at both Finnforest and Fogarty's. In Peterborough we have been involved in the recruitment of TUPE transferees at the IKEA warehouse in the city. We also dealt extensively with the outsourcing of large parts of the City Council's services to private contractors. In Newark we worked closely with the branch secretary to recruit in the Council and in securing access to a new ASDA store in the town.

In South Derbyshire GMB@Work identified a new Representative and this again was a huge breakthrough for the GMB as we had not had a representative in this area for some years. He has been absolutely fabulous providing GMB presence at crucial meetings regarding job evaluation and single status. He has also mapped the workplace, and developed a brilliant rapport with our members; again this should create the foundation for growth this year.

The Region has established a Wilkinsons and ASDA Shop Stewards' quarterly meeting which takes place at Regional Office in Nottingham. These meetings cover store reports, health and safety issues and GMB@Work. Stewards have been asked to map the workplace with good results and recruitment opportunities have been identified.

Organising our contractors in Public Services shows just how effective GMB@Work is both locally and nationally; following the dispute on 30th November 2011 our Representative at Veolia stood shoulder to shoulder with Public Sector workers, but was dismissed. The National Officer had a meeting called of all National Representatives, and following unanimous support the company reversed its decision – *"that's GMB@Work"*.

NORTHERN REGION

1. GMB@Work

The Northern Region has a clear strategy based on GMB@Work consolidation in recognised workplaces. Annual workplace audits are undertaken by our Full-Time Organisers, along with mapping in conjunction with Branches.

Initial Support Training, GMB@Work courses and follow-up mentoring are integral parts of the Region's organising ethos and form a key gateway to follow-on courses.

In addition, all Full-Time Organisers are focused on recruitment, through weekly diary management, thereby improving GMB density in existing workplaces; supported by new opportunities for Greenfield development and recognition agreements.

GMB@Work consolidation focuses on workplaces with less than 60% membership density. Full-Time Organisers are required to undertake two full days' recruitment each week. The Regional IT-based workplace organising reporting, monitoring and report system has been a tremendous help in helping the process of regional GMB@Work activities.

In terms of GMB application to the CAC for recognition, the Northern Region adheres to the basis of having at least 10% membership density in the relevant bargaining unit; with a petition signed by non-members, which takes the percentage indicating a wish for recognition over the 50% trigger point.

With the application of this strategy, the Northern Region has been successful in obtaining recognition at Walkers/PepsiCo at Peterlee, Co Durham; Bethsaida Home Care Services at West Cumbria; work is continuing at Asda North East Clothing for recognition.

Recruitment Targets and Campaigns

National targets are fundamental to our GMB@Work culture. The Region prioritised recruitment activity in Asda; Schools; Security; NHs. Private Social Care companies continued to be part of our regional recruitment targets. We prioritised regionally in Construction; Wilkinson's Stores; Manufacturing; Private Contractors. All of these helped focus regional recruitment activities in all regional team areas.

2011-12 has been a very challenging year in terms of regional job losses, nevertheless, GMB@Work consolidation enabled the Region to increase activities across Sections.

The Region has an active Young Members' Section, not just in regular meetings and events, but also in their development in our Young Members' agenda. The Northern Region Young Members attended, as part of a National Delegation, Cuba in 2011. In addition, in November 2011, a major Conference took place at St James's Park, Newcastle, as part of the GMB Northern Region's response to the 2011 riots as we looked to showcase the enormous talents of younger people. A range of publications were issued in the last year to GMB members within workplaces, branches and industrial sectors, including newsletters, flyers and posters on ASDA; Southern Cross; School Support Staff; Security; NHS; Construction; Local Government; Equal Pay. In addition, the regional website at www.gmbnorthern.org.uk is up and running and displaying important information for members and potential members. It is part of the toolkit for aiding recruitment, organisation and retention. We have developed Facebook and Twitter services as well as uploading our messaging on to You Tube.

2. Overview of Regional Developments

2011-12 has been another difficult time for the region's economy across sectors. Continued massive public sector cuts and cancelled capital projects, coupled with the banks re-capitalising their own balance sheets at the expense of lending to the private sector, was a potent drag on economic activity.

The 2011 local elections were a triumph for regional political organisation. With GMB regional support, Labour took back Newcastle, Barrow and Redcar, both with majority control; became the largest Party in Stockton, Allerdale and Carlisle.

GMB regional support enabled Labour to embed its control in Copeland, South Tyneside, Sunderland, Gateshead, Darlington; in areas with an Elected Mayor (Hartlepool, Middlesbrough and North Tyneside) increased the number of Labour Councillors.

The challenge in 2012 is to consolidate in local government and to successfully fight in the four elected police commissioner elections on the Northern Region in November 2012, as well as gearing up for the three major sets of County Council elections in Cumbria, Durham and Northumberland in May 2013.

