

PRELIMINARY AGENDA



ANNUAL CONGRESS 2013

PLYMOUTH PAVILIONS

CONGRESS – SUNDAY 2 JUNE - WEDNESDAY 5 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

CONGRESS – THURSDAY 6 JUNE

9.30 am - 12.30 pm

1974 CONGRESS, BLACKPOOL

MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

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

PERIVALE BRANCH
(London Region)

GUIDELINES FOR CONGRESS BUSINESS

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

1. CONGRESS

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

Congress – Sunday 2 June - Wednesday 5 June
9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

Congress – Thursday 6 June
9.30 am - 12.30 pm

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

2. STANDING ORDERS COMMITTEE

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

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

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

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

3. GENERAL MOTIONS AND RULE AMENDMENTS

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

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

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

- (1) The Committee shall determine whether or not each Motion is "**in order**" for debate at Congress i.e.
 - whether the Motion ought to be dealt with by a more appropriate body (for example a JIC or a Section or Delegate Conference);
 - whether, at a Congress which is not a Rules Revision Congress, the Motion conflicts with a rule, or is an explicit rule amendment or would require a consequential rule amendment to give effect to its provisions;

- whether the Motion covers more than one subject;
- whether, after consultation with the delegation, the provisions of the Motion are still relevant and appropriate to the present situation (i.e. whether the Motion has been "overtaken by events");
- whether the wording of the Motion is incomprehensible;
- whether at a Rules Revision Congress, a rule amendment Motion would leave a rule deficient;
- whether the Motion conflicts with a previous Congress resolution that it does not expressly seek to overturn.

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

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

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

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

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

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

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

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

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

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

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

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

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

4. EMERGENCY MOTIONS

Any Delegate wishing to submit an Emergency Motion shall in the first instance seek the agreement of his/her Regional delegation that the Motion is an Emergency Motion. It shall then be referred to the Standing Orders Committee, which shall decide whether the Motion is an Emergency Motion after taking account of the following points:

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

Emergency Motions can be composited.

5. WITHDRAWAL OF MOTIONS

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

6. MATTERS OF URGENCY

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

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

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

7. CENTRAL EXECUTIVE COUNCIL

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

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

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

8. DEBATING PROCEDURE

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

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

- no resolution of the Congress in session can be amended, rescinded or negated by a subsequent Motion, at that Congress;
- precedence in debates shall be given to a Motion of the Central Executive Council;
- rule amendments take precedence in debate over general Motions;
- personal attacks on colleagues should not take place.

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

9. TIME LIMITS FOR SPEAKERS

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

It may be necessary, in order that the business of Congress is properly completed, that time for speakers be curtailed. The Standing Orders Committee shall recommend revised times for speakers to Congress. If, in the interests of saving Congress time, a Motion that the Central Executive Council is accepting without qualification is formally moved and seconded, there shall be no CEC speaker on the Motion.

10. VOTING

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

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

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

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

total to the General Member Auditors. The General Member Auditors shall report the result to the President.

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

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

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

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

11. VOTING FOR PRESIDENT AND VICE-PRESIDENT

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

12. LITERATURE

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

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

13. PREVIOUS CONGRESS DECISIONS

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

1974 CONGRESS, BLACKPOOL, MOTION 257

PRE-CONGRESS DELEGATE MEETINGS

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

PERIVALE BRANCH
(London Region)

1985 CONGRESS, BLACKPOOL, SPECIAL MOTION

CORE RULE 34

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

CENTRAL EXECUTIVE COUNCIL

1993 CONGRESS, PORTSMOUTH, MOTION 144

CONGRESS DOCUMENTS

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

MELTON GENERAL BRANCH
(Midland & East Coast Region)

1999 CONGRESS, BLACKPOOL, MOTION 9

CONGRESS DEMOCRACY

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

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

NORTH WEST LONDON BRANCH
(London Region)

2003 CONGRESS, BLACKPOOL, MOTION 11

UNION DEMOCRACY

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress. At last Congress many delegates supported motions but voted against because they were instructed to oppose. New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH
(London Region)

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UNION ORGANISATION

CONGRESS

1. NATIONAL EQUALITY CONFERENCE: ABILITY TO SUBMIT MOTIONS TO CONGRESS

Congress recognises the important work undertaken by the National Equalities Forum (NEF) and the development of the National Equalities Conference (NEC) in developing the equality through inclusion agenda.

Congress recognises that the NEC can only be advisory and not policy making. This Congress therefore believes that the NEC should have the ability to agree at least one motion for National Congress, similar to the system operated by the TUC Equality Conferences.

This Congress therefore agrees to amend Rule 9, clause 4 to add after the first sentence:

“In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC”.

GMB@PCS BRANCH
London Region

2. INVITES TO CONGRESS AND QUESTIONS

This motion calls for more clarity and democracy, when it comes to inviting guests and asking questions at Congress. In past years a number of controversial figures have been invited to Congress. There are many positive and negative views to inviting these people which this motion isn't concerned with these. However, this motion does feel that the decisions on who to invite should be member led. Also, in my previous years of attending there has been no clarity around the questions that are asked to guest speakers. There needs to be a more open, transparent and democratic process. This motion is calling for an open procedure put in place so that everyone has the chance to put questions forward and is aware how to.

M27 LB MERTON BRANCH
Southern Region

3. GUESTS AT CONGRESS

This Conference recognises that many members were angry with the decision to invite members of the Coalition to our last two Congresses and hear them lecture us on the need to make cuts and also on our right to take industrial action.

This is not a matter of 'free speech' - Congress believes that these persons have unparalleled access to mainstream media to spread their narrative, and so do not need another forum in which to do so and which to attack trade union members.

Congress believes that this is *our* space – an important coming together of members to discuss the democratic business of our union, and persons who wish to attack our institutions, our members, and our values, have no right to be a part of this and are not welcome here.

However, we recognise that for whatever reason, invitations to these politicians may be accepted. Therefore, we instruct the CEC to allow congress delegates the right to protest their appearance without being silenced, and we also instruct the CEC to ensure that a fair system of asking questions is allowed,

rather than the pre-prepared questions from chosen delegates as we have seen. We propose that each delegate who wishes to ask a question is assigned a number, and the number drawn from a 'hat'. This ensures a fair process rather than a stage managed set piece, and will allow other views to be democratically expressed.

B50 SUSSEX BRANCH
Southern Region

4. DECLINE IN NUMBER OF DELEGATE NOMINATIONS TO CONGRESS

Congress is concerned about the decline in the number of branches making nominations to Congress. Whilst Rule 8.7 has helped improve the participation of under-represented groups by allowing an additional 10% to be added to the regional delegation, it is clear that not all branches are making nominations.

Further, in some regions, delegate elections do not need to take place as places are uncontested and even unfilled in some cases. This does not bode well for our union's democracy and we need to ensure we do everything we can to ensure that the union's policy is agreed by a diverse, cross-section of its members.

Congress therefore instructs the union to research why branches are not putting forward nominations and whether branches have suggestions as to how participation can be improved. A full report on the findings and recommendations on how to improve participation in future years should be presented to Congress 2014.

GMB@PCS BRANCH
London Region

5. WOMENS' UNDER REPRESENTATION

This Congress is proud that almost half of GMB Union members are women. This GMB Congress is distressed that so few GMB Union Congress delegates are women.

This Congress calls on the Central Executive Council to put forward proposals for discussion to enable a Rule Change in 2015 to make half of all future GMB Union Congress delegates women.

EDMONTON/ENFIELD BRANCH
London Region

UNION ORGANISATION

GENERAL

6. PROMOTING EQUAL REPRESENTATION OF WOMEN WITHIN GMB

This Congress recognises the under-representation of women's participation in the GMB Lay and full time structures. Congress notes that membership of the union is roughly 50/50 between men and women. Congress believes that the elected Lay structure as well as the Full Time Regional and National Officers and staff should reflect the membership of the union in gender balance.

This Congress welcomes the commissioning of a report by the CEC into the involvement of women in the GMB and instructs the CEC to ensure that any report is circulated to regions and branches.

Congress requests CEC looks at under representation of women at the level of Branch, Regional, National as well as Congress delegations and make recommendations on how we can rectify issues of

under representation. The CEC should consult the National Equality Forum and Regional Equality Forums on the outcomes of the report and bring final recommendation to Congress with any rule amendments that may be required.

LONDON ENTERTAINMENT & IUSW BRANCH
London Region

7. MORE WOMEN IN THE GMB

This Congress agrees that we should be encouraging more women to become Officers and to take up Senior Officer posts to reflect the true make-up of our membership.

ESSEX PUBLIC SERVICES BRANCH
London Region

8. LEGACY OF SEXISM WITHIN THE UNIONS

This Congress notes that Unions have always been associated with working class Northern Men. More female officers are required to help and to alter this perception. The image needs to be updated and the unions as a whole need to be more representative of those that they represent.

We therefore ask Congress that GMB appoint more female full-time officers.

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

9. AMALGAMATION OF GMB UNION AND UNISON

This Congress calls on the CEC to confirm one way or the other if GMB and UNISON are involved in discussions, at any level, with a view to amalgamating the two unions or creating a new union.

LUTON BRANCH
London Region

10. RULE BOOK

This Congress calls for the rule book to be printed in booklet format as it used to be.

Z39 NORTH KENT ENGINEERING BRANCH
Southern Region

11. INDEX OF PLAIN SPEAKING

This Congress asks the CEC to produce an index of plain speaking.

More friendly format which members can understand.

The many abbreviations in our correspondence and documents addressed to members.

Z39 NORTH KENT ENGINEERING BRANCH
Southern Region

12. DISSOLVE THE NAU AND RETURN TO REGIONAL RUNNING

This Congress moves that a cost saving exercise be carried out and published with a view to returning the finance and administration to regional control with officers located accordingly.

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

13. BRANCH WEBSITES

Congress agrees to develop a means to make it easier for all branches to have an easily maintainable online presence with their own websites.

In this modern age, the GMB is at risk of falling behind other Trade Unions if it does not keep pace with Information Communication Technology. People now have smart phones and TVs so even those with no knowledge of computers can access the internet at home or on the move. With employers across all sectors embracing social media and websites, the GMB needs to do more to communicate on a regular basis with members through a variety of channels so that members can choose how we keep them up to date and when.

For a comparatively minimal set up cost, branches will be able to keep members up to date with campaigns, news and information on what Organisers are doing to protect their members.

I appreciate that not everyone has a good knowledge of IT which is why the GMB needs to support branches by developing a template site for all branches which is as easy to update as typing a letter or sending an email. With a little training this will enable the most IT phobic Branch Officers to be able to update the website easily on a weekly or daily basis.

Safeguards could easily be built in where approval from Regional Organisers or a Policy Advisor at a regional level could ensure content adheres to GMB policy.

The GMB needs to move forward and embrace modern technology to raise our profile and improve recruitment and retention of members.

HENDON BRANCH
London Region

14. SINGLE STATUS FOR GREEN CARS

This Congress moves that GMB adopt total Single Status in relation to the cars that officers of the union drive.

This motion moves for all officers of the union to drive hybrid cars, therefore meeting the Green Agenda in solidarity, unity of all employees under the green banner, a cost saving to the union by removing all other hierarchy related vehicle choice and a clear message to members old, new and prospective that we are minded to their situations a perception of the union.

The Toyota Prius for all qualifying GMB staff and officers top to bottom.

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

15. APEX SECTION

This Congress instructs Congress to revive the Apex Section or similar, to encourage recruitment and activism amongst the managerial and supervisory sections of the workforce.

CHESTERFIELD NO. 1 BRANCH
Yorkshire & North Derbyshire Region

16. DURHAM MINERS' GALA

This Congress agrees to endorse and support, through advertising and promoting, the recently launched appeal to secure the future of the Durham Miners' Gala.

This Big Meeting of trades unionists gathered together in celebration of our great working-class history with 60/70,000 Socialists on parade behind forty plus brass bands and multitudes of banners cannot be allowed to wither on the vine.

Congress, therefore, agrees to support the campaign to secure future funding in order to maintain this event.

DURHAM COUNTY LA BRANCH
Northern Region

17. FAIR TRADE REFRESHMENTS

This Congress asks that all food and drinks item procured by the GMB should, wherever possible, be locally produced or Fair Trade. In particular, all procured tea and coffee must be Fair Trade, and all procured sugar must be Fair Trade or produced in the UK. It is not acceptable for the GMB to campaign for better standards for workers in the UK, while endorsing products that undermine the rights of workers abroad.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION

RECRUITMENT & ORGANISATION

18. REVIEW OF GMB@WORK

This Congress moves that due to the unprecedented times that we find ourselves in, that an urgent review of GMB@Work takes place as it is currently 'NOT FIT FOR PURPOSE!.'

GMB@Work in its current guise has no flexibility or measures in place to support and service the ever increasing membership, which finds itself in need of our help.

The austerity measures affecting both public and private sectors are increasing workloads for lay officers who cannot meet this demand.

GMB@Work needs to reflect the changing landscape and offer help and support to the branch officers whose priority is their own employer within reasonable hours of work to which their pay is reflected.

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

19. SERVICING EXISTING MEMBERS

This Congress instructs the GMB to apply equal effort to persuading members to become active and activists to become stewards, safety reps and union learner reps, as it does to recruiting new members.

All of the above posts are needed to service the needs of existing members and motivated activists.

CHESTERFIELD NO. 1 BRANCH
Yorkshire & North Derbyshire Region

20. SUPPORT DOMESTIC SERVICE WORKERS

This Congress calls on the GMB to mount a campaign to both expose the abuse of domestic workers and to recruit them to our union to give them a strong united voice.

One hundred years ago, the largest employment sector was Domestic Service, pampering and serving the needs of the great and the good (i.e. the rich and powerful).

In the 21st Century, although the terminology and job titles may have changed, Domestic Service still exists. Just as in the past, exploitation of these workers is rife, with pay often below the minimum wage, workers with little or no recognised rights and suffering abuse. Low paid; usually women and mainly foreign workers are used as skivvies.

By its very nature, this dark secret of the upper echelons of society is well hidden. It's difficult to identify and to unionise such workers. However, the GMB has a history of organising those considered impossible to organise. The GMB should rise to this challenge.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

UNION ORGANISATION

REPRESENTATION & ACCOUNTABILITY

21. CONGRESS 2013

This Congress agrees that with the greatest respect we would ask the General Secretary to reconsider his decision to stand down as General Secretary and Treasurer of the GMB from the end of 2013.

We recognise and appreciate that his outstanding leadership since 2005 has raised the profile of the GMB and the aspirations of members, staff and officers alike.

Congress would, nonetheless, appreciate another year or so in which he could both help plan the future and put in place the programmes necessary to achieve this end.

LONDON REGIONAL COMMITTEE
London Region

22. GENERAL SECRETARY AND TREASURER

This Congress recognises the recent announcement from Paul Kenny, General Secretary of the GMB that he wishes to resign from office.

It is important to fully recognise and appreciate the hard work that Paul Kenny has given to the GMB over many years and turned this Union into a growing union and also bringing it back from the brink of financial ruin and collapse.

Paul has been a master tactician and strategist and his experience will be sadly missed. It will be almost impossible to fill his shoes as a Senior Trade Unionist the best we have seen not only in the GMB but also in the whole Trade Union Movement.

There are important political times ahead for the Trade Unions such as the next General Election and Paul has been a leading political figure not only in the GMB but also other Trade Unions.

Paul has a wealth of experience that will be missed within any Trade Union and we would therefore ask Congress to plea with Paul Kenny to stay on and lead us past the next General Election and give time to bed in a new General Secretary and Treasurer.

ISLINGTON 1 & HARINGEY BRANCH
London Region

23. GMB GENERAL SECRETARY, PAUL KENNY

This Congress asks that the CEC recognise the outstanding and unparalleled work that Paul Kenny has done for GMB and its members, with the intention that he be aware of the desire of the Union to support him in seeing out the remainder of his elected term.

LUTON BRANCH
London Region

24. GENERAL SECRETARY

This Congress is devastated by the news that Mr Paul Kenny (General Secretary) is to retire, and would respectfully request that he change his mind.

Mr Kenny, with the help of the Senior Management Team, has made the GMB a more democratic Union, a more honest Union, a Union that represents all GMB members with respect, a Union to be proud to be a member of, a Union that under his leadership has gone from strength to strength.

ROYAL SOVEREIGN BRANCH
Wales & South West Region

25. GENERAL SECRETARY

This Congress requests that Paul Kenny reconsiders his decision to stand down from his position as the General Secretary of the GMB.

Under his leadership the GMB has consolidated its position as a financially viable, professional Union to fight for, preserve and improve the quality of life for all members and their families. His personal attributes of commitment and leadership established over the duration of his term as General Secretary has ensured that the membership, officers and staff have someone they can trust and believe in, to continue to lead and take the Union forward through these difficult times of national economic and industrial challenges, until at least the natural end of his term of office.

CHELTENHAM & TEWKESBURY BRANCH
Wales & South West Region

26. RETIREMENT OF GENERAL SECRETARY

This Congress fully recognises the enormous contribution made by the General Secretary Paul Kenny in restoring stability to the GMB since the Congress in Newcastle 2005.

Following the resignation of the Union's previously dishonoured General Secretary Kevin Curran prior to the Congress in Newcastle, as recorded in the book of the Union's History 1889-2012 this "should have been the Union's darkest hour, with its previous General Secretary dishonoured and stripped of his position." However, since then, this Congress is pleased to record under Paul Kenny's inspirational, unique and commanding leadership, the GMB is now clearly recognised as the campaigning union, fighting for better pay, improved working conditions, equality, respect and social justice.

This Congress also records that Paul Kenny at every Congress since he was elected, on behalf of the Central Executive Council has announced continued financial and membership growth, as well as further modernisation of the Union's democratic structures, all of which has been built on a professional approach to managing GMB business and delivering its policies.

As a result the GMB is in good shape, and whilst the General Secretary's announcement of his pending retirement is fully respected this Congress urges the General Secretary to seriously reconsider his decision to retire.

This Congress fully understands and appreciates the sacrifice being asked of the General Secretary; at the same time recognising that these years of rebuilding the organisation has now made the union fit for purpose, and ready to meet those many challenges that lie ahead.

This Congress would be proud and honoured if Paul Kenny would agree to continue to lead the GMB as General Secretary in accordance with the Union's Rules, in order to meet those challenges and continue the fight for justice and a decent and fair society.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

27. GENERAL SECRETARIES ELECTION

This Conference asks the CEC to consider putting on hold the election for the General Secretaries position in 2013 as a result of Paul Kennys' recent announcement to step down at end of the year.

The CEC ask Paul Kenny to reconsider and ask him to stay on due to the forthcoming General Elections in 2015 and the further attacks this Coalition Government are placing on our Union.

We must focus on these important matters so would ask this Conference to support.

B50 SUSSEX BRANCH
Southern Region

28. RETIREMENT OF GENERAL SECRETARY

This Congress recognises and applauds the unprecedented contribution rendered by the current General Secretary in improving the status and stability of the GMB since entering Office.

Whilst fully appreciating and respecting his decision to retire from the Union's employment, Congress would be delighted if Paul Kenny would agree to continue as General Secretary in order to further consolidate the position of the GMB as the major campaigning Union in this country.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

29. GMB LEADERSHIP

Congress the GMB calls on Congress to urge our General Secretary, Paul Kenny to reconsider his announcement to retire.

The ebullient leadership of Paul Kenny as our General Secretary has turned the GMB from an ailing Union that was facing amalgamation on the brink of financial collapse, to a Union that has stability, vision, membership growth to give back this great union of ours its independence as an organisation that meets the needs and wishes of its members.

Working people and our members are facing difficult times as a result of the Tory Government's vicious and punitive austerity measures because of the Tories failed economic policies. Congress, this great union of ours needs more than ever the vision, drive and determination that our General Secretary, Paul Kenny has given GMB and our members throughout his time as General Secretary.

Congress, the leadership of Paul Kenny is central to the battles that we the GMB face as a result of the Tories continual fragmentation of social and working class rights and it is only with his drive and passion that we can be in a position to lead our members and the Labour Movement through these challenging times.

Congress, we are asking you to support this motion and to urge Paul Kenny to reconsider his retirement and remain as General Secretary of this great union of ours, the GMB.

BARKING BRANCH
London Region

30. GOVERNANCE OF THE UNION

This Congress believes that the current situation whereby people who have no role in the workplace can be elected to the GMB Central Executive Council is unsustainable. At this time of austerity measures, pay cuts, pay freezes and job losses it is vital that those formulating union policy have the knowledge and experience of what is actually happening.

The world of work today is very different to that of only a decade ago and it is vital that the GMB is seen as a legitimate and relevant trade union for workers. The GMB Central Executive Council should be made up of people who are active workplace representatives and not those who are unemployed or retired.

As such, we call for a change in the Rule Book to facilitate this and to ensure a more progressive and relevant governance of the Union.

