



GENERAL SECRETARY'S REPORT

ANNUAL CONGRESS 2013

PLYMOUTH PAVILIONS

SUNDAY 2 JUNE 2013 to WEDNESDAY 5 JUNE 2013

9.30am – 12.30pm, 2.00pm – 5.30pm

THURSDAY 6 JUNE 2013

9.30pm – 12.30pm

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GENERAL SECRETARY'S INTRODUCTION



Dear Colleagues

A warm welcome to all delegates, visitors and guests to this GMB Congress here in sunny Plymouth.

The impact of this Conservative/Liberal Governments policies are now all too clear to see.

Tax cuts for millionaires and benefit cuts for the disabled.

No mansion tax for the wealthy– oh no they say – but a bedroom tax, hitting pensioners and foster carers as well as the working poor.

And whilst tax avoiders like Starbucks, Google, Amazon and the thousands of others enjoying off shore scams, suck billions of pounds of profit out of UK plc, the majority of working people and their families have suffered cuts in their living standards as well as the constant fear of unemployment.

Who can doubt the vindictive and ruthless attitude to our public services and the National Health Service in particular being fostered by this Government.

No more will anyone take the Liberal Democrats as nice well-meaning people.

Remember none of the attacks on the disabled, our health service, working families, pensions or the millionaires tax rebates could happen without their support.

Shameless liars over student fees.

Compliant stooges over the Remploy factory closures and the subsequent misery of unemployment for thousands of disabled people desperate to work.

You can call me old fashioned, but a Government which inherited an economy which was growing in the wake of the global banking crisis, who then managed to turn that into not one, but virtually two recessions in the space of three years should go down in the history books for something!

The year also saw the GMB campaign for our members working for Carillion at Swindon Hospital, take on a whole new dimension as we uncovered Carillion and other companies involvement in the victimisation and blacklisting of trade unionists, peace campaigners and environmentalists by their use of blacklists.

A national scandal that ranks alongside the deeds of News International on phone hacking as major breaches of civil rights and liberties.

Congress should congratulate the Scottish Affairs Committee at Westminster for pursuing the truth when so many vested industrial and political interests were trying to shut all enquiries down.

The GMB has worked with the Blacklisting Support group and will continue to do so until all those on the blacklist receive an apology and rightful compensation.

Carillion, Skanska, McAplines and many more will be pursued to admit their wrong doings, and GMB will continue to call for and organise for these companies to be excluded from all public sector tendering processes and for compensation to be paid to all victims.

Congratulations to the very many Labour Councils and Authorities who have already passed Council Resolutions to amend their tender list and exclude firms who have blacklisted workers and others.

Let all those who seek public contracts remember their responsibilities to those they have discriminated against.

2013 is proving a tough year, but our Union will continue with GMB@Work and our campaigning style which has proved so successful during the last decade.

On behalf of our wonderful President Mary Turner, our steadfast Vice President Malcolm Sage, the entire CEC and the Senior Management Team we thank you all for the work you do for the Union and the members.

Enjoy this week, meet up with old friends and make a whole host of new ones. Let's have an exciting, engaging Congress and recharge ourselves for the battles ahead.

As trade unionists we know if we don't stand up and fight for social justice then nothing will ever change.

Enjoy Congress, and celebrate all we stand for.

Yours

A handwritten signature in blue ink that reads "Paul Kenny". The signature is written in a cursive, flowing style.

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>
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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. Discussions between the Regional Committees from Birmingham & West Midlands Region and Midland & East Coast Region continue but to-date no progress has been made.</i></p>
13	<i>Implemented</i>
14	<i>Implemented</i>
15	<i>Implemented</i>
16	<i>Implemented</i>
17	<i>Implemented</i>
18	<i>Implemented</i>
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20	<i>Implemented</i>
21	<i>Implemented</i>
22	<i>Implemented</i>
23	<i>Implemented</i>

NATIONAL ORGANISING DEPARTMENT

The year since Congress 2012 has seen tough times for our members and the people we aim to recruit into GMB. Despite job losses pension and pay cuts the number of members leaving GMB has fallen, more members are staying with us and we continue to grow overall.

Looking to the future our flatlining economy is here to stay for some time yet. No economic recovery is on the horizon and so more than ever GMB members need to build strong local unions where they work to demand better pay and working conditions. GMB members need and deserve a pay rise. Britain needs a pay rise to kickstart any real economic recovery. GMB campaigns for wages our members can live on without the need to claim benefits. GMB believes employers should make work pay.

Membership continues to grow in our national strategic targets. Our membership is growing in schools and particularly in those converting to Academies where jobs, pay and the working hours of school support staff are under threat. We are growing in Health and Social Care - particularly amongst ambulance staff and in care homes. And we continue to grow in retail in ASDA and Wilkinsons. A third of new GMB members join on line and almost half of our members are women, of whom half work part time.

Over many years we have moved away from employing teams of officials to sell the union like insurance. This approach does us harm and is not required with so many Industrial Opportunities to build GMB presenting themselves at all levels of our organisation. The NOD has been working with National Officers to help them focus on the organising opportunities triggered by their work and then turn them into new members, new workplace organisers and new industrial campaigns. National Officers are developing their own industrial and organising campaigns which are producing growing membership within Securitas, G4S Cash Centres, Four Seasons Health Care, 3663 and Police Support. Discussions are on going with the Manufacturing Section to develop similar organising projects in 2013.

All of our recruitment and organising work is judged on increases in overall membership, increases in the number of fully trained and experienced Workplace Organisers of all types and on the results our members can feel at work.

This approach has been further enhanced this year with the introduction for the first time of a unified new reps training programme within GMB. Based on the views of regional officials and experienced GMB Reps on the skills required by new Workplace Organisers the programme will train new Reps to the same standard wherever they are in the UK. The programme will aim to pass on the skills to be self-sufficient and take control of the GMB agenda in every workplace. Courses will be delivered alongside local officials in the workplace as well as in the classroom - on-the-job training delivered by people who know what they're talking about.

Additionally 2012 Congress Motions 36,37,38 and 109 were referred to the National Organising Department for action covering the issues of training GMB activists in Welfare Benefits, Equality and Diversity and democratic engagement all of which have been implemented in the development of the new national Workplace Organisers basic training programme to be rolled out in each region between May and September 2013.

A further motion at Congress, Motion 109 was adopted directing GMB to support the Occupy movement, in it's call for a fairer economic model. The Occupy camp in London was removed shortly after Congress and the movement developed a more digital presence. The NOD made contact with an Occupy Economics, an offshoot group focussed on the reform of the economic system, particularly banking and finance.

GMB supported and promoted an event where alternative economic models were being proposed and debated by leading UK economists. We will continue to seek opportunities to work with Occupy.

COMMUNICATIONS DEPARTMENT

MEDIA FOR GMB

GMB campaigns and stories generated an average of 7 million media mentions per week in print and broadcast media for the union since the last Congress. A media mention is when GMB is referred to in an article or a broadcast and the number is calculated by the circulation or the audience size. All GMB releases appear on the GMB national website.

GMB Press Office twitter feed had 3,004 followers at the end of April and the number is growing daily. There are also a growing number of other twitter feeds around GMB. In October 2012 the CEC Organisation Committee considered how best

to use social media given its sheer immediacy. The Committee agreed not to change current policy that all GMB public statements be cleared by relevant officers and correspond to GMB policy.

Major stories over the period include public sector job losses by authority and region, the UK economy, unemployment, pay disputes, pay freezes and the fall in living standards, campaign for living wage, public sector pensions, cuts in family tax credits and other benefits, women as growing proportion of the workforce as well as job losses and redundancies at named workplaces. One on-going story over several years, on the fallout from unsustainable debts at Four Seasons healthcare and Southern Cross, concluded during the year when GMB signed a recognition agreement with the managers of Four Seasons now owned by Terra Firma.

The biggest on-going story is the dispute with Carillion at Swindon Hospital and the related story of blacklisting of 3,213 workers which GMB moved up the agenda since the last Congress. The Remploy factory closures were a major issue. Stories about the NHS and the Health & Social Care Act increased over the past year.

There were releases on strike action at: Cranwick County Foods, Stansted Airport, Cheshire West and Cheshire Council, Fords, BMA, re-cycling in Sheffield, Hanson Brick as well as releases on ballots for strike action at a number of other employers around the union.

Other issues covered: changes in H&S legislation and in employment rights, TUC demonstration on Oct 20th, EU referendum, shambles over energy policy, 3rd runway at Heathrow, support staff in schools, engineering construction, sale of school playing fields during Olympics, G4S at Olympics, tax evasion and at Amazon and Starbucks, low pay at NEXT, pub tied tenants, 40% of "right to buy" ex council dwellings now "buy to let", fly tipping, state of repair of roads, vacant dwellings and second homes, police staffs, Progress, Tory Party funding, and on Rugby League players.

GMB MEMBER COMMUNICATIONS

The constant and regular reminders in the GMB magazines over the last 5 years urging members to visit www.gmb.org.uk and update their membership record with their personal contact details has led to a significant increase in the number of ways and information we have for contacting members.

We currently hold 588,944 (95.1%) valid postal home addresses, 197,987 (32%) email addresses and 242,857 (39.2%) mobile numbers of members on the GMB central membership database.

Over 65,000 members now read their GMB magazine on line at www.gmb.org.uk/gmb-magazine

The online joining facility has enabled over 128,205 workers to join GMB since it was launched in 2008. Many members now use the national website to update their own GMB membership record, move paying of the 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 Organiser or GMB Safety Rep, sign up to get be emailed all GMB press releases, join GMB Press Office twitter @GMBPressOffice, subscribe to eNewsletters, see the latest on GMB campaigns and find employment information from the frequently asked question.

GMB National Website www.gmb.org.uk

The new national website was launched at the end of March. The mobile website for mobile phones went live at the end of April. The GMB App for iPhone and Android smart phones and tablets are due for launch in June 2013.

GMB Magazines

GMB Regions have produced another three excellent editions of their magazines. The addition of new suppliers has also increased the advertising revenue and so helped to keep cost down.

GMB Publications

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

GMB Regions & Organisation

The use of text messaging and email to contact and inform members has increased significantly.

GMB New Member Welcome Pack

The department assisted the Senior Management Team (SMT) to set up single system for getting new members a rationalised A5 welcome pack that gives a high production standard and a consistent message at a reduced cost.

EXECUTIVE POLICY OF THE GENERAL SECRETARY'S OFFICE

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

Review of GMB Congress 2012, Brighton

The Section co-ordinated policy work for GMB Congress; prepared the preliminary and final agendas; advised the CEC on policy stances; co-ordinated the compositing of motions; finalised the programme, produced the 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 second year of a larger more inclusive Congress with 392 delegates of which 36% were first time delegates. There were a high proportion of first time speakers: of all the male delegates who spoke, 17% were first time speakers and of the female delegates who spoke, 25% were first time speakers. 171 Motions were debated at Congress of which 153 motions were carried, 15 referred and 3 motions were lost. 4 Emergency Motions were also carried. All 20 CEC Rule Amendments were carried, 2 of which were carried as part of the Finance Report. There were also 3 existing policy motions on the Final Agenda which were not debated. Details of the Congress 2012 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. During Congress, the Executive Policy Officers support the President, Vice President, and General Secretary to manage the Congress timetable and they also supervise the recording of decisions.

TUC Congress 2012, Brighton

The Executive Policy Officers ensured that relevant Congress decisions and GMB policy are taken through to TUC Congress and are responsible for supporting the GMB delegation and planning and organising the GMB stand and office. We ensure that GMB delegates are at the forefront of debates. Once again, the Conference was successful for the delegation with GMB speaking in many of the key debates. From our GMB delegation of 52 (28 Male, 24 Female) we had 23 speakers (11 Male, 12 Female). GMB moved 3 motions, seconded 11, spoke in support on 8 motions and put a question to Ed Balls. In his role as TUC President, Paul Kenny chaired the Conference and Mary Turner received the Women's Gold Badge.

Policy Work

Ida Clemo has responsibility for progressing policy on the National Minimum Wage (NMW). This involves writing the GMB submission to the Low Pay Commission consultation in accordance with motions carried at Congress and attending meetings with TUC, Department of Business, Innovation & Skills, HMRC, Civil Servants and trade union Policy Officers on NMW issues. Following submission of the GMB response, Ida gave oral evidence to the Commission and used this forum to highlight problems with low pay and the abuse of zero hours working. On Welfare Rights, Dolores liaised with the CPAG and arranged for GMB Regions to have online access to their Welfare Benefits and Tax Credits Handbook.

Special Projects

Ida Clemo represented GMB on the joint IDS/TUC advisory group which organised a Pay Conference which took place on 6 March 2013 and where Gary Smith spoke on pay developments in the private sector. The Section 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 annual presentation "tour" to Regional Staff and Officers. On equality, Ida attended meetings with The Campaign Company and a representative group from the CEC to progress the advancement of women in the organisation and develop the role of the CEC and Dolores O' Donoghue and Ida Clemo both attended the North West Women's Conference in November 2012.

Information Systems and Other Resources for Bargaining & Representation

Ida Clemo provides research information systems to National Office and Regions to be used for pay and bargaining support, recruitment initiatives and company research. Ida also continues to train Regional and National Office staff in using these systems.

Labour Research Department (LRD)

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.

Central Arbitration Committee Applications and Voluntary Recognition Agreements

The Section produces a regular report for the CEC on Voluntary Recognition Agreements. Over the year, GMB Sections and Regions have reported 60 new agreements.

Staffing

Following the retirement of Dolores O' Donoghue at the end of January 2013 after 23 years of service, Ida has taken on additional duties and we welcomed Paula Keane into the General Secretary's Office to provide administrative support to the Executive Section.

A. ACTION ON MOTIONS REFERRED BY GMB CONGRESS 2012

MOTION	LEAD RESPONSIBILITY
10. National Website – Young Members' Section	The new GMB national website was launched in March 2013 and includes all the latest available technologies for communication and viewing on all mobile platforms. A GMB App has been developed which young members are used to using to access information and to participate with. The content of the GMB Equality and Diversity page will be the responsibility of the national department.
14. CEC Election Procedure	The CEC has agreed that a review of rules and by-laws for CEC and General Secretary elections will be undertaken and this motion will be referred to that review with proposals being brought to Congress 2014. The motion will also be referred to the Branch Review Working Party proposed in the Congress 2013 CEC Special Report "GMB Branches - The Future" whose remit is to look at widening lay member participation in Union activities and democracy including greater participation in Branch, Regional Council, Congress and CEC elections.
23. Remploy Workers	The Finance & General Purposes Committee agreed that a compulsory levy on Branches to support the York Disabled Workers' Cooperative would be counter-productive, and noted the continuing level of support from all parts of the Union. The Committee endorsed the General Secretary's action in extending the Union's guarantee which underwrote the Cooperative's rent for a further period.
27. Subscription Rates – Working Students and Apprentices	The Finance & General Purposes Committee reviewed Regional use of student and apprentice rates, and the numbers involved. It was agreed to recommend new rates to replace all current Regional practices, and to present proposals to Congress as part of the Finance Report TO Congress 2013.
29. Family Membership Package	The Finance & General Purposes Committee analysed the financial impact of family membership, which indicated that there would be income losses unless very substantial numbers of Grade 1 members upgraded to family membership to compensate for existing multi-member households taking advantage of a discounted family rate. It was agreed that the financial risks were too great, and that we should not proceed with a family membership. Committee members added that there were separate difficulties with family membership, such as the definition of family, and the types of services and benefits to which family membership members would be entitled.
33. Legal Employment Advice Helpline	The Union is working through a review of legal services in the light of Jackson Review. The introduction of other changes to the tribunal system, including early conciliation with ACAS and fees, are additional factors to be taken into account relevant to this referred Motion.
85. Regulation 6 – TUPE	GMB are investigating the measures that presently exist in order to strengthen union recognition in the context of TUPE transfers. The UK Government announced a consultation on TUPE on 17 January 2013, including proposals to limit the period during which terms and conditions derived from collective agreements must be observed to 1 year following transfer.

<p>88. The Redundancy Selection Process</p>	<p>Guidance already exists across the union and via Regional Solicitors on fair redundancy selection procedures based on European and UK law and case decisions. We are investigating practice across the union with a view to reporting back on best practice. The UK Government is proposing to cut the minimum period for collective consultation (which will include the selection process) in larger scale redundancies from 90 to 45 days.</p>
<p>100. Equalising Wealth By Setting A Maximum Income</p>	<p>The High Pay Centre, set up after the High Pay Commission ended published their first report in Dec 2012 which showed that little has changed, many of the recommendations have yet to be acted on and the gap between rich and poor is getting wider. It is highly unlikely that companies will be forced to publish pay figures of senior directors and other staff pay and we would be surprised if the Government would legislate for a legal maximum wage. GMB will continue to challenge wage inequality and campaign for fair wages, fair pay and a move to a national living wage to help to narrow the gap and we will continue to work with the High Pay Centre.</p>
<p>111. Taxation Policy</p>	<p>Alistair Darling's work on taxation in the 2008 & 2009 Budget was a massive advance in developing a more re-distributive tax system in the UK. The measures included increasing the tax rate for those earning more than £150,000 to 50%, removing the income tax personal allowance abnormally and aligning National Insurance thresholds with income tax. These measures were the first to show that the Labour Party was willing to tax the rich and this commitment was continued with Ed Miliband's announcement in October 2012. A re-distributive taxation system where those who can pay the most tax do and the tax being used to support low to middle income earners is in line with existing GMB policy.</p>
<p>127. Bogus Coalition Claims</p>	<p>The Labour Party must look to develop social and economic policies that work in the best interest for all of the UK. Policies such as strong market regulation, a fair taxation system and public services being delivered by the public sector must be a priority. Only by developing fair and just policies that work in the interests of all will Labour truly be a party of working families that will win at the next General Election. Labour was not responsible for the financial crisis in 2008, and actually saved the financial sector with massive bailouts paid for by UK taxes and borrowing. But Labour will only gain economic and social credibility to win an election if they can develop policies that work in the best interests of all. This means a break with the love affair of the City and free market in both the financial sector, and in all other sectors of the economy.</p>
<p>157. An English Parliament</p>	<p>This motion was referred to examine the feasibility of an English Parliament because the current arrangements of UK MPs voting on English only issues in Westminster, when devolved institutions exist, seems unfair. There are a number of issues with an English Parliament; each devolved parliament and assemblies in Scotland, Wales and Northern Ireland are responsible for different policies, there are no consistent policies. The impact of how an English Parliament might determine the future of the UK must not be underestimated. The sheer size of an English Parliament could potentially rival and potentially undermine Westminster and an English parliament could mark the end of the union of the four nations which would not be in the interests of GMB members. Finally, the future of the UK and the union is under threat by the SNP campaign for Scottish independence. This will be debated at Congress 2013 and a GMB Policy position will be determined in advance of the referendum in 2014.</p>
<p>159. West Lothian Question</p>	<p>The West Lothian Question is a difficult political question that goes to the heart of the United Kingdom. It is easy to argue that only English MPs should vote on English matters in Westminster, especially where policy making in Scotland, Wales and Northern Ireland has been devolved. A number of problems arise from this debate. First, the devolved governments in each of the nations have jurisdiction on different policy matters. Second, MPs regularly vote on issues that</p>

<i>Continued</i>	have no impact on their own constituencies. Third, votes on English matters will often have budget consequences on the devolved nations. Therefore, it is logistically very difficult for MPs to be limited in their voting jurisdiction. Finally, the referendum planned in Scotland in 2014, feeds into this wider debate about the future of the UK, which will be debated at Congress 2013.
184. Youth Representative Democracy	Following discussions with the National Equality Forum Youth Representative, National Political Department and the National Organising Department, two actions have been identified: 1) to engage MPs at a National level and 2) to ensure that the GMB Councillors Network take this proposal up as best practice until there is statutory basis for Youth Councils.
191. Murdoch	The motion was referred to consider the results of the Leveson Inquiry. The three main political parties reached an agreement on implementing the Leveson recommendations and a draft Royal Charter was published on 18 March 2013. The Charter will establish an independent regulator, a free arbitration service for victims and a fast complaints system which is in line with GMB's policy on regulation and accountability of the press. However some publishers are opposing this new regulatory system and have produced their own charter. The Privy Council will be meeting in June to look at the Three Party Charter and the alternative one from the newspapers. Unless there are unexpected developments, the Royal Charter should be implemented in summer 2013 with the setting up of the verification panel to ensure that regulation is independent and effective and the Crime and Courts Act 2013 will provide the statutory underpinning to the new press regulatory framework.