Public Services play a vital role in the everyday lives of people in the Northern Region, not just in employment but its contribution to the economic fabric. Without one, we cannot have the other. That is why the Tories and Liberal Democrats in Coalition in Government fail to recognise the history and make-up of the area. There are essential major infrastructure projects that are desperately needed to help regenerate the economy of the region.

Key private sector projects can be developed such as in green energy, that can complement the huge skill base we have in membership across the region coupled with a need for the Commercial Services sector to be supported by wider economic activity. The double whammy of austerity and banks that receive taxpayers' money but do not lend it on, is not helping the region's economy to thrive. Companies that would invest are keeping hold of cash for a rainy day and because they are, cannot access bank lending.

NORTH WEST & IRISH REGION

The Organisation Agenda as laid down by GMB@Work is embedded into every activity that the Region undertakes.

This year we in the North West & Irish Region have faced levels of job cuts the likes of which we have not seen for a long time. In defending these job losses and at talks on our members' terms and conditions, we have used all aspects of the GMB@Work to promote the GMB and grow our organisation wherever possible.

The Region is proud of its education strategy. Education of our new representatives has never been more important as we operate through these challenging times.

The strategy begins with IST which is carried out by Officers. In the last twelve months a total of 147 new representatives have gone through GMB@Work/Induction training - as part of this training, new representatives are encouraged to recruit new members during week one and two. This has proved successful. Branch organisation plays a key role and in order to assist branches, appropriate courses have been held throughout the Region.

A new development in our courses has been the utilisation of GMB staff, as they have been asked to assist on courses advising new activists in such matters as membership services, legal benefits and retention.

Further examples of the good work carried out by the Education Department include:

Asda - RHSOs were requested to attend a stewards meeting, as regards lack of action from the Asda Management, regarding health and safety concerns raised by the safety reps. RHSOs met with the Stewards Committee and discussed issues and concerns and suggested that they forward them through to Asda Health & Safety Forum nationally.

Bookers learning project has been on-going for the last six months. We have recently identified sources of funding for English Speakers Other Languages (ESOL) training. This will be invaluable to the workers of the company as they have a large percentage of migrant workers. We met with the ESOL tutors from Wirral Metropolitan College re funding for free ESOL training for migrant workers at Bookers. The Steering Group meeting was held on the 23rd March and hopefully we will get things moving as soon as possible.

In October 2011 the Region held its 12th Regional Women's Conference, with a total of 70 delegates attending, many of whom were new representatives. As in previous years, delegates heard from a number of guest speakers on various topics affecting women. The previous year's conference had tasked delegates to contribute to the making of a "Women's Banner" and this was unveiled at the Conference.

GMB Regional Office was the venue for the launch of the Green Reps Network. This was an event that was jointly attended by reps from several different unions, including Alan Manning, North West TUC Regional Secretary, the intention being, to set up a network for reps that are committed and focused on the environmental issues within their respective unions. Feedback from the event was very positive and again we will update you as this initiative develops.

Communication is a key factor of GMB@Work and there are an ever increasing number of branches that provide their own newsletters. Some have gone that step further, providing websites and setting up facebook and twitter accounts. As a Region we provide an e-brief to almost 600 activists on a regular basis with both regional and national news. The regional website complements the national site with a more regional focus and the number of on-line joiners is increasing. The Region now also has a twitter account and a facebook page, both of which are proving to be useful communication tools, ensuring regional news and press releases are seen by as wide an audience as possible.

Recruitment in the Region was focussed on national and regional targets, with officers operating a stand-down day (per week). As part of our inclusive approach to recruitment, we are also utilising GMB staff in activities.

Whilst mapping and consolidation is a key feature of branches within the Region, we have also moved into greenfield recruitment in areas such as Airport Retail, new areas within British Gas (BGSM) and Alliance Partners in Utilities such as Enterprise Gas, Clean Water and Dirty Water. We have also been successful within recycling sites, where mostly agency staff are employed and we have been able to recruit many people from the agency staff into the GMB. With the new construction sites, membership has been consolidated and we also have access to inductions from the start of employment. The stewards now have the confidence to attend inductions and present the GMB@Work programme at these events.

At Centrica, which has recently announced a substantial number of redundancies, a recruitment campaign has been launched on the back of this issue. CAC applications are being looked at for Linpac St Helens (where there is recognition at Winsford and Yorkshire) and Viridor sites, which is a major recycling waste management company who have taken over smaller companies in the North West region.

In the Airport Industry it has become the norm for employers to bring in staff for the summer season only on part-time contracts, whilst working them where and when they wish. As for permanent staff, it has become the new idea to multi-skill and then down size from full time to part time contracts and this eventually brings redundancies.

As with the Liverpool John Lennon Airport industrial action, selection criteria used by companies uses sickness absence as the highest weight factor, with the upshot that members who are ill or injured at work, are too afraid to use the benefit of sick pay to take time off as it might come back against them in terms of redundancy.