GMB UNITE BRANCH
London Region

31. CEC ELECTIONS

This Congress is called upon to change the rule on election for CEC section seats. To be eligible for election on the CEC, you must work in the section or be available to work in that section so that you understand the issues in that section and are best able to represent those section members.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

32. RULE 5.4 AMENDMENT

Congress calls upon the CEC to adopt a rule amendment to Rule 5.4 which would allow the CEC, Regional Council or Regional Committee to have the power to ban a member whose actions are disruptive and not in the best interests of the Branch or the GMB, from returning to the union as a paid member once they have left to join another Trade Union.

Allowing such members to continually bring the union into disrepute through their actions can only serve to inhibit our growing union membership and harm our credibility.

PLAISTOW BRANCH
London Region

33. DISCRIMINATION AGAINST AGE – RULE 8.6

This Congress is appalled that Ageism is still apparent within the GMB rule book, namely within Rule 8.6. GMB has always striven to promote Equality, combining and encompassing all the strands and been all inclusive. But not that all inclusive. Those members who have paid their £25 on retiring, still active within their Branches and Regions, are not eligible for the 10% of their Region's delegation to Congress.

Congress instructs the CEC to amend Rule 8.6 to include retired members in the 10% of the delegations, so that rule 8.6 reads as follows:

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

FIFE PUBLIC SERVICES BRANCH
GMB Scotland

34. RETIRED LIFE MEMBERS TO BE A FULL FINANCIAL MEMBER

This Congress agrees that any Retired Life Member who has paid the £25 retired membership fee should be deemed as a full financial member for the purposes of Rule 18 Qualifying for Office and Rule 46.4 that the Retired Life Members appropriate contribution rate is the £25 for life.

T37 TIPTON BRANCH
Birmingham & West Midlands Region

35. RETIRED LIFE MEMBERS, ELIGIBILITY FOR OFFICE WITHIN THE GMB

Congress notes when a member retires from paid employment they no longer get the benefit or call on the services the GMB provides in the workplace and therefore are a limited drain on our resources.

Congress fully appreciates the role that retired lay members can and do play in the running of the GMB. We can ill afford to lose their wealth of experience, expertise, commitment, enthusiasm and knowledge, which can be fully utilise to ensure the smooth running of our Union. Congress agrees these lay members who give up their time and effort to hold office, will not be financially penalised for giving a valuable service to our Union, as compared with a fully financial member. We have a hard enough job persuading members to hold office, without placing a financial burden on them for doing so. Congress therefore instructs the CEC to bring forward to the 2014 Congress, proposals to alter the rules governing the eligibility of Retired Life Members (as defined under rule 48a), to allow these members to hold office within the GMB.

H25 ASCOT AND WINDSOR PARK BRANCH
Southern Region

36. GMB BRANCH HEALTH OFFICERS

This Congress recognises the importance and need for the introduction and development of a GMB Branch Health Officer into our branch structure.

In these times of austerity more often than not, our members do not look after their health quite as well as they should. Longer and irregular working patterns increase the risk of unhealthy eating, reduction in exercising, and the development of mental health and physical health conditions.

The Branch Health Officer would be trained in basic healthy living and well-being skills. The Health Officer would be responsible for organising healthy living and better well-being campaigns in the workplace. These could include regular blood-pressure measurements, healthy eating advice and life style advice.

The introduction of Health Officers into our branch structures could improve, extend and even save the lives of GMB members.

ASDA BEDFORD DC BRANCH
London Region

37. COMMUNITY OFFICERS

This Congress calls for the Union to create the role of “Community Officer” to work directly with communities and community organisations.

Congress 2012 voted for Motion 38 which asked the Union to directly encourage GMB Branch Activists to train in other areas of social welfare law to become “Community Champions”. This motion builds on that which it has already endorsed to help in the recruitment and retention of members particularly during a period of extreme austerity.

NORFOLK PUBLIC SERVICES BRANCH
London Region

38. ACTIVIST TITLE

This Congress agrees that any names/titles used in any GMB correspondence, publications, forms etc. shall be the names/titles used in the rule book e.g. shop steward

If no name/title exists in the rule book then national/regional advice (if any) is to be followed.

This rule covers all forms of communication including electronic.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

39. RELIGIOUS BELIEF

Congress agrees that the long standing practice of the GMB of remaining neutral, when it comes to religious belief, is the correct stance. We agree in order to be able to represent the diverse nature of our members, with their differing attitudes towards religious beliefs. The GMB should not be drawn into conflicts between religions and religious factions. Congress therefore agrees that religious belief should play no part in the decision making process and the culture of our union.

H25 ASCOT AND WINDSOR PARK BRANCH
Southern Region

UNION ORGANISATION

FINANCES & CONTRIBUTIONS

40. FINANCES

This motion calls on Congress to support a review of the GMB financial investments on ethical grounds. Last year at Congress, Paul Kenny announced that the GMB would be selling their shares in Carillion due to the dispute in Swindon. However, we feel that an overall review is necessary so that we aren't supporting unethical and unscrupulous employers and this review needs to be done on a regular basis.

M27 LB MERTON BRANCH
Southern Region

41. BRANCH INCOME AND EXPENDITURE RECORD

This Congress agrees that the Branch Income and Expenditure Record (large book) is a cumbersome and outdated method of recording branch income and expenditure and should be replaced by a simple form (spread sheet) where the Branch Secretary will record the actual financial transactions for the quarter.

B41 BIRMINGHAM RUBBER BRANCH
Birmingham & West Midlands Region

42. INCREASE OF SUBSCRIPTIONS TO BRANCHES

This Congress moves that the 10% subscription paid to branches be increased to 15% to sustain the ability to recruit and represent during the current climate that sees branches under extreme pressure due to the increased workloads generated by both the Public and Private Sector membership.

Albeit this may not achieve the same level of funding that our sister unions' branches reap the rewards of along with intensive full time regional support, this would go a long way to assisting GMB branches in their fight against the tyranny and oppression felt day in and day out!

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

43. BRANCH HONORARIA PAYMENTS

This Congress moves that the rule change introduced in a NONE rule changing year without formal consultation be reserved whereby branch autonomy over payments to branch officials was removed and placed with the NAU creating further administration for already overworked lay officials.

Payment of branch honoraria should have been consulted on, as management and audit processes are already in place, tarring all branches with the same brush in implying all are guilty of wrong doing without consultation makes us no better than the employers we face day in day out, and as a trade union we should lead by example!

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

44. FREEZE ON CONTRIBUTIONS

This Congress we are seeking that current Union Contributions are frozen at this level, during this period of austerity and hardship, we seek that Congress will show solidarity with our members.

In doing so, Congress will be putting the members first and demonstrating to them that their needs are recognised above a rise in fees, when many of our members have had little or no rise in pay

ABERDEEN CITY BRANCH
GMB Scotland

45. FREEZING OF UNION CONTRIBUTIONS

Congress, in these hard austere times we are faced with prices rising and pay not keeping in line with the rise; members are taking hard decisions on which bill to pay, so we therefore ask Congress to freeze the union contribution at its present rate for at least a 12 month period.

ANWICK & MID LINGS BRANCH
Midland & East Coast Region

46. MEMBER CONTRIBUTION RATE FREEZE

This Congress moves that due to the cuts to the terms and conditions of our members and freezes to pay for 3 years, that there be a 2 year freeze on the contribution rate, which will sustain and maintain current membership as well as making the union more attractive to potential new members!

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

47. MEMBERS CONTRIBUTION RATES, BENEFITS & ALLOWANCES LEVELS

This Congress agrees to keep members' contribution rates, levels of members' benefits and claimable allowances at the present levels for a further 12 months.

CHELTENHAM & TEWKESBURY BRANCH
Wales & South West Region

48. CONTRIBUTION RATES/FLAT RATE VS VARIED RATES

This Congress calls on the CEC to examine the number of contribution rates GMB has, with a view to exploring whether contribution rates based on actual income as opposed to hours worked would be more beneficial in regard to membership recruitment and income generation.

LUTON BRANCH
London Region

49. ADDITIONAL CONTRIBUTION LEVEL

Congress agrees that a new permanent grade be set up. This grade would be between grade 1 and grade 2, fully paid up member.

The branch feels that with quite a lot of authorities using agencies to help back up their services, a new grade should be set up to compensate, as the amount of money the agency staff receive is neither on the same scale as either a full time employee or a student.

BRAINTREE & BOCKING BRANCH
London Region

50. GMB FAMILY MEMBERSHIP RATE

This Congress calls for a "family" rate of membership.

During this current economic climate people are increasingly being forced to cut costs. For some this may mean not being able to join the Union, whilst others may have to cancel their membership as they feel they can no longer afford their subscriptions.

A family rate would encourage membership by offering affordability and also encourage young family members to join. This in turn would increase our youth membership, who are the future of our union.

NORFOLK PUBLIC SERVICES BRANCH
London Region

51. COMMUNITY MEMBERSHIP

This Congress notes that the GMB is an open and democratic organisation and welcomes into membership people from any industry or walk of life who are committed to upholding the aims and rules of the union.

We feel that given the contribution rates we are excluding a section of society who are not able to find work but wish to become active within the GMB to help lead the way with campaigns around issues which affect their communities.

We would like to see a new rate introduced which is affordable. An example could be 40p per week so that it is highly competitive with sister unions. This will be titled the community membership rate.

It will give our members access to training courses and support from their branches and region in any campaign matter the union supports. By introducing this rate, members of the community membership

when becoming employed will take the union with them. They will have the skills already to become shop steward if they wish to do so which will not only help to grow the union but help build the GMB's profile at the same time.

Congress therefore calls on the GMB to introduce a community membership rate by no later than Congress 2014.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

52. CONTRIBUTION RATE FOR UNEMPLOYED MEMBERS

This Congress notes the increasing need to win over public support to be successful in our campaigns in defence of jobs, pensions and services. We also note the need to work with the wider community on issues, resulting from welfare reform, which are affecting our members.

Our branch prides itself on the work it carries out in our area winning the Regional Branch Community Campaign of the Year Award two years running.

We note the innovative work being carried out by other trade unions in relation to community membership. The branch recognises the prohibitive rate of contributions for those out of work.

We, therefore, instruct the GMB to investigate community membership and organisation for the benefit of the union, its campaigns and our communities.

CHESTERFIELD NO. 1 BRANCH
Yorkshire & North Derbyshire Region

53. MEMBERSHIP RATES FOR THOSE IN FULL-TIME EDUCATION

This Congress calls on the CEC to investigate the introduction of an annual payment system for all those studying in Full-Time Education.

The current subscription system does not take into account that most university students receive their grants/loans as annual lump sums. Nor does it recognise the fact that very few of our potential younger members (i.e. those attending school) have any form of regular income.

Congress believes that if a method of annual payment were introduced with specially tailored rates, then those students on annual grants would be more inclined to become members, and that this system would give parents and other family members, guardians and friends the opportunity of giving membership as a gift to young people.

Congress believes that the Union could increase membership within these age groups by highlighting both the advantages of membership and the legal protection it offers.

NORWICH GENERAL BRANCH
London Region

54. YOUTH

Congress agrees to put in place new subscription rates and a recruitment campaign for young people. This would include:

- The unemployed rate for those on unpaid "work experience"

- A special rate for those on zero hours contracts or “self-employed” contracts with irregular work; taking into account that a regular weekly/monthly rate will not be appropriate and flexible payments more acceptable – perhaps a percentage of earnings in any 6 month period.
- Negotiation with GMB organized companies (e.g. ASDA) so that young people forced into “work experience” are enabled to attend training sessions about the union. Also that existing members should suffer no detriment as a result of the “employment” of these free workers (e.g. loss of overtime and jobs).
- Regions should undertake research to find out which employers are using unpaid claimants and then target these employers and recruit the workers.

This is because young people are being increasingly exploited and are increasingly unlikely to join unions, partly because of the cost.

LOWESTOFT BRANCH
London Region

55. GMB YOUNG MEMBERS AND APPRENTICES MEMBERS RATES

This Congress recognises that the engaging of young people into our membership is paramount to the Union’s on-going goals of growing its membership. We ask the CEC, therefore, to give consideration to introducing a new rate specifically for young apprentice’s posts that will enable GMB activists to target and recruit those young persons entering the employment market early in their careers.

RHONDDA CYNON TAFF BRANCH
Wales & South West Region

56. APPRENTICE RECRUITMENT RATES

This Congress notes the wage of apprentices is very poor £2.65 per hour. Many apprenticeships are excellent value run to a high quality.

However, all too often young people find themselves on sub-standard schemes where employers don’t invest in apprenticeships and simply employ the young as a cheap source of labour.

These young apprentices need the help of unions so we ask that unions have a reduced rate for them so they are safe with the union backing.

ALFRETON NO. 1 BRANCH
Midland & East Coast Region

57. APPRENTICE CONTRIBUTION RATE

This Congress calls for the introduction of an apprentice contribution rate which would take into account that many apprentices spend the first two years on low wages, in particular when they are between ages 16 and 18.

The current minimum wage for those under 18 is £3.68, but those employed as apprentices, £2.65.

We feel that an incremental increase in contributions would help to encourage more young people to join our union whilst they are on the bottom rung of the earnings ladder, as part of an apprentice contribution rate.

LEICESTER SERVICES BRANCH
Midland & East Coast Region

58. SCHOOL SUPPORT STAFF CONTRIBUTION LEVEL

This Congress calls for a “school support staff” membership rate for those paid “term time” only.

At a time when Central Government are deconstructing our educational system, it is vital that school support staff are able to afford union membership, so that they can be protected in their workplace.

NORFOLK PUBLIC SERVICES BRANCH
London Region

59. TAX FREE TRADE UNION CONTRIBUTIONS

This Congress calls for the Union to campaign for union membership fees to be tax deductible.

This is an equality issue as professionals can have their subscription fees deducted against their tax. Union membership fees are exclusively for the purpose of work and ensure that the workplace is a safer place to work and better paid than non-unionised workplaces.

We submit that to restrict such tax allowances to the professional classes is discriminatory against working class employees and workers. We ask the Union to vigorously campaign and use its influence in the Labour Party to make this happen after the next General Election when we, hopefully, get a Labour Government.

NORFOLK PUBLIC SERVICES BRANCH
London Region

60. FUNDING OF THE EQUALITY AGENDA

Congress, GMB is setting in place a number of equality initiatives and is to be congratulated for this.

The General Secretary congratulated London Region on its creativity in the equality field, and expressed his support.

Those members who are included in these initiatives (women, black and ethnic minority people, young people, LGBT groups, people with disability, migrant workers and older members) are likely to be lower paid and have greater transport problems.

Therefore the union agrees that regions will fund members' expenses for attending these meetings and also fund the cost of running the meetings (venue, crèche, refreshments etc). If GMB is serious about empowering and enfranchising such groups, then they must be properly and fully funded by the Union regionally and not by branches, which have less and less disposable money. This is the case with the other major Unions.

LOWESTOFT BRANCH
London Region

UNION ORGANISATION

UNION BENEFITS & SERVICES

61. ACCRUED MEMBERSHIP BENEFITS

This Congress calls upon the CEC to investigate as a matter of urgency the benefits of membership of GMB with a view to providing more benefits accrued by and increased by length of membership so as to increase retention.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

UNION ORGANISATION

EDUCATION & TRAINING

62. DEFENDING THE UNION LEARNING FUND

This Conference asks the GMB to Campaign for the reinstatement of the Union Learning Fund (ULF) as well as getting the Labour Party to raise this in Parliament.

There have been many credible studies and reports carried out on behalf of the government and the TUC outlining the benefit the ULF has had on the British labour force and in turn the increased productivity, profitability and decreased health related absence the UK businesses have experienced as a direct result of the ULF.

The ULF has also played a substantial role in attempting to minimise the skills gaps in the UK as well as raising the level of education. Cutting the funding for the ULF is reducing the ability for the UK to once again compete in the global market, a position we once held with pride.

It is too often when businesses in the UK outsource valuable work to other countries leaving UK citizens hard pressed to find work. Our desire is to see a highly skilled workforce in the UK which will attract businesses to the UK and the ULF will help us get there and stay there.

Please can the GMB lobby the Labour Party to raise the issue in parliament to reconsider stopping funding to the ULF.

B50 SUSSEX BRANCH
Southern Region

63. WORKING CLASS EDUCATION

This Congress calls on the CEC to support efforts to revive and strengthen independent working class education within the GMB. At a time when little formal education is taught to challenge the social and economic orthodoxy it is important that we learn the lessons of history and of trade unions' political and economic growth. We call on the CEC to produce a report for Congress 2014 setting out existing provision and opportunities to work within the GMB and with outside partners to better represent workers history and alternative economic theories to a new generation of GMB activists and members.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

64. GMB WORK CLUBS

This Congress calls upon the GMB to actively work with partners and our members who are in need due to the recession, to develop support services and GMB "work clubs" to assist them back into employment.

We are concerned that many contractors are engaged in tick box exercises without addressing the real needs of the member. It has been revealed that some of the private agencies running the work programme are 'parking' disabled job seekers and offering a very poor service despite substantial funding to help people back in work funded for by the tax payers. The Union can be at the forefront of demonstrating our commitment to members and the wider community in and out of work through the wider partnerships and services identified in establishing GMB "work clubs".

We ask Branches and Regions to work with Union Learning Projects and other partners to ensure that a range of good quality services and support mechanisms are established in their areas, where possible supported and run by the Union members themselves.

Q22 MANCHESTER CENTRAL BRANCH
North West & Irish Region

UNION ORGANISATION

EQUALITY & INCLUSION

65. EQUALITY

This Conference instructs the CEC to change the number of delegates to be elected to the National Equalities Forum. That each region may elect one delegate from each of the strands at their Region Equalities Conference to the National Equalities Forum, for a term of 4 years. This is in line with the elections of the CEC.

MILTON KEYNES CITY BRANCH
London Region

66. NATIONAL EQUALITIES FORUM

Congress agrees in order to represent an aging workforce properly, there will be 2 seats for representatives specialising in age discrimination, on the National Equalities Forum.

H25 ASCOT AND WINDSOR PARK BRANCH
Southern Region

67. NATIONAL GMB WOMEN'S CONFERENCE

This Congress asks the CEC to instigate an Annual Women's Conference as soon as possible.

ESSEX PUBLIC SERVICES BRANCH
London Region

68. OUTLAWING BULLYING

Congress agrees to campaign to outlaw bullying from the workplace in all forms, permanently.

Current legislation does little to protect workers from bullying and intimidation in the workplace. While there are some limited safeguards for those with protected characteristics which include, race, religion or belief, gender, gender reassignment, sexuality, disability and age, a bully can harass individuals or a group of people without being brought to account, so long as they treat them all the same. This means an employer can intimidate all of their staff and get away with it.

The current legislation also does very little to protect those with the identified characteristics because unless you can prove the bullying is linked to one of them, there is no recourse in law.

Congress further agrees to commit to campaigning to change the law so that bullying in work will not be tolerated whether or not it is linked to the age, sex, race, ability, sexuality, gender reassignment, religion, belief, look, feel or any other characteristic of an individual.

HENDON BRANCH
London Region

69. ENGAGE WITH OUR YOUNG PEOPLE

This Congress is called upon to drive a campaign to encourage all our activists and organisers to contact their local schools, colleges and universities to begin a dialogue and build a relationship with our young people on the relevance of Trade Unions in the 21st Century.

To facilitate this activity and to encourage ownership with our future membership, it would be encouraging for GMB to offer a student rate to any young person wishing to join up to the principle of Unity before they enter the world of full time work.

T10 TAMWORTH BRANCH
Birmingham & West Midlands Region

70. HOMOPHOBIC BULLYING 'A DAILY NIGHTMARE' FOR OVER HALF OF BRITAIN'S SCHOOL PUPILS

This Congress notes that pioneering research reveals serious concerns about homophobic language and that nearly a quarter of gay young people attempt suicide.

New research carried out by the University of Cambridge for Stonewall's School Report 2012 has found that 55% of lesbian, gay and bisexual pupils in Britain's secondary schools experience homophobic bullying. The research, based on a national survey of 1,614 young people, also found that nearly a quarter (23%) of gay young people have attempted to take their own life and more than half (56%) deliberately harm themselves.

The School Report 2012 reveals that 99% of gay young people hear homophobic language – like 'that's so gay' and 'you're so gay'. However, a quarter of gay young people, rising to over a third in faith schools, report that teachers never challenge homophobic language. In schools where teaching staff never challenge homophobic remarks, the rate of homophobic bullying is far higher than in schools where such language is always challenged (71% compared to 43%).

Stonewall Chief Executive Ben Summerskill said: 'It's unacceptable that over half of gay young people face a daily nightmare of homophobic bullying and deeply worrying that many schools and teachers still fail to challenge it effectively. Thankfully Stonewall's years of work with thousands of schools and local authorities has reduced the overall level of homophobic bullying significantly. But we won't rest until every single gay young person in this country can walk through their school gates every morning without fear of being bullied just because of the way they were born.'