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 GMB Congress 2012. It is also available on the GMB National Website www.gmb.org.uk/congress

CONGRESS 2012 REPORTS	
	LEAD RESPONSIBILITY
General Secretary's Report	General Secretary
Annual Accounts and Auditors Report	<ul style="list-style-type: none"> • General Secretary • Finance Director

CEC REPORTS	
	LEAD RESPONSIBILITY
CEC POLITICAL SPECIAL REPORT	<ul style="list-style-type: none"> • General Secretary • CEC Political, European & Int. Committee • Senior Management Team
CEC FINANCE REPORT: Financial Proposals to Congress 2012 (containing CECRA 19,20)	<ul style="list-style-type: none"> • Senior Management Team • CEC Finance & General Purposes Committee

MOTIONS REFERRED BY CONGRESS 2012

MOTION	LEAD RESPONSIBILITY
UNION ORGANISATION: General	
10. National Website – Young Members' Section	CEC Organisation Committee (Communications)
UNION ORGANISATION: Representation & Accountability	
14. CEC Election Procedure	General Secretary/ Executive Officer
UNION ORGANISATION: Finance & Contributions	
23. Reemploy Workers	CEC Finance & General Purposes Committee
27. Subscription Rates – Working Students and Apprentices	
29. Family Membership Package	
UNION ORGANISATION: Union Benefits & Services	
33. Legal Employment Advice Helpline	CEC Organisation Committee (Legal)
EMPLOYMENT POLICY: Rights at Work	
85. Regulation 6 – TUPE	CEC Organisation Committee (Legal)
88. The Redundancy Selection Process	
INDUSTRIAL & ECONOMIC POLICY: Social Justice	
100. Equalising Wealth By Setting A Maximum Income	CEC Organisation Committee (Executive Policy)
INDUSTRIAL & ECONOMIC POLICY: Taxation	
111. Taxation Policy	CEC Political, European & Int. Committee (Political)
POLITICAL: Labour Party	
127. Bogus Coalition Claims	CEC Political, European & Int. Committee (Political)
POLITICAL: Democracy & Constitutional Reform	
157. An English Parliament	CEC Political, European & Int. Committee (Political)
159. West Lothian Question	
SOCIAL POLICY: Young People	
184. Youth Representative Democracy	CEC Organisation Committee (Equality)
SOCIAL POLICY: General	
191. Murdoch	CEC Organisation Committee (Communications)

CEC RULE AMENDMENTS CARRIED BY CONGRESS 2012

CEC RULE AMENDMENTS			
CECRA1.	Rule 1	Name and Offices address	RULE CHANGE
CECRA2.	Rule 5	Membership	RULE CHANGE
CECRA3.	Rule 6	Complaints procedure for members	RULE CHANGE
CECRA4.	Rule 6	Complaints procedure for members	RULE CHANGE
CECRA5.	Rule 18	Qualifying for office, and the definition of officers	RULE CHANGE
CECRA6.	Rule 26	Legal assistance	RULE CHANGE
CECRA7.	Rule 34	Commission Quarterage payments to Branches	RULE CHANGE
CECRA8.	Rule 35	Payments to Branches	RULE CHANGE
CECRA9.	Rules 36-68	Renumbering to Rules 35 to 67	RULE CHANGE
CECRA10.	Rule 54	Disablement Grants	RULE CHANGE
CECRA11.	Rule 55	Funeral Benefit	RULE CHANGE
CECRA12.	Rule 58	Fatal Accident Benefit	RULE CHANGE
CECRA13.	Rule 60	Appeals and Disputes	RULE CHANGE
CECRA14.	Rule 60	Appeals and Disputes	RULE CHANGE
CECRA15.	Rule 61	Appeals and Disputes relating to Senior Officers	RULE CHANGE
CECRA16.	Rule 2	Aims	RULE CHANGE
CECRA17	Rule 48a	Retired Life Members	RULE CHANGE
CECRA18	Rule 18	Qualifying for office, and the definition of officers	RULE CHANGE

EMERGENCY MOTIONS CARRIED BY CONGRESS 2012

MOTION	LEAD RESPONSIBILITY
EM 1 Carillion Dispute	Section National Secretary (Public Services)
EM 2 Countering the Rise of American Style Anti-Abortion Campaigning in the UK	CEC Organisation Committee (Equality)
EM 3 Oppose New Surveillance Plans	CEC Political, European & Int. Committee (Political)
EM 4 Job Losses in UK Manufacturing	Section National Secretary (Manufacturing)

MOTIONS CARRIED BY CONGRESS 2012

MOTION	LEAD RESPONSIBILITY
UNION ORGANISATION: Congress	
2. Regional Motions to Congress	Senior Management Team
UNION ORGANISATION: General	
4. National Mascot	<ul style="list-style-type: none"> Senior Management Team CEC Organisation Committee (Communications)
6. Communication Systems Carried with Qualification	Senior Management Team
7. New Technology Carried with Qualification	CEC Organisation Committee (Communications)
8. Communications with Members	
11. Wortley Hall	Senior Management Team
UNION ORGANISATION: Recruitment & Organisation	
12. Recruiting Young People Carried with Qualification	CEC Organisation Committee (National Organising Department, Equality)
UNION ORGANISATION: Representation & Accountability	
19. Breaking Strike Action	Senior Management Team
UNION ORGANISATION: Finance & Contributions	
22. Training for Branch Secretaries Accounts Carried with Statement	Senior Management Team
UNION ORGANISATION: Union Benefits & Services	
32. Claims Capture	CEC Organisation Committee
UNION ORGANISATION: Education & Training	
36. Voting Education	CEC Organisation Committee (National Organising Department)
37. Equality and Diversity Training Carried with Qualification	
38. Training GMB Activists in other areas of Social Welfare Law	
UNION ORGANISATION: Equality & Inclusion	
40. Nomination to National Conferences	CEC Organisation Committee (Equality)
43. Fawcett Society	CEC Finance & General Purposes Committee
45. Jobcentre plus "Two Tick Symbol"	CEC Organisation Committee (Equality)
46. Stephen Lawrence Carried with statement	<ul style="list-style-type: none"> CEC Organisation Committee (Equality) CEC Finance & General Purposes Committee
EMPLOYMENT POLICY: Health, Safety & Environment	
C1 (Motions 47,48,49) Attacks on Health and Safety Regulations	CEC Organisation Committee (Health, Safety & Environment)
50. Re-Instatement of the HSE Info-Line	
51. HSE/EA Carried with Qualification	

EMPLOYMENT POLICY: Health, Safety & Environment (continued)	
52. Safety Representatives	CEC Organisation Committee (Health, Safety & Environment)
53. Lone Working Carried with Qualification	
54. Extend DSE Regulations to cover Mobile Workers Carried with Qualification	
57. Fire Prevention	
58. Street Lighting	
EMPLOYMENT POLICY: Pensions & Retirement	
60. Living Pensions	CEC Organisation Committee (Pensions)
61. MPs' Pensions	
63. Pension Awareness	
64. Assisted Early Access to Retirement Carried with Qualification	
EMPLOYMENT POLICY: Rights at Work	
C2 (Motions 66,67) Rights at Work Carried with Qualification	CEC Organisation Committee (Legal)
C3 (Motions 70,71) Claims to Employment Tribunals Carried with Qualification	
C4 (Motions 68,69,72,73) Employment Tribunal Fees and Unfair Dismissal Carried with Qualification	
C5 (Motions 74,75) Employee Funding for Employment Tribunals Carried with Qualification	
C6 (Motions 77,78,79) Agency Workers Regulations	<ul style="list-style-type: none"> • CEC Political, European & Int. Committee (European) • CEC Organisation Committee (Legal)
80. Self Employed Contracts Carried with Qualification	CEC Organisation Committee (Legal)
81. Rights for Self Employed Workers Status Carried with Qualification	Section National Secretary (all Sections)
83. Internships	CEC Organisation Committee (Executive Policy)
84. Unpaid Labour & Internships	
86. TUPE Regulations Protection Carried with Qualification	CEC Organisation Committee (Legal)
87. Termination of Contract by Notice	
C7 (Motions 89,90) National Minimum Wage	CEC Organisation Committee (Executive Policy)
92. Sickness And Absence – Rights to Representation	<ul style="list-style-type: none"> • CEC Political, European & Int. Committee (Political) • CEC Organisation Committee (Legal)
93. Disciplinary and Grievance Procedure	CEC Organisation Committee (Legal)
95. Protection Of Whistleblowers Carried with Qualification	

INDUSTRIAL & ECONOMIC POLICY: Social Justice	
98. 'Systematic Social Engineering' of this Con-Dem Government	CEC Political, European & Int. Committee (Political)
C8 (Motions 101,104) Pay Differentials and Boardroom Salaries	CEC Organisation Committee (Executive Policy)
C9 (Motions 105,106) Regulation of the Banking Sector	CEC Political, European & Int. Committee (Political)
107. Bail Outs Carried with Qualification	
108. Sovereign Debt Crisis Carried with Qualification	CEC Finance & General Purposes Committee
109. Support the Occupy Movement Carried with Qualification	CEC Organisation Committee (National Organising Department)
INDUSTRIAL & ECONOMIC POLICY: Taxation	
110. Private Equity	CEC Political, European & Int. Committee (Political)
C10 (Motions 112,113) VAT	Section National Secretary (Commercial Services)
POLITICAL: General	
C11 (Motions 114,115) Working Class MPs	CEC Political, European & Int. Committee (Political)
116. Minister for the Elderly	
118. MPs Internships	
119. Intervention	
120. Nationalisation	
121. Privatisation Carried with Qualification	
122. Reversal of NHS Reforms	<ul style="list-style-type: none"> • CEC Political, European & Int. Committee (Political) • Section National Secretary (Public Services)
123. Public Works	CEC Political, European & Int. Committee (Political)
124. Foreign Policy Carried with Qualification	
125. Political	
126. Call for a General Election	
POLITICAL: Labour Party	
C12 (Motions 128,129,130) Labour Party	CEC Political, European & Int. Committee (Political)
131. Cuts	
C13 (Motions 132,133,134,135) Labour Party and the Public Sector Pay Freeze	
136. Tory-Lib Dem-Labour Consensus on Cut Carried with Qualification	
142. Labour MP's Attack on Working People Carried with Qualification	

POLITICAL: Labour Party (continued)	
144. Elected Labour Representatives and Industrial Action Carried with Qualification	CEC Political, European & Int. Committee (Political)
146. The Labour Party	
147. Labour Party Funding	
149. Defend the Political Levy	
152. Trade Union Rights	
POLITICAL: Labour Party Constitutional Issues	
154. Maintaining Unity in the Labour Party	CEC Political, European & Int. Committee (Political)
155. Labour Party Rules	
POLITICAL: Democracy & Constitutional Reform	
156. Boundary Review	CEC Political, European & Int. Committee (Political)
158. Referendum on Scottish Independence Carried with Statement	
161. PFI Credits	
162. Votes at Sixteen	
POLITICAL: Honours	
C14 (Motions 164,165) Honours System	CEC Political, European & Int. Committee (Political)
166. Honouring the International Brigade Carried with Qualification	
167. Arctic Convoy Campaign Medal	
POLITICAL: Racism & Fascism	
168. Oppose the British Freedom Party	CEC Political, European & Int. Committee (Political)
POLITICAL: European Union	
C15 (Motions 169,170) European Anti-Cuts Campaign Carried with Qualification	CEC Political, European & Int. Committee (European)
172. Posted Workers Directive and GMB Members	
173. Unfair Dismissal of MEPs' Staff	
SOCIAL POLICY: Justice	
174. Cammell Laird 1984 Carried with Qualification	<ul style="list-style-type: none"> • Senior Management Team • CEC Organisation Committee (Legal)
175. Legal Aid Reform Carried with Qualification	<ul style="list-style-type: none"> • Senior Management Team
176. Equal Rights for Criminal Injuries Compensation Carried with Qualification	CEC Organisation Committee (Legal)

177. Prison Reform (Social) Carried with Qualification	CEC Political, European & Int. Committee (Political)
179. Access Rights of Grandparents Carried with Qualification	
SOCIAL POLICY: Young People	
C16 (Motions 180,181,182) Young People: Skills and Employment	CEC Organisation Committee (Equality)
183. Young People Services	
SOCIAL POLICY: Education & Training	
185. Education Sabotage	Section National Secretary (Public Services)
186. Education Policy	CEC Political, European & Int. Committee (Political)
C17 (Motions 187,188) Apprenticeship Schemes	Section National Secretary (Manufacturing)
SOCIAL POLICY: General	
190. Media Ownership	CEC Organisation Committee (Communications)
C18 (Motions 192,193) Social Care	Section National Secretary (Public Services)
194. Neglect of the Elderly	Section National Secretary (Public Services)
195. Prostate Cancer Awareness	CEC Organisation Committee (Health, Safety & Environment)
196. Cosmetic Surgery Social	
197. Pay Day and Short Term Loans	CEC Organisation Committee (Executive Policy)
198. Child Detention	CEC Political, European & Int. Committee (Political)
199. Business Rates	
200. Dangerous Dogs Act Carried with Qualification	CEC Organisation Committee (Health, Safety & Environment)
201. Sale of Chinese Lanterns	
202. Flooding Insurance Scandal	CEC Political, European & Int. Committee (Political)
203. Closure of Police Stations	
232. MOD to Sack Injured Service Personnel	
SOCIAL POLICY: Housing	
205. Private Housing Landlords	CEC Political, European & Int. Committee (Political)
206. Council Housing Revenues and Capital Carried with Qualification	
207. Changes to Planning Regulations	
SOCIAL POLICY: Transport	
C19 (Motions 208,209) Public Transport	CEC Political, European & Int. Committee (Political)
210. High Speed Rail	CEC Organisation Committee (Executive Policy)
212. Please Pass Horses Wide and Slowly Carried with Qualification	CEC Organisation Committee (Communications)

SOCIAL POLICY: Welfare Rights & Services	
214. Government Cuts Which affect every child born	CEC Political, European & Int. Committee (Political)
215. Carers Allowance	
216. Disability Living Allowance	CEC Organisation Committee (Equality)
217. Benefits	CEC Organisation Committee (Executive Policy)
218. Housing & Benefits	CEC Political, European & Int. Committee (Political)
219. New Benefit Rules and Low Paid Workers	
C20 (Motions 220,221) Winter Fuel Allowance and Fuel Poverty Carried with Qualification	
224. Fuel Poverty	Section National Secretary (Commercial Services)
INTERNATIONAL	
225. International Solidarity Fund	CEC Political, European & Int. Committee (International)
226. ILO Funding	
227. Changing Role of NATO Carried with Qualification	
228. Mordechai Vanunu	
230. Israel and the EU	
231. Child Labour Carried with Qualification	

EQUALITY AND INCLUSION DEPARTMENT

Since Congress 2012, Equality has been under a concerted attack and much of the equality infrastructure has been dismantled. The austerity measures have had a disproportionate impact on women, working families, jobseekers, ethnic minorities, the elderly, and disabled people. Equality has been undermined by a strategy of 'death by a thousand cuts'. The four main threats have been;

(1) Deregulation - the Government has made it easier to dismiss staff and harder to enforce rights while claiming that these reforms encourage recruitment. (2) Public Sector Equality Duty (PSED) – has been considerably weakened. (3) Equality & Human Rights Commission (EHRC) - has had a budget reduction from £70m to £26m, a 72% reduction in staff, closure of regional offices, the ending of the grants programme and helpline. (4) Employment Tribunals (ET's) – rules have been changed & fees will now be charged when applying to an ET. The NEF and GMB remained resolute to challenge these changes.

Supported by some employers, the Coalition Government has also attacked trade union facilities in the workplace which has had an impact on GMB member's ability to respond to the cuts and be fully engaged with GMB equality structures. The desire to integrate E&I into the GMB@Work strategy remained the basis of work during the year and given the expanded nature of the National Equality Forum (NEF3), considerable energy went into servicing the NEF. A number of Regional Equality Councils (REC) have progressed in leaps and have developed 'best in class' initiatives.

Our journey for achieving equality through inclusion continued to make progress, particularly with the launch of the GMB women's development programme, the success of the Presidents Leadership Awards for Equality (PLAE) and the highly successful fifth GMB National Equality conference. This period can be described as 'backs against the wall' and with limited resources we have continued to establish some fundamental changes that will improve equality in and for GMB members.

Strategic Priority 1 - Increase membership Engagement on two projects influenced recruitment; the Carillion workers dispute and engagement with ASDA on Equality and Inclusion.

Strategic Priority 2 - Bargaining

Carillion Dispute- while supporting the national officer, a legal, industrial and political strategy was established. The support activities included:

- Carillion Workers present at GMB Congress.
- Key note Carillion speaker at fringe meeting at Labour Party conference.
- Two public meetings were arranged in the House of Commons– speakers included, Ken Livingstone; Carillion Steward; Dave Smith – Blacklisted trade unionist; Pragna Petal - Southall Black Sisters; Katy Clark MP; Shah Qureshi - Bindmans Solicitors.
- Public meeting in Stafford, that resulted in the Local Authority withdrawing the tender for their Education contract
- Six visits to Swindon, which included a post Pre Employment Tribunal Hearing meeting and a social event based in the Goan Community
- Responded to complaints about term ‘Blacklisting’
- Meetings with Greater London Assembly members (GLA) and the Local Government Association Labour Group;
- Spoke at Constituency Labour Parties on Carillion / Blacklisting including Streatham.
- Articles for blogs including on LabourList
- Attended Scottish Affairs CMTE re blacklisting
- Meeting with Chuka Umunna MP Shadow Business Secretary re Blacklisting and Ian Livery MP.

Strategic Priority 3 – Campaigning

Supporting BME health professionals- A presentation was delivered at a joint Royal Society of Nursing, NHS Confederation and Black & Minority Ethnic Leadership Forum.

Valuing Maternity Campaign–GMB has supported the campaign to protect and promote maternity rights.

Other activities included meetings on; (1) Tackling Youth Unemployment –TUC (2) Yvette Cooper MP Shadow Minister for Equality

(3) NEC Equalities Committee (4) Abortion Rights Campaign (5) Liberty – re Blacklisting and Carillion (6) LP Community Campaigning Working Party (7) Matchmakers Festival (8) Ian Murray MP on Workplace Equality Reps.

Strategic Priority 4 - Enhance Profile

TUC Equality Conferences During the year there was full participation of GMB delegations to the TUC Equality Conferences.

- Womens – motions on (1) Workplace Rights (2) Universal Credits – will be going to the TUC Congress 13
- Black Workers – Statement on Carillion workers dispute
- Young Members – motion on ‘Young workers month’
- Disability Conference – motion on ‘Support for Disabled Workers Cooperatives’
- LGB&T –motion on ‘ Maximizing social media to progress LGBT agenda’

Press release and interviews Supported the Communications Dept on-New Paternity proposals (BBC 24 News); Youth Unemployment, Autumn Statement; proposed changes to Employment law; Part time jobs; Low paid women catering staff; Double dip recession; Vacant dwellings; Young workers; Public sector employees; Racism in Labour market; Earnings, Horsemeat and Airport in Thames Estuary. This resulted in interviews with the BBC, Channel 4, BBC News24, Sky (plus the Islam Channel on protesting) and radio.