Servisair has recently deducted a whole day's pay from our members who were taking industrial action on the basis of 2 hours per shift. This is an important challenge for us and hopefully there will be a successful tribunal outcome.

Asda has once again been an area of success for the Region, in particular the figures from the Asda/Netto conversion which proved that with access and where the barriers are removed, recruitment in Asda can be achieved.

Other areas of success for the Region include British Gas, Wilkinson Stores where access to employees at induction has greatly assisted recruitment, G4S, CLS-Care, in which the ROT recruited 222 in a five month period and Bentley Motors where our membership has risen from single figures to over 100. The Regional Organising Team also played a key role in the Southern Cross campaign which saw each home visited on a number of occasions to capture all shifts, recruiting 129 new members.

In Ireland we have seen growth in self-employed driving instructors and campaigning around legislative changes we were able to recruit in both Northern Ireland the Republic of Ireland. We have also made gains in membership in the Courts Services in Northern Ireland. These are staff employed by Resource who are in need of GMB's assistance in promoting levels of pay above the statutory minimum.

Current campaigns include NHS and Schools where a dedicated team of officers and lay representatives are targeting specific areas. The Public Services pensions dispute was a huge success across the Region and also all of the five workplace organising goals were achieved. A special mention should go to the work carried out in all areas of the GMB, including the staff, who worked tirelessly to ensure the membership records were up to date to enable the ballot to go ahead.

The campaign across the whole of the Region was a huge success with a number of rallies taking place at various locations on the Day of Action. The GMB provided speakers for all these events and flags, banners, etc. ensured our considerable presence was noted. In the lead up to the Day of Action and on the day, officers and workplace organisers were available to the local and some cases national media.

To supplement the national press releases, we at the Region produced on our own in key areas to promote the action. Overall in Public Services our members in the Region have faced some of the most severe attacks on their livelihood as a direct result of the action of this Government. It is to the credit of the workplace organisers/stewards who are fighting the cuts on a daily basis that we have been able to maintain membership levels and in some cases increase. Also meetings were held to highlight the campaign, ensuring that members, new and existing, were fully aware of the issue.

It is without fear of contradiction that our members will face further attacks in the form of redundancies and attempts to change their hard fought for terms and conditions. These attacks will not be confined to the Public Services Section, but also across the Private Sector. But we believe the North West & Irish Region has proved it can, through good organisation, stand firm, repel the attacks and achieve growth.

GMB@Work The Organising Agenda

2011 saw significant change within GMB Scotland in response to our underperformance during 2010.

The introduction of an integrated approach to GMB@Work combined with a Performance Review process being formally introduced across all areas has proved beneficial in improving our collective performance over the year.

Having stated that we have improved in reducing our overall membership loss there is still a bit of work to do in order to achieve our target figures through until 2013. However, there was a creditable improvement in our overall performance from -3.9% to -1% an improvement of 3.9%.

Organisers' work is now directed to growth and workplace organisation and structured on the integration of GMB@Work and the 10 key messages being embedded within how we operate within the Region.

Branch restructuring has also been undertaken reducing and consolidating some Branches in order that they were appropriate to the geographical land mass of Scotland and the membership base. This, when aligned with the Education Department's Workplace Organiser Training and Branch Development Plans has led to a much improved performance in terms of membership figures.

Organisers are now working more closely with the Branches in supporting the delivery of workplace Organisation in their Branch Development Plans, with Senior Organisers' Performance Reviews being fundamental to our ability to measure our performance against our Regional Targets.

The Region is now structured through a Team Based Approach covering the North, East & Borders and the West of Scotland geographically.

Significant successful strategic plans and targets have been executed with new Organisers having successfully integrated into the Regional Organising Team and showing real signs of success.

Campaigning on a Regional and National Bargaining calendar has proven to be very successful.

Asda Distribution Ballot has seen over the last week recruitment of 60 new members on the back of Stewards and Organisers playing a key briefing role.

The Scottish Ambulance Service Campaign over meal breaks and health & safety was a real success and took us from a membership base of some 500 with a few stewards to 1000 members, an active Branch and 40 Workplace Organisers.

Our Public Services Campaign on Pensions in Scotland saw again a significant boost to our Public Service membership base.

The Whisky Sector Campaigning on the back of a radical new agreement saw an increase within Diageo of over 100 members over a few months.

A fresh approach within those Care Homes previously known as Southern Cross has seen the campaign control losses and indeed following visits to homes over recent weeks has improved over recent weeks and has improved our recruitment figures within this sector.

Asda Stores is still an ongoing Target within both New and existing Stores.

Recent Partnership Agreements entered into with the Scottish Students Union is hoped to prove beneficial in growing our young members section within the Region.

Campaigning has been particularly challenging within Scottish Public Services Sector with over 20,000 job losses, the positive however is those non-members who are living with insecurity at the moment and ongoing pay freezes.