Schools Minister, Nick Gibb, said: 'Homophobic bullying, of any kind and of any child, is completely unacceptable. No child should have to suffer fear, victimisation or disruption as a result of bullying, either on or off school premises. Tackling poor behaviour and bullying are top priorities for the coalition government. Working with Stonewall and other groups, we are supporting schools to take a zero tolerance approach to all forms of bullying. We are also clear that homophobic language should become as unacceptable as racial slurs.'

Shadow Education Secretary, Stephen Twigg, speaking at Stonewall's Education for All Conference in London today, paid tribute to Stonewall for making a 'vital contribution' to discussions about homophobic bullying. 'Every school and college must be a safe environment for everyone learning and working there,' he said. 'Stonewall's School Report sets out challenges for schools, the Department for Education and Ofsted. It also makes recommendations for local authorities and academy chains – it's vital that these are adopted.'

Today's report updates Stonewall's School Report 2007, which found that nearly two thirds of young people were being homophobically bullied. Homophobic language remains as prevalent today as it was in 2007, although twice as many young people today report their schools say homophobic bullying is wrong (50%, up from 25% in 2007).

We therefore ask Congress to support this motion to have LGBT awareness added to the School Curriculum.

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

71. DOMESTIC VIOLENCE (DV)

Congress, since it is estimated that one in four women report being victims of domestic violence to police, it is reasonable to assume that the incidence of domestic violence is much higher, as many will not report it to anyone. Many of our members will suffer from domestic violence (including one in six men) and suffer in the workplace because of it, as they will have poor sick records and be isolated and depressed. Up till now GMB has not offered any assistance or campaign to support these members. Congress resolves therefore to:

- Put a page with advice and information on the GMB website
- Include a session on Domestic Violence Awareness in all workplace organizer courses
- Advise and assist branches to elect DV Officers who will be able to assist members and workplace organisers on this issue.
- Include policies on supporting DV sufferers in all agreements with employers
- Produce and publish an information leaflet to be circulated widely.

This is an issue affecting many members in all our workplaces and GMB should make sure that they do not need to suffer in silence and isolation any longer.

LOWESTOFT BRANCH
London Region

72. SEXUAL VIOLENCE

Congress, the on-going revelations regarding Jimmy Savile's paedophilia are likely to provide a watershed moment in terms of the way British Society views child sex abuse and violence against women more generally. For instance, just like with the Rochdale "grooming" victims, most of Savile's victims did not fit the assumption of what a real victim should be like – and they weren't believed. Many victims of sexual violence who do tell what's happened to them are not believed and hopefully the women – and men – coming forward will challenge the sexist stereotypes. But in another way, Savile – and "grooming" gangs – are atypical. We know that most of all child sex abuse and violence against women is perpetrated by someone they know, either within their family or wider social circle.

Congress instructs the CEC to:

- 1) Review to which women's groups it is affiliated.
- 2) If none of these groups are actively working to challenge the underlying assumptions around sexual violence against women and children then affiliate to at least one group which prioritises this work.

GMB@PCS BRANCH
London Region

73. EQUAL MARRIAGE

This Congress notes the work of the National Equality Forum and Conference over recent years and particularly the work that has been put in to campaign for equal treatment of same sex couples on issues such as equal marriage.

Congress condemns the Coalition Government and those in the Church of England who have been equivocal on the equal and fair treatment of same sex couples.

Congress believes, quite simply, that same sex couples should have the same choices as the heterosexual community and there should be genuine parity of esteem, with no equivocation.

Congress calls for the Coalition Government, for the Labour Party to state that it will adopt this policy and write it into its policy programme for 2015, with a report back to Congress on developments.

NORTHUMBERLAND COUNTY LA BRANCH
Northern Region

74. EQUAL MARRIAGE

This Congress acknowledges the role individuals and political parties have played in campaigning for greater rights and freedoms from Lesbian, Gay, Bisexual and Transgender people in the last 20 years. Congress notes and welcomed the introduction of civil partnerships for same-sex couples by the previous Labour government. Congress supports the current proposals to consult on how to enable same-sex couples to have a civil marriage and the subsequent introduction of legislation in this parliament to make this a reality.

NEWCASTLE CITY LA BRANCH
Northern Region

75. SAME SEX PARENTING

This Congress notes that, these days for a same sex couple to go through the process of starting or extending a family there are too many cost implications. Same sex families are the only families that can say 100% that their child was planned and not created through any mistake or misdemeanours.

We therefore ask Congress to support this motion that same sex couples should have the same rights as heterosexual couples when planning a family.

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

76. HARASSMENT - EQUALITY ACT SECTION 40

This Congress is concerned about the Coalition Government's repeal of the rules outlawing third party harassment which in the 2010 Equality Act under Section 40 enabled an employee to claim against an employer where they have been harassed by a third party such as a customer of the employer.

This is a retrograde step in repealing Section 40 which was a protection to workers particularly in the catering/hospitality and care sectors who are particularly vulnerable to this change in the law and we call on the CEC to mount a campaign to get this particular section of the Act re-instated. An Act that was hard fought for and is now being dismantled by this present government.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

77. DISCRIMINATION – EQUALITY ACT SECTION 138

This Congress condemns the removal of the right of workers who believe they have suffered discrimination to use statute-backed equality questionnaires. Under the 2010 Equality Act Section 138 employees have the power to ask questions of an employer about any unlawful discrimination that they have suffered and the employers were expected to answer within eight weeks.

Once again this Government is ignoring its own consultation and intends to scrap Section 138 and this is yet another attack on the hard won Equality Act and we call on the Labour Party to condemn the attacks on this Act.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

78. TAKING ACTION TO DEFEND A WOMAN'S RIGHT TO CHOOSE

Congress notes with pride GMB's long standing commitment to womens' right to bodily autonomy, including the right to choose to have an abortion. These rights are frequently under attack by ideological and religious groups and individuals who feel entitled to have a say in the decisions women make. Conference calls on GMB to take action to protect womens' right to choose by:

1. Participating in the forthcoming consultation on provision of counselling for those considering abortion in order to prevent anti-choice organisations being selected to offer counselling.
2. Calling on the Home Secretary and Secretary of State for Health to make a public statement that women seeking to access legal medical treatment, including abortion, are entitled to their right to privacy and to seek treatment without experiencing harassment and intimidation by anti-choice protestors.
3. Sending to branches and women members' information on how to make their voices heard through www.prochoicemajority.co.uk/
4. Encouraging GMB members who work in schools to inform Education for Choice if anti-choice organisations are invited to promote ideologically motivated and factually incorrect material about abortion to pupils.

LONDON ENTERTAINMENT & IUSW BRANCH
London Region

79. DISABILITY ATTACK

This Congress believes that people with disabilities in this country are facing unrestrained attacks from those with authority and control. We resolve to campaign and work in alliance with other local and national groups - DEPAC and UKUncut among others - against the attacks on people with disabilities, particularly attacks on employment, benefits and other support services. Of particular recent concern have been the attacks on Remploy employees and the cuts to Disability Living Allowance.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

80. LEGISLATIVE CHANGES TO MATERNITY LEAVE

Congress is concerned at this Government's continued cutbacks and attacks on workers' rights which are primarily impacting upon women. In particular the proposals originally contained in the Modern Workplaces consultation to reduce maternity leave to 18 weeks will be detrimental to both the mother's and child's health and well-being. In addition, there are proposals to make changes to maternity pay and indications that employment rights for women on maternity leave will also be reduced.

Whilst Congress supports the notion and aim of shared parenting, this will not be achieved by reducing rights to maternity leave. In addition, based on international evidence, it is unlikely that proposals would improve the take-up of leave by fathers/partners.

Congress therefore calls upon the union to actively campaign to protect women's pregnancy and maternity rights and in addition to support campaigns by the TUC, Maternity Action, Working Families and others. Such campaigning should encompass:

- Protection for 26 weeks maternity leave as a minimum;
- Defending enhanced occupational maternity schemes;
- Tackling pregnancy discrimination in the workplace;
- Alternative proposals for paternity/parental leave which promote equality;
- Enhancing, not reducing, family income during maternity;
- Paternity/partner and parental leave.

GMB@PCS BRANCH
London Region

EMPLOYMENT POLICY

HEALTH, SAFETY & ENVIRONMENT

81. HEALTH AND SAFETY

This Congress condemns the amendment on health and safety legislation slipped in to the Enterprise and Regulatory Reform Bill which could turn the clock back more than 100 years and represents a fundamental shift in attitudes to workers' safety. This Government introduced this amendment at the last minute deciding it was unfair that employers should be forced to pay compensation to employees injured or made ill by their work.

Once again this Government is attacking workers in favour of employers and we call on the CEC to mount a campaign to stop this iniquitous attack on the health and safety of our members taking us back decades and look to the Labour Party to lend their support to this.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

82. THE FACTORY INSPECTOR –THE SLEEPING POLICEMAN

This Congress calls upon the GMB to urge government to increase the budget of the Health and Safety Executive so that more not less workplaces can expect to receive visits from the factory inspector.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland and East Coast Region

83. CAMPAIGN FOR REVIEW OF DISPLAY SCREEN EQUIPMENT REGULATIONS 1992

This Congress notes that these regulations need to be updated to take into account the technological advances in the equipment during the last twenty years.

ASHFIELD NO. 1 BRANCH
Midland and East Coast Region

84. MENTAL HEALTH AWARENESS

The Manchester 115 Branch calls upon Conference to use every opportunity in 2013 and beyond to promote and raise general mental health awareness in the workplace.

We also ask Conference to endorse and 'champion' the development of an on-going campaign encouraging 'Mental Health Awareness in the Workplace', for the benefit of all members.

This will be achieved through a coordinated and sustainable campaign, encouraging the development of a better understanding of Mental Health whilst providing a robust support mechanism for members, centered around the promotion of an 'early intervention strategy', so supporting our members at times when they feel most vulnerable; the lead focus of our campaign would be.

The GMB 'We are here today – for your tomorrows'.

MANCHESTER 115 BRANCH
North West & Irish Region

85. REGENERATION

This Congress calls on the Coalition Government to do much more by way of stimulating regeneration than it is currently doing. It is a travesty that Local Enterprise Partnerships (LEPs) are operating in a lot of areas in isolation within relatively parochial boundaries. Much more needs to be done by Central Government to enable better use of derelict land such as along the banks of the rivers running through the towns and cities of former industrial heartlands. Congress believes that areas that were once employers of thousands of workers in manufacturing, could be readily used for investment in green technological industries such as wind farm and other renewable technology. Congress calls on central and local government to work in tandem with the business community so that employment and regeneration opportunities are invested in at a time when UK PLC desperately needs it.

ROWNTREES INDUSTRIAL BRANCH
Northern Region

86. GREEN JOBS

This Congress calls upon this coalition government to do everything possible to support the Green Port of Hull and create Green energy jobs and employment in the Yorkshire and Humber Region.

BRITISH AEROSPACE APEX BROUGH BRANCH
Midland and East Coast Region

87. BUSINESS SOLVENCY V ENVIRONMENT

Congress supports the UK Ferry Industry and the vital services it provides in moving people and goods to and from Europe.

Congress further has a fundamental support for protection of the environment.

Congress recognizes that there is currently friction between the two policies as the cost of making environmental improvement, is massively increasing the cost burden to shipping companies operating in the waters around the UK. Low sulphur fuel and the continuous policy of removing other chemicals from fuels is increasing costs to a unsustainable level which will bankrupt many companies.

The business pressures in an industry suffering severe difficulty in recession Europe are taking many companies to the edge of insolvency and the introduction of low sulphur in 2015 will cause the end for

many. In P&O Ferries where GMB has membership, the anticipated increase in fuel cost is in the order of 50/60%.

Congress urges GMB officials in conjunction with our other sister unions in the UK and Europe, to lobby for a delay in the introduction of low sulphur. GMB must join the campaign to support the shipping companies until better economic times and after a longer development time to reduce the increase in costs created by environmentally cleaner fuel.

X23 DOVER FERRIES BRANCH
Southern Region

EMPLOYMENT POLICY

PENSIONS & RETIREMENT

88. PENSIONS

This Congress is appalled that the Coalition Government is introducing pension changes that will erode the value of occupational pensions for many workers. Following a pattern of behaviour since the Coalition Government came to power in 2010, middle and lower incomes have the most to lose.

Congress calls for these changes to be put on hold and urges the Labour Party to say that it will repeal these changes as part of its policy programme for the 2015 General Election.

ASDA TYNESIDE BRANCH
Northern Region

89. PENSIONS

This Congress believes the Government's proposals on Pensions will ensure that many low paid workers in occupational pension schemes will pay more, work longer for less return. Congress believes that as such the incentive to stay in an occupational scheme will dramatically reduce over time. Congress believes that apart from increasing the burden on the State in future years, this is a scandalous position for the Coalition Government to take.

It shows their utter contempt for the masses. Congress calls on the Labour Party in Opposition to stipulate their position on the future of pensions in the run up to the next General Election and for this to be reported to the CEC.

GATESHEAD L A BRANCH
Northern Region

90. STATE PENSION SYSTEM

Congress notes that the Con-Dem Government has introduced a White Paper and Draft Bill to change the state pension system. Congress further notes that the Government's own information shows:

- That there are some winners – but a majority of people will lose out.
- It is discriminatory
- That the Treasury will gain £6bn per annum
- That an additional National Insurance Tax Rise will seriously hit defined benefit pension schemes and their 7 million members.
- That faster and further rises to the state pension age are likely.

GMB has been at the forefront of highlighting the truth about this Con-Dem con-trick and this Conference resolves to redouble our efforts to show that this Government is no friend to pensioners or future pensioners.

Congress further agrees we should continue to argue for earnings related pensions.

HENDON BRANCH
London Region

91. A FAIR STATE PENSION FOR ALL

This Congress rejects the idea of one size fits all state pensions and calls for the CEC to campaign for a fair pension for all that recognises the individual contributions that workers have made in their working life and their personal financial circumstances at their retirement.

GMB MID LINCS BRANCH
Midland and East Coast Region

92. PENSIONS REFORM

This Congress agrees that state pensions should be at a level where means testing is not necessary. However Congress does not agree that any change should be at the expense of any future retirees having to fund the reform.

We instruct the GMB nationally to lobby through our Pensions Department to stop this from happening.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

93. A BETTER LIFE FOR PENSIONERS

This Congress instructs the GMB to start a campaign to enhance the life of pensioners in Britain and especially a campaign to put pressure on the Government to stop taxing all pensions, company and state. As all pensions should be tax free.

REMPLOY LANARKSHIRE 306 (CFTA) BRANCH
GMB Scotland

94. IDS PROPOSED FLAT RATE PENSIONS

Congress views with scepticism flat rate pension of £144 a week proposed by Iain Duncan-Smith, and agrees it is a CONservative trick.

Although it is claimed it could lead to a higher pension for women, it would be at the cost of higher contributions over a longer period. It would also result in many current contributors getting lower pensions than their contributions merit.

The £144 is substantially less than current pensions for many who contribute to both the basic pension and SERPS. There may also be substantial increases in contributions for Public Sector workers.

Iain Duncan-Smith has not suddenly become Florence Nightingale, the real purpose of this proposal is to save the Government money.

Congress agrees with the view of the National Pensioners Convention that this scheme is a trick and this motion calls on GMB to continue to campaign for an all round improvement to all state retirement pensions.

HOME COUNTIES GENERAL BRANCH
London Region

EMPLOYMENT POLICY

RIGHTS AT WORK

95. BLACKLISTING

Congress recognises the work done by the GMB in its investigations on blacklisting of our members.

However, Congress notes the incompetence of the Information Commissioner's Office ICO, regarding their investigations and their lack of enforcement, which resembles a chocolate fireguard on organisations like Carillion.

Congress asks the CEC to contact the Home Office asking them who the ICO are set up to protect, and why they fail to advise members of the public that they have been subject to blacklisting.

ISLINGTON 1 & HARINGEY BRANCH
London Region

96. BLACKLISTING

This Congress notes:

1. The ongoing campaign as a result of the exposure of the blacklist and its use by major construction and engineering companies.
2. That at least 200 GMB members were on the blacklist and in the region of 500 GMB members may have been blacklisted over decades.
3. The important and continuing campaign against blacklisting and for redress being pursued by those who were blacklisted.

This Congress believes:

4. The GMB continues to have an important role in the broader campaign against blacklisting.

This Congress resolves:

5. That the GMB should ask its sponsored local Councillors to take steps to ensure that those companies who utilised the blacklist are excluded from local government contracts.
6. That the GMB should ask its sponsored MPs to take steps to ensure that those companies who utilised the blacklist are excluded from central government contracts.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

97. BLACKLISTING

This Congress calls upon the next Labour Government to commit to holding a full investigation regarding the practice of blacklisting. The panel should have full judiciary powers and be able to call on all authorities, industries and individuals who hold records to be forced to attend with full disclosure.

Finally, it should be able to recommend any action which are deemed suitable against individuals and companies who took part in blacklisting over many years.

L50 BRANCH
North West & Irish Region

98. BLACKLISTING

This Congress notes that some of the richest people in Society are engaged in, or are backing the blacklisting of workers with no justification, and because Union Activists stand up and defend workers' rights. Congress calls on a law to be placed before Parliament to outlaw blacklisting, for public service contracts to be ended where employers living off the taxpayer operate such reprehensible employment practices, and Congress calls for the Labour Party to signal that it will table legislation to make the practice of blacklisting illegal on its return to Government.

SOUTH EAST NORTHUMBERLAND GENERAL BRANCH
Northern Region

99. CARILLION

This congress notes the scandalous failure of care at the Surgicare centre in Hertfordshire, run by the services group Carillion.

- The deaths of three patients who had been admitted for routine treatment prompted an independent report before Christmas.
- The unit had already been investigated over potential failings in the cases of six patients who suffered irreversible sight loss after treatment.
- There have been 21 serious clinical and patient information incidents since the clinic opened in September 2011.
- The clinic also lost the records of 8,500 ophthalmology outpatients in 2012.
- The local MP Stephen McPartland has called for Carillion to lose its license to manage medical services.

Congress further notes that:

- Carillion has been involved in unlawful blacklisting.
- Carillion has been involved in systematic cover ups about a system of extortion run by supervisors at Swindon's Great Western Hospital, including the victimization of GMB members who acted as whistle-blowers.

Congress believes:

- Carillion's standards of corporate governance fall below those expected of a company involved with the NHS, or providing public services to local or national governments.
- Congress resolves to continue to publicise Carillion's failings and asks public authorities to review their procurement policies to insist that companies working in the public sector hold to higher ethical standards than Carillion has so far exhibited.

W15 WILTSHIRE AND SWINDON BRANCH
Southern Region

100. EMPLOYMENT RIGHTS

This Congress condemns the insidious attacks upon the rights of employees by the Government, as set out in Vince Cable's statement launching the "Ending of the Employment Relationship" document.

Congress recognises that this statement confirms that the Government has largely accepted the majority of the proposals from the Beecroft Report, despite wider opposition from groups including the EEF, Federation of Small Businesses and The Institute of Chartered Accountants.

These proposals are nothing less than a cynical attempt to both dispossess working people of key employment rights and weaken the influence of Trade Unions who represent them.

Congress calls upon the CEC to oppose these proposals in order to ensure the retention of employment rights for those millions of working people in this country who require fairness at work.

MONMOUTH UTILITIES BRANCH
Wales & South West Region

101. GOVERNMENTS ATTACKS ON EMPLOYMENT RIGHTS

This Congress opposes the Governments' decisions to attack working people's employment rights in legislation. Rights are something that cannot be traded for cash. We need an equal one Nation where employees are valued and respected in all workplaces. In this time of economic hardship and high unemployment, it beggars belief that the Government keep coming up with new ideas for making it easier to sack people.

C15 GENERAL BRANCH
Birmingham & West Midlands Region

102. WORKERS' RIGHTS

This Congress condemns the government's attacks on working people and the continuing removal of hard-fought employment rights.

Since the Con-Dem government took office there has been a remorseless campaign to pander to employers with no regard for the welfare of employees.

The UK is fast becoming an economy based upon the ease in which workers can be dismissed, made redundant or sign their employment rights away.

Congress also notes the continuing attacks on health and safety legislation and enforcement.

We therefore call upon the GMB to escalate its campaign to defend workers' rights.

ALFRETON NO. 1 BRANCH
Midland & East Coast Region

103. FULL EMPLOYMENT RIGHTS FROM THREE MONTHS

This Congress is appalled at the current two year time period to gain full employment rights and calls on the CEC to campaign to reduce this to three months.

GMB MID LINCS BRANCH
Midland and East Coast Region

104. OPT OUT FROM EU LEGAL PROTECTIONS

Congress condemns the Conservative Party proposals for Britain to opt out of the protections provided by EU Laws on Social and Employment Rights, Equality, Health and Safety, Human Rights and access to justice.