Presidents Leadership Awards for Equality (PLAE) Inspirational Individual -Mick Lancaster (London Region); Inspirational Regional Equality Forum (REF) London Region; Most inspiration project for making a difference at work –Jose Estrocio and Paulo Fernandes (Shop stewards at Carillion) Yorkshire Regional Equality Forum; Inspirational Equality Project for Organising Colin Puckett (Wales & South West Region).

Strategic Priority 5 - Organisational Equality

Governance – National Equality Forum (NEF)

A new NEF was elected. 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. A number of Working Parties also met during the year.

GMB National Equality Conference 2013 – ‘Building Equality for the future’ Over a 100 delegates attended the 5th National Equality Conference and the speakers included the General Secretary, Regional Secretary for Yorkshire, Yvette Cooper MP, Thompson’s Solicitors; plus other speakers . 16 Motions were submitted by the Regions.

GMB Equality Officers :- 2 Meetings

Summary

Since last's years Congress, despite the attack from employers and Coalition Governments on equality and limited resources, progress on equality through inclusion has been considerable.

Since last year's National Equality Conference, though resources have been limited and there were changes in personnel, progress on equality through inclusion has been considerable. A significant number of challenges remain for the coming year, including continuing to oppose the Coalition Governments austerity and cuts programme, driving our work on equality with Asda.

EUROPEAN OFFICE

The GMB European office continues to campaign at EU level on issues of key importance to our members working closely with TUC, ETUC and our EU Sector trade union federations to further our common aims.

We welcome European Research & Policy officer Maureen Hick, who joined us in September 2012.

Our GMB MEPs Glenis Willmott, Stephen Hughes and David Martin provide tremendous support to our work and campaigns, and help enlist the support of their MEP colleagues. Stephen Hughes announced he is not seeking re-election in 2014 following 30 years of loyal service to GMB and the wider EU trade union movement in support of our campaigns. Stephen will be greatly missed and we wish him well.

The future of UK in the EU

The Conservative wing of the Coalition Government is pushing to renegotiate the UK's relationship with Europe. Cameron's Europe speech in January 2013 made very clear that he wants to remain in an EU that serves only the needs of business, whilst scrapping the wide range of employment rights and protections we have gained from Europe, and is the essential part of the bargain for trade union support for the EU. Cameron proposes to hold a referendum after the next election if they remain in power, on an in-out basis after negotiations on a new relationship. GMB has made clear that millions of workers will not vote in support of an EU where they are robbed of its social dimension and treated as second class citizens. GMB has responded to a government consultation challenging this attack on our members' rights.

European Parliament Elections

Acting upon Congress 2012 political report, we have encouraged more trade union candidates to come forward in the process for the European Parliament elections in May 2014. They now need our vote next spring.

Economic and Social Crisis

In line with GMB Congress 2012 Composite motion C15 (motions 169,170) GMB continues to campaign at both EU and UK level in opposing the cuts and austerity measures - supporting demonstrations and other events organised by both the trade union movement and the EU institutions.

The economic and social crisis across the EU is now becoming entrenched, with many countries facing prolonged recession. The Euro currency remains fragile. Economic growth and job creation continue to be strangled by cuts to jobs and services across most Member States. Eurozone casualties face cruel conditions for their bailout (Greece, Ireland, Portugal, and recently Cyprus). Spain, Slovenia and Italy also remain very vulnerable. Despite overwhelming evidence that this policy approach is not working, there is no sign of a change of direction.

GMB is pushing for alternative policies to austerity calling for serious action to tackle tax evasion, close tax havens and get dodgers to cough up what they owe rather than keep squeezing those of us with much less. Pressure has now forced the issue to EU Heads of State level for action.

The high level of youth unemployment is a scandal. Over 50% of young people in Spain and Greece are jobless and over 20% in Britain. Europe faces a lost generation if serious action is not taken soon. Agreement of a European Youth Guarantee scheme is welcome but needs sufficient funding.

Blacklisting

Supporting GMB's major campaign, we have pushed blacklisting on to the EU policy agenda. MEPs currently revising EU rules on corporate social responsibility and data protection have included amendments to outlaw blacklisting including sanctions and compensation. The final text will be voted on in the summer. Our office is also enlisting support of other EU trade unions in confronting multinational companies who blacklist such as Skanska.

Trade union rights and collective agreements

GMB continues to oppose the on-going attacks on collective bargaining rights, working conditions, pensions and employment rights and protections of workers across Europe. Following a sustained trade union campaign, GMB welcomed the withdrawal of the dangerous Monti II proposals in September 2012 which threatened the right to take collective action.

GMB welcomes the ILO's Committee of Experts report, which states that the limitations imposed on the Swedish trade union's right to take industrial action to protect collective agreements under Swedish legislation adopted as a consequence of the Laval ruling of the Court of Justice of the EU (CJEU) are in violation of ILO C87 on the freedom of association and the right to organise. The ILO denounces the dangerous principle of proportionality reasoning contained in the CJEU decisions Viking and Laval, and restriction of the right to strike by the threat of economic sanctions on trade unions. GMB joins EU trade unions in demanding EU legislators act on this report to reverse the damaging and flawed decisions, and introduce a social progress protocol in the EU Treaties.

Posting of workers

Acting upon Congress 2012 motions 172 and 173, we are working with EU trade union colleagues and MEPs to strengthen the unsatisfactory proposals for enforcement of the posted workers Directive and to stop widespread exploitation of workers and undercutting of terms and conditions by rogue employers and subcontractors.

Public Procurement

GMB continues to play an instrumental role in pushing for social and environmental improvements in the current revision of EU public procurement rules. Issues include in-house provision, collective agreements, working conditions throughout the subcontracting chain, reference to key ILO standards including ILO C94 on Labour Clauses in Public Contracts, support for living wage policies, and protecting the right to reserve contracts for employment of people with disabilities, whilst stopping UK Government attempts to privatise public services through reserving contracts for "mutuals" taking over key public service operations.

Working Time

Negotiations between the EU employers and ETUC to revise working time rules failed to reach agreement in December 2012. The EU Commission may now publish new proposals. GMB condemns the UK Government for targetting vital working time rights for attack as part of their wider review of the UK's future in Europe.

Temporary Agency Workers

Progressing the aims of GMB Congress 2012 Composite motion C6 (77, 78, 79), we continue to challenge avoidance of the regulations and in particular the abusive use of the "Swedish Derogation" (permanent contracts) where agencies apply unacceptable conditions to avoid equal treatment rights for agency workers, and are undermining collective agreements in many workplaces. GMB brought this to the attention of the EU Commissioner for employment rights in summer 2012.

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. We were pleased to support GMB NW and Irish Region member David Gray in finally establishing an EWC agreement in Beckers after many years of campaigning.

EU trade agreements

GMB condemned the adoption at EU level of the Colombia/Peru trade agreement in December 2012, but applauds UK Labour MEPs for supporting us in voting against it. The Central American agreement was also adopted, despite our concerns over trade union and fundamental rights. GMB is now working to ensure solid trade union representation in the monitoring committees.

The EU has launched major trade negotiations with the US under the Transatlantic Trade and Investment Partnership (TTIP). GMB and our International trade union colleagues have considerable concerns and are co-ordinating campaigning on the issue.

EU Victims' Rights

The EU Victims' rights package was adopted in October 2012. Supported by our European office, GMB member Maggie Hughes played an active part in shaping the legislation. Our influential role was recognised by the EU institutions and Victims Support Europe.

INTERNATIONAL

The events of the last 12 months should have dispelled any lingering doubts that GMB's work abroad is intrinsically linked to events at home. Throughout the world people are suffering at the hands of governments and politicians who have allowed transnational corporations to accumulate untold wealth by exploiting human and natural resources to the detriment of both. Neo-liberal capitalism has left millions of young people without jobs, homes or hope in Europe and treated workers as little more than slaves in the global South.

GMB was at the forefront of the campaign to stop the European Union signing a free trade agreement with Colombia where targeted violence against civil society activists is at best condoned by President Santos' administration or, at worst, tacitly encouraged. Unfortunately, our efforts were to no avail and the European Parliament duly approved the treaty in December, 2012. In the same month, 100 cane cutters were summarily dismissed for forming a branch of SINTRAINAGRO, the Colombian agricultural workers union, and on January 28th, their leader, Juan Carlos Perez, was brutally murdered. GMB made a formal complaint to the Colombian ambassador but the dispute in the cane fields has yet to be resolved.

On the day that the Colombia agreement was signed the European Parliament also signed a free trade agreement with Central America despite implacable opposition from our trade union colleagues on the isthmus who had already seen the damage done by an earlier free trade agreement with the USA. Previously, in support of trade unions grouped in the Latin American federation of banana workers, (COLSIBA), GMB was present in Honduras at the signing of their incorporation into the IUF at the end of July, having moved the motion for the initiative at the latter's May congress in Geneva. There followed a delegation to Guatemala where GMB's international officer, accompanied by SITRABI representatives, was able to meet senior government officials and employer representatives in a country where more trade unionists are killed per head of population than anywhere else in the world. SITRABI General Secretary, Noe Ramirez, subsequently toured the UK in August and was able to visit Pratt's bananas' facility in Luton where GMB has a recognition agreement.

Despite the appalling human rights violations in some Latin American countries, several of the more enlightened governments are striving to improve the lot of their populations. One such is Venezuela to whom GMB offers support via our affiliation to the Venezuela Solidarity Campaign. We also renewed our affiliation to the Palestine Solidarity Campaign, Justice for Colombia and the Cuba Solidarity Campaign. In November, a GMB delegation visited Havana to see at first hand the achievements of the Cuban Revolution in the face of the 50 year long US blockade. And last but certainly not least, GMB's work with Banana Link reached new levels of activity with financial input from the International Solidarity Fund which enabled us to give significant backing to trade unions in Peru, Costa Rica and Guatemala, to mention but three.

An increasingly common feature of GMB's engagement in international issues concerned the conduct of companies operating in both the UK and overseas. We have recognition agreements with large multinational employers who have been targeted by pressure groups and other civil society bodies, often for their activities in territory illegally occupied by Israel. These included Veolia, G4S and Alstom, all of whom were criticised for their presence in Palestine, thus putting the onus on GMB to fulfil their international obligations whilst simultaneously protecting our members in the domestic workplaces. Another prime example concerned Asda-Walmart, arguably the most vilified company on the planet and held by many to epitomise the worst aspects of monopoly capitalism. GMB, almost uniquely, has a collective bargaining agreement with UK Walmart but we were still represented at global union, UNI's inaugural conference in Los Angeles last October when an alliance was established for trade unions dealing with them around the world.

Throughout the year, GMB participated in a number of international forums and made common cause with NGOs and trade unions on issues ranging from "Fairtrade" sugar production for Tate & Lyle in Fiji to UK firms' involvement in Bangladeshi sweatshops. One of those organisations was the US Labour Education in the Americas Project whose Director, Stephen Coats, was a passionate advocate for workers' rights in Latin America. He died unexpectedly in his sleep on April 2nd 2013. We simply cannot afford to lose people of Stephen's calibre but the fight for a better world will go on without him and that's just the way he would have wanted it.

HEALTH, SAFETY & ENVIRONMENT DEPARTMENT

Policy and Consultation:

- We responded to numerous HSE consultations: Changes to the accident reporting system RIDDOR; the removal of self-employed workers who pose no harm to other from the scope of health and safety law; and the future content of Approved Codes of Practice. We have been increasingly dismayed by the approach taken by HSE and our responses highlight the severe damage to the health and safety system in the UK that these proposals will bring.

- All carried motions from GMB Congress 2012 have been progressed through the CEC Organisation Sub-committee and the CEC Green Working Party.

Asbestos:

- We have played a leading role in both the Joint Union Asbestos Committee and the wider Asbestos in Schools Campaign. We have examined the insurance cover regarding asbestos exposure in Academies and helped to develop press releases. We developed the briefing accompanying the Asbestos in schools leaflet, which was sent to all GMB members working in schools.
- We drove the development of guidance for school duty holders in October 2012. We visited Caerphilly following closure of Cwmcarn school due to asbestos fibre release, and attended the inaugural meeting of the Wales asbestos in Schools group.
- Working with the political department, we have helped to lobby for the NHS Recovery costs from asbestos-related diseases in Wales Bill. We prepared a briefing on the GMB position to the scrutiny committee looking at the draft legislation.
- We provided support and comment to Stephen Hughes MEP on his asbestos motion in the European Parliament.

Olympics:

- During the Games, we provided advice to G4S reps on site to successfully resolve grievance regarding provision of welfare facilities.
- Subsequently, we chaired a HSE/TUC seminar on “lessons learned from the Olympics”, and we presented at a British Safety Council event –Celebrating London 2012 success.

Support to Sections:

- **Asda:** In Distribution we concluded negotiations on the ergonomic study/agreement that enabled the ASDA depot deal to be achieved. This included the removal of job and knock practices; task rotation and multi-skilling, and the development of a new five-year safety culture model and plan.
- We have been heavily involved in the development of new procedures for deliveries at the former Netto stores. Asda have committed to a programme of safety improvements to make this happen.
- We have successfully tackled issues around ‘top stocking’ in Asda stores. As a result, new handling techniques have been adopted, and Asda have substantially invested in new technology and improved training.
- **G4S:** We continue to work with the CVIT side of the business to tackle MSD and diesel exposure issues. In Secure Solutions, we are working with the lead reps to tackle increased workplace violence, particularly in JobCentres.
- **National Grid:** We are negotiating on proposals to introduce random drug and alcohol testing.
- **British Gas:** We participated in discussions on the safe use of blowtorches in domestic loft spaces. We are currently advising on working time issues, and the development of a ‘just’ safety culture.

Environmental Issues:

- We participated in a TUC Energy Intensive Industries briefing for lay reps, following publication of TUC/EEF Economic Study Report
- We continue to be heavily involved in the Trade Unions Sustainable Development Action Committee (TUSDAC), and will be participating in its newly formed transport sub group.
- We remain the leading trade union in the waste and recycling sector, and have organised a number of events on worker involvement.

LEGAL DEPARTMENT

The last year has witnessed continuing attacks by the Government on workers and trade unions.

Redundancy

We opposed proposals to weaken the collective consultation provisions. The Government intends to cut the minimum consultation period for redundancies of 100 employees from 90 to 45 days. The requirement to consult on the expiry of fixed term contracts will also be removed.

TUPE

We opposed proposals to weaken TUPE protections including the repeal of the service provision changes from the scope of TUPE, weakening protections against variations and dismissals, and restricting the effect of collectively agreed terms to a period of one year.

Unfair Dismissal

The Government increased the qualifying period for unfair dismissal to 2 years for new starters from 6 April 2012. Judges sit alone in most unfair dismissal cases. There has been an increase in the costs that can be awarded against a party, and in the amount of deposit orders. Witness expenses are no longer paid by the tribunal service

Early Conciliation

From April 2014 nearly all tribunal claims will have to go to ACAS first for possible conciliation. There are likely to be employer challenges to procedures and particular problems arising in multiple claims.

Ending the Employment Relationship

We opposed compensated no-fault dismissals and the Government dropped these plans only to re-introduce them in another form through "settlement agreements". The "Without Prejudice" rule will be amended to cover approaches by an employer to an employee where there is no existing dispute. Such an approach by the employer will no longer be allowed to be mentioned in the tribunal. This will encourage employers to dismiss for arbitrary reasons and without following workplace procedures.

Employee Owner Contracts

We opposed the proposals to allow employers to persuade employees to give up important employment rights for shares. The House of Lords also opposed them (twice!) but the Government intends to proceed to introduce them.

Discrimination Law

We opposed the proposals to cut back on discrimination law: the abolition of the statutory questionnaire procedure, the ability of tribunals to make recommendations, and the removal of the third party liability for acts of discrimination .

Employment Tribunal Fees and Rules

We are awaiting the date for the introduction of fees. We continue to oppose this. The remissions scheme for those on low incomes was published in April 2013. New ET rules will also be introduced later in 2013.

Jackson

The new Jackson rules on personal injury claims came into effect in April 2013. We are working with our Regions and their solicitors to ensure we continue to provide a quality legal service to our members.

Criminal Injuries

We opposed the scheme proposed in 2012, and like most understood it to have been withdrawn following widespread opposition from unions and victims groups. However, the Government introduced a revised scheme in November 2012 at short notice which cuts back on many claims likely to affect GMB members at work.

Welfare Benefits

We responded to the call for evidence on the Work Capability Assessment.

Industrial Action & CAC Recognition

We continue to brief and support Regions and Officers on developments in these areas.

Blacklisting

We are actively involved in exploring all legal options, liaising with other unions to bring justice to blacklisted workers.

Litigation

We continue to manage large multi-party cases in the employment rights field in order to assist and support Regions.

Personnel

The Department comprises Maria Ludkin and Barry Smith

Department and Personnel

Naomi Cooke left the Dept at the end of 2012 to take up a post with another Trade Union. Naomi was an invaluable servant to GMB members working tirelessly on their behalf since 2003; and was widely recognised as a leading force in the field. Her knowledge, skills and wit are missed. Phil McEvoy, with the Dept since 2005, is now GMB National Pensions Officer.

In light of the reduced personnel, the Department has had to refocus its resources. Dedicated support will continue to be given to industrial officers on collective, industrial pensions issues. Continuing to campaign for the implementation of GMB pensions policy and to influence government pensions policy will also remain a high priority. The Department is seeking to provide Regional officials with access to refresher courses on pensions issues.

The Department continues to post news, details of policy and consultation responses and topical briefings on the webpage www.gmb.org.uk/pensions

Motions from Congress 2012

Motions carried at Congress 2012 have been progressed through the CEC Organisation Sub-Committee and have featured in the Department's responses to consultations, meetings with government and in bulletins and press releases.

Industrial Issues

The Department has continued to support national sections and regions with a range of issues relating to occupational pension provision. Discussions on developing the proposed reforms for the public sector pension schemes, which cover about half of GMB members, have been especially thorough with a great deal of focus being put on the revised career average schemes with increased pension ages and higher average member contributions. Lengthy discussions are continuing with government departments and public sector employers on the effective and timely implementation of these new arrangements in 2014 (local government) and 2015 (others). The sterling work of national industrial officials in engaging in and influencing these processes is to be thoroughly commended.

In addition to these large scale public sector schemes, the Department has also advised on pensions issues that have arisen at Legal Services Commission, National Grid, British Airways, Finnforest, Pilkington, Centrica, KP, Servisair, Equity, Association of Teachers and Lecturers, Royal College of Nursing, Biffa, Ardagh Glass, DNAta, Jersey Electric, Simon Storage, SGL Tecnic, Eastman, PPG, GlaxoSmithKline, British Midland, Yorkshire Water, Sodexo and EDF.

A number of trends have developed or have continued to prevail, including;

Continuance of salary sacrifice – with more employers seeking to replace pension contributions with a contractual pay deduction and therefore reduce National Insurance costs.

Employers seeking to abandon risk, lower costs and reduce accountability in pension provision – by continuing the shift away from defined benefit provision, and tending to favour defined contribution schemes set up under contract (rather than with trustees) and with low contributions.

The emergence of Auto Enrolment – the policy requiring employees to be automatically put in a pension scheme is now live and being phased in. Worrying early trends include employers seeking to comply with the statutory minimum level of contributions for those who are auto enrolled rather than apply a more favourable level of contributions, even where these have existed as a previous default level.

Continued pressure on funding defined benefits – largely as a result of the multi-dip recession and as a consequence of the quantitative easing programme.

Policy Issues

Reform to state pension provision – GMB Pensions Dept has responded to the government consultations and met with government officials and Ministers to air our concerns regarding the government's proposals for reform. The pensions industry and employer bodies largely welcome these reforms, but GMB has continued to expose the problems associated with expenditure neutrality, State Pension Age increases and the end of contracting out.

Auto Enrolment – the Dept has continued to engage with DWP on the introduction of Auto Enrolment and represents trade unions on their consumer panel.