Currently Campaigning, Organising and Recruitment within the Sector is focusing on setting a wage claim as a positive message.

We continue to campaign against privatisation and outsourcing within the sector and across all 32 local authorities on the Living Wage of £7.20 per hour with some success to date.

The Scottish Economy, notwithstanding approaches by both Scottish and UK Government has made little difference in economic outcomes.

The best Scottish performance has come in Manufacturing within the Drinks Sector with the Public Services Sector continuing to be problematic. Optimism is now showing within the Commercial Services Sector.

In conclusion the Region has achieved an improved level of performance throughout the period from January 2011 until April 2012 thanks to Officers, Branch Secretaries and Workplace Representatives. Reorganisation and restructuring of resources across the Region has improved our performance however this approach needs to be consolidated and driven throughout the rest of 2012 and into 2013 with Regional Committee monitoring and having total oversight of performance.

The ongoing review of our education continues with Martin Hird from the National Organising Department working with our Regional Education Officer to introduce improvements in delivery and outcome as we move forward. Again the focus of this is based on GMB@Work the central and pivotal means of achieving our growth plans for the future.

Commercial Services: Opportunities now exist within the Section as a result of the proposed transfer of 276 employees from Scottish Power Energy Retail function to G4S under a TUPE transfer. These situations provide for early intervention and have been addressed as potential for growth.

BMI having been sold to British Airways has again provided the opportunity for our Organiser to be involved in early intervention which is proving to be a benefit in signing up members through GMB involvement in the one-to-one meetings opening up additional opportunities.

G4S Olympics Recruitment continues to be addressed by the Region as part of a National Approach to Recruitment and Organisation with 92 members having been recruited from 2 visits with a further 5 arranged.

Living Wage campaigns continue to feature heavily across all Sections within and across Scotland.

Manufacturing Sector - While still suffering in Scotland from the Thatcher Years it is becoming clear that this is an area still struggling with some notable exceptions such as mentioned earlier the Whisky Sector.

The Tormore Gas Terminal Project in Shetland will open up significant opportunities for Recruitment with GMB having access to these employees.

Concerns have been raised in Scotland within Shipbuilding Industry as the Korean Shipbuilding Industry has been announced as the preferred bidder for the Royal Navy Ships.

The Sector is still an opportunity and source for growth during 2012.

Public Services – Local Government Pay needs to become a key campaigning issue as COSLA indicate a further pay freeze for 2013, a situation unacceptable to GMB Public Service Workers.

Fire & Police Services are under threat as the Scottish Government move towards the creation of a Single Fire & Police Service.

Equal Pay still consumes the Sector.

The Organising Team continue to focus on National and Regional targets and have focused on a new Regional Project in Dundee targeting the Health Service. The Team continues to deliver and support GMB@Work across the Region.

While not specifically GBM@Work the forthcoming Local Council Elections in Scotland will be vital in how we respond in areas taken over by the SNP.

We have been target mailing our members and Councillors standing in these elections as GMB sponsored with a clear message "Councillors need to decide whether they are merely administrators of cuts or whether they are prepared to stand up for jobs and communities".

The Scottish Independence Referendum will continue to fill the political debate in Scotland and GMB will play a role in this vital and crucial debate.

While not of itself GMB@ Work this does however allow us the opportunity of consulting across Scotland with our membership in the weeks and months ahead on this vital question, a question so significant it will be the most important question of this generation within Scotland.

The Regional Committee and myself in conjunction with our Political Forum have taken the view that this should be an open and frank debate highlighting the consequences of an Independent Scotland recognising that many GMB members voted for the SNP in last Mays elections. We have produced an article in the last Insight Magazine as the first stage of our consultation to kick start the debate based on the economic, social and political facts needed for consideration.

The debate currently within Scotland cannot even agree on a single question or multiple questions.

However the date of Autumn 2014 looks to be the consensus as stated, this will then decide the settled Will of the Scottish people for the future of the Nation.

SOUTHERN REGION

The Southern Region have embraced GMB@WORK and through progressive implementation. We are progressing towards self-sufficient workplaces and Branches thus getting away from the perceived 'call centre' culture trade unionism. This allows Organisers to concentrate on new targets where working people need the involvement of a Trade Union.

We have adopted a number of Regional targets in addition to the three National targets but our three National targets provide a broad spectrum of opportunities through externalisation of services, TUPE transfers and Service Providers. We are in the process of organising campaigns for each of our national targets within the region similar to that of public services

Public Services

Health

With the new national target of the NHS, this has been a priority and the region has led the way with the establishment the Regional NHS Committee which has co-ordinated our recruitment, organising and campaigns.