Any such opt outs would turn the clock back on workers' rights, promote unfairness, intimidation and exploitation in the workplace and further enrich wealthy employers and others at the expense of the rest of society.

The GMB will not accept further attacks on workers' rights in Britain and resolves to organise a nation-wide campaign to highlight the importance of EU legislative protections for our members, to prevent the Conservatives from putting their proposals into action by working to defeat them at the next General Election and to organise vigorous resistance to all attempts to remove or water down our members' rights at work.

HENDON BRANCH
London Region

105. EMPLOYMENT REGULATIONS

This Congress is appalled at this Coalition Government's attack on the Employment Regulations that have been constructed to protect our workers, ranging from risk of injury in the workplace to the right not to be unfairly dismissed under the banner of making it easier to employ people when, in fact, it is designed to make it easier to dismiss and increase the risk of injury and fatality when at work.

Congress, therefore, demands that a future Labour Government should, at the very least, reinstate all that has been taken away by this Coalition Government.

SOUTH SHIELDS 2 BRANCH
Northern Region

106. UNFAIR DISMISSAL

This Congress calls on the CEC to readdress the problems our members are facing, regarding unfair dismissal.

The rights that this Coalition Government have taken away from them, by increasing the qualifying period from one year to two years.

The GMB must vigorously campaign to fight this ruling.

STOCKTON NO 3 BRANCH
Northern Region

107. QUALIFYING PERIOD FOR RIGHT TO WRITTEN STATEMENT OF REASONS FOR DISMISSAL

This Congress notes that the right to a written statement of reasons for dismissal should not be subject to any service qualification; GMB should raise awareness with the aim to get this Law repealed.

ASHFIELD NO. 1 BRANCH
Midland and East Coast Region

108. WORKERS RIGHTS

This Congress deplores this Government's attitude to workers by reducing the consultation periods for notice of redundancies and bribery by getting employees to take shares and lose further rights.

DAGENHAM MOTOR INDUSTRIES BRANCH
London Region

109. 90 DAYS CONSULTATION

This Congress calls on the CEC to campaign to restore the 90 days ruling on consultation in redundancy situations.

GMB MID LINCS BRANCH
Midland and East Coast Region

110. REDUNDANCY CONSULTATION PERIOD TO BE HALVED TO 45 DAYS IN THE SECURITY SECTOR

Congress over the last 2 years Officers and Branch Secretaries have attended more redundancy consultation meetings with Security Officers in our Security industry due to Government cuts. We are accusing the Government of making it easier to sack people after a Minister announced that the period before large-scale redundancies can take place is to be cut from 90 to 45 days.

Reducing the consultation period gives unions less time to work with employers to find ways to save jobs. Removing redundancy rights from fixed-term contract staff would create more jobs and financial insecurity for temporary staff and reduce their chances of redeployment.

Congress, what we should not forget, the plans meant trade unions would no longer have the legal right to be consulted about widespread redundancies of staff who happen to be on fixed-term contracts-many with long years of service.

The GMB London Security branch calls on GMB that the need to consult unions has made an important contribution to that, and also given staff, many of whom will have had years of loyal service, time to think through their options.

GMB (LONDON) SECURITY BRANCH
London Region

111. FINANCIAL PENALTIES ON FOREIGN COMPANIES WHO CLOSE DOWN UK OPERATIONS

This Congress seeks to stem the flow of foreign companies shutting down UK operations in cost cutting exercises because it is so easy to sack UK workers, many as a result of recession.

Companies closing an operation should be made to pay higher redundancy payments to those workers they have sacked.

LINCOLN TEC GENERAL & APEX BRANCH
Midland and East Coast Region

112. EMPLOYMENT TRIBUNALS

Congress agrees that GMB will mount a national campaign regarding the changes to the regulations on Employment Tribunals. The new regulations will badly affect workplace justice for our members around:

- The right to take an employer to Tribunal only after two years of continuous employment
- The loss of the right to have the case heard by full Tribunal rather than one sole judge
- The necessity to pay (in advance) for Tribunal hearings

If someone has been unfairly dismissed, they could have been out of work for up to one year and will therefore be unlikely to be able to raise sufficient funds to get their case heard. Employers will just hang back and wait to see if the funds are lodged, before bothering to settle or mount a defence. GMB undertakes to make the commitment to bear the costs and advance payments of such Tribunals – following the lead of Bob Crow of RMT.

LOWESTOFT BRANCH
London Region

113. TRIBUNAL POWERS

This Congress deplores the Coalition Government's intervention in the Tribunal system whereby Tribunals will lose the power to make statutory recommendations for failing employers. Under Section 124(3) of the Equality Act 2010 a Tribunal where a discrimination claim has been successfully brought could recommend an employer to take steps to address the problem that occurred. Once again this Government is attacking this Act ignoring all consultation recommendations and we call on the Labour Party to support us in condemning their continued dismantling of this Act.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

114. TRIBUNALS – THE LOSS OF THE UNION PERSPECTIVE

This Congress calls upon the GMB to campaign for the re-establishment of the trade union “wing” on the panel of all ACAS employment tribunals.

This action would give back fairness to claimants by so doing.

SCUNTHORPE DISTRICT & APEX BRANCH
Midland and East Coast Region

115. UNFAIR

This Congress, we know how the Tories have taken away our rights as workers but the most shocking is the fact that all tribunal ‘unfair dismissal’ claims are only heard by a sit alone Judge with no panel members. So we tell all GMB instructed solicitors to ask for a full panel when attending an ‘unfair dismissal’ tribunal so our members get a fair and just hearing.

W75 WORCESTER COMMUNITY BRANCH
Birmingham & West Midlands Region

116. CAMPAIGN FOR THE REDUCTION IN STATUTORY RECOGNITION PERCENTAGE RATE WHEN BALLOTING ELIGIBLE WORKERS

This Congress notes the current 40% requirement in favour of recognition, regardless of whether the union has the majority of voters in favour of recognition, is set far too high and is not “reasonable in all circumstances”.

ASHFIELD NO. 1 BRANCH
Midland and East Coast Region

117. CAMPAIGN TO REMOVE/REDUCE WAITING PERIOD IF RECOGNITION PROCEDURE FAILS AT FIRST ATTEMPT

This Congress notes that currently a three year period must elapse before a union can re-apply for recognition if a previous attempt has failed.

This needs to be removed or considerably reduced.

ASHFIELD NO. 1 BRANCH
Midland and East Coast Region

118. TRADE UNION AND LABOUR RELATIONS (CONSOLIDATION) ACT 1992 SCHEDULE A1 – COLLECTIVE BARGAINING: RECOGNITION

This Congress calls on the CEC to negotiate with the Labour Party to improve the above by including recognition of elected Shop Stewards/Safety Reps with full facilities.

K28 BRANCH
North West & Irish Region

119. TUPE – IN SIMPLE LANGUAGE

This Congress calls upon the GMB to provide a simple and up to date and concise electronic understanding, on our National and Regional websites, of the extremely difficult Transfer of Undertakings Legislation.

Further to engage with government in the simplification of the subject which, since 1981 has tied even solicitors in knots!

SCUNTHORPE DISTRICT & APEX BRANCH
Midland and East Coast Region

120. REMOVE THE AGE RATES FOR THE NATIONAL MINIMUM WAGE

This Congress calls upon the GMB to spearhead a UK wide campaign urging the government to remove the age rates from the National Minimum Wage to enable young people to be afforded the same legal position with regard to minimum hourly rates as older workers.

This Congress believes that people at the age of 18 may be just as likely to be homeowners with children as those older than themselves. They should not be discriminated against and should be viewed by the government in the same light as those who are in the same situation but are of more advanced years.

It has been flawed since its inception as it sits outside age discrimination laws. The detractors argue that to pay young people the same as those over 21 would cause them unemployment. Those detractors used the same argument against the introduction of the National Minimum Wage for everyone prior to its introduction.

The GMB has a proud history of fighting against unfairness and discrimination and we call for a campaign to be initiated to right this wrong.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

121. MINIMUM WAGE

This Congress calls for an end to inequality in the minimum wage. This Congress wants to see one standardised minimum wage regardless of what age you are.

We believe if you are doing the same job as the person next to you, then there is no reason that the pay that you receive should be different regardless of what age you are.

We want the GMB to campaign and lobby Government to achieve this goal.

B01 BIRMINGHAM FORWARD BRANCH
Birmingham & West Midlands Region

122. APPRENTICE RATES

This Congress notes the National Minimum Wage for apprentices is £2.65 per hour. Congress believes that this is far too low.

While we can continue the trade union campaign to ensure that employers pay more than the minimum, Congress also believes that we should make GMB membership affordable to these low paid workers. Congress also notes that other trade unions have specific lower rates of membership for apprentices.

Congress therefore calls upon the CEC to address this issue and agree an affordable rate of membership along the lines of that offered by other trade unions.

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

123. LIVING WAGE

This Congress calls for the Minimum Wage to be increased to a Living Wage on 1 October 2013, for Companies to stop ripping off the taxpayer by earning profit in the UK, but placing the proceeds offshore to avoid tax, and for the taxpayer to pick up the low wage bill through tax credits.

Congress believes that profits placed offshore should be used to pay a Living Wage and for the costs to the State as a result to be minimised.

Congress believes there is no evidence to suggest a Living Wage would increase unemployment and calls for the Living Wage to be implemented UK wide in 2013.

Congress calls on the Labour Party to back this policy.

EAST CUMBRIA GENERAL BRANCH
Northern Region

124. THE LIVING WAGE, NOT MINIMUM WAGE

This Congress believes the living wage should be the new minimum wage and instructs the CEC to mount a campaign so that the living wage becomes the least you can be paid.

GMB MID LINCS BRANCH
Midland and East Coast Region

125. THE LIVING WAGE

This Congress asks the CEC to instigate a policy of implementing "The Living Wage" where we are party to agreements with employers both for directly-employed staff and those of external contractors employed on their sites.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

126. LIVING WAGE WITHIN THE SECURITY INDUSTRY

Congress, since the Living wage was introduced in 2005, an estimated 7000 Security Officers within the top four UK Companies in the regulated Security sector have benefited. The Campaign for a living wage higher than the statutory minimum rate has stepped up a gear with leading politicians backing the drive for better pay.

Last year, London Mayor Boris Johnson announced that the Living Wage rate in the Capital is to increase by 25p an hour to £8.55, worth £4.5million a year for lower-paid workers. The rate outside London will also arise by 25p to £7.45, benefiting thousands of workers, and compares with the national minimum wage of £6.19 for adults.

An independent study of the business benefits of implementing a Living Wage policy in London found that more than 80% of employers believe that the Living Wage had enhanced the quality of the work of their staff, while absenteeism had fallen by approximately 25%. Two thirds of employers reported a significant impact on recruitment and retention within their organisation. 70% of employers felt that the

Living Wage had increased consumer awareness of their organisation's commitment to be an ethical employer.

Zero hours is a common working practice within the security sector where an employee is asked to be available for work without any guarantees that work is available or where an employee is told that there will be work available on specific day(s).

The GMB London Security Branch calls on GMB to provide a Forum for leading employers to publicly back the Living Wage.

GMB (LONDON) SECURITY BRANCH
London Region

127. LABOUR PARTY

This Congress agrees that all workers including agency, casual and part-time workers will receive a living wage rate as the very minimum.

The next Labour Government to introduce legislation to cover all industries public and private. No exceptions or opt outs.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

128. NATIONAL CAMPAIGN OPPOSING MODERN SLAVE LABOUR UNDER THE DISGUISE OF TRAINING WORK EXPERIENCE

This Congress is opposed to any kind of workplace exploitation of labour and is concerned about the increased practices of many organisations from the smallest of employer to multi-corporations that use all manner of headings to employ young people for zero or little reward therefore, we call upon GMB to initiate a national campaign to put a stop to such unfair practices that take advantage of the high unemployment and competitiveness for jobs and opportunities both amongst the youth academia and artisans of our country. We wish to achieve an acceptable position where training and experience can be reasonably affordable to companies and opportunities with a recognised pay structure available to our youth.

- No to graduates already encumbered with debt having to take voluntary training positions just to get recognised experience for their CV.
- No to any kind of long term unemployed training that does not result in a credible qualification unless such comes with a minimum living wage opportunity guaranteed.
- No to long hours for poorly or unpaid trainees within the Community Care or Health Sectors. Campaigning to get all employing organisations regardless of size to claim its responsibility of paying a living wage and training and developing future generations, thereby ensuring they retain the skill base that will continue their business.

RHONDDA CYNON TAFF BRANCH
Wales & South West Region

129. ZERO HOURS CONTRACTS

This Congress calls upon the CEC to mount a campaign to highlight the increasing practise of the introduction of zero hours contracts which is creeping into the private and public sectors.

We also call upon the Labour Party to support us in this and openly condemn this insidious practise which is unpicking the very fabric of the hard fought for employment terms and conditions and will cause untold hardship and insecurity to many of our members, particularly in the low paid sector.

MOTIL PLASTICS BRANCH
Wales & South West Region

130. AGENCY WORKERS REGULATIONS

This Congress does not agree with the SWEDISH DERROGATION which was applied to the AGENCY WORKERS REGULATIONS. We believe it has made the Regulations useless and detrimental to our members. Its impact on recruitment of full time workers and their pay has been nothing short of disgraceful.

We instruct the CEC to demand the change back to the AWR initial recommendations.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

131. AGENCY WORKERS' EQUAL RIGHT

This Congress calls on the GMB to campaign for equal rights for low paid agency workers, for them to have the same terms and conditions as permanent employees. The Swedish Derogation regulation does not address the situation of employers using agency workers on lower wages and inferior terms and conditions. We believe that agency workers on the same pay rates are more likely to join the GMB.

YORK GENERAL BRANCH
Yorkshire & North Derbyshire Region

132. CARERS

This Congress notes that unpaid carers in employment are often subject to unfair employment practices resulting in termination of contract due to the absence workplace policies that should be in place to support and protect a group of people that actually save economy 19 billion pounds a year.

This Congress calls to vote on new legislation that invokes a national policy on employers that helps support what have become a vulnerable and increasing group of employees that have become an easy target for an uncaring government.

LEEDS LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

133. CHRISTMAS HOLIDAYS

This Congress notes:

- The push by supermarkets to open 365 days a year, including Christmas.
- The desire by supermarkets for long shelf means that suppliers are already pushed to work over Christmas.

This Congress believes:

- Good work life balance means that all workers should have a right to a Christmas holiday.

W15 WILTSHIRE AND SWINDON BRANCH
Southern Region

134. WAGE BOARD FOR AGRICULTURAL WORKERS

This Congress calls on the Con-Dem government to reverse its decision on scrapping the Agricultural Workers' Wages Board.

GMB MID LINCS BRANCH
Midland and East Coast Region

135. EQUAL RECRUITMENT PROCESS

This Congress proposes that when organisations recruit, a person/s should be brought in externally ensuring the process is completely equal. There are too many rumours that indicate that when somebody is covering a job they are going to get it.

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

136. THE PRINCIPAL OF JUSTICE

This Congress calls on the GMB to examine and if needed put right the increasing practice of our legal advisors who would seem to be increasingly encouraging our members to take out of court financial compensation settlements rather than going to tribunals to seek true justice even in cases when the member has a strong case.

We the GMB pride ourselves on being built on principals and we recruit by telling members that we will fight injustice and we will support and back them if their rights are attacked. Unfortunately the truth is that too often when they are made an offer to settle members are advised that if they don't take what is considered a 'good offer' then they are on their own.

In reality some of our members care more about our principles and their right to have 'their day in court' than any monetary compensation settlement. They need and want to hear the legal system say that what has happened to them is wrong.

The GMB must put a system in place that attempts to put a stop to unscrupulous bosses who get away with unfairly dismissing, discriminating against or causing harm to our members by being able to just pay them off to keep their mouths shut and go away.

If it has already been established that legally a member has a good chance of winning and they want to pursue their case by taking the company to task on the basic principle of what is right and what is wrong. We the GMB should continue to support them for putting our GMB values and principals before that of the legal corporate businessman and compensation culture.

B10 BANBURY BRANCH
Birmingham & West Midlands Region

INDUSTRIAL & ECONOMIC POLICY

COMMERCIAL SERVICES

137. SAFE GUARDING CAMPAIGN

This Congress to call on the National Officer to organise more talks between employers, the Union and MP's to put a ZERO tolerance to violence at Job Centres. We would then ask for the lessons learnt from this to be passed on to the larger Security Industry.

S20 SECURITY BRANCH
Birmingham & West Midlands Region

138. CHANGES TO REGULATION OF THE PRIVATE SECURITY SECTOR IN ENGLAND AND WALES

Congress, the London Security Branch is very concerned at proposals which could lead to greater non-compliance, facilitate more cutting of corners by security firms and make security officers less accountable.

The provisions outlined by the Government are not detailed enough to come to a conclusion. The new regime will require greater inspection, but there's little detail on how well equipped the Regulator will be to undertake such tasks. It is important to reiterate the important role private security plays in society and why it is so vitally important any rise in standards is not compromised.

The biggest risk is the removal of the national licence card and giving the individual licensing requirements to the industry. Removing the national licence card will therefore carry the following risks:

1. It will make it easier for those without licences to work in the sector – if displaying a licence is not a condition, it will no longer be obvious if someone does not possess a licence.
2. Companies will be able to deploy staff that haven't been licenced much more easily – with a national licence it's much more likely any unlicensed staff will be exposed.
3. If the creation of a licence card is given to the company this will also undermine the effectiveness – the company will have control of the licences and so will be able to issue them themselves (this opens up the risk of non-licenced staff being given licence cards).
4. It will also make it harder for the public to judge if a person has a legitimate licence if there are hundreds of different types in circulation.

The London Security Branch calls on the GMB not to agree to any Government changes until there are guarantees on the continuation of a national licence card issued by the Regulator and there are assurances in place when it comes to inspection resources.

GMB (LONDON) SECURITY BRANCH
London Region

139. NATIONALISE THE WATER SUPPLY INDUSTRY

This Congress calls on the GMB to campaign and seek the commitment of the Labour Party to take measures when back in Government to renationalise our water.

The water companies would have you believe that water is a commodity that we have to pay for – it is not. Gas and electric are commodities we could manage without if we had to, but water is life or death – with it you live – without it you die, as does every animal and plant on planet earth.

Yet our water supplies are in the hands of private companies that year on year increase the cost of our bills to enable them to make huge profits to pay out to shareholders and finance large salaries and bonuses to the bosses of these companies.

Yes we need to pay for maintenance of pipes and treatment of sewage but this should be a non-profit making industry. Just think how much lower everyone's water bills could be if there was no shares dividends, executive's wages and bonuses. Our nation's water supplies should be nationalised to provide a benefit to everyone in the nation.

B10 BANBURY BRANCH
Birmingham & West Midlands Region

140. RENATIONALISE PUBLIC UTILITIES

Congress proposes we renationalise the gas, oil and electric back to the public sector.

To say it cannot be done is ridiculous in itself as the Government has already brought back banks that were said to be failing, i.e. RBS.

The branch asks to put this motion forward as it would help the old, young and not so well off.

BRAINTREE & BOCKING BRANCH
London Region

141. RETURN PUBLIC UTILITIES TO PUBLIC OWNERSHIP

Congress agrees there is an overwhelming need to return to public ownership and control, those public utilities, gas, water, electric and rail privatised by the Tory Party under the Thatcher and Major Leaderships.

In many respects they represent a licence by foreign owned multi-nationals to print money with the interests of the consumer always a poor last.

Congress accepts this will not be easily achieved but see it as a long-term aim.

ISLINGTON APEX BRANCH
London Region

142. OPPOSE OFGEM'S CUTS

Congress condemns the savage cuts being imposed on investment in the gas industry by the industry by the industry regulator, Ofgem. The 20% cut in gas distribution and 45% in gas transmission, coupled with changes to the gas mains replacement programme, will compromise safety and threaten security of the gas supply.

Congress calls for a GMB campaign at national, regional and branch level to ensure that a future Labour Government launches a strategic review of the gas industry. The review should focus on ensuring that the gas industry has proper levels of investment to ensure that high safety standards are maintained, whilst also protecting consumers' interests and the environment.

The failed and discredited regulator (Ofgem) should be scrapped, and any review should set out how future regulation of the gas industry will be achieved and put forward proposals for Ofgem's replacement by a body which, as well as protecting consumers, has a statutory duty to ensure the necessary investment in both the gas infrastructure and the skilled and directly-employed workforce needed to operate and maintain it.

173 NORTH WEST GAS BRANCH
North West & Irish Region

143. A STRATEGY FOR GAS

As the Union for gas workers, GMB recognizes that over 80% of UK households are heated by gas. As a result, the nation will be dependent on gas for many decades to come.

However, Congress condemns any new dash to burn gas in order to produce baseload electricity. Congress believes that burning more gas to produce baseload electricity represents the economics of the madhouse, given that it will only serve to increase gas prices for domestic customers. Moreover,

Congress recognizes that low-carbon alternatives like nuclear power are much better suited for producing baseload electricity.