Defined Ambition – the current Pensions Minister's pet project to seek to widen the realm of occupational pensions provision from just defined benefit and defined contribution. Whilst GMB would support an initiative that encourages employers to share risks with employees, we are convinced that the current regulatory regime allows for a vast range of risk sharing possibilities that have largely been ignored by pensions industry and employers.

Solvency II – Until end of 2012, Dept represented employees on the EU's Occupational Pensions Stakeholder Group and has continued to advocate strong opposition to EU moves to apply inappropriate funding requirements to UK pensions.

Miscellaneous

Individual advice – up to the end of 2012, the Department advised on more than 100 individual member queries.

Consultations – aside from the work detailed above, the Dept has responded on various consultations including those on; smoothing liabilities for actuarial valuations, a new objective for the Pensions Regulator, TUPE and Pensions and Pensions Disclosure

Meetings – outside of the work above, GMB has met with individuals and organisations and spoken at conferences in order to promote GMB pensions policy, including: Labour pensions spokesman, Pensions Regulator, Pensions Management Institute, National Pensioners Convention, NEST, ONS, NAPF.

POLITICAL DEPARTMENT

The Political Department has been expanded since Congress 2012 approved GMB's new political strategy. Hilary Perrin was seconded from the Labour Party in July, Lisa Johnson started working in the Department in September and Cath Speight was appointed as the new National Political Officer and started in October. The national Political Department is now a team of six. In addition, every region has now got a dedicated full time political officer.

Emphasis is now placed on engaging with GMB members on political issues, identifying potential candidates for elections and using our influence within the Labour Party to promote true trade union values.

The Department is now taking a lead in ensuring trade union candidates are selected in Labour's Parliamentary selections. Already Lisa Forbes in Peterborough and Carol Dean in Tamworth have been selected. Also, Emma Lewell Buck was successful in being chosen as the candidate to fight the South Shields by-election. A number of other Parliamentary selection campaigns are currently taking place to support our candidates to be future MPs. The Department is also working to support our candidates in the Euro selections to ensure our people with the right trade union values become MEPs. We are currently running a number of selection campaigns that include candidate mailouts, leaflets and websites. The Department is also working closely with other trade unions and TULO to ensure that wherever possible all the trade unions support one candidate.

The Political Department has run one internal candidate training school, and has also helped organise and run TULO candidate schools with the aim of identifying GMB members who could be future Labour candidates for local, national and European elections.

The Political Department is developing a national political education programme and the CEC launched the programme in December. Two types of courses have been developed – an introductory day for new workplace reps on the GMB@Work course and advanced political sessions for more experienced reps. These are delivered by the Regional Political Officers

The Department is supporting regions to deliver Team GMB in target areas. For example, teams of GMB members have been sent to help support elections in Corby, Waveney and Chelmsford.

The Department has launched a councillor's website for GMB councillors. The site contains briefings and a forum that allows GMB councillors to communicate with each other. The Political Department is in the process of identifying Labour councillors nationwide who are also members of GMB and currently we have identified approximately 670 councillors. This project is ongoing.

The Department has continued to support the industrial agenda of GMB with work being undertaken on the Remploy, NHS, taxis, asbestos, public sector pensions and blacklisting campaigns. We work closely with GMB MPs and Peers throughout Parliament to ensure that our campaigns are given maximum coverage. Briefings are regularly sent out to GMB politicians highlighting the campaigns with meetings and lobbies regularly arranged. In addition, the Department has helped support the Recovery of Medical Costs for Asbestos Diseases Bill in the Welsh Assembly.

The Department also ensured that GMB maintained a high profile at Labour Party conference 2012, including supporting a number of fringes. The Department also attended Labour's Local Government Conference, Young Labour's National Conference, the National Policy Forum weekend and a number of Labour Party regional conferences around the country.

APPOINTMENT AND ELECTION OF OFFICIALS

1 MAY 2012 – 30 APRIL 2013

APPOINTMENT OF NATIONAL OFFICER

Manufacturing Section Dave Hulse

APPOINTMENT OF SENIOR ORGANISERS

Birmingham & West Midlands Region Amanda Gearing
Southern Region Charles Harrity, Andy Prendergast, Mark Wilkinson
GMB Wales & South West Region Ruth Bennett
Yorkshire & North Derbyshire Region Desiree Risebury

APPOINTMENT OF MEMBERSHIP DEVELOPMENT OFFICER

GMB Wales & South West Region Rowena Hayward

ELECTION OF ORGANISERS

Midland & East Coast Region Pat Hardy, Rachelle Wilkins
Yorkshire & North Derbyshire Region Lynn Brook, Tristan Chard, Rachel Harrison,
Darran Travis, Phil Whitehurst

APPOINTMENT OF ORGANISING OFFICERS

Birmingham & West Midlands Region Stuart Harrison, David Warwick
London Region Ken Breach, Karen Lally, Perry Phillips
Midland & East Coast Region Elaine Barrett, Mick Coppin, Norma Kerr
North West & Irish Region Jim Donley, Lisa Ryan, Denise Walker
Southern Region Sheila Carlson, Kieron Merrett, Gary Palmer,
Patrick Thompson, Carole Vallelly
GMB Wales & South West Region Adrian Baker, Hannah Gibbins

TUC CONGRESS AWARDS 2012

Mary Turner MBE (GMB President) was nominated for the TUC Women's Gold Badge Award. The nomination was successful and Mary collected her award at TUC Congress 2012.

Ray Beekman (Midland & East Coast Region) was nominated for the TUC Health & Safety Rep Award. Unfortunately the nomination was unsuccessful.

Julie Thwaites (Yorkshire & North Derbyshire Region) was nominated for the TUC Organising Award. Unfortunately the nomination was unsuccessful.

Linda Mercer (North West & Irish Region), Paul Meehan and Piotr Plonka (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 169,868 in January 2012 to 177,558 by March 2013, an increase of 7,690, representing membership growth of 4.5%. A total of 42,268 members (including 7,500 G4S temporary security guards for the Olympic and Paralympic Games) were recruited to the Section during this 15 month period, which is a credit to the efforts of all those responsible. A full report on the action taken on motions carried at the 2012 Section Conference was made to the Section National Committee. The Section Committee and Senior Management Team receive regular reports on membership and recruitment developments within the Section's key companies, which are closely monitored on a monthly basis.

BRITISH GAS SERVICES

Staff

Staff are in the second year of a two-year pay deal which delivered a 3% rise in 2013, with a return to full collective bargaining due to take place for the next round of pay negotiations. Staff job cuts have affected every Area Service Centre (ASC), and the shop stewards have done a very good job, continuing to recruit in difficult circumstances. Due to the hard work of the activists, GMB is now the largest union in 2 of the 4 ASCs. We have also begun to make progress building the membership within British Gas Energy.

Industrials

British Gas industrials are also in the second year of a two-year deal which gave a 3% pay increase in 2013. GMB is currently in a period of transition in terms of our industrial shop stewards' organisation. A number of shop stewards are standing down or retiring. This year we will lose three of the national team, who have been the absolute bedrock of our organisation within British Gas. However, we have a robust succession plan in place and a great new layer of shop stewards are coming through. This year we also signed off a new recognition agreement and constitution for the British Gas industrials. This should safeguard our future in British Gas.

Smart Metering

GMB has secured the only meaningful recognition agreement in the Smart Metering sector with British Gas. There are approximately 1500 Smart Metering engineers at present and, at the time of writing, over 70% have joined GMB. A big recruitment campaign is currently under way as we build towards full collective bargaining next year. We have also put in place a strong shop stewards' structure in Smart Metering. A 3% pay rise was secured to mirror the award to industrials. Members have also been consulted about prioritising future negotiations to pursue consolidation of the bonus and retention payments into basic pay and seeking to establish a proper career structure for SEEs.

Other New British Gas Businesses

We have continued to make progress in other parts of British Gas, like British Gas Business Commercial Services, amongst electricians and gas industrials. We will start full collective bargaining for BGBCS later this year. In British Gas Electrical Services, a new pay and conditions deal was negotiated via the GMB region and over 120 new members were recruited in March 2013 alone. We continue to make progress in PH Jones, although this is a difficult business to organise, as it is a low-cost operation. At the time of writing, we are also talking to the company about recognition in British Gas New Energy. We have recruited well in this part of the business and the indications are that a deal will be in place by the time of Congress 2013. British Gas has always recruited significant numbers of apprentices and we are currently working with the company on an apprentice programme. Whilst the economic situation remains difficult, we are keen to ensure that the apprentice programme is preserved. We are also supporting British Gas with the Government's Energy Companies' Obligation (ECO) programme. This will save money for GMB members on their energy bills and create jobs in those communities where we are successful in getting schemes going.

EDF

The collective bargaining structures within EDF have been streamlined and are now more effective. The nuclear generation membership settled on a pay deal in August 2012 which was worth 3.5%, plus a non-consolidated £200 and a commitment to negotiations about a bonus scheme. At the time of writing, office staff are being balloted on a pay offer of 2% plus £200, wef 1st April 2013. However, the current political and business environment in which the company is operating in the UK represents a huge challenge. GMB has been vociferous in public about the need for clarity and certainty about nuclear new build, including calling for a nationalised Nuclear Development Authority to facilitate and provide leadership on these key energy infrastructure projects, which would create up to 25,000 jobs in engineering construction and ensure that the UK would acquire valuable and exportable skills and expertise in new-generation nuclear technology. EdF is best placed to become the key player in the UK's nuclear future if agreement can be struck with the Government on electricity strike prices. However, the

outcome of negotiations between the company and Government, on which the future of nuclear new build rests, remains uncertain.

NATIONAL GRID

National Grid continues to suffer from poor senior management, coupled with regulatory pressures imposed by Ofgem. Management's response to Ofgem's cuts under RIIO was to seek cost savings by worsening pension provision and attacking members' terms and conditions. A new package of terms and conditions was negotiated, with significant concessions achieved by the GMB shop stewards, who successfully challenged the worst of the company's original proposals. The new terms and conditions were accepted by an overwhelming majority in a ballot with a huge turnout. The next challenge will be to oppose management attempts to make significant changes to members' pensions. The company began the process of seeking changes to pensions in a hamfisted and unacceptable manner, by foolishly seeking to undermine the collective bargaining process and sideline GMB. Any attempt to achieve pensions reform without meaningful negotiations will be vigorously resisted. GMB also continues to be the only trade union in the gas industry which is lobbying Ofgem and the Government about pensions. On the staff side, a number of workers were TUPE transferred out, a process which was vigorously resisted by GMB. The union has also been a vociferous critic of the company's refusal to acknowledge the disgraceful conduct of some of its contractors in the blacklisting scandal, and we will continue to pressurise National Grid to take action against contractors like Skanska which have admitted their guilt, but have since been awarded lucrative new contracts.

THE SECURITY INDUSTRY

Licensing

GMB has been at the forefront of discussions on the future of the licensing system for the security industry. A robust response was submitted to the Home Office consultation document and GMB is the only union represented on the SIA Strategic Review Group, which meets quarterly. We have lobbied hard for changes which will maintain a strong regulatory regime and benefit our members in the industry. Our proposals, which are influencing the discussions on the future regulatory regime, have included: vetting and licensing for individuals who own and run companies, shifting the burden of cost from the employee to the employer, reducing the cost of licences and a single transferable licence that can be used across the different security disciplines. Discussions are ongoing and the transition to the new licensing system is likely to begin in the spring of 2014.

Guarding

Although the structure of the security industry presents challenges which GMB must meet if we are to successfully organise, it continues to provide an opportunity for significant membership growth. Some major steps were taken in 2012/13, particularly the signing of a new national recognition agreement with Securitas, following their acquisition of Reliance and Chubb, leading to a combined workforce of 18,000. Workplace access for GMB organising is part of the agreement, and new shop stewards are being recruited to populate the local and national negotiating and consultation committees established under the new agreement. Within G4S, the focus has been on organising within the RBS and Telereal contracts, which provide the greatest scope for membership growth. GMB has access to local induction sessions, although the fall in new starters means that these cannot be relied upon to produce new members. Information has therefore been provided to regions identifying the numbers of existing employees and their workplace locations on these specific contracts, to facilitate local recruitment initiatives. Dedicated recruitment materials have also been produced for G4S Guarding employees. Communications to members and potential members within the guarding sector have also improved, with a number of low-cost direct mailshots to the home addresses of security officers, who can be 'hard to reach' because of the nature of their work, and by using text messages to alert members to developments within their companies. Unfortunately, we have seen a significant increase in violent assaults against security officers across the guarding sector, particularly in retail, the NHS and in Job Centres. As a result, we are now establishing some new initiatives on how to mitigate and reduce these trends, using best practice that we have developed within the CVIT industry.

CVIT

The CVIT industry still operates in an extremely difficult environment. The major players have been involved in a price war as the retail and banking sectors continue to drive prices down. This has had a negative impact on our members and we have seen significant job losses, restructuring and changes to working practice as a result of the fierce competitive climate. Following seven months of difficult negotiations with G4S, the 2013 CVIT pay negotiations have concluded with members voting to accept an overall 2.5% pay increase with a package of improvements in terms and conditions. The pay talks also resulted in number of joint working groups being established and we will use these negotiations to focus a new recruitment project within the Cash Centres where we have identified the potential to significantly grow GMB membership. Dedicated recruitment materials have been produced and the project will be run by the shop stewards' group. Loomis CVIT business has been under extreme pressure and as a result the pay talks for 2013 are well past the anniversary date of January, but are due to start at the time of writing. In Security Plus, a 1% pay award was implemented in January 2013. Security Plus remains a small family business which continues to prove difficult in terms of achieving membership growth. Violent attacks within the CVIT industry have significantly reduced and are at the lowest recorded levels since 2006. This is testament to the fantastic

work that G4S Reps have done as part of our Attacks Campaign. We continue to engage at a high level with the industry, the Home Office and the Metropolitan Police.

Care and Justice

GMB signed a new National Recognition Agreement in 2012 with GEOAmev, which secured the contract for the majority of court escort work, bringing together workers from G4S, Reliance and Serco. However, the company immediately ran into serious difficulties delivering the contract at the price it had bid, which resulted in very serious consequences for our members. The situation is further compounded by the Government's strategy to reduce prisoner movements to and from prisons and courts, and by the change of focus on sentences to community service and electronic tagging. As a consequence, extremely difficult negotiations took place which involved job losses and significant changes to terms and conditions, working practices and the definition of the working week. At the time of writing, the business is in the early stages of stabilising. However, the environment remains very challenging for our members and we are just about to embark on a difficult round of pay negotiations and pay restructuring. GEOAmev also provides a significant opportunity to grow our membership and a detailed organising plan, supported by recruitment materials and training for GMB Reps, is in the planning process. In G4S private prisons, GMB is recognised in three of the six currently run by the company - HMP Altcourse, HMP Rye Hill and HMP The Wolds, the latter of which is due to transfer to the public sector in June 2013. The other private prisons within G4S are covered by the POA following recent transfers from the public sector. G4S is no longer in any bidding processes to acquire any further prisons. The 2013 pay talks have just concluded with our members voting to accept the pay offer of 1.6%, effective from 1st January 2013.

AVIATION

Ground handling services continue to suffer from the "race to the bottom" as companies seek to undercut each others existing contracts. This results in a continual round of TUPE transfers, redundancies, and changes to terms and conditions. Servisair is currently up for sale, having been overtaken as the biggest company in ground handling by Menzies and Swissport. The Servisair pay negotiations were lengthy, but resulted in deal which included harmonisation as a key element, and a 2.5% lump sum payment. Workplace organisation has been improved by the appointment of new shop stewards in a number of airports. Pay negotiations in British Airways are ongoing, with the Board having imposed a 2% cap on any deal, unless linked to improvements in productivity. A new recognition agreement signed last year, involving former BMI colleagues, will give GMB exclusive access to all new starters at Terminal One (which is currently being modernised and expanded). BMI was bought by BA in 2012, ending years of uncertainty and continuous cuts in employment. Members employed at Heathrow benefitted, in the main, from the takeover by BA. However, members employed at the former BMI HQ at Donnington, and at Manchester and Edinburgh airports, were made redundant. BA has stated that the former BMI network is now ahead of schedule in terms of making a profit. Uncertainty about the future of the South East's airports has continued, as a result of the Tory-led coalition's dithering. This has been a source of frustration to those (including many trades unions and leading business figures) who understand the importance of aviation to the British economy. GMB has consistently made the argument for the modernisation of Heathrow and the creation of a better rail and public transport infrastructure for the UK's hub airport.

LOGISTICS AND DISTRIBUTION

The logistics and distribution sector remains very competitive, with key companies engaged in bidding wars for new contracts and employees exposed to the uncertainty and job losses which result. Yodel has suffered particularly from membership decline as job losses have impacted upon the workforce. We have built upon the ground-breaking and historical agreement signed with ASDA Distribution at Congress 2012, with strong recruitment and membership growth. Since January 2012, membership has grown by 11.5%, and over 1700 new members have been recruited. A new machinery has been agreed with the company, which now involves a middle tier of shop stewards' organisation, including vastly improved facilities for stewards, and a new access and induction agreement. A framework constitution for the ASDA Distribution shop stewards network has also been agreed, which will strengthen and improve our union organisation at site, regional and national level. ASDA Distribution will be building on last year's agreement with a no-strings pay rise of between 4% and 6% for warehouse and transport workers this May, and also a continuance into national bargaining for the clerical and admin workers at distribution sites, with an additional 2% pay rise for these groups, backdated to October 2012. DHL Freight pay for 2013 was concluded with a 2% pay rise agreed on basic and across all allowances, adding up to around a 3% total increase, with a commitment to further reach an agreement on drivers hours and annual leave. 3663 agreed a 2% pay rise across all elements of pay in 2012. The most significant development around these negotiations was the company agreeing to our long-cherished aim of entering into negotiations to harmonise pay and conditions at all depots. This will be a difficult goal to achieve and the negotiating team are under no illusions about the task ahead. Workplace organisation has slightly improved, with new shop stewards coming on board at certain sites. Following the intervention of the National Officer, we have now secured proper recruitment and access rights at the Paddock Wood site in Southern Region, with paid time to attend recruitment days for the workforce. The pay award was accepted. Bidvest Logistics pay negotiations concluded with a 2% pay rise on all elements of pay for our members. This was also built on the back of a vastly improved pay rate for drivers, with the acceptance of annualised hours which raised their basic rate of pay to £33.5k at the Banbury site, with slight differentials at the Taunton and

Hoddesdon sites. During this time, we have secured a new national recognition agreement, worked on new policies, and are currently going out to ballot on a flexible working agreement for warehouse workers, which replaces the current agreement. The new recognition agreements give opportunities to build GMB membership at the Banbury, Hoddesdon and Taunton sites. Workplace organisation has a chance to improve too, with new shop stewards in place at Banbury.

RETAIL

In ASDA Retail, new opportunities for membership growth arose from the agreement which gave GMB regions access to recruit almost 3,000 retail members in the 15 month period from January 2012 to March 2013. Membership growth of 5.4% has been achieved in ASDA Retail since January 2012. Preparation is underway to restructure the GMB stewards network and identify the resources necessary to ensure GMB is better equipped to take maximum advantage of the huge opportunities that the future growth of ASDA Retail will bring. We have recently put a strong focus on health and safety issues within the company, resulting in major progress being made on the longstanding problem of top stacking. Credit is due to those within GMB who were involved in successfully working through this issue to identify solutions and reduce the risk to our members. Once it is fully implemented, a new access agreement will give access to agreed stores for six months of the year, as well as also giving quarterly access rights to those stores that came under the new stores agreement, including the former NETTO stores. This year alone it is estimated that regions will have access to nearly 40,000 colleagues in ASDA Retail. Having delivered a profit through their hard work, despite the tough retail trading environment, and having also co-operated with the company on restructuring the business, GMB members employed by Wilkinson resoundingly rejected the company's proposal for a pay freeze in 2012. Lengthy and difficult negotiations eventually resulted in a final offer of a 1% pay rise, but with no back-dating to be applied. GMB members were in the process of being balloted on this offer when the senior management regretfully decided to impose this increase wef 1st May 2013, regardless of the outcome of the vote. This represents an unacceptable threat to the collective bargaining process, with potentially serious consequences to our members if it goes unchallenged. At the time of writing, this issue remains unresolved.