The Region has an ongoing dispute in support of our members employed by Carillion at Great Western Hospital in Swindon. This dispute began with the representation of members of our local Wiltshire and Swindon Branch. The members complained of having to supply a 'gifts' to their manager in order to secure annual leave. On the back of these grievances the branch and local Officers engaged with the rest of the mainly Goan workforce employed within the Housekeeping and Cleaning functions at the Hospital and our activities has served to recruit in excess of 150 members who have engaged in over 18 days of strike action against their employer who have (thus far) failed to accept the very serious issues of corruption, racial and religious discrimination within their organisation, as well as the demand of the workforce for their chosen Trade Union the GMB to be formally recognised.

The Heatherwood and Wexham Park NHS branch has campaigned against employer plans to charge staff for the "luxury" of parking at their own place of work, against a backdrop of an NHS Trust which is financially insolvent.

We have had substantial recruitment and organising success within a number of NHS employers and contractors such as South East Coast Ambulance Service, London Ambulance Service, East Sussex Healthcare Trust, Brighton & Sussex University Hospitals Trust, East Kent Hospitals NHS Trust St Georges University Hospital, Croydon University Hospital, Ashford & St Peters NHS Trust, Medirest and Aramark.

Schools

School based campaigns led by Officers and assisted by the Regional Organising Team have continued to feature strongly across several local authorities particularly in response to the continuing transfer of schools to Academy status.

A specific campaign in Plymouth City Council has seen more than a hundred new members join across the city with campaigns in Cornwall (where academy conversion is the highest in the South West), Devon and Wiltshire continuing to yield more new members.

Pensions

In the months leading up to the day of action officers organised consultation meetings in schools and hospitals which greatly raised the profile of GMB and recruited hundreds of new members in the public services.

The campaign around proposed changes to Public Sector Pension schemes has been the most significant driver for recruitment across the Public Sector and proves that when a Union embarks on a campaign to support our members, workers will join the Union. Our campaign took us to council depots, civic centres, hospitals, and schools and attracted a new layer of workplace representatives along with many hundreds of new members who joined the GMB in support of our strike on November 30th 2011. The GMB were prominent on all demonstrations across the South. Officers and activists spoke on many platforms in every town and city including large demonstrations in Portsmouth, Southampton, Reading, Winchester, Dorchester, Plymouth, Swindon, Maidstone, Dover, Guildford, Kingston, and in all London Boroughs

Commercial Services

The Region has had some measured successes in Asda Distribution Depot in Didcot, and in new ASDA Stores with much more work to be done. Cory Environmental in Cornwall went through a TUPE transfer and using the Regions' policy of re-signing every member into the union we increased membership substantially. Interoute in Somerset proposed changes to employee terms and conditions of employment which led a campaign to increase GMB presence. Pay consultation across Wilkinson stores in the Region served to identify new reps and recruit new members.

Our organising plans continue in the security industry, particularly around TUPE transfers involving G4S and Securitas. During the Trillium contract transfer saw officers and branch activists visiting job centres and other government buildings recruiting members and new workplace organisers

Acquisitions in the gas industry alerted our shop steward to lead a recruitment campaign using inductions as a vehicle to access employees

In Scotia Gas Networks a large scale consultation exercise undertaken by GMB Officers and Shop Stewards, saw a significant increase in new members within the contracting business. The consultation exercise involved a visit to every SGN depot in the South of England.

Manufacturing

Manufacturing across the Region has suffered during the recession but the GMB has maintained high levels of membership across the main shipyards of Falmouth, Appledore, and Devonport. We are currently engaged in the campaign to support the dredging of the port of Falmouth to assist with the docking of larger vessels and the higher premium that renewable technology investment will hopefully bring to the South West.

GMB has maintained a high level of membership in the Portsmouth Dockyards, thanks to our shop stewards who are very active in up skilling the workforce, through a Learning Centre on site. Despite job losses, GMB membership remains high.

Against the backdrop of REMPLOY closures, the Sussex Branch has been proud to work with Brighton & Hove Council who has made a substantial investment to secure the future of Castleham Industries which is a supported workplace scheme where staff are employed by the Council on REMPLOY terms and conditions.

Branches

New Branches are now established within Devon County Council, Devon and Cornwall Police, South West London, Kingston with Branch Organising Plans in place. Slough Borough Council Branch established last year goes from strength to strength and now plays a leading industrial and political role in the town.

Recognition

New recognition agreements are also being negotiated with SLM Leisure who operates Plymouth's Life Centre and has been reached with TOR2 which is a partnership between Torbay Council and May Gurney for its Waste and Recycling operation, Cognis UK (now known as GEO-Speciality Chemicals), following a recruitment and organising drive, Morrisons Utilities, on a sub contract to Scotia Gas Networks.

Campaigns

In each campaign the union has resisted attacks on our members, be that by political, legal or industrial means. This has led to fierce campaigns in employers such as South East Coast Ambulance, LB of Merton, Thakeham Mushrooms, Biffa Municipal, Veolia, LB of Richmond, London Ambulance, Savoy Ventures, Odyssey Care Solutions, Medway Local Authority, Kent County Council, LB Merton, Kingston Council, Brighton & Hove Council and Merton Fire Control Centre.