Given that it will play such an important part in the energy mix for generations to come, Congress calls on the CEC to campaign for a comprehensive strategy for gas. The strategy should include:

Ensuring that there is sufficient investment in the gas infrastructure to keep it safe and efficient;

A commitment that the gas infrastructure is installed, operated and maintained by trained and properly rewarded direct labour;

Greater efforts and more investment being put into developing the next generation of energy-efficient gas boilers;

Tackling fuel poverty by placing obligations on the Government and energy companies to ensure that all homes are insulated to the highest possible standard and made as energy-efficient as possible to ensure gas bills are kept to a minimum;

Ensuring that new sources of non-conventional gas like biogas and shale are developed in an environmentally sensitive way;

Scrapping the current system of regulation overseen by Ofgem.

173 NORTH WEST GAS BRANCH
North West & Irish Region

144. FRACKING

This Congress is concerned about support given to fracking compared with the lack of support for carbon capture and sequestration (CCS).

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

145. INDEPENDENT GAS TRANSPORTERS

This Congress agrees that GMB will mount a political campaign within the trade union and labour movement to ensure the next labour government abolishes past and all future charges levied by independent gas transporters that have been imposed on property owners who have/will have gas supplies provided by an independent gas transporter.

GOOLE BRANCH
Midland & East Coast Region

146. NUCLEAR

This Congress calls on Government and The Opposition to provide certainty on the future of Nuclear Power so that thousands of workers working directly and indirectly in the industry know that there is a sustainable future for this vital power source within a green and safe energy policy.

SELLAFIELD IND BRANCH
Northern Region

147. PRIVATE HIRE, MINIMUM FARES

Congress calls for a change in legislation to allow local authorities to set minimum fares based on the local economy for the Private Hire Industry. This would be a nation-wide act and would enable drivers to earn a reasonable living wage as others enjoy.

At present drivers are expected to maintain and fuel their cars, pay tax and rent or commission as well as provide for themselves and their families.

Drivers currently are working in many cases unacceptable hours to make ends meet.

A set minimum fare for professional drivers would stop operators from creating a market that rewards customers rather than workers.

The fares set by the local authority would be legally binding and deviation would carry penalties for the operators/drivers who fail to comply.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

INDUSTRIAL & ECONOMIC POLICY

MANUFACTURING

148. SUPPORTED EMPLOYMENT FOR DISABLED PEOPLE

This Congress should be pushing the next Labour Government in re-opening Remploy factories and be putting in place supported employment for disabled people.

Since the first announcement in March 2012 of Remploy factory closures and then the second announcement in December 2012, over 3,000 disabled people have lost their jobs for no fault of their own and over 70% are still unemployed, the most vulnerable disabled workers are the ones most affected.

Now is the time for Congress to ask what the next Labour Government is going to do in providing work for disabled people and what financial support they are going to offer in bringing back specialist workplaces for disabled people. Not only will it provide an income but also bring in a training programme to help our children of today with learning difficulties to establish themselves when they are ready to go to work.

It is an absolute disgrace to see all these Remploy factories closed down, years and years of hard work just gone down the drain. Remploy back in the 1970s employed over 12,000 employees just to see 40 years down the line NOTHING absolutely NOTHING.

R01 BRANCH
North West & Irish Region

149. DISABLED WORKERS

This Congress calls on the Labour Party to signal a new start for disabled workers after decades of the death by a thousand cuts in the Remploy brand.

Disabled workers have the right to seek meaningful work on the same terms as the rest of society and it is a scandal that the current Government has sought to hide behind cuts to end decades of Remploy employment. Only with a new deal for disabled workers will we see an end to exploitation and Congress calls for the Labour Party to implement this in its Policy Programme for Government after the next General Election.

STOCKTON 1 BRANCH
Northern Region

150. EMPLOYMENT OF DISABLED PEOPLE

This Congress notes that, whilst GMB policy was to fight the closure of Remploy, the condemned work programme has also been a spectacular flop. Something which does not console those disabled people in Remploy who were (and still are) made redundant from Remploy.

Initial figures reveal that approximately only 35 disabled people out of 1,200 have managed to find work. Making this closure of Remploy a complete and utter scandal.

Brothers and Sisters, a bigger scandal would be to leave the situation of employing disabled people as it is. A situation which leaves disabled people with very little hope of ever being financially and socially independent.

We urge congress to pressurise Labour when re-elected to carry out an immediate review of the employment of disabled people which also includes proposals for a profitable and sustainable factory and skill based employment.

REMPLOY NORTH BRANCH
Northern Region

151. REMPLOY

This Congress to endorse a campaign/lobby of the Labour Party to include in its manifesto for the 2015 general election a commitment to consult with GMB and other unions, in the first term when elected, on supported employment for people with disabilities.

Over 80% of Remploy workers have still not found alternative employment after the disgraceful decision of factory closures by this coalition government; this must be addressed by exploring alternatives such as funded co-operatives etc so that some of our most vulnerable members in society have the dignity and respect they deserve.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

152. REMPLOY WORKERS

Congress condemns the actions of the Con-Dem government in closing Remploy factories.

The SAYCE report is not being followed as there is a total disregard of social enterprises and workers co-ops. Little or no help has been given to the disabled workers themselves to set up such enterprises.

Neither have the disabled people been given the support and opportunities to retrain to get mainstream jobs they were promised in the SAYCE report.

According to DPAC – Disabled People Against Cuts – Disabled people who want to work are more likely to be unemployed than non-disabled people in all official statistics since records began.

For example in 2011 the employment rate was 48.8% for disabled people compared to 78.5% for non-disabled people.

This Congress therefore calls upon the GMB to continue its fight to defend the remaining Remploy workers and oppose any further attacks on vulnerable people within society.

ALFRETON NO. 1 BRANCH
Midland & East Coast Region

153. REMPLOY

This Congress endorses a campaign for an independent inquiry into the closure of Remploy factories. Consultation of the final 54 sites with GMB and other unions was a sham and anything but meaningful. Government ministers Maria Miller, Ian Duncan Smith, Ester Mcvay and this coalition government now need to be made accountable for the disgraceful treatment of disabled workers at Remploy.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

154. DEFENCE INVESTMENT

This Congress is aware that following this Government's 2010 strategic defence review, reductions in defence investment has left major gaps in our maritime capability. Locally, Devonport Naval Base and Dockyard have been particularly badly hit, by cuts in the capacity of the Royal Navy which is at an all-time low. This lack of investment means that all facets of defence, especially those that involve our members, has seen a steady but inexorable decline with a corresponding drive down of GMB membership. Our members face hardship and uncertainty, let us not forget, from the lessons of history this dangerous attitude has been played out by successive governments and has cost this country dear, it affects all of us who work in the defence industries and let us not forget that many of our Trade Union members and their families are in the front line serving in or alongside our armed services, many more have been or are ex members of the regular armed or reserve forces. We therefore call upon this, and indeed any subsequent government to increase defence spending and ensure that we safeguard our Dockyards and future maritime capability.

DEVONPORT BRANCH
Wales & South West Region

155. TRIDENT

This Congress calls for much more boldness in the debate on Trident and its successors so the many thousands of workers, their families and many local communities involved directly and in the supply chain, have some certainty for their futures and a vital UK skill base is retained.

BARROW 5 BRANCH
Northern Region

156. SAVE OUR STEEL INDUSTRY

This Congress notes with concern the 23rd November announcement by Tata Steels of 900 job losses in the UK. Whilst tempered with the news of investment by Tata, that is of no consolation to those losing their jobs and their families. In addition, the job losses will impact on local economies, both in terms of reduced spending in local shops and the knock on effect on other businesses in these areas.

Tata's announcement shows the total failure of the ConDems policies. If they were working, large scale job losses would be a thing of the past, not the regular occurrence it has become since 2010. It is also an indictment on the lack of support for Britain's steel industry in particular and, in manufacturing in general, by successive governments. The proud record of the British steel industry is being consigned to the history books. Just like our utilities, the steel industry is no longer British owned. As a result of the failure to protect British industry, our livelihoods, our economic well-being is not in the hands of EU bureaucrats, as the right wing tell us, but by foreign capitalists. The time has come to change all this.

As the Tories and Lib Dems cannot be trusted, Congress calls on the Labour Party to offer alternative policies to protect the steel industry in particular and manufacturing in general. It needs to discuss with trade unions, rather than just employers, about what needs to be done, including serious consideration

of re-nationalising the steel industry. Without steel, nothing gets made. Just as with utilities and transport, the steel industry is too important to be left as the playthings of capitalists.

Save our steel industry. Save our jobs. Save our economy.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

157. BRITISH COAL MINING INDUSTRY

This Congress deplores the way in which the British Coal mining industry has been allowed to decline, and urges the government to provide incentives for investment in the industry.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

158. STRATEGY FOR COAL

This Congress urges the government to formulate a 'strategy for coal' to complement their strategy for gas and their other energy policies, in order to ensure that the UK can continue to benefit from our indigenous valuable natural resource.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

INDUSTRIAL & ECONOMIC POLICY

PUBLIC SERVICES

159. PROTECTING LOCAL GOVERNMENT TERMS AND CONDITIONS

Congress agrees to defend Local Government employees now in the fourth year of the imposed pay freeze, from the continuing ideological prejudices of this Coalition Government and their use of local government employees as a political football.

Even to the extent of proposing a reduction to terms and conditions as a precursor to discussing the fair pay proposals.

BARKING & DAGENHAM LGO BRANCH
London Region

160. PUBLIC SECTOR CUTS

This Congress is cognisant of the fact that front line Public Sector Workers know all about low morale, misery, low self-esteem and the struggle to make ends meet.

We have suffered a pay freeze over the last three years which, in reality, is a pay cut, with further cuts and threats to jobs to well into the future beyond 2018 with inflation, taxes, cost of living, food, fuel heating costs, petrol. Some Public Sector Workers have to work 37 hours a week or more and have to claim family credits or other benefits to be able to live. Whilst Politicians, Councillors, Chief Executives, Heads of Services and Bankers, who have massive inflatable pay rises, then, cannot do the jobs they get paid for and take on consultants at a cost to ourselves, the Tax Payer.

The failed collaborations and the Job Evaluation/Single Status exercises both wasted money at our expense. We are paying for all their mistakes not our mistakes, and then they say we are all in it together. I don't think so then they give themselves massive bonuses. We cannot see any light at the

end of the tunnel or any hope or future just further misery, despair and hardship for the working people. How much longer can we take cut, cut, cut the bubble will soon burst and then what have we got, nothing.

We call upon Congress to continue to argue for a strong public services base in this Country and to campaign for fair pay for those workers who deliver those services.

DENBIGHSHIRE BRANCH
Wales & South West Region

161. LABOUR PARTY

I call to congress to request the Labour Leadership that they show more empathy and solidarity with all Local Authority bodies facing unprecedented cuts brought on by this CONDEM government.

Local Labour parties have been leading fight back after fight back without what appears to be direct support from the Labour Leadership in the media.

Sitting back and letting the CONDEM destroy the fabric of our society whilst waiting in the wings to arrive as knights in shining armor come the next general election is opportunist in nature and shows no visible leadership to the Trade Unions and to its voters.

Once the CONDEMS have dismantled the machinery that provides the best Home care, Nursery Care compared to the profiteers lapping up their champagne cocktails on overcharging because their monopoly cannot be challenged and employing staff on below Living Standard wages and worst Terms and Conditions know since Victorian Times, will the Labour Party Leadership give an undertaking to write the wrongs made by the CONDEM?

L35 BRANCH
North West & Irish Region

162. LOCAL GOVERNMENT FUNDING

This Congress calls for a complete overhaul of local government funding to be needs based. It is a scandal that a few mandarins in Whitehall have the historic knowledge of how funding formulae are made up. In the twenty first century this is nonsensical. Congress calls for a Royal Commission on the Future of Local Government so that all areas of the UK get a fair deal.

HARTLEPOOL 4 BRANCH
Northern Region

163. FUNDING ANOMALIES

This Congress is deeply concerned at the reports and concerns of the differing and partial funding by this Coalition Government that appears to favour the most well healed Tory Boroughs at the expense of the poorer, most needy sectors of the community as set out in the letters from the three Cities.

Congress therefore agrees, we should together with the TUC and Labour Party, carry out a National Audit. Should the outcome support the concerns and reports it should be published in order to highlight the Coalition's prejudicial financial policies.

BARKING BRANCH
London Region

164. SUBSTITUTING COUNCIL RESERVES FOR TREASURY FUNDING

Congress views with concern the call by Eric Pickles, Secretary of State for Communities, for Councils to spend their financial reserves and resources on providing Council services rather than them being financed, as they should be, by Central Government.

Congress agrees the reality of such a policy, as described by Brian Strutton, National Secretary, is that Local Government employees who have suffered a three year pay freeze, are subsidising the services they provide. Frozen wages are financing essential services. There cannot be a starker example of the contempt on which Pickles and his Coalition colleagues hold Local Authority workers.

As well as signalling the need for a more vigorous Fair Pay Campaign, this motion calls for high profile publicity campaigns highlighting the subterfuge this Coalition adopts in stooping to exploit working people and their communities.

HOME COUNTIES GENERAL BRANCH
London Region

165. PAY FREEZE IN PUBLIC SECTOR

This Congress Beith Engineering Branch would like to move that GMB campaign more thoroughly against current Govt policy of a pay freeze for those earning £21,000 or above.

Many of our members have not had a pay increase for 6 years now because they earn £22,150.

This is way below the national average wage income. Whilst we recognise there are many in our country who earn a lot less, they are still in receipt of a rise.

As you know everything is going up in price; gas, electricity, shopping and petrol etc, etc.

Membership is decreasing and unfortunately some are not renewing to try and save a couple of £s.

BEITH ENGINEERING BRANCH
GMB Scotland

166. PUBLIC SECTOR

This Congress believes that society would be a much poorer place without the work of the public sector and instructs the CEC to work together with the TUC and with other public sector unions to promote the benefit to the country at large.

GMB MID LINGS BRANCH
Midland and East Coast Region

167. NATIONAL LAY REPS TASK FORCE

Congress agrees to consider the possibility of setting up a National Lay Representative's Task Force. The Task Force to be made up of a number of Key Activists and Officers from Public Services in each region. The purpose of which should be to develop, identify and progress a National Strategy for all Public Services around:

Membership retention
Campaigning and recruitment

It's a fact that some Branches up and down the Country are already delivering some fantastic results in Public Services using the GMB@Work strategy. However faced with some unprecedented and

continuing attacks on our Public Services it seems only sensible to set up a National Strategy for Public Services alone. The intention would not be in any way to change the current GMB@Work strategy only to address the difficulties we are now facing in Public Services which were not there when GMB@Work was adopted.

BEDS COUNTY BRANCH
London Region

168. LOCAL GOVERNMENT STRATEGY

Congress calls upon each region to develop a Local Government Strategy to incorporate the challenges facing Local Authority branches due to Government cuts in funding.

The strategy should include Academy Schools and the buy-back of Facility Time via DSG (Delegated School Grant) Funding thus retaining the link to the GMB and Local Authority.

An Organising/Campaign Strategy for all areas of non-school based staff including arm's length companies and any organisation with recognition and a link to the Local Authority.

GMB requires a specific strategy to incorporate Shared Services across several Authorities into a structure that benefits GMB members and potential members regardless of location.

CAMBRIDGE 2 BRANCH
London Region

169. PUBLIC FUNDED INITIATIVE

Congress, more and more these days PFIs are being used as the source of finance to fund large projects and sometimes much needed improvements for our needs.

Congress we believe however that there needs to be safeguards in this system. In any situation where huge sums of money are being raised there is the risk that things are not always as they appear.

We must ensure that all the money being used in these projects are safely being used by companies who have an untarnished reputation with no illegal past history in any of its businesses.

For example in King's Lynn a proposed incinerator which will be PFI funded has been handed to a company who has been fined in America for pollution of sensitive wetlands and according to a statement in Parliament fraudulent actions of associated companies.

This cannot be right to hand over such large sums of money to any organisation for any project whose record is tarnished.

KING'S LYNN NO 1 BRANCH
London Region

170. STOP COUNCIL SERVICES BECOMING PRIVATE

Congress urges the CEC to campaign to keep Local Government services in-house as opposed to breaking them up either by outsourcing them to private companies or becoming trusts, which is nigh on the same as becoming independent business. This may then cause our members to lose jobs as well as their terms and conditions along with Trade Union Facilities.

The Unions have had long and proud associations with Local Government and this will impact on the relationship and our ability to negotiate on our members' behalf. Politically this is/has been a Tory agenda which some Labour Authorities are promoting. The GMB nationally need to resist this as we

should be proud of what our authorities have achieved for our communities and their ability to be great employers.

Congress calls on the CEC to support this motion.

PLAISTOW BRANCH
London Region

171. AN END TO OUTSOURCING

This Congress calls for an end to the outsourcing and privatisation of public services.

We believe that this is not in the public interest, as in the long term it has been proven time and time again that it costs the tax payer more money.

We ask Congress to end this process.

B01 BIRMINGHAM FORWARD BRANCH
Birmingham & West Midlands Region

172. RESOURCING NOT OUTSOURCING

This Congress calls on the CEC to campaign for local authorities to retain winter services as opposed to contracting them out to private enterprises.

ASHFIELD GENERAL BRANCH
Midland and East Coast Region

173. PUBLIC SERVICES

This Congress urges the Labour Party to stipulate that it will introduce legislation that allows for central and local government to write into public procurement contracts that a share in a company will be taken for the award of a contract as a preferred bidder. This will enable the taxpayer to have a stake in a contract that is awarded out with the in house provider so that providers are encouraged to realise their social responsibilities to the communities where they obtain work and that such providers are not allowed to rip off the taxpayer either centrally or locally.

CUMBRIA PUBLIC SERVICES BRANCH
Northern Region

174. BOGUS SELF-EMPLOYMENT AND PAYROLL COMPANIES

This Congress notes that many employers on major government funded contracts are using the recession to further increase the use of bogus self-employment, agency labour and payroll companies.

Bogus self-employment not only denies workers of their entitlement to basic rights such as holiday pay, sick pay, lay off pay and redundancy, but also costs the economy approaching £2 billion.

Direct employment should be the norm for all workers, but especially on government funded contracts.

We therefore call on the GMB to lobby this government and the Labour Party to ensure that the best standards of employment are written into future procurement contracts.

LEEDS WORKS DEPARTMENT BRANCH
Yorkshire & North Derbyshire Region

175. LOCAL GOVERNMENT

This Congress notes that over the last thirty years, local government has in effect become local administration, with the Tory aims of councillors meeting once a year to award contracts and then leave administration to council officials, becoming an ever increasing reality. Congress notes that if this trend continues, local people and activists will simply see standing as a local councillor as a waste of their time. Congress calls on the chance that comes about every 50 years or so to reinvigorate local democracy, by giving new powers and responsibilities to local government, to decentralise power away from the centre, and to unlock the vast regenerative potential of local government as a way of helping rebuild the economy.

HARTLEPOOL 2 BRANCH
Northern Region

176. SCHOOL SUPPORT STAFF NATIONAL AGREEMENT

This Congress agrees that the GMB should press the Labour Party to include in its education policy for the next election the reintroduction of a School Support Staff national agreement. After the delays by the last Labour Government which prevented a national agreement being placed on the statute book, this should be a priority for the Labour Party when next in power. The GMB now has many school based members and the creation of a national agreement is the best way of ensuring minimum national terms and conditions.

By the time of the next election, the majority of schools will have converted to Academies, therefore it is essential that the national agreement covers all schools funded by central government.

LEEDS LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

177. NJC GREEN BOOK & ACADEMY SCHOOLS

This Congress calls for a National Agreement to put in place for Academy Schools so that all staff employed will be covered by the NJC Green Book which will give them protection of their terms and conditions. This agreement should also cover any pay agreements reached by the NJC and membership of their current Pension Fund.

L25 BRANCH
North West & Irish Region

178. ACADEMIES

This Congress calls upon the CEC to continue with its campaign against the Coalition Government's drive to encourage schools to take academy status removing schools from their local authority and handing them over to unelected sponsors and its plans to extend this to primary schools offering a £10 million incentive.

These extended proposals will further increase the inevitability of privatisation of school provision and a two tier wage system and we call on the Labour Party to support us in this.

PONTYPRIDD GENERAL BRANCH
Wales & South West Region

179. ABOLISH OR REMOVE ACADEMY STATUS FROM DISCRIMINATING SCHOOLS

This Congress seeks to remove academy status from schools that weed out and remove children that would affect their status; children with learning difficulties appear to be targeted with the intention of transferring them to special schools.

A lot of these children come with a statement which gives important information on how to deal with children with behaviour problems and teachers are ignoring these statements. Therefore the child is constantly in trouble. When parents try to raise a grievance, doors slam shut and teachers close ranks.