PROFESSIONAL DRIVERS

The taxi industry has been put in turmoil with the Law Commission's proposal to support major changes to the Hackney Carriage and Private Hire elements of the industry. GMB, along with other unions, has campaigned very strongly to oppose these changes, which further liberalise the industry, and may create an unsafe industry for the customer. Congratulations must be paid to those on the Professional Drivers' National Committee who have been instrumental in publishing reports and attending numerous meetings with the Law Commission, either opposing changes or suggesting alternatives. At the time of writing, the Law Commission have not yet concluded their deliberations.

MANUFACTURING SECTION

Remploy Since the Government announced the end of funding of Remploy in March 2012 33 factories closed with a loss of nearly 1400 jobs which included over 200 modernisation workers that had been kept on full pay since their factories had closed in 2008. During the summer of 2012 strike action took place in opposition to the Government planned closure programme causing compulsory redundancies and the less favourable forms of redundancy payments being offered. The Remploy consortium did a fantastic amount of work campaigning and demonstrating around London and the Political Party Conferences. Stage 2 of the closure programme is under way now, and by the end of September 2013 there will be none of the remaining 18 factories in Government supported funding some will have transferred into private company hands the others will close with more job losses. Many of the most severely disabled members will not find or be able to hold onto jobs in this current economic climate of austerity and decline. The section thanks all the Regions, Branches, Activists and Officers that have given our Remploy activists and members so much support and help through this evil and horrendous act of this Government. Special thanks go to the General Secretary for his continued support to the Remploy membership and for his support in pursuing employment tribunal cases against Remploy for unfair dismissal by way of redundancy.

Biomass Subsidies given to energy providers is having a major impact on the prices of timber and board which has resulted in huge increases in the cost of wood and timber. Prices rose by around 85% in the last 5 years, which is placing a huge amount of pressure on the furniture and timber trades. The section will support employers in this sector to put pressure on the Government to conduct a review of the subsidies to energy providers. We support the need to reduce carbon emissions by the development of Biomass wood burning energy plants, but it needs to be balanced against the needs of our furniture and timber trades to survive in the current economic climate, where massive raw material costs cannot be passed along the chain of supply to the end product.

Timber and Furniture The industry like many others has been struggling with increased raw material costs and a downward trend in demand. In 2000 there were 155,000 people employed in the UK furniture Industry, by the end of 2012 there are just over 70,000. The harsh realities of austerity in the UK are having a massive impact on sales and demands for products. Even though things are pretty tough, negotiations achieved a 2% increase in pay through the BFM.

Organ Building is like everyone else struggling to find big enough orders, given the unique and highly skilled nature of this business competition is not as fierce in this industry as in many others, luckily the 2 biggest in the UK won orders that guaranteed work for the best part of 2013 and in negotiations we achieved a fairly good 2.25% increase in pay.

Metsawood has had a particularly hard time during this economic decline they have lost a multi-million pound contract with Wicks, they have also seen the Vice President and Chief Executive replaced, we had an offer of 1.5 on the table they then took it off saying they had Financial Problems, we also had 12 Redundancies at grange mouth where we were able to negotiate enhance payments and also avoid compulsory redundancies. After long drawn out discussions we convinced the company to put the original offer of 1.5 back on the table, we put this to our members and on the 12th April the ballot was completed and the offer has been accepted.

Sawmilling 1-4% was achieved in negotiations but shortly after the conclusion of these. They terminated the National Agreement after consultations with their federation members, who apparently unanimously agreed that the agreement was not generally applied. Local plant level agreements far exceed the National agreement. Our membership levels in this sector are extremely low and any growth would be better achieved on the back of GMB @ work and using local pay bargaining to recruit and organise.

Textiles Another industry perceived by many as dead and gone in the UK. This is not the case the industry still employs over 100,000 in the manufacturing side of the industry; this figure does not include Retail. Value of exports from textile industry is £6.5 Billion. Value of sales at Retail is an estimated £50 Billion. The section will during 2013 review our position in this sector including the National Negotiations which achieved a fairly credible 2% on average pay. Membership numbers are a lot lower than we would like but there is massive scope for improvement, with some good activists already in the sector we have a little stepping stone to potential growth in the future.

Engineering Baesystems Trident Program we have set up a Successor Group and have met with M/PS to demonstrate that the submarine industry is much wider than just Barrow including (Faslane Coulport, Rolls Royce Derby, Babcock Devonport Dockyard) it delivers significant economic benefit to many parts of UK where the bases are situated, and through a national extensive supply chain around 20000 people are involved in the Trident program lots of Campaigning is going to be needed going forward. Paul Kenny has been involved in discussions with the National Officer and M/PS along the way. Baesystems MARINE regarding the Aircraft Carrier the First ship is starting to run down and this is presenting a problem to shipyards around the country were there is a gap to the 2nd Ship and the Type 26 Frigates there is a real possibility that a shipyard could be excluded from the alliance to build the 2nd carrier this would mean that they would cease shipbuilding in the future and would concentrate on ship repair and supply work. A lot of Politics are going on at the moment, also from discussions with the company the Type 26 Frigates will be built on the Clyde unfortunately because of the lull of work we could see potential Redundancies across the shipyards on the Clyde and Portsmouth we are having on-going discussions with Ministers and senior Management to mitigate any changes.

Off Shore Contractors The Ballot has been completed and are members have accepted the company's offer of 3.72 stand by rates 3.77 night shift 12.7 we have set up a working group to discuss Sick Pay and Pension Issues.

TICA As reported this year's pay claim has been resolved a 2.45 increase in basic rates and overtime payments Radius increase of 5.4 and Lodging Allowance 3.1 also a working group to look at intake of Apprentices and Rates of Pay the TICA association also want to have a look at a standalone agreement regarding the Heating and Ventilating I am opposed to this on the grounds it could possibly reduce our members terms and conditions but had to commit to talks to get an improved pay offer.

TATA Steel Currently in talks regarding Redundancies have just presented this year's pay claim and we are having the company's response the back end of May it will be difficult negotiations because there are strong Rumours that they may be considering selling some of these UK assets which they say are just rumours but we know they are having cash flow problems at the moment.

Construction We are negotiating sector specific agreements with EDF for the construction of Hinkley point C Nuclear PowerStation; negotiations are still on-going, other unions involved are UCATT and Unite. There is a current debacle in

process with EDF and the UK Government, planning consent has been given for the new build, which now needs to be matched by the finalisation of a "Strike Price" contract for the electricity to be produced at Hinkley Point C, The debacle concerns possible subsidies in the form of a Contract for difference (CfD), this is intended to stabilise returns for generators at a fixed level known as a "strike price" and insulate consumers by clawing back money from generators if the market price is higher than the strike price. The success of the CfD is the key to unlocking the investment needed to progress the construction, EDF have announced that they intend to scale down their operation at Hinkley in terms of preparatory ground works as they cannot sustain the level of investment until the CfD is settled. EDF have still made a commitment to continue and negotiate with us regarding sector specific agreements, this is in readiness for the unlocking of investment once the Government meaningfully commit to a sensible CfD.

We were involved in the negotiations for the National Agreement for the Engineering Construction Industry (NAECI). The deal negotiated was over a three year period from January 2013 to January December 2015, it will essentially put Skilled Grade 5 craft workers on £16-10p base rate by January 2015, which is a raise pro-rata to all manual in scope grades percentage wise, which has been accepted by the NAECI workforce.

We have 9 Lead Officers for Engineering Construction, one for each region, to maximise recruitment performance in the Industry.

We are currently with the assistance of these Lead officers, chasing Energy from waste (EfW) projects all around the UK to try and get them built using the NAECI and to promote the GMB profile, which will generate new membership.

We held a two day NAECI officers course in 2012 to try and help the lead officers with understanding the National agreement (NAECI) and Construction site issues. This course was very well appreciated by the officers concerned.

We are board members of the Engineering Construction Industry training Board (ECITB) and actively promote apprenticeships on every project in the UK, and with major companies like Doosan, Alstom, Shaw / CB&I to mention just a few. We have negotiated with Doosan a code of practice for testing and up-skilling of welders; this has vastly increased our member's opportunities in the Industry by means of training instead of just simply passing or failing.

We are members of the construction Industry Joint Council (CIJC) and involved in wage negotiations for the Civil Construction Industry working rule agreement, the new rates for the Industry commenced in January 2013. A 2% raise in base pay and an uplift of some benefit packages for all grades was negotiated after what was essentially a 3 year pay freeze.

We are currently working close with public services National Officer on the current GMB Blacklisting campaign, reporting directly to the General Secretary.

A membership check and data-base formulation inside the Civil Construction membership as done with Engineering Construction will be conducted this year.

Membership growth will be determined by the number of projects coming on stream. Endeavours to get the lead Officers for construction to recruit Stewards on every project will boost membership, and organise sites, this an on-going process with regular meetings with the said officers.

Introduction since Congress last met the economic climate being faced by many Companies on my sheet has continued to be bleak. It is against this background that Regional Officers, Shop Stewards and I have been conducting difficult pay negotiations for 2013/14. Some high lights (and a few lowlights) are identified below

Building Materials This is the part of my sheet where market conditions are most challenging.

Generally settlements of between 2% and 3% are being accepted by our members. Some examples are:-

British Gypsum 2.5%

Aggregate Industries 2.25%

Lafarge Cement 3.18% (2nd Stage 2yr Deal)

Glass Industry NJC 2%

In food manufacturing the position is less clear cut as the Employees have some protection from the economic storm as however bad the situation we all have to eat.

Thus apart from securing an annual pay increase of 2.8% for our members in McVities Biscuits factories we have been engaged in lengthy negotiations with the company to modernise the contract of employment. Similarly in Nestle where pay is determined by Shop Stewards and local Officers at plant level we are in strategic discussion with the Company nationally to devise a new structure more fit for purpose. Elsewhere in the food sector our members are still seeing attacks on some

important terms and conditions, notably for those who still have them on final salary pension schemes. Many of our members still have concern and uncertainty as to the future ownership of their Employer as this sector is still characterised by asset swaps, takeovers, disposals and mergers.

In the chemical and pharmaceutical sector we have just settled with Astra Zeneca at 4.8% over a two year period. The norm in AZ is for the increase to be paid "up front" for the two year period.

At the time of writing pay negotiations in Air Products – the bottled gas Company – are just starting in our claim of a 6% increase in basic rates of pay.

Similarly negotiations in the Saint Gobain glass company – Glass Solutions – are just starting.

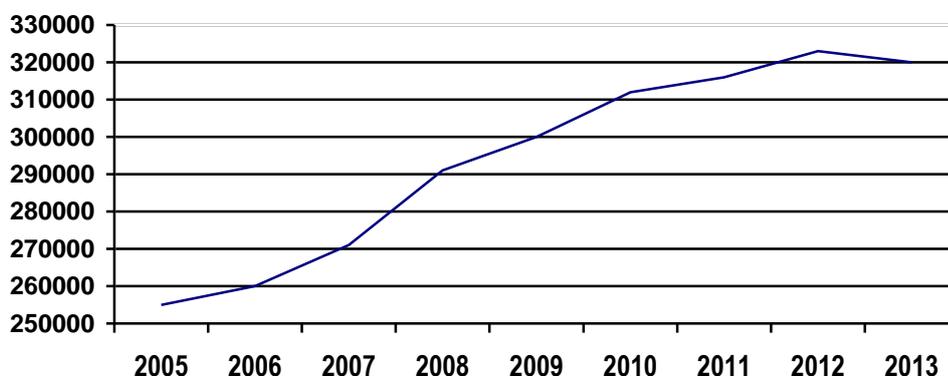
Finally I have the privilege of representing the GMB on the Executive Committee of Industrial the worldwide union federation of trade unions in the manufacturing sector.

All of the above would not be possible without the huge efforts of our Shop Stewards, our local GMB Officers and the first class National office staff in pensions, legal and other Departments. I am grateful to all of them.

PUBLIC SERVICES SECTION

The GMB Public Services section covers members employed in the public sector or working for organisations that provide public services. The Section's membership stands at just over 320,000 which is down 1% from its previous all-time high. Against a background of spending cuts that have seen more than 10% of public sector jobs lost, the GMB Public Services membership has held up remarkably well. This is largely due to the fantastic efforts being made by our branches, activists and officers to retain members through providing excellent representation in these difficult times whilst also looking for further recruitment opportunities wherever possible.

GMB Public Services Membership 2005-2013



The work of the Public Services section is overseen by committees of lay members, led by the National Committee. In monitoring the ethnic composition of these committees, we have asked everyone to complete a survey and those who responded were 31 White UK; 2 Black African; 1 Black Caribbean; 1 Black British and 1 Irish. Working with the lay committees are the National Officer team comprising:

- Brian Strutton – National Secretary : Local Government and general public services
- Rehana Azam – National Officer : NHS
- Avril Chambers – National Officer : Schools
- Justin Bowden – National Officer : Contractors and Care
- Sharon Holder – National Officer : HE/FE, Justice and Civil Service

The officers and lay members have been extremely active across all areas of public services.

Public Service Pensions

Following the strike action in November 2011 and the renegotiation of the government's proposals, reform of public sector pensions has been legislated in the Public Services Pensions Bill.

Local Government

Our members working for local authorities, LEA schools and other employers who follow NJC terms have endured a 3 year pay freeze and 250,000 job losses. The current pay negotiations covering England, Wales and Northern Ireland as well as the separate negotiations in Scotland will break that freeze albeit only with a 1% offer. At the time of writing this report it remains to be seen whether this proves acceptable to members.

At the start of 2013 GMB launched a national campaign to win 'a Living Wage in Every Council' to raise the pay of 280,000 local authority workers. This has been really well supported, with over 160 councils challenged by GMB and 80 Councils in England and Wales (and all 32 in Scotland) paying or committed to pay the Living Wage.

National Health Service

Over the course of the year the GMB NHS sector has challenged job cuts, service cuts, inequality, the creeping culture of more for less, the overhaul of the NHS Pension Scheme, and attacks to NHS Agenda for Change terms and conditions, and it has challenged NHS Pay Cartels whose single aim is to break up the national AfC agreement. Many GMB members, Workplace Organisers and GMB Regions joined thousands of NHS supporters to lobby Government in objecting to the Health and Social Care Bill.

Through effective campaigning the GMB will be best placed to respond to the attacks in the NHS. Even so, GMB NHS Sector is focusing its efforts in building strong workplace membership backed up with strong workplace organisation which is the only way the sector can respond to the swathe of attacks taking place in the NHS. Strengthening communication in the sector is going some way in supporting Regions to focus and generate month on month activity in the NHS.

This year we saw the publishing of the Francis Report with 290 recommendations for how the NHS could strengthen and deliver better care for patients. Without doubt the single biggest threat to patient care, patient quality and patient outcomes are the dismantling, fragmenting and privatisation of the NHS. Thatcher started the dismantling of our prized National Health Service but we now know that Cameron came into office to finish what she started. The NHS supporters and movement can't let this be their legacy and therefore we continue to press Labour to stand up and fight for the NHS.

There remains huge instability within the service but with this uncertainty brings opportunities to organise GMB membership. We can raise the GMB's profile in our communities as we fight and challenge service cuts that lead to job cuts. We have to support members through the fragmentation of the service and we all have a stake to ensure we do our best to save a health service for future generations. Our work in the sector continues and we invite all regions to take a lead in saving our national health service.

Higher Education/Further Education

The focus in both Higher education and Further education since congress last year has been on national bargaining and GMB organisation in both sectors. Following the less than satisfactory conclusion to last year's pay claim, an imposed offer as a consequence of UCU losing their ballot, a further claim has been submitted for 2013. The claim broadly calls for, a percentage increase on all pay spine points of at least the current RPI, plus an additional percentage increase to start to address the real term reduction in pay over the last four years. A 'living wage' for all staff through the removal of the bottom two spine points on the national pay spine and an increase in the minimum London Weighting allowance to £4000. Work is also being developed to produce an organising plan for the sector.

In further education similarly a pay claim for 2013 has been submitted. Calling on the Association of Colleges to recommend: a 5% consolidated increase in all salaries and allowances with a £750 underpinning for the lowest paid and all colleges to apply to the Living Wage foundation to become fully accredited Living Wage employers. Two new GMB representatives have also been elected to sit on the Association of Colleges National Joint Forum.

Justice sectors

Most significant development in the justice sector, since last congress, is the decision by the Ministry of Justice to recognise GMB for collective bargaining, following the administrative transfer of Legal Services Commission staff to the newly formed MOJ Legal Aid Agency. A note of congratulation must be given to LSC representatives for the hard work they put in achieving this success.

In both the Prison and Probation services, Cabinet Office driven reform to trade union facility time and Civil service terms and condition, remains the primary focus, along with the continuing trend of job cuts, public sector pay cap and restructuring in response to efficiency savings.

Police services in November 2012, underwent fundamental reform with the abolition of police authorities and a new system of governance introduced across England and Wales, elected Police and Crime Commissioners (PCCs). Support staff along with

officers transferred employment to the new PCCs. In response, GMB and other police staff trade unions have mounted a campaign to retain terms and conditions and defend against future plans to out-source services, by asking PCCs to sign-up to a Police Staff Employment Charter.

Ministry of Defence

The MoD in parallel to other government departments continues to be subject to Cabinet office reforms. More substantial however, is the advent of a merger between industrial and non-industrial bargaining groups for purposes of employee relations, a position GMB supports.

Social Care

In February the ground-breaking recognition deal with Four Seasons Health Care was signed giving GMB access to 500 sites and 30,000 staff. Although the care sector remains chronically underfunded and desperately fragile, opportunities exist for GMB to grow in a growing sector, where jobs will stay in the UK and demand will rise.

As we extend our presence in the sector it is crucial we learn the lessons of Southern Cross by prioritising direct debit recruitment and sustainable organisation built around lay activists and branches.

Contractors

In the unresolved dispute with Carillion, GMB seeks an apology and compensation for the 3,213 construction workers and green activists blacklisted by Carillion and the other 42 companies. The blacklisters face the triple whammy of High Court action, naming and shaming and councils using the public procurement process to deny them contracts.

Debt featured large amongst contractors forcing the sale of giants like Enterprise and Biffa. Central government austerity cuts bite ever deeper driving the pace of contractorisation and threatening our members jobs and pay, yet we can still grow.

At the time of writing this report, members working for ISS in the RAF prepare to strike over pay and changes to jobs and conditions.

Environment Agency

2012 saw membership steady and the pay freeze broken but it's still a tough time and an uncertain future. After 26 years representing GMB locally, regionally and nationally, we wish Mike Sutton a long, happy and healthy retirement.

Schools and Academies

The current Government policy that continues to push for total conversion of our schools to academies means that there are now over 2200 Academies in England with another 800 outstanding applications to be approved. We now have National Recognition Agreements with 12 Multi-Academy Trusts and a further 8 are in the offing. Due to TUPE transfers and on-going organising, GMB membership in Academies has doubled since 2012 to nearly 11,000. To meet the new challenges of Academy status we must apply the principals of GMB@Work organising and industrial strategy, link recruitment, retention and representation in each school and build our union from the bottom up rather than the top down giving ourselves the flexibility to respond positively to the changing industrial landscape. To these ends Regions will be submitting pay and conditions claims to Academy schools that fail to apply NJC arrangements and will build recruitment and organising campaigns around these claims, arrangements have also been put in place to ensure all schools converting to Academy status are visited.

This Tory led Government appears hell bent to privatise our State Education system. GMB will shortly be embarking along with all the other Education Unions on a TUC Campaign that raises public awareness and engagement in order to hopefully make it clear to any Government that our Education system is NOT FOR SALE and that every penny that is available should be invested in the education of our children; the standards of our schools and education our children receive should not be determined by the market.