GMB@WORK

There has been a renewed focus on organising workplaces and branches to ensure that each member is fully represented at a local level by well trained workplace organisers. This has resulted in the adoption of individual organising and development plans for each branch which are now being implemented jointly by the branch committees and their responsible officers.

As part of a drive to raise branch and activist participation, a one day conference was held in Basingstoke, attended by over 40 branch officers and activists. Presentations were made on GMB@Work, Equalities, Health and Safety, GMB political strategy and employment law. This is now being rolled out across the Region

Learning

There has also been a focus on learning agreements and the training of new Union Learning Representatives which has been spearheaded by successful projects such as the new Medway learning centre, the Cornwall convergence and the ongoing success of the Brighton learning centre which has won a number of national awards.

Young Members

With the ever-increasing youth unemployment and the attacks on the education system, our regional young members section has been reinvigorated and is taking an active role in branch campaigns. Particular success has been seen in the creation of the Goldsmith Students Branch and are in negotiations with the NUS on a national recognition agreement

SOUTH WESTERN REGION

The last sixteen months has seen the Governments' austerity measures contrive to impact upon the Public Sector within the Region, although it is feared that the majority of cuts have yet to come.

Already, however, the reduction in grant settlement levels has caused serious problems for many Local Authorities in setting and meeting their budget targets. This, in turn, has led to significant service delivery difficulties within almost every Council within the Region. Despite these constraints, compulsory job loss has been kept to an absolute minimum due to the application of a range of alternative cost-cutting measures provided for in the ground-breaking Memorandum of Understanding agreed between the WLGA and the Trade Unions under the auspices of the Welsh Assembly Governments' Workforce Partnership Council.

The GMB's relationship with regional Government has been an important feature of our campaign for a different economic policy based upon sustainable growth. Any effective industrial policy requires a combination of interventions at regional and sector levels and the social partners in Wales continue to work together as collaboratively as possible to mitigate the effects of the Governments' flawed approach to deficit-reduction.

The vindictive attack upon the Public Sector saw the GMB unite with other Unions in strike action on the 30th November of last year. In a magnificent show of solidarity, large demonstrations took place in many towns and cities across Wales and the South West, with particular success in Bristol, Bath and Cardiff. These rallies clearly revealed the anger at the Governments' attempts to both undermine the reform measures introduced only a few years ago and to set public against private workers. The attack upon Public Sector pensions must be seen as being part of the wider assault upon Public Services. The GMB remains committed regionally to following a campaign strategy to apply pressure on coalition MPs and Assembly politicians to build opposition to those austerity measures that are causing untold damage to families and communities.

Sadly the Government refuses to change its economic course even when they are clearly failing with their policies. Restrictions upon Public Sector pay continue, with a third successive year of pay freezes facing our members in Local Government. The Wales TUC is alert to the threat of, localised pay, and the GMB is fully supportive of its 'oppositionist' stance on this matter.

As members feel the impact of the loss of incomes, they will increasingly look to the GMB to press for other forms of pay rises. Strategic priority has been attached to the implementation of single-status/pay and grading structures compliant with the terms of National Agreement. New systems have been agreed within the Cardiff, Monmouthshire and Vale of Glamorgan Councils, with the overwhelming majority of members benefiting from backdated grade increases and the opportunity to progress incrementally in the future. Regrettably, where no such collective agreement could be achieved, two Local Authorities decided to impose the revised arrangements.

The GMB's commitment to equality has been clearly manifest in its approach to equal pay at regional level. The use of an aggressive industrial and litigation strategy has produced a number of very favourable settlement outcomes for our female members. Settling Authorities include Monmouthshire, Bridgend, Cardiff, Vale of Glamorgan and Carmarthenshire, where claim values of between sixty and ninety per cent were attained. The Region takes considerable satisfaction from this developing trend as, not before time, members begin to receive the levels of pay compensation that they deserve. Further negotiations are on-going within the Newport, Powys, Ceredigion and Pembrokeshire Councils, and it is expected that we will achieve similarly successful results there.

There is, of course, a strong and vocal lobby of coalition MPs who are campaigning against public resources being given to Union Representatives by way of facility time. At regional level, a few Local Authorities have recently received time-off arrangements afforded to Representatives to undertake their duties at the workplace. We have used this exercise not only to defend existing provision, but also to extend facilities to GMB Representatives where there are none currently.

The past year has been an extremely challenging and busy one in the Public Sector and workers increasingly turn to their Unions for leadership and support when seeking fair pay and conditions from their employer. The Region is indebted to the part that Representatives and Activists have played in improving the lives of working people and their families. The GMB will persist in fighting for jobs, pensions and respect at work and against the afflictions of unfairness and prejudice.