Surely this is disability discrimination.

LINCOLN TEC GENERAL & APEX BRANCH
Midland and East Coast Region

180. TERM TIME CONTRACTS IN EDUCATION

This Congress will instigate and support a campaign to abolish the travesty of term time contracts in educational establishments. The detriment and disadvantage caused by this practice is disproportionately impacting on low paid female workers.

The aim of this campaign is to replace such contracts with 52-week contracts as enjoyed by other employees in this sector.

B90 BRANCH
North West & Irish Region

181. INDEPENDENT HEARINGS FOR SCHOOL SUPPORT STAFF

This Congress agrees that the GMB should campaign for the introduction of independent boards to hear formal cases for School Support Staff instead of governing bodies, particularly at final hearings which could result in dismissal.

In most cases chairs of governing bodies and head teachers have such a close affinity it is difficult for members to achieve natural justice, and in most cases head teacher recommendations are upheld.

SHEFFIELD LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

182. BULLYING AND INTIMIDATION IN SCHOOLS

Congress condemns the Coalition's changes to appraisal and capability procedures in maintained schools which are encouraging and making it easier for Heads and Governing Bodies to dismiss and otherwise drive out Teachers, Teaching Assistants, Meals Staff, Cleaners and others. These changes have led to a big upsurge in bullying and intimidation in the workplace, with older and better paid staff prominent amongst those who are increasingly being targeted for removal, by fair means or foul, even when they have impeccable performance records.

Congress resolves to give full support including legal support, to members who are targeted in this way and to campaign vigorously, including in conjunction with Teaching Unions and parents, to defend fairness and decent employment standards in Britain's schools.

HENDON BRANCH
London Region

183. BREAKFASTS IN SCHOOLS

This Congress calls upon GMB to campaign for schools to provide a free nutritious meal at the start of each school day.

Evidence suggests that when a child has eaten a breakfast they are more alert, work harder, interact better and learn more.

Government cuts are forcing some children to go to school hungry and it need to stop.

For this to work, it needs to be a free meal for **all** children.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

184. CAMPAIGN FOR NATIONAL ACTION TO DEFEND THE NHS

Congress, the very future of the NHS is at threat.

- Huge cuts in public services are threatening hospital and community services up and down the country with closure.
- Thousands of health workers jobs have been cut threatening front line services whilst the pay and conditions of NHS staff are under the most serious attack ever.
- Private companies now run significant parts of our NHS for profit, and the Health and Social Care Act will accelerate that process further with services in whole hospitals and areas being readied for privatisation.

There has been massive opposition to the attacks with huge local protests against closures, with health workers beginning to fight back, and with unprecedented numbers of people taking some form of action against Lansley's Health Bill.

Trade Union Activists and anti-cuts campaigners want to join a fight back but need far clearer calls for action now not just after the next election. A serious national campaign of action is urgently needed backed by the Trade Unions and the Labour Party.

We note the public support of the Labour Party for the repeal of the Health and Social Care Act. We urge the Party to make this a firm manifesto commitment, as well as pledging to reverse privatisation of existing health services by bringing them back into the NHS and to end the principle that "any qualified provider" should be allowed to bid to deliver health services.

We call on our union to:

- Give maximum support for campaigns and industrial action against cuts and privatisation
- Campaign for nationally co-ordinated action
- Give national campaigns such as Keep Our NHS Public the support and resources they need to continue their work
- Call a national demonstration in defence of the NHS to highlight the threat to the health service and to help co-ordinate and build the campaigns and the action to defend it.

GMB@PCS BRANCH
London Region

185. SAVE NHS FROM PRIVATISATION

Congress condemns the on-going privatisation and dismantling of the National Health Service, most recently the Health and Social Care Act. According to corporate advisers Catalyst, there is a £20billion "opportunity" for private health care firms in the NHS over the next few years thanks to this appalling Act.

Congress calls upon the CEC to work with other groups to campaign for a referendum on the Health and Social Care Act as part of an on-going campaign against NHS cuts and privatisation.

GMB@PCS BRANCH
London Region

186. SAVE OUR NHS

This Congress will actively campaign for the Labour party to agree when next in government, our aspirations to bail out our debt ridden NHS PFI hospitals and renegotiate the poor contracts with escalating debts to PFI providers.

In 2008 our government bailed out the banking institution and yet our NHS has been left to flounder to the point that it is almost destroyed. If we can save the Fat Cat Bankers, then we should help save the very institution that was set up to help our most needy and vulnerable.

MANSFIELD CENTRAL BRANCH
Midland and East Coast Region

187. NATIONAL HEALTH SERVICE

Private Finance Initiative has now run its course, everyone can now see the disaster it has created leading to cuts taking place in non PFI hospitals to finance the PFI debts. PFI hospitals costing £60 million at least per year for each PFI hospital, costing more than 7 times the original cost to build. We must campaign against this daylight robbery and this gravy train. PFI debt should be written off for public benefit to save the NHS service.

Z39 NORTH KENT ENGINEERING BRANCH
Southern Region

188. NHS – RECRUITMENT OF YOUNG ADULTS

This Congress is concerned about the ageing workforce within the NHS and the apparent lack of active recruitment of new young adults.

There are many rewarding posts inside the NHS not just nursing but many skilled facility posts.

The demands on our ageing workforce grow daily with staff being asked to continually do more.

This situation cannot be allowed to continue as these pressures do not lead to the wellbeing of staff.

Active recruitment of young adults into the NHS should be part of the NHS Strategy creating opportunities and giving hope to young adults by the creation of much needed jobs.

GMB therefore calls on Congress to actively support this motion and request that GMB promote a policy across the NHS and lobby for the active recruitment of young adults into the NHS

GLASGOW NE & SW HEALTH SERVICE BRANCH
GMB Scotland

189. NHS

This Congress is alarmed at the report from the Health Commission that many of our members both in hospitals and the Ambulance Service are in serious danger of serious accidents as a result of reorganisation and cuts.

We the GMB must do all we can to protect these workers.

HENDON BRANCH
London Region

190. NHS

This Congress deplores the coalition Government's attack on the National Health Service by the biggest shake up in the history of the NHS.

Public money is being used not for patient care but political dogma.

The Government's policy will not address the postcode lottery and make it more difficult for the elderly and vulnerable to get medical help.

Congress calls on the Government to think again on its proposals and let medical staff get on with doing a tough job in difficult circumstances, free of political interference.

TEESSIDE 1 BRANCH
Northern Region

191 NHS TAX FREE PROPOSALS

Congress finds it incredulous that consideration is being sought for, and/or considered with a view to giving Private Health Care Providers for profit both British and foreign Tax Free status.

The current decimation of our National Health Service enacted by Andrew Lansley continued by Jeremy Hunt is in itself criminal and gives the lie to Cameron's claims to cut costs not the NHS.

That they should now be even considering giving the vultures and venture capitalists a tax free entry to our most hallowed institution reeks of treachery and must be opposed.

WHITTINGTON SERVICES BRANCH
London Region

192. NHS

This Congress calls upon MP's from all parties to work together to ensure that NHS facilities and providers within their constituency remain within the NHS and a public service.

BARNESLEY HEALTH BRANCH
Yorkshire & North Derbyshire Region

193. SOUTH WEST NHS PAY CARTEL

This Congress supports action to stop the break-up of the NHS National Terms and Conditions and its preparations for handing over services to private providers.

19 NHS employers in the South West of England have banded together to form an employers group that intends to break away from National pay bargaining. Under the guise of the economic challenge they are looking at ways of drastically cutting pay for local NHS staff by up to 20% in numerous hospitals. This will lead to different rates of pay for NHS staff employed within the same cities dependent upon the decisions of each individual Trust. It will also prepare many of the profitable services for selling off to the private sector.

The effect upon local health communities will be devastating as staff move to areas that are receiving higher pay rates, causing staff shortages in the South West. There can be little doubt that this will seriously undermine the ability of the NHS in the South West to provide the level and quality of care needed. Already we are aware that hospitals in the area are recruiting from abroad as they are unable to attract staff to the area. Housing costs etc. are high in the area. The population within the South West

is older than in many areas as it is a prime retirement area. This is leading to increased pressure on NHS and Social Services.

Local economies are already struggling with massive drops in incomes as pensions and benefits are pegged below inflation. All Public Sector workers have seen long term pay freezes and thousands of job losses. Within the South West public sector employment is higher than most other areas within the country and the cuts have already disproportionately affected the area. The local economies are very dependent upon tourism that has suffered significant downturns as people's incomes become squeezed. To cut the pay of NHS workers even further will lead to increased financial pressures on local businesses and further job losses in the private sector.

We call upon Congress through the CEC

- To put national pressure on the cartel members to call for funding increases not staff pay cuts.
- To continue the lobbying of MPs for the area and generate a national campaign against the proposal for local pay and ensure that national agreements are upheld.
- Through its GMB sponsored MPs the Labour Party should commit to a policy of maintaining national negotiations for NHS staff terms and conditions and disbanding the cartel.

NORTH BRISTOL NHS BRANCH
Wales & South West Region

194. ROAD TRAFFIC ACT 1991 PART 1

This Congress instructs the GMB National Office to liaise with members of other ambulance Trusts, the Police Officers' Federation and the Fire Brigade Union with regard to making appropriate changes to UK law concerning emergency service drivers that use a blue light response in the course of their daily duties.

Congress further asks the GMB National Office to lobby parliament with regard to making changes to the Road Traffic Act 1991 Part 1; in as much as making emergency service drivers exempt from prosecution under:

Section 1 'offences of dangerous driving'
Section 2 'careless and inconsiderate driving'
Section 6 'causing danger to other road users'

GMB EMAS BRANCH
Midland & East Coast Region

195. AMBULANCES TO BE EXEMPT FROM ALL UK LOCAL BY-LAWS PREVENTING THEM FROM USING BUS LANES

This Congress instructs the GMB National Office to lobby parliament for ambulances, whether on an emergency call or not, to be exempt from all UK local by-laws that prevents them from using bus lanes.

GMB EMAS BRANCH
Midland & East Coast Region

196. SOCIAL

This Congress does not agree with the recent closures of Mental Health facilities in the NHS and the transfer of patients to the Private Sector.

We urge the CEC to lobby Government to curb this trend for the benefit of our members and their families under such care.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

197. RACIAL AND VERBAL ABUSE IN MENTAL HEALTH

This Congress would like to see attempts made to curb racial and verbal abuse from mental health patients as at present excuses seem to make it acceptable for this vile behaviour to continue. We have members finishing their shifts in tears because of what they have to endure.

LINCOLN TEC GENERAL & APEX BRANCH
Midland and East Coast Region

198. HAS THE CARE GONE OUT OF CARE FOR THE CARERS

This Congress we respectfully call upon to bring pressure to the government to look at new legislation concerning the private sector of the care Industry, one of the fastest growing industries in our country. There is no legislation setting out a ratio between the number of staff and service users.

The CQC standards say that as long as the service users are not at risk of harm due to incorrect staffing levels, then they have nothing in place that addresses the level of staff in a care home; it is left to the manager's discretion. This however leaves the recommendations of the CQC open to abuse by penny-pinching managers and owners, who do not want to pay for staff.

We are aware of a care home where there are 29 service users on one floor all of which need personal care consisting of showers, baths, incontinence pads changing, catheter bags emptying, meals serving, beds changing and there are only two care assistants allocated to meet their needs and a senior member off staff to administer medication, do daily reports and help with meals if possible.

Can anyone put their hand on their heart and say that it is acceptable that two people should be expected to take responsibility for 29 people, work in this environment and be paid minimum wage?

People seem to live with the misconceptions that care assistants make cups of tea, serve up meals, make beds and sit chatting to service users. Long gone are those days unless you work in a residential home where the Service Users are quite independent and need a small amount of time for personal care and the home is well staffed.

Due to the present government's approach to care, whereby those people who are mobile and do not need specialist care are encouraged to stay in their own homes with support from community care workers. The trend in residential / nursing care homes is changing, in that, the people coming in to care are people with more complex needs such as behavioural problems, alzheimers, dementia, alcohol and drug abuse as well as mental health problems. This is resulting in people being accepted into care homes which cannot provide them with the correct care they require.

Many homes give in-house training, this consists of watching a DVD followed by a question and answer session and then receiving a certificate that goes into their personal file to show any inspecting body that a person has been trained in that subject. (This is a joke).

The government has responded to the recent outcry over care provided in hospitals and care homes to sufferers of dementia by proposing to give more money to the hospitals and private care sector. I believe that there are some owners who will not use this money where it is needed but will use it to their own advantage.

What the government should be doing is closing loopholes in the legislation which allow bad management in the care of the elderly and vulnerable adults. Look at putting a system of assessments in place to stop poorly staffed homes taking in service users with special needs. Put the money into building facilities that meet the requirements of these people with the right number of staff with the correct training and with legislation in place to protect both service users and care assistants alike from being exploited by greedy owners.

Let the GMB take up the challenge and start a National campaign to put legislation in place where by the ratio of care assistants to Service Users is more realistic and also ensure that before a person goes to work in a care home of any kind they have a minimum of a NVQ Level 2 Certificate or similar in Health Care.

Let us stop hearing the horror stories about the care industry, and put the right legislation in place to stop them.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

199. CARE HOMES THE PRIDE OF OUR NATION

This Congress I am asking to look into the care homes of our elderly and make sure that they are treated with the respect that they have worked for and deserve.

Too many stories have come to light about the care homes, treatment, food and care of our retired, ill health and old members of our communities.

Our old folk are the backbone of our nation and what is happening to them.

Substandard care

Substandard food

Why are our senior citizens paying for the current status of the Government.

Lets look into this further and solve the problems.

GLASGOW NURSES BRANCH
GMB Scotland

200. FAIR PAY FOR A DAYS WORK

This Congress we respectfully ask to take up the challenge to change the pay structure within the care industry.

Although sex discrimination laws outlaw men getting paid more than women for doing the same job, historically care has been carried out by mostly women and therefore low has been the norm.

We ask that these workers be given a living wage that reflects the responsibility they take on every day. Most are responsible for very frail and vulnerable people who need specialist care that cannot be given to them in their own homes or hospital.

Most care assistants are paid the minimum wage and receive a few pence more for having an NVQ level 2 and if they are a senior care assistant with a Level 3 they may receive a pound more.

Care assistants under the age of 21 doing exactly the same job as a person over 21 and will receive less money on average which is just over five pounds at the minimum wage rate. Some care homes have started apprenticeships for care assistants paying just over two pounds per hour. We got rid of age discrimination but are we not discriminating against a person who is under 21 who is doing exactly the same job as a person older than them?

Most care assistants supplement their wage by working for agencies or picking up extra shifts in their workplace rather than having a day off to rest.

Is it not time we paid the care assistants what they are worth and give them the respect they deserve. An average day for a care assistant can be as follows

1. 7.30am briefing from the night staff.
2. 8.00am check the residents in their rooms; give drinks to those who are awake.
3. Give drinks to the residents which the night staff may have got up and are in the lounge.
4. Care assistants give personal care to those residents that can come out of their beds into the communal lounge ready for breakfast.
5. 8.30 – 9.45 serve breakfast to those residents that can feed themselves.
6. Take breakfast to and assist (feed residents) that are unable to feed themselves.
7. Collect all dirty pots rinse off and take to kitchen with the hot cupboard.
8. Resume giving personal care to residents, this can be bed baths, showers, or strip washes, emptying and changing catheter bags, changing stoma bags. Many residents have to be hoisted into wheelchairs to be transported from their rooms, after their beds have been stripped and remade as they are normally soiled even if pads are worn during the night.
9. Residents who are unable to leave their beds have to be bed bathed, clean clothes and pads put on and pressure care is given (turned every 1 or 2 hours).
10. At some point the care assistants will be able to have a 10 minute break.
11. By the time most of the residents are washed and dressed, it will be time for lunch.
12. Lunch is served and the whole process of feeding the residents starts again.
13. The carers will have a 20 min break if they are working a full day (12 -13 hours) and then start the whole process again changing residents and their beds again if required, this continues up until tea time when the whole process is repeated, residents are fed, then washed changed and put to bed, if not already in bed

It is a disgrace that people have to work like this, for a minimum wage and with little or no thanks?

We ask the GMB to take up this challenge and run a national campaign to raise wages in the care industry by a substantial amount above the minimum wage.

BRIGHOUSE GENERAL BRANCH
Yorkshire & North Derbyshire Region

201. LIVERPOOL CARE PATHWAY

This Congress calls upon the GMB to campaign to ensure that those receiving end of life care are afforded all necessary support and appropriate care during the latter stages of their life.

We are deeply concerned that evidence has come to light that some of the pathways in managing end of life care may be contrary to the dignity of the individuals concerned, especially where access to necessary nourishment, food or drink is denied as a means of speeding up the end of life.

We are asking the GMB to work with our members in the care professions and other caring organisations to ensure that those who are facing terminal illness can enter this stage of their life in the full knowledge that their dignity and humanity will be preserved at all stages till it reaches a natural end. Furthermore, we ask that the Quality Care Commission (QCC) and Healthcare Trusts/NHS include in their scrutiny the management of end of life care to ensure strict and appropriate guidelines are followed in managing people with terminal illness.

Q22 MANCHESTER CENTRAL BRANCH
North West & Irish Region

202. THE LIVING WAGE

This Congress agrees to run a national campaign with regards to the introduction of the Living Wage into the Care Sector, starting with the care providers GMB are currently recognised with. The campaign will include the lobbying of politicians currently in Government and those of the Labour Party.

The standard of care within this sector and for the most vulnerable in our society has been subject to much debate, around how to stamp out abuse and increase standards, a starting point must be to offer a decent rate of pay that will attract the most skilled careers back into the business and be able to retain the current experienced ones that are struggling to put food on the table being paid minimum wage.

C40 BIRMINGHAM & WEST MIDLANDS CARE BRANCH
Birmingham & West Midlands Region

203. LIVING WAGE

This Congress calls upon GMB to better publicise and celebrate those local authorities who sign up to implement the living wage, but also increase pressure through campaigning to get all local authorities to do it.

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

204. LIVING WAGE

This Congress supports the movement towards the introduction of a living wage which has already been adopted in many local authorities by other employers and the principle being accepted by others. Whilst we accept that the minimum earning legislation was a massive and important move forward by the Labour Government, it has to a large extent been overtaken by recent wage freezes, massive increase to all basic living cost and the attack on benefits.

As a result of which, Congress now agrees we should adopt the living wage as the standard for the future.

BARKING & DAGENHAM LGO BRANCH
London Region

205. CLOSURE AND PRIVATISATION OF MOD BASES

This Congress Beith Engineering Branch would like to move that GMB oppose the current Govt/MOD Policy of privatisation and outsourcing of MOD bases.

We believe that this could lead to major changes to our terms and conditions and even possible trade union membership. As you are well aware Mr Cameron has set out a plan to look at the terms and conditions of the Civil Service and we feel that privatising MOD bases will lead to profit before security.

Will private companies hold future governments to ransom regarding out put of munitions etc?

BEITH ENGINEERING BRANCH
GMB Scotland

206. DEFENCE CUTS

This Congress is called upon to lobby the coalition to shelve existing and future defence cut plans and to re-think its policy of trying to cut, as the world's policemen in places like Afghanistan, Libya, Syria and now assisting in Mali, are using our overstretched and overburdened and dwindling Armed Forces members, which is further putting people's lives at risk.

Unless properly funded, equipped and staffed to do so, they are our sons and daughters, not yours!

GMB EAST DERBYSHIRE BRANCH
Midland and East Coast Region

207. WORKPLACE PARKING CHARGE CREATING BIGGER WORKLOADS

This Congress notes that those who travel to work in their own vehicle are not happy to pay the workplace parking charge therefore they are applying to work from home. This creates more work for those that either pay into the workplace parking charge or those that don't have their own transport.

We therefore call upon Congress to support this motion that the workplace parking charge should be reviewed.

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

INDUSTRIAL & ECONOMIC POLICY

TAXATION & GENERAL

208. TAX JUSTICE CAMPAIGN

This Congress recognises that over many years of successive Governments the public has been ripped off with the introduction and increase in many taxes within society that mainly have an adverse effect on the low paid.

At the same time the Coalition has given the higher paid in society considerable tax concessions by a reduction of the top rate of tax.

We have had a rise in VAT, the constant threat of increasing Council Tax forcing many people who are claiming benefits to now pay a kind of poll tax element of the Council Tax which they never had to do before from their benefits.

We've also seen the removal of working tax credits and family tax credits. At the same time, Governments have allowed the relaxation of our tax laws which allow tax loopholes to benefit large organisations and the rich and famous not to pay their fair way with their taxes by either banking off-shore, or by paying expensive lawyers to get them round paying their taxes like the rest of us.

It is time we started a tax justice campaign to ensure we all pay our taxes; after all we all use the services the tax deductions are supposed to pay for.