REGIONAL REPORTS

BIRMINGHAM AND WEST MIDLANDS REGION

In compiling this report for Congress 2013 it needs to be noted that as a result of the formation of the new Wales & South Western Region over, 3,300 members were transferred from our Gloucester area into the newly formed region. Taking that fact into account, from May 2012 to the end of April 2013 our regional membership has, it needs to be said, fared reasonably well given the economic and political landscape we are having to contend with. GMB@Work is now truly well-established across the organisation and representatives and more importantly in some cases new Officers are a lot more open to accepting the practices and principles of GMB@Work. Full Time Officers are clearly aware of the importance of having a foundation of GMB@Work representatives to build upon the principle of organising within the workplace first, last and foremost. The region continues to be an avid supporter of the national targets that are set by the National Organising Department. These are also rolled out in conjunction with the regional targets. Whilst planning these regional targets and complying with the national strategy, emphasis has to be maintained on not spreading our resources too thinly. It can and has been the case in the recent past where more than one national target has been designed to commence almost simultaneously and this has caused problems although the region has and will continue to comply.

With regards to the on-going campaigns I can report that within Asda after a lot of soul searching it was decided within the region to review the stance we had on the Asda stores with officer responsibility. We decided to change the practice of having one dedicated officer for the whole of Asda and to divide the stores up geographically and have officers within those constituencies looking after the particular stores. This has proved to be successful to date as there appears to be a greater sense of ownership by the area teams however it needs to be stated that our Asda performance has not achieved the potential it could have and this is being rectified and at the time of writing, visits are being arranged in the first round of store access visits to be commenced in June. Both store visits and hit rates within the stores will be continued to be monitored very closely. With regards to Asda Distribution, since the last report to Congress 2012 the region conducted a ballot for recognition within Asda Lymedale which resulted in a resounding and unambiguous yes vote. The membership within Asda Lymedale has grown from strength to strength and we now have a very efficient team of activists on site who are also fully supportive of GMB@Work and in fact I am pleased to advise that our activist on site, John Gibson was the winner of the Midlands TUC Award for Organising.

NHS. This is still an area obviously highlighted as a national target however our success rate within the region has been limited for a variety of reasons and the region are concentrating on the area where we can most flourish, that being the Ambulance sector. Again we have seen better results within that particular area than we have within the hospitals.

Schools. We always knew there would come a time within the region because of the significant success that we had enjoyed where our success would begin to wane. However the issue of Academies is still very prevalent and the membership and the significant non-members within the Academies must be pursued. This has now been mapped and planned out on a systematic basis which should achieve the improvement in the results we desire. We are also within the region looking at the possibility of establishing an Academy Branch which could be geographical on a municipal basis or we may even consider an overall Academy Branch, whichever is the best in terms of realising the potential members is the model we will eventually go for.

A significant amount of work is being dedicated towards the migrant workforce across the region. There are four distinct groups within this area, two of them for the Polish Community they being the Polish Millennium Centre, this group is formed with a committee of mainly senior migrants from Poland and they have been holding events across the region, one of which where the Councillor of the Polish Embassy attended. All of these events have been attended by the Organisers from the Organising Team and a relationship is being built up with the senior migrants who have a major influence on the young migrants who arrive and start work within the region. There is also the Polish ex-Pats Association which is a group which is more family orientated. The Organising Team have again been involved within this community who are looking for employment, education and employment law information to enable them to be treated fairly within the workplace. They are keen to find out what the GMB can do for them and have been advised accordingly with the emphasis being on organising within their own community and ensuring they build from the ground upwards a GMB network. The results from the Polish ex-Pats area have been very promising indeed. There is a Lithuanian Community Group based in Wolverhampton who are a very strong community based organisation and are very union minded, we have attended some of their events and have had the opportunity to talk to them about the benefits of GMB membership which should yield results. Finally an organisation called Nashdom who are an organisation that wish to form an Eastern European Community Group. This group is in the initial stages but we are hopeful that once they see the GMB is there from the start and assisting them set up the group, they will also see the benefits of maintaining a relationship with us which should lead to membership in this newly formed group.

Greenfield. The Greenfield strategy will always be a constant within the region as we must continue to secure recognition agreements within private companies. I am pleased to report that since the last Congress, recognition agreements have been signed within the following companies:

- Cherwell Transport
- Rudolph and Hellman Automotive Ltd
- JCB Power Systems
- Swanswell Charitable Trust
- NAC Group
- Serco
- Adams Food Ingredients Ltd
- Pink Skips

At the time of writing, the following sites are being organised with a view to obtaining recognition; CST Pharmaceuticals Ltd where a steady membership is being built up and we may very soon be able to go for recognition and two areas within the Care Sector they being Northern Care where our membership has been built up significantly but we are not yet at a stage to pursue full recognition and finally Zest Care where we have built up the membership to a stage where we are now seeking to sign a full recognition agreement with the company as soon as possible.

In conclusion, again throughout the year we have also concentrated a lot of time and effort on the education programme within the region as we believe fervently that this area needs to be tapped into to ensure the philosophy of GMB@Work is maintained from day one of becoming an activist. We now have a standing practice on the initial GMB Induction Courses where each new influx is broken up into teams and are given a team target of recruitment/organising throughout the academic year and they are recognised and congratulated for their efforts throughout the year with the winning team being presented with a token of appreciation which is awarded at the Regional Council meeting. The Birmingham & west Midlands region maintains its ardent support for the GMB@Work philosophy and appreciation must also be given to all the activists within the region who without, we would have no success whatsoever and also the staff and Officers who continue with their diligence to ensure members receive the best service possible from the moment they sign the application form.

LONDON REGION

Yet again thanks to the endeavours of the Lay Activists, Branch Secretaries, Full-Time Officers and support staff the regional membership continued to grow throughout 2012.

Thanks to the Olympics and the hard work of Officers and Lay Reps and others we experienced the moment of once again exceeding 100,000 members for the first time since 1980.

We had always been aware that the peak would be short lived as many of those employed by G4S were on temporary contracts, but the moment was sweet membership at the end of the September quarter was 103,161 comprising female 54,677, male 48,484, Grade 1, 59656, Grade 2 32,837, retired and reduced rate 10668.

As already noted, this figure will fall but we will still be posting an increase on our 2011 membership at the end of the March 2013 quarter stood at 99,841.

Retention, Recruitment and Representation

As recruitment and organisation continue to be the dominant features of the GMB's future success, we are confident this level of membership will continue to grow.

Our local and national campaigns include Local Authorities, the NHS both of which are on-going, together with ASDA, Four Seasons and Securitas.

We are aware that we are not the only union currently active in both local authority and the NHS and will be vigilant should it appear that those unions are targeting our members rather than the "non's" and will be performance managing our activities and results of both our national and regional targets. Membership maintenance and growth is paramount in today's political, industrial and financial environment.

Education & Training

The region continues to place an emphasis on Education and Training involving wherever possible, Regional Organisers in promoting GMB@Work which is fundamental in delivering a high profile top class service to our members. Which in light of the ideological driven anti-working class agenda of the Coalition is even more necessary than ever.

It is therefore pleasing to report an increased take up training including our new equality, and health and safety courses many of which are over-subscribed.

During the preceding year we have had to challenge some of our providers' colleges and tutors to ensure they meet regional requirements.

Officer and Branch involvement have both improved, but we still need to make progress with the National Induction programme and political training but they are both in hand.

The Region's Education and Training programme continues to grow to meet the increasing need for high quality Lay representatives everywhere.

Health & Safety

The region continues to develop Health and Safety awareness, involving Lay Representatives, with both the Education Department and the Health & Safety Officer emphasising the need to be pro-active in providing a risk free environment in which to work. This should also extend to meeting places.

During the year the Health & Safety Officer has amongst other visits attended Heathrow Airport carrying out health and safety audits on behalf of G4S Security airside members where restroom and welfare facilities were below par.

Further approaches to G4S Logistics also brought about a positive response. These have assisted with recruitment.

Visits have also taken place within ASDA involving health and safety audits and training for our Safety Reps that has given them more confidence when carrying out their role. A visit to west London Hillingdon Homes estate for a comprehensive safety audit around the rat infested estate received a positive response that led to all caretakers becoming members.

A Health and Safety audit was included in the spring edition of CANDID. The responses so far received from Lay members is encouraging.

We are aware that in many cases the Coalition's rhetoric about reducing red tape is a code for lowering standards which creates a greater need for constant vigilance.

Equality & Diversity

The equality and diversity forum and programme continues to develop involving more members from across the region as a whole, not just in central London as was the situation some years ago. The overall aim is to raise the awareness of Equality issues and give the lay members the confidence to identify and challenge discrimination in all its forms both in the workplace and in the community.

It is pleasing to note that equality is now taking its place and being regarded as a mainstream part of the GMB.

Legal Department Provision

In anticipation of a possible detriment as widely anticipated resulting from the Jackson report which could prove to be very costly and disruptive. We have had a very busy year for the region, along with Solicitors, examining both the potential detriment and what necessary steps we can take to lessen or mitigate the effect.

We are committed to maintaining the highest level of service possible embracing both personal injury and employment protection aspects, together with developing as comprehensive an advice service as possible. We have also linked our legal services with our industrial and political campaigns and agendas, like G4S, schools, NHS (Save our Hospitals) etc.

We are aware there could be a serious financial detriment following Jackson which is why we are fully engaged with our Solicitors to both gauge the possible predictable effects, but more importantly, determine alternative strategies.

Apart from Jackson the past year has been busy, both personal injury and employment issues. However, one case in particular deserves a mention. Resulting from an anonymous whistle-blower's letter, to the Director of the Culture & Environment Department at Camden Council.

Our member Fraser Valdez along with other members of his department was interviewed for the senior role of his department during a restructuring exercise.

Despite being a clear winner the post was awarded to a white colleague with a lower score. The Tribunal were scathing in their decision, finding that "Mr Valdez had been discriminated against at work because of his race".

Political Activities

We continue our attempts to develop and extend our political activities both to create a higher political awareness amongst members but also in anticipation of the 2015 election that will be on us all too soon.

We still have some way to go in achieving our potential number of Branch Political Officers stemming from the 2010 Congress decision. We view this to be of vital importance both in regard to the pernicious anti Trade-Union anti-worker economic policies of the Coalition and the forthcoming elections, not just the General Election 2015.

Since the creation of our Political Forum in 2010 two themes have dominated: 1) the need to promote GMB values within the Party and 2) to link the relationship of industrial and political policies much the same as Will Thorne did in the formative years.

Whilst there is still a long way to go we have seen some positive signs. More members standing for Local and County Councils, a greater interest by members (and non-members) seeking nomination as Parliamentary candidates, which we regard as very positive, especially with our TULO involvement and a realisation of the link between industrial, community and political issues, as was recently witnessed by the GMB involvement in the Save our Hospitals campaign (more on this later).

We are continuing to urge Officers', Branches and individual members to liaise more closely with their CLPs. We continue to urge branches not only to affiliate to their local CLPs, but to take up their full entitlement to representative places in order to promote a trade union perspective. Members of the Political Forum have attended branch meetings where this has been on the agenda. Such meetings have proved popular and it is an offer we have now made to all branches.

Like all regions we are now having to become seriously engaged in developing a strategy for 2015. Which will be our target seats? and in some cases which candidates should we be supporting in the key seats?

Save Our Hospitals

The London Region "Our Save Our Hospitals" campaign has grown from what was originally a campaign to defend the A&E Departments in four prominent west London hospitals from closure, but now embraces hospitals in North London and well beyond. Taken as a whole the various proposals are frightening. More so as very often they are not accompanied by a full explanation or justification.

Across the country the provision of health care and care for the elderly is under attack, and must be defended. It proves to be an issue that brings together the Unions and the community like no other. The GMB London Region played a predominant role in the leadership of the campaign promoting its values by correspondence and personal contact to over 200,000 people of the affected communities.

Austerity Policies

Like every other region the austerity policies, low wages, lack of jobs and redundancies dominate the day to day lives of members together with our determination that we should not allow membership to fall as it did during and following the Thatcher years. To this end we are launching recruitment campaigns in support of the Fair Pay policies and Living Wage initiatives within the region. Whilst these are essentially local authority based this is not exclusive, especially with the Living Wage campaign that can be as pertinent to the private sector as the public.

We have recently achieved something of a breakthrough on this front, achieving a £9 per hour minimum in Barking and Dagenham and £8.55 in Islington. Others are coming on board and we believe it gives us a platform from which to drive these campaigns forward. We also believe that where these campaigns involve a high profile GMB presence, they assist with recruitment.

The recruitment and organisation campaign in the NHS launched in 2011 continues to make progress both in members and in improving our profile within the industry.

Recognition

A recent cause for joy if not celebration, an agreement by Norse one of the big players in the contracting industry, to sign a national recognition agreement with the GMB, this is currently with National Office.

The Late John Onslow

Many members will remember John Onslow who, for many years was a London Region delegate to Congress who served on Standing Orders.

Following service in the Royal Navy during the war, John joined the gas industry initially as a stoker and soon became a GMWU Shop Steward. As well as his Trade Union involvement, which continued well after his retirement up to his death in 2008 at the age of 86, John was also deeply involved with the Labour Party and community affairs, so much so that he was posthumously honoured by the London Borough of Tower Hamlets.

On 22nd April 2013 in recognition of his outstanding services to the GMB and the local community the Tower Hamlets One Stop Shop building was renamed the John Onslow Building.

The ceremony was well attended by John's family, members of the local community and the London Region GMB. Many tributes were made including one from Mary Turner, GMB President, who described John as a true friend and a man of integrity.

MIDLAND & EAST COAST REGION

With a back drop of massive financial Government cut backs and economic uncertainty and the Government's failed attempts to stimulate the economy having an effect on the Public and Private Sector, redundancies are becoming an issue, whether it is unscrupulous employers using the situation of the economy, or the degradation of employment rights to get rid of staff.

The Region continues to support its members and activists under the Regional Secretary with three Senior Organisers leading their teams; one of four Organisers and two with five Organisers, supplemented with a (ROT) Action Team.

The Action Team still continues to support the Region in its national and regional targets: The Four Seasons project started in February; academies on a geographical basis starting in Northamptonshire; working with organisers in the NHS. The Team are also quick to react to officer/activists leads.

The trainee officer project is coming to fruition with the staff developing into organisational officers and other staff going out with officers to further enhance and develop their roles within administration.

Rolling recruitment weeks and individual officers' fortnightly organising days are still bringing new reps and organised workplaces into play even in these times of so called austerity, when we need the Union most.

Campaigns are on-going: The Living Wage Campaign; The Campaign Against the Cuts; Save the NHS; Pensions and individual companies, both private and public, where workers are being led and organised, involving community groups, local councillors MP's and the TUC. Localised training is taking place with a view to it being delivered either in the workplace or in the outer offices to develop ownership of both training and resources used.

The Region still organises Forum meetings in its areas with the Central Forum meeting on a regular basis, attended by participants from different branches and organisers. The Grantham Forum has recently met and has organised buses to demonstrations in London with the next adventure being a bus to the Durham Miners Gala.

Public Sector

With massive Government cuts and budget reductions and the opportunistic advice from the Local Government Association in local government, we have been engulfed by redundancy, restructuring, changes to terms and conditions and of course the all-encompassing reviews. This, on the back of threats of reductions in facilities time.

Although in most cases we have mitigated the section 188 and reduced the impact and hurt of redundancy with the use of voluntary redundancies, these are still jobs that have gone and the burden on those who are left to deliver a service are forever increasing.

The impact on rural communities such as East Riding of Yorkshire Council, Leicester County and Lincoln County Councils with the school closures has a devastating effect on small villages, tearing the heart out of villages and towns, but on the back of this we are seeing the Region campaigning. In Dunswell School in the East Riding of Yorkshire we have organisers, reps, community parents and Labour Politicians fighting to stop the closure with a further three new reps and a Convenor.

In East Lindsey District Council we are now the majority union. We have also managed to secure the £250 for the lowest grades in Gedling Borough Council and Ashfield District Council amongst other Councils. The Region has resisted changes to Part 3 terms and conditions in lots of Councils, but no doubt this will come back with the threat of redundancy.

Mansfield District Council has been going through the job evaluation process; this will culminate in June 2013 with a ballot. During the previous year the refuse members at MDC voted 84% in favour of action short of a strike to protect their terms and conditions.

Transfer to academies is taking place all over the Region on a massive scale. In Lincolnshire County Council the majority of schools have transferred. In Northamptonshire County Council 300 schools are TUPE'd over with green book terms and conditions. There is also a third converting in Leicester County Council. In all the transfers we are getting new reps to come to the front and stand.

Nottingham City Council continues to be robustly defended by the GMB representatives and as a consequence of that, even though there have been 1700 job losses over the last three years, the GMB membership has grown slightly. Up and down the Region we have to commend the representatives, convenors and organisers for the duties they have performed.

Within the NHS we have similar cuts, influenced by Government and the Trusts, with an HR1 being issued at Sherwood Forest Hospital with a potential 137 redundancies. This on the back of 5% cost reduction and a procurement strategy that could see the demise of community pathology. We still have steady growth in our target hospitals of Hull and East Yorkshire, North Lincs and Goole and United Lincs Hospital.

East Midlands Ambulance Service (EMAS) have seen the outsourcing of the passenger transport service to Arriva and Ambuline, where we have increased members upon transfer. The rest of EMAS is under review with the use of unworkable structures and hubs. The GMB have used different campaign strategies to minimise the impact where possible and the membership within the area has now grown to a 1000 plus and continues to grow with the assistance of the organiser, reps and branches.

Private Sector

With the doors to Asda being opened in a structured way by National, the Region has participated in the "Big Hellos". In Kettering we gained 39 members. We are continuing with the national stores trial with the use of the Region's Action Team, recruitment weeks and individual organising days, with of course the follow up visit this year.

The Region continues to do regular updates and visits to the Wilkinson Stores to ensure all members participate in the pay ballot.

The Region is still taking big hits in manufacturing. The campaign still goes on at BAE Systems - 899 jobs to go with 200 being saved at the Brough site - with the reps and local MP's lobbying shareholders' meeting in London. BMI - 2000 jobs gone nationally, 800 in this Region alone, although because of negotiation most members left with enhanced packages.

Another blow is at the Seven Seas factory in Hull. The parent company Merck Perenco are breaking up and outsourcing; the GMB is campaigning, linking up with German colleague trade unions from the European Works Council, activists and local MP's, but the company are still adamant it will close.

Lafarge and Tarmac are going through a TUPE situation with 180 quarries and cement works being sold off. Along with our reps we will continue to support our members.

It is not all bad news as throughout the Region we are still achieving pay rises for our members with the reps and organisers delivering: - Indesit 2.5% - Joy Mining 3.2% and Shultz UK 2.2% to name a few. We are still getting new reps and activists in Atlas Ward where we have a new rep and a 4% pay rise. At Aquascutum we had a massive blow with the company going into administration; the GMB lodged a protective award for our members to secure rights, another company came in and 35 ex-employees were re-employed.

TATA Steel

Production has steadily increased but nowhere near the levels of the 1990's and early 2000's. 900 white collar redundancies were announced at the turn of the year and all sites across the UK will be affected.

We have a good network of Shop Stewards and Safety Reps on site, all under the guidance of our leader, Nigel Freear, who works tirelessly on behalf of our union. Our Branch Secretary, David Lascelles, is a big asset to the GMB and our members and looks after everyone on site that requires his assistance.

We continue our good relationship with one of the big contract companies on site, Harsco Metals, and have recently set up quarterly meetings between ourselves and the management team.

Engineering and Construction

The NECC have endorsed acceptance of the employer's final offer with regards to the NAECI 2013 & Beyond pay claim. This endorsement was taken to an emergency NECC National Stewards forum. The NECC Stewards, after long deliberation, gave a unanimous vote for acceptance of the employer's final offer, which was accepted by the membership following a national ballot. This deal has seen an increase in basic pay rates and many other peripheral benefits. Further, it has given stability to industrial bargaining for the next 3 years. The West Burton CCGT project for EDF has finally finished after running over by 12 months. The GMB fully supported its members during often fraught and tense industrial relations with the main contractor AMEC.