There is little doubt GMB@Work has made a significant contribution to the Region's success in sustaining membership growth and consolidating membership in both the Commercial Services Section and Manufacturing Section of the Region. There are many examples of Representatives attending GMB@Work training becoming really aware of the importance of the workplace being properly organised and the need to ensure communication with the membership is of the highest priority. Those attending GMB@Work training now fully recognise the importance of a high density of membership within the workplace equates with improving the opportunity of defending and protecting rights at the workplace.

Recruitment success on the back of GMB@Work training is spread across the Region and all Sections, and includes the Energy and Utilities Sector, Wilkinson's and ASDA. The activists at Bailey Caravans in the South West deserve a mention for bringing about a significant increase in membership, as a direct result of attendance at GMB@Work training.

Once again those workers employed in Remploy are being subjected to further Government attack and the Region is committed to fighting the closure plans in every way possible. Remploy offers vital and worthwhile employment to people with disabilities and should continue to do so. Remploy is crucial to local communities and the Tory Lib Dem coalition Government has reached a new low in their proposals to destabilise the employment of people with a disability.

In relation to Union Recognition Agreements, the Region is pleased to report that an Agreement was signed with a Company called Vista which is based in Cardiff and covers home based Field Engineers. There were long, protracted discussions with the Company who were completely anti-trade Union; however the Region managed to secure a Recognition Agreement in March 2011. The Region is now building on the back of the Recognition Agreement the number of members recruited, not only in the bargaining unit, recruitment is now taking place in the sales department of the Company and amongst the Support Workers who are all based at the Pentwyn site in Cardiff. The Region has secured a decent pay rise and improvements in Sunday working allowances and hopes to expand the Recognition Agreement to other areas of the business and intends to approach the Company once there are sufficient numbers to take this matter forward.

Another success in the Region has been the G4S Olympic recruitment initiative in the Security Industry. The Region has resourced every meeting since the meetings commenced on the 19 March 2012, this recruitment initiative is to be

rolled out and will be completed on 25 June 2012 and the Region will endeavour to continue its success in this area of recruitment opportunity.

In order to defend and improve the position of our members, we have to continually strive for effective workplace organisation. That is why we need to ensure that organising and recruitment remains our highest priority. 2011/12 has seen the Region invest heavily in GMB@Work training for both newly elected and more experienced Representatives, numerous courses have been held throughout Wales and the South West at both a general and industry specific level, supplemented by follow-on training courses provided by the regional TUC.

During the period covered by this report, the Region is pleased to record a significant contribution to the growth in membership. The South Western Region (and the Union) is in good shape and the Senior Management Team of the Region is one hundred per cent committed to building the Region further under GMB@Work, adopting strategies, implementing policies as determined both nationally and regionally and ensuring the GMB@Work ethos is enshrined in everything the Region undertakes.

This Governments' dislike of both the Public and Private Sector and those who work within it, is such that the period ahead calls us to redouble our efforts in the name of fairness and social justice. As always, this Region will respond to the challenge.

YORKSHIRE & NORTH DERBYSHIRE REGION

The last 12 months have seen the continuation of a number of tried, tested and successful initiatives and the introduction of some bold ideas all of which however, have GMB@Work at their core.

The biggest single issue throughout the year has of course been **public sector pensions** and, like most challenges the region turned this into an organising opportunity. A strategy using every public sector workplace was drawn up that required organisers ensuring workplace activists updated members' records in preparation for the ballot. This purposely identified those not in a union in every sector and department, and led to sustained recruitment and membership growth over many months.

November saw the single biggest increase with the region's recruitment easily exceeding 1,000 for the very first time. On the day of action 30th, we ensured a massive turnout and keynote speakers at **five** rallies across the region including Leeds, Sheffield, Bradford, Wakefield and Rotherham.

Elsewhere in the public sector the region continued to involve key lay reps with the programme of **core group** and **school support staff** forums throughout the year. We take pride in our co-ordinated organising and campaigning activities across the region and our school membership density at 41% and rising, is a direct result of planned and systematic appointments with school staff and their reps and campaigning and winning on the issues that affect them.

We commenced an organising campaign in **Asda/Netto** with the same organised and strategic approach and visited each of the 38 Netto stores up to half a dozen times to ensure all staff was given the opportunity to join GMB. Our officers also attended the 'big hello' session in Leeds and recruited there also, 78 of which were recruited for other GMB regions. In total we recruited 150 at 'big hello' meetings and over 300 in the stores, but even more pleasing is the new shop stewards now in place throughout our stores.

The very difficult last 12 months for **Remploy** workers culminated in a hugely successful national demonstration in Sheffield. The general and national secretaries marched alongside hundreds of disabled workers facing utter despair and then spoke brilliantly to rally the troops, giving assurances that we will fight these disgraceful and unnecessary closures with everything at our disposal.

In **Wilkinsons** the branch is funding a 'member get member' campaign to supplement their already successful recruitment activity using negotiations as a new recognition and collective bargaining agreement as the issue.