We are therefore asking Congress to link up with all other Trade Unions in campaigning on fair taxes for all via a Tax Justice Campaign.

ISLINGTON 1 & HARINGEY BRANCH
London Region

209. GOVERNMENT TO CRACK DOWN ON TAX FRAUD

This Congress calls on the Government to crack down on Tax fraud and evasion and rigorously pursue the million tax dodgers for the money they owe us – almost £70bn a year – as a quick and fairer way of getting the economy back on track. This coalition instead of collaring after their rich friends chooses to continue attacking the worst off.

C15 GENERAL BRANCH
Birmingham & West Midlands Region

210. TAX EVASION

Congress, for too long many larger companies have legally avoided paying a full quota of tax into the British system.

This is not fair on the smaller traders who do not have the means of “smart” industrial lawyers and tax advisors at their disposal.

Furthermore it “robs” the British people of much needed revenue of money that has been generated into Britain only to be paid into “off-shore” bank accounts which has no benefit to the country as a whole.

It also illustrates that this Government will only pay “lip service” to this kind of practice particularly when we learn that many of these companies have close ties with the Conservative Party and indeed contribute to the Tories funds.

This is unacceptable and borders on dishonesty which does damage to the British reputation of fair play.

Whilst we accept that to approach this Government about improving this situation and making it more honest and transparent would be a waste of time, we do now ask that Congress whilst supporting the essence of this motion, make it GMB policy to persuade the Labour Party to make this issue part of its next election manifesto.

KING'S LYNN NO 1 BRANCH
London Region

211. NEW TAX AVOIDANCE LAWS

This Congress deplores the use of tax avoidance measures by some major corporations in avoiding paying fair taxes made on profits they make in the UK. We therefore instruct the CEC to mount a campaign to ensure the government closes tax loop holes, so all companies pay their fair share of tax.

GMB MID LINCS BRANCH
Midland and East Coast Region

212. TAXES

Congress calls on the powers of the CEC to put pressure that all companies like Starbucks, Amazon etc pay their taxes in this country like every other company.

EAST DEREHAM BRANCH
London Region

213. REDUCTION OF VAT

This Congress, once again we are asking this conference to push for a reduction of VAT back to 17½% during these times of austerity.

ASDA SOUTH BRANCH
Yorkshire & North Derbyshire Region

214. FINANCE - VAT

This Congress believes that the VAT rate of 20% has been in place for too long. We therefore instruct the CEC to lobby the relevant bodies to reduce the rate back to at least 17.5%.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

215. PAYE FOR ALL WORKERS

This Congress believes that it is time to introduce a PAYE tax system for all employees from the cleaner to the Chief Executive.

This Congress therefore calls on the CEC to mount a campaign to see a taxation system introduced so we all pay our fair share of tax.

GMB MID LINCS BRANCH
Midland and East Coast Region

216. UK INDUSTRIAL POLICY

This Congress supports the work of the TUC in developing thinking towards an Industrial policy for the UK in its "German Lessons" publication¹.

Congress supports a UK industrial policy based on core principles including:

- The need to rebalance the economy away from cushioning the financial chicanery of the City of London and towards a productive, job creating productive economy;
- The need for 'patient' finance to the productive economy;
- The development of a high skilled productive workforce through a training and development levy of companies, organised through licenced sectoral bodies made up of employers and employees representatives;
- The development of robust, quality, apprenticeship programs run by sectoral bodies made up of employers and employees representatives;
- The radical reform of the finance and banking industry, to create a utilitarian banking system focused on productive job creation;
- The use of Government contract tendering to drive and reward companies on socially useful grounds (job creation, skill promotion, promotion of industrial relations, tax compliancy etc)
- Raising finance for industrial research and development through a financial transactions tax to suppress socially useless financial speculation;

- The need for tax fairness and an end to tax havenry to allow great companies to develop on a level taxation 'playing field';
- The reform of company law to stress the societal obligations of those petitioning for limited company status over short-term shareholder return;
- The development of industrial planning through national and regional economic partnership bodies;
- The need to create a "Green New Deal"

In furtherance of this motion Congress instructs the GMB to:

- publish a fully researched case for a UK Industrial policy
- consult widely amongst GMB branches as part of the process of researching for a UK Industrial policy;
- actively press the case for the GMB conception of a UK Industrial policy at the TUC, with GMB sponsored MPs and within the Labour Party as a whole, with other political parties and with civic society;
- Host a one day national, public conference to launch the GMB case for a UK Industrial policy, followed by a series of regional events;
- Plan a public campaign to propagate the need for a UK Industrial policy, including a full-hearted press and media campaign

¹.German Lessons, Developing Industrial Policy in the UK, see <http://www.tuc.org.uk/industrial/tuc-20509-f0.cfm>

B84 BRANCH
North West & Irish Region

INDUSTRIAL & ECONOMIC POLICY

SOCIAL JUSTICE

217. COMPANY FAILURES

This Congress is concerned at how employees are suffering when companies collapse due to decisions taken by chief executives and boards of directors, and believes laws should not just protect employees, but also penalise directors.

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

218. DIRECTORS' PAY

This Congress is appalled that many directors of companies in the UK are receiving massive percentage increases year on year in their salary. Companies are making smaller profits but the directors are still receiving vast amounts of money. The average pay increase for workers is forecasted to go up by less than 3% in 2013 while directors pay in many cases could increase by over 25%.

YORK GENERAL BRANCH
Yorkshire & North Derbyshire Region

POLITICAL

GENERAL

219. AUSTERITY

This Congress should campaign for and build support for a general strike against the government's devastating austerity measures. We should base this campaign around the TUC consultation on their 2012 Congress resolution with the objective of coordinating days of action with our sister unions and covering as many sectors as possible.

This will in turn reignite the fight against the Condems and build on our resistance against their appalling and discriminatory attacks on working class people.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

220. GENERAL STRIKE

This Congress 2013 agrees to support the growing call for a one day general strike in response of the destruction of jobs and services and the wholesale attacks on working class living standards we are enduring from this Tory/Liberal Coalition Government.

We say enough is enough and believe we should now be applying maximum pressure within the TUC to name the day.

BARNESLEY GENERAL BRANCH
Yorkshire & North Derbyshire Region

221. GENERAL STRIKE

This Conference calls upon the Central Executive Council to work with all trade unions to organise a general strike. We do understand the difficulty that this would mean because of the anti-trade union law that was brought into place by the Thatcher Government and continued under Labour.

We demand the right to withdraw our labour as our fellow trade unionist can in the EU. To accept the attacks on our living standard without increasing our resistance will only lead to the Government continuing unabated in removing the gains the Trade Union Movement has made through the years.

MILTON KEYNES CITY BRANCH
London Region

222. PEACEFUL CIVIL DISOBEDIENCE

This Congress notes:

1. The government has aggressively advanced on all fronts against the interests of working class people.
2. It continues to aggressively attack employee rights at work and their ability to hold employers to account.
3. The impact of Government policies are that the living standards of the working class have been reduced, whilst the living standards of the richest 1% have continued to increase.

This Congress believes:

4. That the attacks by this government on social security, employment security and health and well-being for the vast majority of people will continue and increase.

5. That an effective campaign to defend public services and living standards may require acts of peaceful civil disobedience and protest.

This Congress resolves:

6. That it will support grassroots collective campaigns of peaceful civil disobedience and protest against the policies of austerity pursued by this government.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

223 GMB PORT TALBOT OCCUPIERS

Congress congratulates the GMB members who staged a protest on 8 January on the junction with the M4 outside Port Talbot Steelworks. This action led to huge tailbacks for rush-hour motorists. It was against the laying off of 40 contractors with 3 months' work remaining – the employer planned to use cheap labour to finish off the job.

As a result of this demonstration, the workers won their dispute and were all reinstated.

Congress calls on the CEC to ensure that where immediate action or demonstrations result in victories then GMB publicises these to all members, in order to give confidence to other workers facing attacks from their employers.

GMB@PCS BRANCH
London Region

224. UNION FLAG PROTESTS

This Congress notes the violence in Northern Ireland over the flying of the Union Flag at Belfast City Hall.

Congress strongly reaffirms its commitment to the Peace Process as the only way to sustainable peace and calls on all politicians to put peace before rhetoric and self-interest for the betterment of citizens and communities across Northern Ireland.

DURHAM COUNTY LA BRANCH
Northern Region

POLITICAL

THE LABOUR PARTY

225. THE BRITISH ECONOMY

This Congress notes

- That the British economy contracted in the last 3 quarters of 2012 which was the longest double-dip recession for over 70 years. Since the coalition's emergency June 2010 Budget the economy has not grown at all. By comparison the main industrialised countries of the OECD have grown by 3.3% over the same period.
- The Coalition claims that its policies are aimed at deficit-reduction. But the deficit is on a sharply upward path, rising by nearly a quarter in 2012.

Congress welcomes the Labour Party's 5-point plan for economic recovery. This includes:

1. £2bn tax on bank bonuses to pay for 25,000 'more affordable' homes and it claims there would be a jobs guarantee for all young people.
2. Bring forward investment projects like new school buildings.
3. Temporarily reverse the Tory-led Governments VAT rise – a £450 boost for families with children.
4. Cut VAT on home improvements to 5% for a year.
5. Give small firms a tax break to take on extra workers.

Congress believes that

- The Coalition policy is a complete failure, causing the economy to contract, living standards to fall and the deficit to rise.
- The commitment to create new jobs and homes under the 5-point plan is welcome, but insufficient.

Congress further believes that

- The scale of the country's problems goes far beyond the scale of the response outlined by the Labour Party's the 5-point plan.
- £2bn from the bankers' bonus tax is insufficient compared to the £56bn investment shortfall which has caused the recession.
- £2bn could fund EITHER 25,000 new homes OR could provide minimum wage for 200,000 under-25s. It can't do both.
- 25,000 "affordable homes" is inadequate compared to the 1.8m households on council waiting lists in England alone.

W15 WILTSHIRE AND SWINDON BRANCH
Southern Region

226. A STRONG VOICE FOR OUR UNION IN THE LABOUR PARTY

This Congress reaffirms its recognition that our union must strengthen our political voice and must, in particular, work to ensure that the Labour Party is properly responsive to the needs of our members.

Congress, accordingly, welcomes our union's successful motion carried by the 2012 Labour Party Conference resolving that "Labour in government will develop an active industrial strategy to safeguard the national energy infrastructure and ensure we have the manufacturing capacity that makes the country fit for a strong and prosperous economic future."

Congress calls for this motion and any others carried at the Labour Party Conference to be duly inserted, as this Congress agreed last year, into the Party's Rolling Programme of policies. We reaffirm our belief that, in respect of Labour Party policy-making, the GMB and other affiliates and Constituency Labour Parties must be able to move amendments to the Party's policy documents (or to refer back to certain parts of them), rather than being obliged to accept or reject a document in its entirety. We, also, believe that where there is a significant difference of opinions, the Labour Conference should be allowed to vote to decide between alternative options.

Congress welcomes the statement of the Labour Party leader that "we should not be afraid of debates" and, in this connection, we reiterate our call to Labour's national Executive Committee to remove the restrictive "Contemporary" criteria which currently result in many motions of genuine concern being ruled out of order (as happened to 60 motions in 2012). Sufficient Conference time must, in any case, be allocated for more elected Conference delegates to engage in serious policy debates.

Finally, in order to ensure that the legitimate interests of GMB members are properly respected, this Congress:

- 1) Reaffirms its belief that, in Parliamentary Selections, sitting MPs should, in future, need at least 66% of the nominations from the constituency's wards and affiliated trades unions branches in order to achieve automatic reselection;
- 2) Reaffirms its support for the proposal to increase the overall number of CLP seats on Labour's NEC, in addition to reserving seats for Scotland and Wales;
- 3) Calls on the Labour Party NEC, in respect of elections for leaders of local authority Labour Groups, to consider the option of an electoral college involving not just Labour councillors but, also, individual Party members and members of affiliated organisations;
- 4) Calls on all GMB representatives at every level to pursue all the above objectives with maximum vigour in order to ensure that our members' voices are heard.

SUNDERLAND 1 ENGINEERING BRANCH
Northern Region

227. PREPARING FOR 2015

Congress agrees that with less than 2 years to the General Election, we, together with the rest of the Trade Union Movement and the Labour Party, need to start developing and promoting policies that will appeal to, and enthuse a massive challenge to the Tories in 2015 or before.

To this end we should jointly agree and publish a series of articles in our various Union and Party journals, ensuring that in opposition to the right wing press, we promote viable working class policies, as an alternative to the austerity propaganda we have been fed since 2010.

Congress agrees that it is vital that we put all and any minor issues to one side in order that we carry the major message to our 6-7 million plus Trade Union membership their families and friends.

ISLINGTON APEX BRANCH
London Region

228. LABOUR PARTY ELECTORAL COLLEGE FOR COUNCIL GROUP LEADERS

Congress believes that one of the greatest strengths of the Labour Party is its link with 15 trade unions, bringing the voices of 3 million working people into the party.

Congress believes that the experience and interests of working people helps to strengthen the electability and credibility of the Labour Party.

Congress therefore calls on the Labour Party NEC to consider the option of an electoral college for the election of the leaders of local authority Labour Groups, involving not just Labour councillors, but also individual members, and the members of affiliated organisations.

W15 WILTSHIRE AND SWINDON BRANCH
Southern Region

229. JOINT TRAINING FOR THE LABOUR PARTY MOVEMENT

This Congress agrees that GMB will invest further resources and work with the co-op and Labour Party with the objective of ensuring there are more GMB/Co-op and Labour prospective parliamentary candidates from a working class background to stand in constituencies at the next General Election.

GOOLE BRANCH
Midland & East Coast Region

230. LABOUR PARTY RECRUITMENT PROJECT

This Congress agrees GMB will work as a matter of priority to recruit more GMB members and Labour supporters into the Labour Party to stand as local councillors and Labour Party activists and that each Region establishes its own project to meet these objectives.

GOOLE BRANCH
Midland & East Coast Region

231. BRIGHTON PAVILLION

Congress reaffirms our belief that the best interests of GMB members is served by the election of a Labour government.

Congress notes that the rule book aims of our union include

To help elect members to Parliament and public authorities who promote our policies and the interests of members through political methods, providing the candidates are pledged to collective ownership, under democratic control, of the means of production, distribution and exchange.

Congress reaffirms that GMB resources should be directed to supporting candidates who promote the interests of GMB members.

Congress notes that regrettably not all Labour candidates are pledged to collective ownership, under democratic control, of the means of production, distribution and exchange.

Congress further notes that the MP for Brighton Pavillion, Caroline Lucas, does broadly support the political aspirations of the GMB, and that she has worked collaboratively with GMB when applicable, to promote the interests of our members.

Congress resolves that while generally supporting Labour candidates and calling for a vote for the Labour Party, that we would not prioritise supporting Labour's campaign in Brighton Pavillion at the next general election.

W15 WILTSHIRE AND SWINDON BRANCH
Southern Region

232. RULEBOOK

This Congress recognises that Rule 2.8 of the GMB Rulebook states that an aim of the GMB is 'To help elect members of Parliament and Public authorities who promote our policies and the interests of members through Political methods, providing the candidates are pledged to collective ownership, under democratic control, of the means of production, distribution and exchange'.

This motion agrees with this rule and calls for it to be actively enforced. This motion therefore calls for Congress to ask the Regional and National Political officers to take an active role in enforcing this rule.

M27 LB MERTON BRANCH
Southern Region

233. MPs VOTING RECORDS

This Congress regrets that the CEC failed to carry out the terms of the Composite Resolution 19 carried at Congress 2011 with regard to the voting records of GMB supported MPs and requests this now be implemented and a report prepared for Congress 2014.

NORTH WEST LONDON BRANCH
London Region

234. GMB SUPPORT FOR THE LABOUR PARTY

This Congress recommends that there must be a new 'Warwick' agreement and commitment by the Labour Party to work with the trade unions when next in power, before the GMB supports the Labour Party at the next election.

SHEFFIELD LOCAL GOVERNMENT STAFF BRANCH
Yorkshire & North Derbyshire Region

235. EMPLOYMENT LEGISLATION & LABOUR GOVERNMENT

Congress recognizes that at the time of meeting, there is less than two years to the next General Election.

It is a belief that a Labour Government may realistically be returned after only one term in opposition. It is recognized that many traditional Labour voters have turned from our party and if the movement can persuade them to support in 2015, the following five years must demonstrate that Labour are on their side and must deliver tangible benefits to working people.

Congress recognizes that it is not politically possible to reverse all the Thatcher/Major, anti-working people legislation, but an incoming Labour government must selectively introduce progressive employment legislation which is currently 'stacked' heavily in favour of employers.

Congress wishes to see the production of a priority list of possible improvements with the intention of levelling the playing field as regards employment rights.

The GMB leadership in conjunction with sister unions, its own CEC and political committee and membership, must produce a list of priorities which it expects a new Labour Government to introduce and is a pre-requisite for our support, financially and logistically.

Improvements to current industrial action balloting, so removing employers' ability to stop action on technicalities, dismissal rules on the basis of a civil test of balance of possibilities rather than reasonable belief, trade union recognition on a majority of those voting, are a few examples, but clearly this is not an exhaustive list.

Congress wishes the production a priority agenda which Labour must sign up to. Individual Labour candidates must similarly agree to support these priorities in return for the financial and other support mechanisms which they clearly require if they are to be elected.

Congress expects our requirements to be in place for Congress 2014, by which time we will be less than one year from the election.

X23 DOVER FERRIES BRANCH
Southern Region

236. TRADE UNION ACCESS

Congress wishes the GMB leadership to work with the Labour opposition on a policy of trade union access to non-trade union businesses. Congress wishes an incoming Labour Government in 2015 to introduce legislation in this regard. Congress recognizes that in many countries around the world, this access is an acceptable norm.

Congress wishes the lawful right of trade unions to access non-union business sites so that it may present and demonstrate the benefits of trade union membership and the improvements to businesses and workers, where common goals may be shared.

A statutory right of access must be provided.

X23 DOVER FERRIES BRANCH
Southern Region

237. FULL EMPLOYMENT

This Congress calls on the Labour Party to include a commitment to “full employment” in the next General Election Manifesto.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

238. THE LABOUR PARTY AND ITS POLICY ON WELFARE

Congress condemns the vicious attacks that the Con-Dem Government has launched against the most vulnerable members of society, such as the unemployed and people with disabilities, using them as scapegoats for the economic crisis. The rhetoric being used harks back to 19th century notions of deserving and undeserving poor, when unemployed people were blamed for their plight and forced into workhouses so as not to be a “drain” on society. The misuse of data is also shocking (e.g. George Osborne launched a whole policy to limit the number of children the poor can have pointing to the number of families claiming 100K housing benefit per year – when an FOI was sent to the DWP it turns out this is just five families).

However, Congress is equally disappointed at the failure of the Labour Party to properly challenge the Government’s assault on the unemployed and other vulnerable members of our society. Instead of attacking the neoliberal ideology that underpins the Con-Dems thinking, and seeking to provide a genuine alternative perspective – based on equality, justice and fairness for all – it concedes the principle that there are deserving and undeserving poor. For example, Ed Balls has stated that if Labour wins the next election, after two years the unemployed will have to accept any job or lose their benefits.

Congress calls upon the CEC to lobby the Labour Party to change its policy on welfare to reflect the long-established principles of the Welfare State.

GMB@PCS BRANCH
London Region

239. IMMIGRATION POLICY

This Congress calls on the GMB, along with the Labour Party, to present a constructive policy on future immigration, in time for the next election, to stop the growth of the smaller political parties, which in most cases are anti-trade union and racist.

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

240. LABOUR PARTY

This Congress agrees that a future Labour Government will not enter a coalition with any other main stream political parties.

B43 BIRMINGHAM CITY GENERAL BRANCH
Birmingham & West Midlands Region

241. DE-AFFILIATION FROM THE LABOUR PARTY

This Congress must debate as to whether we stay affiliated to the Labour Party, as this branch feel they no longer share trade union and working class beliefs.

We feel that it would be totally undemocratic of the GMB not to debate this, as it is the most pressing issue that this branch feels most concern over at this time.

ASDAIR BRANCH
Yorkshire & North Derbyshire Region

242. A NEW POLITICAL PARTY

Congress agrees with the amount of clout all unions have the branch would like to submit a motion to GMB Congress.

The branch and I am in no doubt lots of other Union members feel that all unions should pool together and start another Party, as we feel that none of the 3 parties including Labour have done nothing to support the causes of the GMB or of the working person as a whole.

BRAINTREE & BOCKING BRANCH
London Region

POLITICAL

LABOUR PARTY CONSTITUTIONAL ISSUES

243. LABOUR PARTY RULEBOOK, CHAPTER 5, CLAUSE 1B

This Congress agrees to vehemently campaign at every level to bring about the Labour Party enforcing Chapter 5, clause 1b, of the Labour Party rule book which states “Where not otherwise prevented they shall also be a member of a trade union affiliated to the TUC or considered by the NEC as a bona fide trade union and contribute to the political fund of that union. Any exceptions to these conditions must be approved by the NEC.”