Food Manufacturing

The local food industry, predominantly the meat processing plants, has been a fertile area for recruitment. We have had a significant uptake in membership, particularly within Cranswick Country Foods where pork is processed.

2012 saw the company attempt to cut our members pay by more than 30%. The company took an aggressive stance and pushed toward dismissal of old contracts and re-engagement on new terms. The members were left with no option and took strike action. We ultimately re-negotiated far better terms. On the back of the above issues a recruitment campaign across Cranswick Sites has seen increases of more than 50% in membership. The majority of these new members are migrant labour and they are beginning to see the GMB as a union that will and does campaign for equality across all sections and for all workers.

Again the success has been a team approach with office secretaries visiting Cranswick Sites and DHL on recruitment. At Moy Park we have two new reps which assist with the language barrier.

NORTHERN REGION

1. GMB@Work

The Northern Region remains focused on GMB@Work through workplace consolidation based on organisations where we have less than a 60% density. Full-Time Organisers are tasked with developing membership on their duty sheets with specific support from the Regional Organising Team on national targets in Team Areas, as well as greenfield recruitment leads.

Supporting the Region's GMB@Work method is the education and training of Shop Stewards as Workplace Organisers.

The Region's IT monitoring and support systems track recruitment by Team Area and workplace as part of resource allocation and the training record of Shop Stewards is an integral part of Regional ROT Reporting Systems.

The outcome is designed to maximise recruitment and recognition opportunities. With the implementation of this approach the Northern region was able to achieve recognition through the CAC and Voluntary Agreements (backed up by achieving the CAC trigger points) in companies such as: Steadmans, Carlisle; Kenton Manor Care, Newcastle upon Tyne; Akari Care, Birmingham; Roseberry Care Group, Sunderland; Bondcare Donwell House and Donwell Day Centre, Washington, Tyne and Wear.

The Regional Organising Team has been bolstered with the additional three Organising Officers who have imbedded successfully in the organising culture.

Although a lot of progress has been made in changing the emphasis from servicing to organising, it is easy to relapse into the former mode if we do not have the systems in place to monitor and encourage the mind-set to remain focused on the organising philosophy.

2. Recruitment Targets and Campaigns

The Region is very much focused on the need to organise around the National Targets Strategy. Recruitment activity was prioritised in Asda; School Support Staff in Team Areas; Security; NHS. In addition work supporting a plethora of CAC applications has been undertaken in the Private Care Sector so that 10% membership density together with petitioners has led to an influx of recruitment. In addition the recognition agreements with Akari, Kenton Manor, Roseberry, Bondcare (Donwell House and Donwell Day Centre) have increased membership.

We have also prioritised recruitment in Construction; Energy and Utilities; Wilkinsons; Private Contractors; Apprentices.

The Region has supported Young Members with a vibrant Young Members' Section in developing our network of Young members within Branches and to help build into our GMB@Work and Regional Equality Agenda the Young Members' network.

The major concern in our region, which no doubt replicated across our union is the absence of a breakthrough in any great degree in attracting new members from the youth and ethnic minority groups.

It will be our intention, therefore, to develop special projects that will concentrate on breaking through in these difficult areas.

3. Overview of Regional Developments

The extent of the Coalition Government's austerity programme is still yet to fully hit home but with about 40% of the cuts only starting to bite, the Region has suffered in economic, social, regeneration and physical ways. The Northern Region economy is still to show any signs of recovery, not helped by a Government with no growth strategy and Lenders unwilling to lend to Businesses.

The outlook, therefore, is extremely bleak, as history tells us that our region lags behind the rest and certainly the south, by approximately two years and do not see the prospects improving until after the next General Election.

However, there is potential in the provision of energy and this is where the opportunity lies for the manufacturing sector in the Northern Region.

This is an area that could see a revitalisation in manufacturing, with the need for wind, solar, wave and nuclear power, as the catalyst to breath life into the former engineering factories and shipyards. All it takes is government will to encourage investment in a longer term strategy to get businesses interested in making the move.

This will not happen until government sends a clear signal of intent, we hold our breath.

Likewise, in the civil engineering sector, where areas of the north are crying out for council housing, in the wake of a mini baby boom, where projects already in the pipeline are being restricted through inertia in the decision making process.

Politically the Local elections in 2012 consolidated Labour's gains of 2011. GMB members are now Parliamentary Candidates in Carlisle and Redcar.

The Region suffered the loss of a GMB friend and stalwart in the death of Sir Stuart Bell MP for Middlesbrough for 29 years. The GMB supported the selected candidate Andy McDonald (also a GMB member) in the subsequent By Election which Labour won.

The election process of Labour candidates for the 2014 European Elections has started and in the North East part of the Northern Region, there are four GMB members on the short list of four, to select Labour's three European Parliamentary candidates for the North Eastern Region.

In the selection for the South Shields Westminster Constituency By Election the GMB had three members on the revised short list of three to be Labour's candidate, with the successful candidate being Emma Lewell-Buck (GMB).

GMB is providing support to the North Tyneside mayoral campaign as well as to the County Council campaigns in respect of GMB members in Cumbria, Durham, and Northumberland. There have also been Local Council By Elections in Sunderland and Allerdale where the GMB has been supportive.

Public Services play an important role in the life of the Northern Region and the cuts have had an impact on our members, their families and communities. Similarly within Manufacturing and Commercial Services our GMB@Work, Industrial and Political Strategy is aimed at keeping what we have and developing these sectors across the Region.

The emergence of UKIP is causing us concern, as former Labour voters appear to be leaning in their direction.

This represents a further threat to the return of a Labour government in 2015. We did deal with the threat of the BNP and virtually eclipsed them from their strongholds in this region. However, UKIP are by far a cleverer organisation, who are more successful in hiding their right-wing credentials, behind a patriotic façade.

Labour has to up its game in the north and deliver policies that will return its former followers to the fold.

To take the northern support for granted again, as in the past, will be a huge mistake.

NORTH WEST & IRISH REGION

The Organisation Agenda laid down by GMB@Work is a fundamental part of all activities carried out by the Region.

Across the whole of the Region we continue to face high levels of job losses and attacks on terms and conditions, despite these challenges. The Region has maintained a level of membership and has grown in many areas; the fact that we have been able to do this is a credit to our officers, staff and activists who continue to face these challenges on a daily basis. Education of representatives is vital in these difficult times and the Region is proud to say that our education strategy is equipped for the challenge. In the period covered by the report, 142 new representatives have progressed through the GMB@Work/Induction training, of which 31 were new female representatives.

The training commenced with the IST (Initial Support Training) which is carried out by officers. We have built a recruitment talk into the training which has encouraged new representatives to go back into the workplace after week one and take the initiative on recruitment within their workplace – this has been a very successful exercise. Within the induction we continue to involve GMB staff who address the new representative on membership services, legal benefits and retention. As a region we see the involvement of the staff as being part of developing staff to assist them should they wish to consider looking at different roles within the GMB.

Other activities organised as part of our education strategy include: 12 learner Representatives trained and actively supporting learners on site and also the establishment of an on-site learning steering group to oversee training/learning opportunities for members. This consists of the Site Manager, HR, ULRs and the Regional Education Officers, who have all been responsible for the establishment of the site learning agreement between management and the GMB Trade Union.

We have recently concluded the initial skills assessments which are designed to assess the learners start point and at what level they are at with regard to literacy and numeracy skills. From a sample of 45 tests taken, we have identified 36 candidates that fell below a level 2 qualification in English and Maths. Our aim is to give the members an opportunity to at least achieve a level 2 qualification.

We have now agreed to deliver 3 courses on-site, starting in June, where the members will be given time off with pay to attend. We see this as being a 30 hour course being delivered over a 10 week period. The delivery of these courses will be undertaken by the Workers' Educational Association (WEA).

Employment Law Diploma – Level III - The Regional Secretary had discussed with the Education Officers, the progression of reps onto a Diploma course level III, which consisted of mainly on-line work but also involved attending monthly tutor briefings. This was arranged through TUC Manchester College, with the criteria being that representatives had to have completed level II TUC and GMB follow-on courses. The initial discussion led to 14 representatives and 10 officers being identified for enrolment.

Political Course – As a result of the success of the regional political courses, which we advised in the last report, we have since introduced a political activity on our 10 day induction course. This is covered by the Political Officer and the Regional Education Officers, to raise the awareness of all our new trade union representatives of the GMB's national political agenda.

In 2012 we held our 13th Women's Conference which was attended by a greater number of new representatives than ever before. Speakers at the event included Margaret Aspinal and a fellow member of the Hillsborough Family Support Group.

The Regional Equality Forum played a key role in promoting the GMB. Aspects of this include participating in Pride events across the North West. The Regional Equality Forum and the Region have also supported the breast cancer care campaign which has seen thousands of pounds raised to support this very worthwhile charity. The REF constitution and terms of office has been endorsed by the Regional Committee.

Communications plays a key role in GMB@Work and the last 12 months has seen a climb in the number of branches that have set up websites, Facebook and Twitter accounts – as well as more traditional forms of communication such as newsletters. The Region operates an "E-Brief" which is sent to all activists in the Region via email. The regional website, Twitter and Facebook is continually updated to ensure the latest news from both the Region and National is available to as wide an audience as possible.

Recruitment in the Region consists of both national and regional targets – recruitment is another area in which we have involved GMB staff enabling them to assist in all aspects of recruitment.

Whilst the process of mapping and consolidation is a key feature for branches within the Region we have made strides in gaining recognition in such areas as:

Wincanton, Rochdale
Global Solutions

over 100 new members
over 30 recruited.

We have also received valuable leads from members which have led to 100+ new members in the following:

Balfour Beatty Security (NHS)
Fresenive Kabi
Honeywell Turbo Technology
Bryson Recycling (NI)

In the last 12 months the ROT and the Region in general has had successful campaigns in the following areas:

NHS - The NHS is another national target but also a regional target. The national targets within the NHS are, East Lancs NHS Trust, Pennine Acute NSH Trust, Central Manchester NHS Trust and ISS Mediclean.

During the last 6 months the Region has recruited: East Lancs 18; Pennine Acute 16; Central Manchester 17; ISS Mediclean 45.

The Regional targets within the NHS have been Aintree NHS Trust, Royal Liverpool and Broadgreen NHS Trust and the Health Boards in Northern Ireland.

During the last 6 months we have recruited: Aintree NHS Trust 48; Royal Liverpool and Broadgreen NHS Trust 12; Health Boards in Northern Ireland 31.

Asda Stores - The Region was able to recruit in the Eastlands Store as part of the trial areas arrangement.

G4S - The ROT regularly attend inductions at G4S. During the last 6 months G4S recruitment which includes the recruitment at the inductions (North West members only) is: G4S Security Solutions 134; G4S Justice Service 27; G4S Cash Solutions 28.

Care Homes - In addition to the Southern Cross campaign the ROT in the North West continue to spend a lot of time recruiting in the Care Homes. Within the last 6 months we have recruited: HC1 223; CLS 71; Orchard care 43; Countrywide 11.

Schools – Dedicated teams across the whole of the Region are involved in school recruitment. This involves planned meetings within schools. The result has seen an increase in recruitment in both the North West and Northern Ireland.

It is vital for the Region and the GMB nationally that we continue to have success in recruitment. As certainly the attack on our members will continue into 2013/14.

This year has seen the loss of thousands of public service jobs as well as many in the private sector. We cannot be defeatist. We have to challenge employers industrially and where necessary legally. Maggie may have tried to destroy the unions and failed – we must ensure we take the fight to this government and to employers who continue to attack our members' terms and conditions. We in the GMB North West and Irish Region firmly believe that we are fit and ready for the challenge that lies ahead.

GMB SCOTLAND

GMB@Work The Organising Agenda

GMB Scotland in continuing with the integrated approach to GMB@Work between the Organising Team and the Organisers has resulted in significantly reducing our under-performance from two years ago to a creditable position of showing growth.

National Projects supplemented by Regional Recruitment targets has resulted in an improved performance with Commercial Services showing significant improvements while Local Government understandably has been impacted significantly in Scotland as indeed elsewhere across the UK as Local Authorities reduce their operating budgets through Voluntary Redundancy Schemes.

Organising is now structured around the Organisers reviewing their current remits and developing those employees where scope clearly remains for growth. This approach focuses on improved relationships with some of our reps and developing our workplace organisation.

A renewed focus in existing workplaces where we have failed to capitalise on growing our existing membership base is beginning to bear fruit.

Two female members of staff, one from a District Office and one from the National Admin Unit were seconded into the Organising Team and have made a valuable addition to the Team and developing well and showing significant progress to date.

Our Whisky sector continues to grow on the basis of a new agreement within the world's largest drinks company, Diageo, on the back of an agreement reached in 2012. With this company investing a further £1 billion over the next five years we continue to be well positioned for ongoing growth as we are the largest Union in the Scotch Whisky Industry.

The recent arrangements and nationally agreed position regarding Four Seasons Care Homes has now given the Region clear objectives following the agreed split between ourselves and Unison with plans well afoot for access during the remaining months of 2014.

GMB Scotland has suffered significantly, as indeed has the rest of the UK, with major job losses across the whole of the 32 Scottish Local Authorities. However, the Region ran a successful Campaign on the Living Wage as a recruitment campaign from August 2012 which began with specific materials being produced for a Team Approach across schools in particular on returning from their summer break.

The strategy was called "Back to Work, Back to Fight for Fair Pay". This utilised our Organisers and Shop Stewards in mass report backs across the Public Service Sector to highlight our message and secure support.

This initiative resulted in significant membership gains and clearly showed the advantage of campaigning on a specific goal, which captured the mood of the members and non-member. This provided a platform and energy which assisted in all of Scotland's thirty-two Local Authorities as part of this year's settlement agreeing the implementation of the Living Wage from the Highlands and Islands of Scotland to the Borders; a major achievement lifting thousands of our members and their families from a low wage poverty trap.

The Scottish Ambulance Service continues to be a significant success within the Region having mounted a successful campaign over the last few years, we now have over 1000 members, an active Branch and over 50 reps, an increase of more than 100% in membership and a six fold increase in our highly motivated and trained representatives.

Asda has now taken on a renewed impetus since the trial Store Projects have taken off; GMB Scotland have seven stores on this Project up until June this year with more to be agreed from the three month period from July to September.

A structured approach has been agreed and successful meetings have taken place with the Regional People Manager, Stores People Managers, General Store Managers, GMB Organising Team and additional Organisers allocated to this Project. This meeting proved very successful in agreeing times of access and arranging visits.

Manufacturing continues to be difficult across the Region with low output and lack of investment resulting in limited opportunities for growth. Consolidation and Retention has been a key focus within the sector. However, a few bright rays have emerged such as the Gas Terminal Project in Shetland with the establishment of a Complex to support the fabrication of the pipeline with one thousand two hundred projected employees by the year end.

Renewables could create a potential upsurge in our manufacturing base however, we still await significant investment to be made if Scotland is to achieve a net 100% energy produced via Renewables by 2020.

In general there are no significant signs of an upturn at present within Scotland's Manufacturing base.

It can be reported GMB Scotland has now moved to a position of growth which is a credible improvement over the last two years. We have in place strategic areas for our continued growth during 2013/14.

The Political scene in Scotland is still driven by the ongoing debate leading up to the Referendum on Scotland's Independence which will take place on 18th September 2014, Scotland's date with destiny, the most important decision the Scottish Nation will take in a generation.

GMB will have concluded, before the end of 2013, our engagement and consultation across our membership through local meetings, Political Forums and through our Insight Magazine. This has fully engaged Regional Committee and our Political Sub Group in conjunction with the Political Officer and Regional Secretary. This is in line with Congress and the Executive's position and the Region will be providing leadership in setting our informed position with informed guidance as to the way forward in achieving a socially just Scotland.

In ensuring an internal debate on the question of Scottish Independence takes place, we have already concluded open meetings in Inverness, Aberdeen, Dundee, Falkirk, Glasgow and Kilmarnock where members were provided with the opportunity to express any views, opinions or concerns they may have in an open forum.

These meetings covered many areas from industrial matters, Local Government, the NHS, Fiscal Autonomy, Defence and a whole range of issues which are currently unclear.

What was apparent was the lack of information but lots of rhetoric from the politicians on this subject whether from the Better Together Campaign or the Yes to Independence Campaign.

A further round of these meetings with our members is scheduled post Congress culminating in a further Political Forum Session.

This will be followed by a clear position direction as to GMB Scotland's position on the matter of an Independent Scotland which it should be noted has at this stage not found favour with discussions at Regional Council at this stage of our consultation.

Key to GMB@Work within GMB Scotland has been the wider reach of more geographically targeted training provision and delivery which has allowed less cancellations and a bigger take up of training in areas of Scotland previously not available. This has increased our numbers of newly trained workplace organisers providing a much wider comprehensive provision through a larger network, improving representation, recruitment and retention.

Labour in Scotland have now set up a "Devolution Commission" identifying additional Tax raising powers that may be devolved post a no vote in the Reference. The Scottish economy shows a small fall in employment November 2012 January 2013 with Scotland's performance being relatively strong relative to the rest of the UK.

However, employment in Scotland shows weaker growth than any other part of the UK apart from Northern Ireland.

On economic activity Scotland saw an increase of 0.7% this fails to highlight the real issues of a declining number of full-time jobs, the increase in part-time employment and under-employment, also youth unemployment is a major problem. These factors combined with a falling in real wages does nothing to stimulate growth. GMB have and continue to call for an economy based on long term investment in our manufacturing base as a means of creating growth in the economy and the creation of real jobs. GMB continues to campaign at all levels of Government in Scotland for a new manufacturing era of investment also in Public Services and the NHS.

The Region is also working closely with MSPs in the Scottish Parliament on the scandal of Blacklisting and Public Procurement, we are continuing to expose the impact and effect of this practice, demanding compensation for those who have and may continue to be affected by this vile practice by some of the major companies in the Construction Industry.

SOUTHERN REGION

Since Congress 2012, the Southern Region has been a hive of activity.

Paul Maloney took up his position as Regional Secretary on the 1st June 2012, followed by the appointment of 3 Senior Organisers and 5 Officers, so there was a complete new management structure within the Region. On the 1st August 2012, Devon, Cornwall and Somerset membership (16,000) was transferred to the new Wales and South-West Region, meaning Southern Region had to redefine its area boundaries, ensuring fairness of representation for the sections, industries and equalities i.e.

Area 1 – East & West Sussex, Dorset and Hampshire

Area 2 – Wiltshire, Berkshire, Oxon, Surrey and South-West London

Area 3 – South-East London and Kent

The 3 new areas are now established and fast becoming the union most relevant to working people. A regional plan to recover our membership loss to the South-West and Wales Region has often met obstacles but we have grown by over 1000 members since August 2012.

With the Southern, more compact Region, it was necessary to reorganise for growth and adjust budgets accordingly.

Finance Department

We have reorganised the Finance Department, with the assistance of the NAU, and the Region is now confident it can withstand any audit test. Every penny is accounted for through a proper coding and accounting system.

Organising and Membership Department

A bolstered department means we have a battle ready team, which links with area teams to identify organising and recruitment opportunities.

Legal

Southern Region legal costs had to be curtailed in the light of past expenditure. This has led to an in-depth audit of our legal services which has resulted in a regional legal service that is fit for purpose, at a fraction of the cost and a service that is directed at supporting members legally and supporting officers and branch officials through education and on the job training.

Education

Our renewed education programme has increased the numbers of officers, staff and activists put through training on a budget saving of 25%.

Political

The Region is engaged in a political process whereby we are encouraging members, activists and branches to become more politically active. All candidates are interviewed by the Region's Political Committee before we offer any support or commitment which is based on the candidate's commitment to GMB policy.