In a first for the region, 13 local councillors have now formed a GMB group on Sheffield City Councils and meet regularly with our organiser and convenors to listen and respond to our members' concerns. This is proving hugely successful and other unions are particularly put out at the devious influence this brings us.

Following the national break down of **Southern Cross** we were again proactive with a very successful recruitment and retention campaign which saw us retain all but 140 of the 1,000 members we originally had. Officers, staff and lay reps across the region all got involved and covered every home and every shift, meeting members face to face, emailing, phoning and texting them. The 140 we lost are mainly with Four Seasons where recognition and crucially check off has been withdrawn.

The requirement for **accompanying reps** is as great as ever in this difficult and uncertain climate for our members, especially those in unorganised workplaces. Branches have been encouraged to appoint their own branch accompanying rep and more of them than ever before now have at least one. Our Regional Council has for the second year running endorsed that all branches will forfeit the commission on any contribution increase, this will not be paid to branches but instead is paid into a regional accompanying reps' fund. This brings in £15,000 and covers the total cost across the region.

Last month saw the first **convenors' training course** with 15 from both the public and private sectors in attendance. The programme was focused on organising and leadership of their reps and branches and has also created a support network which they have told us is invaluable. Two more courses to include our other convenors are already scheduled. Key to all that, we are able to achieve is not only elected but well **trained, supported and motivated reps** and I'm delighted to report that this last 12 months has seen more reps appointed than ever before and the conversion of them to IST and GMB@Work training at 98%. This tells me our training content is spot on and that the region stands on totally solid foundation blocks. Just in Initial Support Training (IST) and the weighty pack, we now have this on a memory stick for new reps.

Our **Learning and Organising Project** came to an end in March and delivered some fantastic results in recruitment of GMB members, appointment of ULR's and thousands of our members being trained, educated and up-skilled. Our new round 15 Community Organising Project commenced mid-April and we are looking for even better outcomes!

In November we held a **branch activists' weekend** and over 140 people, 50% of which were new reps, came along and participated in discussions, workshops and debates to tell us what we do well and what we can do better! The outcome of those discussions formed the region's **Business Plan** for 2012, thus ensuring total buy-in right across the region. The general secretary was the keynote speaker and he also presented our regional branch of the year, community branch and new activist group and learning **awards**, which have introduced just the right amount of competition throughout our activists!

Our **legal provision** remains the envy of sister unions with our legal officer producing some astounding success in employment cases and also bringing in £38,000 income in compromise agreements that he deals with. Added to that, the compensation we have secured on **equal pay** for our members is an incredible £14 million.

Our **communications** strategy is higher profile than ever and there's not a day goes by when you don't see an organiser or activist in the regional media. This is complimented by regional and national media coverage of our sports sponsorship package, which not only turns up regularly on TV, but also gives our reps and members a day out on the GMB. We also use twitter and Facebook, although face to face contact is always our main method.

Amongst our **community initiatives** we facilitated four **community leaders' courses** as part of the National ULF Project. We delivered training to leaders of the Leeds Asian community, the BAME community in South Yorkshire and the Polish community in Wakefield and West Yorkshire, which has now developed to include our office being open every Saturday running free lessons for Polish members. This work has given us the stepping stone to build greater community outreach which has become the central focus of our new 2-year organising project mentioned above.

The region, through our Leeds branches, was at the heart of the massive lesbian, gay and transsexual **Pride** event last August. Our reps and their families braved the weather to hand out GMB vuvuzelas, whistles, glow sticks and balloons to the thousands of revellers which came from all over the UK to join in the colourful celebration of diversity.

On the wider **regional political** scene, the GMB continues to lead on the TUC and our regional secretary was once again elected regional chair of TUC.

We retain 2 seats on the Labour Party Board and also lead on TULO. We exert huge influence in the local party and our influence with Westminster politicians is growing by the day as we have a strategy, in conjunction with Unison and

Unite to positively influence the political agenda and even the selection process at the next general election. That work has already started. This influence was invaluable in defeating the Tory White Paper in Leeds City Council calling for an immediate end to trade union facility time. We met with the Labour Cabinet and Labour Group and gave them tools to defeat the Tory attempt which they then unanimously did. The May locals saw even more GMB sponsored councillors elected and we have just arranged a mass conference for them all to identify our expectations of them and to maximise influence for the benefit of our members.

The region's staff and officers remain highly committed and motivated to deliver on behalf of members. We repay this not just with words but have invested heavily to educate, train and develop our staff so that they can progress to become front line officers. 3 in the region have so far made this transition. Sickness levels remain at under 2% and once again we have not had a single grievance or disciplinary.

This time last year we were hopeful of breaking through the 60,000 members for the first time and now, 12 months on, membership is over 62,000, a fifth consecutive year of growth and finances better than budgeted. All in all another very satisfying year for the region, but as usual we are striving to do even better!

Tim Roache
Regional Secretary