Campaigns

The Region has established a Campaigns Department which effectively promotes all workplace activity and problems into a political and community campaign.

Equality

We have a vibrant and active Equality Committee that takes part in all regional events and supports branches.

Regional Council

Using the Rule book and Regional by-laws, our newly elected Regional Council is well represented across areas, sections, industries and gender.

Regional Committee

The new Regional Committee consists of 4 women for the first time in the Region's history and elected the first black male activist.

Our equalities programme is well and truly working.

Our organising campaigns are set on:

Asda stores

NHS

Schools

Securitas

Four Seasons

Wilkinsons stores

Here are some of the Region's activities over the last year:

Demonstrations at:

- Brighton NHS regarding cuts and appointment of new chief executive
- Wandsworth Council regarding Meals on wheels

- Lewisham regarding proposed hospital closure
- Prospect Housing regarding cuts to staff terms and conditions
- Sodexo in Brighton regarding compulsory redundancies and failure to properly pay
- Windsor Council regarding withdrawal from NJC
- Starbucks Wimbledon, Brighton, Portsmouth, Colliers Wood, Merton regarding tax evasion
- Next Bromley, Brighton, Havant, Manchester, Merton,
- Carillion Swindon, London, Dartford
- Bromley Council regarding withdrawal from NJC
- TUC March for a future that works
- London Fire Control Centre regarding proposals to outsource
- Epsom and St Helier re NHS cuts and closures

All with video and pictures available on www.gmb-southern.org.uk

Events attended / organised including at:

Pride - Brighton, Bournemouth, London

Rise Anti-Racism Festival - London

First Women's Conference in Southern Region

Campaigns

Launch of new website

Launch of Twitter and Facebook

Launch of Youtube providing videos of our campaign events via website

Launch of gallery on website providing pictures of our campaign events

Launch of online survey for new members, assisting to identify workplace issues and recruitment targets

Launch of online petitions to assist in campaigns

Political

Agreement of new Political strategy

Launch of new Political Committee

New selection procedure for councillors / MPs

New policy for political donation requests

GMB Labour action days, Eastleigh, Hastings, Brixton - helping win a seat for a GMB member

Launch of Political activists network

Legal

New legal training programme for organisers and staff

Introduction of online referral process for Employment cases

New processes following introduction of Jackson reforms.

Review of all legal services to ensure best quality and value for members.

Finally the Southern Region is vibrant and confident of contributing to the continued growth of GMB.

WALES & SOUTH WEST REGION

During the last twelve months the Region has experienced significant changes, most notably following regional boundary changes and the subsequent formation of the new Wales and South West Region. This has resulted in a significant amount of reorganisation within all Sections regionally which provides a stimulus to grow Union membership.

The challenges facing our members within the Public Service Section continue to remain unabated with the on-going attack by the Tory lead Coalition on Public Services. This is primarily due to the further round of funding cuts being imposed by central Government who have little or no care as to the impact they are having on local communities.

That period since Congress 2012 has been a challenging one for all branches, representatives and Officers across the Wales and South West Region with the continuing damage caused by the Coalition Government's public spending cuts programme coupled with significant redundancies in both Public Service and Manufacturing sectors. Like many other areas of the UK, cuts in central Government spending disproportionately affect the Wales and South West Region. This coupled with the

protracted recession and a lack of economic growth across the area, is producing downward pressure on the pay and conditions of our members against the background of continuing cost of living increases. These factors are producing serious challenges but also significant opportunities for organising workers within the Wales and South West Region.

In Wales, there is an endorsed view that there is scope for adopting a different approach to delivering Public Services particularly and mitigating the impact of the spending cuts. This endorses the policy of working in partnership with the devolved Welsh Government and employees to identify ways of managing with a decreased budget while protecting jobs and services.

This cooperative relationship is exemplified by the Partnership and Managing Change Agreement which sets out the principles for delivering high quality Public Services and employment practices. Also, since 2011, the GMB, together with the Wales TUC, has been pressing for Welsh Government to enforce the Memorandum of Understanding and the Code of Practice on workforce matters relating to a two-tier workforce. The First Minister has made a public commitment to re-establishing the firm legislative footing in Wales for this code, and it is now making its way through the Assembly process.

In order to address the current situation the Region is prioritising its focus on delivering GMB@Work within each of the three sections. In line with the national organising targets the Region has increased its focus and resource on organising within schools and non-schools. Historically there still remain low levels of trade union membership amongst Public Sector workers and this is an opportunity that we are committed to exploit. The attack on Trade Union facility time is also an ever present threat given the Tory led Coalition's deep seated prejudices against organised labour. Legislation has been introduced making it more difficult for working people to gain access to employment tribunals or seek personal injury compensation. This has created a situation where the GMB has undertaken a fundamental review of how it provides legal support to our members.

With the continued budget cuts to Local Authorities, many have had no choice but to cut the services they deliver to our communities. The Region has continued to mitigate the levels of compulsory redundancies which have been kept to a minimum with the introduction of VER schemes and staff re-deployment schemes.

Job evaluation and equal pay negotiations are still on-going in many of our Local Authorities across the Region and continue to have both a positive and negative impact on our members depending on whether you are a beneficiary or not. The Region can however be proud of the fact that regionally we have secured in excess of £25 million in compensation.

The Westminster Government's strategy of imposing their academy agenda within the education system in England is facing the GMB with a challenge both in terms of maintaining recognition and retaining and building membership. Although this creates a difficult situation for the GMB, regionally, in line with the National Policy we continue to successfully ensure that recognition is maintained in those schools that have converted to Academy status while using this as an opportunity to build GMB membership. Fortunately within Wales this is not an issue that we are faced with due to the Welsh Assembly's policy on education.

The continued top down reorganisation of the NHS is also having a detrimental effect on the provision of health care within the country today. We have recently experienced further attacks on terms and conditions through changes to the "Agenda for Change" agreement and the attempt to set up a regional pay cartel all vigorously opposed by the GMB. The Region has also organised a very effective political campaign to oppose the pay cartel proposals which involved a mass rally in Bristol in December and a similar event in Plymouth in April. Recently a delegation from the Region lobbied regional MP's Ben Bradshaw and Alison Seaback who are fully supportive of our campaign.

The NHS remains a Public Sector organising target and in line with national policy the Region has identified three organising targets which are the primary focus for regional organising activity. In addition and to support this work the Region has created an NHS Organising Committee consisting of NHS Lead Organisers and key activists from within the Region to ensure the effective delivery of GMB@Work. As a result of this strategy the Region has seen an increase in our NHS membership.

The Care Sector within the UK today continues to offer opportunities to organise new members into the GMB and recently a new National agreement has been agreed between Four Seasons Healthcare and the GMB.

The Region in conjunction with the GMB nationally has been campaigning vigorously for the introduction of the Living Wage and the Region has been moderately successful in securing commitment by Local Authorities to introduce the Living Wage and we've already seen the introduction of the Living Wage within Cardiff CC, Gloucester CC, Plymouth CC, South Gloucester and Swansea.

Unfortunately the decline in manufacturing across the Area has accelerated during the protracted recession with notable closures of Shapland Leaderflush in Barnstaple and Harman and Becker in Bridgend. However the GMB does continue to maintain high levels of membership across the main shipyards of Falmouth, Appledore, and Devonport. We continue to be

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.

A more recent organising success within manufacturing in the South West comes with the organisation of the workforce at Dawn Meats abattoir in Hatherleigh. This exercise has bought about the near completion of a Recognition Agreement between the GMB and company which will give further scope to grow our membership mainly amongst the many migrant workers at the site.

Within Asda Stores the 2011 - 2012 recruitment figure stood at 336. This is the highest figure in the past 5-6 years. The Region has re-organised stores and has dedicated Officers with responsibility for stores within a geographical area. It is clear that this has proved to be a positive and productive process.

Of the three Regions which bettered their recruitment figures in 2012, (GMB Scotland, Southern and Wales & SW), the largest increase was achieved by Wales and South West, with 138 more recruited (+69.7%).

Whilst the regional figures above are positive, we have now been given access to six Asda stores within the Region. This is a challenge and it is imperative that the forthcoming access is planned constructively to ensure success if maximised. Attitude and appetite for success has to be such to exploit the increasing opportunities. All initial meetings with the GSM, PSM of the stores will be concluded by 3rd May, with access beginning from 8th May through to the 22nd June. The access visits will be attended by Asda Officers who possess the knowledge and experience which should contribute to an effective recruitment campaign. Where activities are not effective, corrective actions will be implemented from the next access period.

Relationships with regional and local management are being developed where each Officer schedules frequent visits to stores and is in attendance to the Asda PSM's quarterly meetings. Frequent visits to the stores will enhance the GMB presence, building opportunities for continuing access and developing skills of representatives to achieve self-sufficient organised stores. Each Asda officer has been advised to study their activities and ensure they manage their time in accordance to a higher percentage of recruitment and organising within their Asda responsibilities.

We held our regional shop stewards meeting on 14th February 2013 with 19 representatives in attendance. We now have 29 Workplace Organisers in comparison with 3 in late 2011. There are still many stores to organise which hopefully can be achieved during the agreed access days which are forthcoming. The next meeting will take place 13th June at Chepstow distribution including a tour of the site a presentation from National Officer, NJC Chair and the RPM of Asda South West stores. This is an opportunity to motivate the representatives and have a first-hand explanation from our distribution stewards of the history leading to national bargaining and experience the organising plans which were agreed at the Retail Conference.

The Region has secured notice boards within every store along with large A3 poster advertising for workplace representatives. We have received authorisation to hold our retail Shop Stewards quarterly meetings within various regional Asda stores and distribution sites. GMB@Work training has been undertaken by our representatives and newly appointed representatives are scheduled to attend. All are developing their skills by assisting Officers with industrial meetings and building self-confidence and knowledge. We will continue to motivate and support all Workplace Organisers with new initiatives being implemented constantly.

Within Distribution, there has recently been an election for the NJC National Committee with Rob Walters (Chepstow) being elected for our Region. Chris McCall (Bristol) has been appointed as NJC Secretary.

Eight recruitment days have been planned and booked in at both sites with the first took place 20th February. The Workplace Organisers are working to ensure membership density continues to improve. The current membership densities within the two Regional distribution sites are as follows:

- PORTBURY – 93%
- CHEPSTOW – 64%

The new Bristol distribution site is being developed and on schedule to open in September 2013, and expect to begin consultation shortly. Asda have indicated that they are looking to employ over 1000 colleagues. This is great news for the area and Region.

The Region has continually kept our members updated on pay negotiations with Wilkinson over the past 6 months.

In the course of negotiations, we have communicated the Trade Union side received information on the Company's financial position and accepted that the retail trading environment is very tough at present. We made our members aware of the GMB stance by pointing out that Wilkinson was still a profitable company and those members are suffering from high inflation rates

and the difficult economic climate. We made the point that the company is not going to improve things by awarding no pay increase and undermining staff morale. GMB continued to make the case that members deserve a percentage pay increase, however small, as some recognition of the hard work members have put into the business over the past 12 months and we are currently accessing every Wilkinson store to communicate the 1% offer in addition the company's unhelpful and undermining actions by imposing the increase from 1st May. We will continue to encourage our members to submit their ballot papers and use the Company's actions to promote the GMB and enhance the regional membership.

In addition to Asda, the Region's organising focus now has to shift firmly towards Securitas. The acquisition by Securitas of both Chubb and Reliance has created a new Company with a combined workforce of over 18,000 security officers. With the agreement of new negotiating and consultation structures for employees within Guarding, Mobile and Aviation, at both local and national level, and the new recognition agreement guarantees provision of information on new starters and access to inductions, as well as access to existing employees.

Visits have now commenced and will be ongoing until every Securitas employee has been seen by our Officers. Each employee have/will receive a regional pack individually named including regional newsletters, national newsletters, regional benefit booklet, membership form and their GMB Officer's covering letter.

We also have ongoing campaigns within British Gas Services where there is a massive potential for recruitment. Cardiff has a Service Centre where we have scheduled access days in the near future. Recruitment opportunities will be exploited and resourced accordingly, ensuring that we realise maximum potential.

These are exciting and challenging times within the Commercial Services Section. We will endeavour to ensure all campaigns are planned and implemented in a constructive and effective manner to grow GMB membership within the Wales and South West Region Commercial Service workplaces.

The Region invests 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. The Region will continue to develop and implement the new induction modules which have been endorsed by the Senior Management Team and ensure modules are delivered to the highest standard by Officers and providers.

Communication and contact with the members remains an imperative, and the Region has invested in both a website and a Member's Handbook for access and distribution purposes.

The Senior Management Team of the Region is one hundred per cent committed to building the Region further under GMB@Work, adopting strategies and implementing policies as determined both nationally and regionally and ensuring the GMB@Work ethos is enshrined in everything the Region undertakes.

YORKSHIRE & NORTH DERBYSHIRE REGION

Over the last 12 months the regional activists, staff and officers, have had to dig deep in the face of an ever worsening **Yorkshire economy**. With the second highest level of unemployment and 30,000 job losses in the public sector we have re-focused on our commitment to GMB@WORK across the region. From the start of 2013 each organiser has identified their top 6 target workplaces working with reps and branches to ensure we capitalise on those workplaces where access and issues can be turned quickly and effectively into membership growth and strengthened organisation. Our membership has held steady around the 62,000 mark and this has been in large part due to our effective retention record; we have the lowest monthly leavers' average in the union. We are slightly down on recruitment over the year but we are keeping more of those who we recruit.

The region's recruitment and organisation of school support staff continues to be the bedrock of our membership base. Our school support staff membership density has increased to 42% since last year and remains the highest in the union.

We have worked to tie in more closely the rolling **schools recruitment** programme carried out each year by the ROT and our **general local government** organising activity across the region. Our ROT is now working on general council targets alongside officers and local government reps, as well as schools in each council in the region. This also includes organising in **academies** which, whilst they present a different challenge, is crucial to our regional campaign. Our local government core group continues to set the organising strategy for local councils in the region, sharing best practice on such issues as the Living Wage Campaign. As a region we have pursued not only councils but private contractors to deliver the **living wage** to

our lowest paid members. Strike action has already been used against contractors in Sheffield and more is planned. The region will be contributing to the fringe meeting on the Living Wage Campaign at Congress.

The region has been prominent in the "**Enough is Enough**" campaign launched by the Labour leaders of West Yorkshire councils designed to put the anti-cuts message to the public and pin the blame on the Tories for the loss of jobs and services. GMB has been prominent at every rally and lobby held across the region including the "Northern Towns against the Cuts" demonstrations which have drawn huge crowds and media coverage.

We continue to commit resources to building membership in the unions' target areas, particularly the NHS, ASDA and the care sector. We have a number of green field campaigns bringing in members from the private sector: ASOS, WIRQUIN and Roundabout and we signed a single union recognition deal with Hesco Bastion in Leeds; the leading defence company which provides anti-blast defences for troops and whose name was given to Camp Bastion in Afghanistan.

In **Manufacturing**, unfortunately over the last year we have seen further decline within Remploy, with a number of closures, and transfers. The fight continues but the future still remains uncertain for many of our members within the region. In order to reinvigorate campaigning and organising activity within manufacturing we have established a **Manufacturing Core Group**, involving key activists from around the region to share best practice, and look for joint ventures all can be involved in.

Following the previous year's intensive meetings to reduce costs by drastically changing terms and conditions and freezing the pension schemes inherited at privatisation, UK Coal has now become "Coalfield Resources Ltd" and has restructured the company in an attempt to survive. Hargreaves, who bought Maltby Colliery from **UK Coal** some years ago, has come across geological problems and has decided to mothball the pit. Operations will cease early this year. They also operate Hatfield Colliery on behalf of the administrators following the collapse of PowerFuel, however, there is uncertainty about the future of Hatfield, and it may also face closure this year. One of the last remaining deep mines in the UK, Kellingley in North Yorkshire, continues to operate and produce coal.

The region has successfully launched its 4th Union Learning Fund Project. The COP, '**Community Organising Project**' will run for two years and build membership and organisation through promoting Lifelong learning in communities and workplaces in the region. In its first year to March 2013 the project team has recruited 637 members, sent 728 members on courses and recruited 104 ULR's.

The engagement with recruitment and organisation of **migrant workers** is a key part of the COP's work in the region. Two of the team are Polish and Piotr Plonka works with officers and reps in the region to build our migrant workers' branch. As a region we have developed close working links with the Polish trade union **Solidarnosc**. In February 2013 we hosted a delegation from Solidarnosc to the region which included their Deputy President, Head of Education and Head of Organising. We shared with them our GMB@WORK strategies within the region, our branch structures and took them to meet some key workplace reps so they could see GMB@WORK in practice. Their visit has led to some joint working between our two unions; in particular to combat the exploitation of Polish workers by a Yorkshire based company, 'ASOS' who are recruiting in Poland for their huge Barnsley site; bringing Polish workers over here only to dismiss them three months in to their contract.

We continue to campaign hard against **inequality**. We have settled equal pay claims in every council in the region and have on-going campaigns and live litigation 'third generation' claims in Sheffield and Bradford. In August 2012 our Leeds branches were the main sponsor and participant of the **Leeds Pride**, LGBT annual festival and in cold November we supported the '**Simon on the Streets**' homeless charity when a number of reps, staff and officers slept rough on the streets of Leeds to raise money and awareness of the plight of rough sleepers.

"How do we put an end to **domestic abuse**?", that was the question posed at a pioneering two-day seminar organised by the region in December 2012 focusing on domestic violence and the wide ranging problems that it brings. Joan Keane our lead on equalities and Michelle Bateson from our COP, organised the event and guest speakers included John and Penny Clough whose daughter was murdered, Thompsons' criminal lawyer Sean Conway, ex-offender Dave Downs who now works with children with behavioural problems and Jez Rhodes, a GMB rep in Bradford who runs a support group for men in his local area. This major event was very well supported and the region is building on the many contacts which were made as a result.

November saw another successful **Branch Activists' weekend** attended by 150 key activists from across the region, many of whom were first time delegates to the event. It was great to see a good balance between both gender and age and all fully participated in both the debates and workshops.

The general secretary was the keynote speaker and as ever inspired many of our activists.

We had 3 main workshops as follows:

- **I'm a union rep why do Politics Matter?** Speakers were Owen Jones, James Alexander York Council, Eamon O'Hearn Large
- **Austerity & Economy** – Speakers were Professor Malcolm Sawyer, Paul Novak TUC, and Rachel Reeves MP
- **Campaigning to Win** – Facilitated by Steve Pryle & Rose Conway.

The outcome of these discussions formed the region's **business plan for 2013**, thus ensuring total buy-in right across the region.

Additionally we have embraced **social media** by formally launching two Facebook Groups/ Pages GMB Yorkshire & North Derbyshire Group and GMB Yorkshire & North Derbyshire Young Members. Both have been equally successful with over 130 followers in each, this has seen an increased networking between our activist, and assisted us in disseminating information quickly, gathering support and momentum on our campaigning within the region. To build on this the region will be rolling out a one day **social media course** to encourage as many branches as possible to give social media ago and get involved in what is undoubtedly the key media for the future.

Our **legal provision** remains the envy of sister unions with our legal officer producing some astounding success in employment cases and also bringing in £28,000 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 £15 million and PI and employment another £3 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.

On the **regional political scene**, the GMB continues to lead on the TUC and our regional secretary was once again elected regional chair of TUC. Our political officer is chair of organising on the Labour Party Board and is also chair of TULO.

We excerpt 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 including the selection process at the next **general election**. That work has already started and in conjunction with Lisa Johnson from our National Political Team we have held socials in key seats and increased party membership and have earmarked trade union candidates as the ones to support in every key seat across the region. It was particularly satisfying therefore to see The Times run a front page article bemoaning the fact that unions have got our candidates selected in the vast majority of key seats! This is the organisation Progress bleating at us beating them at their own game!

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. Sickness levels remain at under 2% and once again we have not had a single grievance or disciplinary.

The calendar year 2012 saw 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!