We feel that we should be encouraging the Labour Party Chapter 5, clause 1b rule to be adhered to for all people holding or standing for public office.

This should mean that all Labour Party MPs, County Councillors and District Councillors should all be members of a trade union. Let’s bring the Labour Party back to where it was started, at the heart of the trade unions.

MANSFIELD CENTRAL BRANCH
Midland and East Coast Region

244. LABOUR PARTY CANDIDATES

This Congress calls on the GMB to continue the campaign for more working class candidates to be nominated for political and Parliamentary office within the Labour Party. It notes with concern the selection process for the Rotherham by-election and calls on the GMB to demand an inquiry in to this selection and the role of the Labour Party NEC in the selection process in general. Labour Party rules should allow a more open access to selection panels and a greater say for local CLP’s in short listing and selecting local candidates.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

245. GIVE DEMOCRACY TO LABOUR PARTY SELECTION MEETINGS

This Congress calls on the Labour Party to reform its selection procedure for Parliamentary Candidates as a matter of urgency. Far too often, the NEC shortlisting committee dictates the choices available to

local party members by parachuting candidates into constituencies without any explanation for their decision.

In order to give CLP members a genuine, democratic choice, Congress calls on the Labour Party to:

1. Have shortlists of at least six at CLP selection meetings
2. Those shortlisted to hold a cross section of views to represent the various strands of opinion within the Party
3. At least one shortlisted candidate to be selected by the region.

The Labour Party has a history of comradely and fraternal debate, in other words, democracy. It needs to restore local democracy to the selection procedure.

One Member, One Vote, not NEC diktats.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

246. GMB'S INFLUENCE IN LABOUR PARTY

Congress welcomes GMB's successful motion at the Labour Party's 2012 conference, resolving that "Labour in government will develop an active industrial strategy to safeguard the national energy infrastructure and ensure we have the manufacturing capacity that makes the country fit for a strong and prosperous economic future"

Congress calls on GMB to lobby at every level within the Labour Party for this motion, and others passed at the 2012 Labour Party conference, to be included in the Party's Rolling Programme of policies.

Congress reaffirms its belief that the GMB and other affiliates, and the constituency parties, must be able to move amendments to the Party policy documents at conference, or refer back parts of them rather than being required to accept or reject them in their entirety. Conference should vote to decide between alternative options.

Congress further welcomes the statement by Ed Miliband that "We should not be afraid of debate".

Congress therefore resolves to ask GMB delegates to the Labour Party National Executive Committee to push for the NEC to remove the restrictive "contemporary" criteria from motions, which ruled out 60 motions for the 2012 conference.

Congress also resolves to ask GMB delegates to the Labour Party National Executive Committee to push for NEC to allocate more time for elected conference delegates to engage in policy debates.

W15 WILTSHIRE AND SWINDON BRANCH
Southern Region

POLITICAL

DEMOCRACY & CONSTITUTIONAL REFORM

247. AGAINST AN INDEPENDENT SCOTLAND

This Congress Beith Engineering Branch would like to move that GMB support the Better Together Campaign regarding Scotland retaining full membership of the UK. We feel an independent Scotland would be an economic disaster for the country and our Union.

As our Branch is employed by the MOD we can't support an independent country as we do not know where or if our jobs would be in an independent Scotland.

BEITH ENGINEERING BRANCH
GMB Scotland

248. NO TAXATION WITHOUT REPRESENTATION - THE VOTE FOR 16 YEAR OLDS

This Congress notes that, as reported in the press the Scottish parliament has taken the progressive step in allowing 16 year olds to take part in the referendum deciding the future of Scotland staying within the union.

As it is theirs and future generations that are going to be greatly affected by the decisions being made this is the right thing to do and in these troubled times it is about time Westminster also allowed all British 16 year olds to vote and have a say in decisions being made that will determine their future.

In the 2007-2008 parliamentary sessions a private members bill was sponsored by Julie Morgan and only got to the second reading in the commons, October 2012 introduced into the House of Lords sponsored by Lord Tyler awaiting a date for its second reading.

This motion is asking the CEC to support this bill and lobby parliament for its speedy introduction onto the statute book.

If they are old enough to work, old enough to join the armed forces and old enough to pay taxes then they should be old enough to vote and have a say in electing those who will be making decisions that will affect their future.

GRIMSBY FOOD & LEISURE BRANCH
Midland and East Coast Region

249. CREATE A CONSTITUTIONAL CONVENTION

This Congress notes that whilst there have been a number of changes to the British Constitution over the past 150 years; these have effectively been tinkering round the edges rather than radical alterations. After a number of false dawns, Britain is still essentially run in the same way, by the same people as two centuries ago. Congress therefore, calls on the next Labour government to set up a Constitutional Convention, composed of ordinary voters, not the usual suspects of academics, jurists and politicians.

This would have a remit to look at all aspects and components of the constitution, looking at how to bring it into the 21st Century. Such a convention would be given 12 months to report back, not just to Parliament but to the whole population its findings and to have a speedy implementation by the government of its recommendations.

The Constitution should work to the benefit of the whole population not the interests of a select elite.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

250. CAMPAIGN TO REMOVE UNACCOUNTABLE ELECTED MAYORS

This Congress moves that nationally a campaign be raised to rid the country of unaccountable elected mayors in local government who preside for a fixed period without any form of accountability.

DONCASTER CENTRAL BRANCH
Yorkshire & North Derbyshire Region

POLITICAL

HONOURS

251. RECOGNITION FOR OUR WOUNDED SERVICEMEN AND WOMEN

This Congress calls upon the government to put in place some form of recognition for our soldiers who are wounded in action, in service to our country.

Many show visible scars or injuries, others do not, but they have one thing in common; their suffering does not stop when their wounds have healed. Many suffer the rest of their lives.

Would a medal be too much to ask to mark the debt that society owes these men and women?

LINCOLN TEC GENERAL & APEX BRANCH
Midland and East Coast Region

POLITICAL

RACISM & FASCISM

252. RACISM

This Congress calls on the self-regulation of Football in the UK to be brought within the law of the land on vital day to day matters as tackling racism. In addition Congress calls on politicians nationally and locally to be working through their collective channels of influence to put maximum pressure on International Football Authorities, so that those bodies recognise the social responsibility to the people who participate in and follow “the Beautiful Game”.

UNITED BISCUITS CARLISLE INDUSTRIAL BRANCH
Northern Region

POLITICAL

EUROPEAN UNION

**253. EMPLOYMENT LAW (TUPE)
TUPE REG'S – EUROPEAN PARLIAMENT**

This Congress is called upon to support this motion to call on our MEP's to put pressure on European Parliament and ask why they do not apply TUPE Reg's, as 1000 Security Officers were made redundant when security was brought in-house from Private Sector, i.e. Luxemburg and Belgium.

S20 SECURITY BRANCH
Birmingham & West Midlands Region

254. INTERNATIONAL

This Congress believes that the UK should play an active role from the inside of the European Parliament. We therefore disagree with any proposals which could take the UK out of Europe and reduce our nation's effectiveness in all issues that affect our members.

We therefore call on the CEC to lobby our MP's to actively promote the need to remain a full and active European Member State.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

SOCIAL POLICY

GENERAL

255. HIGH INTEREST LOANS

This Congress deplores the growth in advertising for loan companies offering instant short-term loans at very high interest rates that prey upon the most vulnerable in society which is heightened by the current reduction in essential benefits.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

256. CALL FOR AN END TO ENTICING LOAN COMPANY ADVERTISING

Congress agrees advertisements for pay day loans are in abundance on TV and the internet every day.

These ads are purposefully bright, colourful and attractive and lead potentially vulnerable people down a very slippery slope to a big hole that is hard to then get out of.

This Congress asks that the GMB put pressure on the Advertising Standards Authority to end them and also lobby this Government to create legislation to ban these legal "loan sharks" from broadcasting misleading advertisements on TV stations and the internet.

HAVERING BRANCH
London Region

257. LOAN SHARKS

This Congress calls for a thorough investigation into the operation of 'loan sharks' and how they are allowed to prey on the poorest and most vulnerable people in our society.

We are concerned that Government cuts will prompt more and more people to approach loan sharks in order to keep the bailiffs away.

A15 ASDA BRANCH
Birmingham & West Midlands Region

258. CAPPING OF PAY-DAY LOANS

This Congress calls on the GMB to ask the government to put a cap on the interest charges on the so called pay-day loan companies, i.e. Wonga.com

NOTTINGHAM TEC BRANCH
Midland & East Coast Region

259. THE NATIONAL LOTTERY

Congress should be appalled at the decision by Camelot to double the price of the lottery tickets whilst this country is suffering a recession.

This price increase will hurt the lower paid sections of our society and is totally unfair and unacceptable it could also have serious effects because of people boycotting the lottery with drastic results on organisations and charities who depend on lottery funding.

More than eleven million pounds which includes five million pounds in bonuses has been set aside to pay out to twenty five Camelot chiefs which was announced only a few days after the price increase.

This is insensitive particularly after the scandal of the “bankers’ bonuses” and clearly illustrates the sheer greed and abusive use of power by big organisations.

Congress is urged to oppose this change of events by any means available.

KING’S LYNN NO 1 BRANCH
London Region

260. BETTING SHOPS

Congress notes the campaign by Fairer Gambling who have released figures which state that more than £2billion was gambled using “fixed odds betting terminals”.

These machines are known as “crack cocaine of gambling”. There must be a cap on the number of these machines in individual betting shops.

The Government should carry out a review of FOBT’s that considers reducing the maximum stake from £100, increasing the time between plays and the way the machines are licensed. We also believe that the best way to prevent the further clustering of betting shops is to change their planning category, giving residents and local government more say over their local high street.

EDMONTON/ENFIELD BRANCH
London Region

261. BETTING SHOPS, HIGH STAKE GAMING MACHINES AND FIXED ODDS TERMINALS

Congress agrees that gambling can become a serious addiction and is increasingly the cause of serious financial problems in families. This motion notes with concern the rapid proliferation of high stake gaming machines and fixed odds terminals in betting shops. These additions to conventional gambling are rightly referred to as “the Cocaine of the Gambling Industry” and are mushrooming in every High Street, and poorer communities.

The growth of these establishments coupled with the industry call for further deregulation should set alarm bells ringing.

This motion is not calling for a return to the days of back street bookies but calls for control of the concentration and form of gambling on our High Streets to be controlled by Local Authorities.

HOME COUNTIES GENERAL BRANCH
London Region

262. DRUGS

This Congress calls on the Government to introduce a Royal Commission on drug use, and whether regulating supply is the answer to the increasing problems caused by criminal gangs and dodgy suppliers seeking to take advantage of people in some of the most vulnerable communities in the UK.

NORTH TYNE COMMERCIAL SERVICES BRANCH
Northern Region

263. REDUCED COST CHILDCARE FACILITIES

This Congress notes that currently children under 4 do not receive full-time free childcare.

In some cases parents have to use annual leave, reduce their hours or in some cases finish work completely as the cost of childcare is disproportionate to their earnings.

We therefore call upon Congress to support this motion and propose that organisations look at having childcare facilities accessible for children who are under 4 at reduced cost.

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

264. PRE-SCHOOL NURSERY PLACES

This Congress is concerned that the Government are altering the staffing levels required in nursery schools. The proposed increase in the ratio of children to adults is a major risk to the safety of our children.

We ask our sponsored MPs to fight this at every opportunity, and to fight for subsidised affordable nursery places.

ESSEX PUBLIC SERVICES BRANCH
London Region

265. REFUGES AND SAFE HOUSES

This Congress demands that funds are made available to prevent the closures of refuges and safe houses.

Those in need of protection will be even more vulnerable if this Government continues to implement the cuts that have forced so many safe houses and refuges to close.

A15 ASDA BRANCH
Birmingham & West Midlands Region

266. SOCIAL - POLICING

This Congress believes that the current trend by the Con/Dem Government is in the process of reducing the presence of Police Officers in the community. They are being replaced by Community Support Officers as an on-going trend. We believe this is detrimental to our members and their families.

We ask the CEC to instruct the relevant bodies to stop this practise.

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

267. CULLING OF BADGERS

This Congress deplores the culling of badgers as a supposed means of the control of bovine TB and believes that more effort should be placed in securing a vaccination programme.

LEICESTERSHIRE 2000 BRANCH
Midland & East Coast Region

268. ENERGY BEST DEALS

Congress says all households should already be on the lowest “best deal” tariff.

Congress also says to the energy suppliers there should only be one and not multiple rates.

EAST DEREHAM BRANCH
London Region

SOCIAL POLICY

JUSTICE

269. LEGAL AID CUTS

This Congress is aware that in April this year our Legal Aid system will collapse, which will cause a devastating effect to millions of people!

Which means the people who cannot afford to pay for a solicitor, will be unable to get justice, so the poorest people in our society will suffer!

Under the Legal Advice and Assistance Act 1949, our Legal Aid system started but now suddenly this coalition government has decided we do not need it and wants to save £350,000,000 cutting the system! But without some of the general public having access to Legal Aid this will cause a lot of problems, and there is a strong possibility of it costing the taxpayer more money in the long run.

The people who cannot access Legal Aid will pursue cases which have a limited chance of success, and as these will lack legal advice and will be unrepresented, they will also take longer to resolve, as they lack the professionalism and quality a solicitor brings to the case, so will end up costing more. So if the Court system is dealing with a lot more cases like these the costs will increase with each one.

Also due to there being a lot of cases, this will cause a backlog, which will slow the system, and again cost more money.

The cuts will affect a lot of people as there will be cuts for divorces, adoption, family maintenance, welfare benefits and employment matters so could potentially affect thousands of people.

This government has attacked our jobs, our NHS, our Councils, our rights at work, now our Legal Aid system. Where is it going to stop?

This is wrong! The most vulnerable people will suffer because of this, whilst the rich who can afford to pay will get justice our legal services should provide for all not just the rich.

We need to campaign to fight this up and down the country, and petition the government, and not rest until our Legal Aid system is restored to how it was.

CAMBORNE BRANCH
Wales & South West Region

270. CRIMINAL INJURIES COMPENSATION SCHEME

This Congress calls upon the Labour Party to condemn the revised Criminal Injuries Compensation Scheme which came into force in November 2012. The revision of this Scheme will take away the right to compensation from those suffering minor injuries which the original Scheme could be awarded compensation of between £1,000 to £2,000 and this would impact on nearly 90% of the victims of violent crimes.

We call upon the Labour Party which they form the next government to amend this legislation which was the last safety net for many victims of crime who could not receive compensation through other means and went some way to help them overcome the trauma of an assault or attack whilst carrying out their employment.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

271. ORGREAVE: TRUTH AND JUSTICE CAMPAIGN

Congress congratulates the Orgreave Truth and Justice Campaign – seeking truth and justice for all miners victimised by the police at the Orgreave Coking Plant, South Yorkshire, on June 18th 1984.

The recent Hillsborough Enquiry shows the pattern of police corruption in South Yorkshire police, and in fact Orgreave is part of the pattern of cover ups and lies by the police from many different forces, which are now being exposed.

Congress instructs the CEC to support the Orgreave Truth and Justice Campaign which calls for a public inquiry, to take place as soon as possible, into the policing and subsequent statements recorded by the police at the time.

GMB@PCS BRANCH
London Region

272. POLICING OF THE MINERS' STRIKE 1984-1985

This Congress notes the work of the Hillsborough Commission and the Levison Inquiry. During each of these events, it has become clear that the Police have fallen short of the standards the public expects from their guardians.

In particular, allegations are now being made, with some regularity, about the events that took place during Miners' Strike of 1984-1985.

Congress calls for a Public Enquiry into the events during that dispute and for the Labour Party to commit to one in the event that it is returned to power in 2015.

Congress asks the CEC to note developments and report back to Congress on developments on this subject matter.

G50 GENERAL SECURITY BRANCH
Northern Region

273. CAMMELL LAIRD 37

Yet another year gone by and another one of the 37 has died.

This Branch calls on the GMB to fulfill its promises and take our case to the European Court of Human Rights immediately.

278B BRANCH
North West & Irish Region

274. KNIFE CRIME

This Congress notes that, despite the rhetoric of politicians, knife crime is continuing unabated and that those in positions of authority are failing society by failing to put in place the necessary mix of carrot and stick to try and reverse a pernicious and pervasive crime culture. Congress calls for new laws to be enacted to ensure that deterrents, education, and supplying deadly weapons are brought under one legislative programme to try and reduce the death and serious injury to people in our society.

HARTLEPOOL 3 BRANCH
Northern Region

SOCIAL POLICY

YOUNG PEOPLE

275. REDUCE YOUTH CRIME AND ANTI-SOCIAL BEHAVIOUR

Congress urges the CEC to campaign for the Government to fund local authorities to engage with young people so that they can use their time more constructively, especially for those children that come from deprived and socially underprivileged backgrounds. If we do not resolve this issue, this may cause a rise in youth crime and victims of that crime. This may cause these children to follow on a life of further offending and coming in and out of prison institutions and a cost to society in the long run.

Congress calls on the CEC to lobby for this motion.

PLAISTOW BRANCH
London Region

276. PROMOTING YOUTH EMPLOYMENT

Congress asks the CEC to campaign for the Government to start engaging young people who are NEET. In the past we have seen a variety of schemes including YTS, YOPs and the Man Power Services Commission which gave many less academic young people their first foot into a workplace and valuable experience into employment.

Congress calls on the CEC to lobby the Government to give the next generation a better chance in life.

PLAISTOW BRANCH
London Region

SOCIAL POLICY

EDUCATION & TRAINING

277. MORE FUNDING REQUIRED FOR SCHOOLS AND COMMUNITIES IN DEPRIVED AREAS TO REDUCE INEQUALITIES IN EDUCATIONAL ATTAINMENT AND GIVE CHILDREN A BETTER CHANCE OF ESCAPING THE POVERTY TRAP

This Congress notes that the gulf between the poor and rich of the world is widening. Within the UK, the financial gap between the wealthy and the poor is not narrowing and differences in health between social classes are becoming greater. Poverty and social inequality have direct and indirect effects on the social, mental and physical well-being of an individual. It is important to note that poverty and inequality are closely linked. It is believed that income inequality produces psychosocial stress which leads to deteriorating health and higher mortality over time. Those who live in deprived communities, where there is under-investment in the social and physical infrastructure, experience poor health, resulting in higher mortality for those of lower socio-economic class. The effects of income inequality also spill over into society, causing stress, frustration and family disruption, which then increase the rates of crime, homicide and violence.

We therefore call upon Congress to support extra funding for schools in deprived areas and also the need for community funding for parenting classes/education for parents around health and nutrition and literacy.

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

278. EDUCATION BIAS

This Congress is deeply concerned at the malevolent attitude of the Education Secretary, Michael Gove, towards the teaching profession, most especially those in the state sector.

Our concerns are heightened as we see in this, his animosity towards the vast majority of working class children, and an extension of his financial prejudice against general state education.

BARKING BRANCH
London Region

279. APPRENTICESHIPS

This Congress calls for the introduction of three year apprenticeships that will lead to meaningful vocational qualifications for those not going to University. These changes should be financed by savings to the Education programme that will be made if the percentage of students going to University is reduced from 50% to a more realistically funded figure.

EASTMAN/INDORAMA BRANCH
Northern Region

280. SUPPORT LEARNING NOT SUPERSTITION

This Congress considers religious schools, by their very nature, to be divisive. They do not integrate children of different background and belief systems. The very fact they are religious based means they cannot give proper analysis in lessons of both the natural and social sciences. It can be no coincidence that there has been a decline in acceptance of the Theory of Evolution at the same time as the number of schools run by religious organisations has been increasing.

Throughout history, religion has sought to stifle science and reason. Bad enough in the age of parchments and alchemy, but it still continues in the age of computers and astrophysics. The likes of Galileo would be doing double summersaults in their graves.

To ensure we have a new generation of questioning citizens, and not just scientists, and to prevent a new Dark Age of ignorance and lack of enquiry, Congress calls for the abolition of all schools run by religious organisations.

Support science and learning over superstition.

PARKGATE BRANCH
Yorkshire & North Derbyshire Region

SOCIAL POLICY

HOUSING

281. SOCIAL HOUSING AND 'THE GREEN DEAL'

This Congress recognises the value of Social Housing to the community.

It condemns the Tory led government policy on 'right to buy' which will seriously reduce the social housing availability and add to the 1.7 million people in England alone on the ever-growing council house waiting list.

It recognises that the social housing shortage can only be addressed by a massive programme of house building and that this must be built by directly employed workers and to the highest environmental and sustainable standards of this National Code for Sustainable Homes.

It's no good leaving the market to decide, that's what's got us into this mess!

We therefore call on the GMB at all levels to campaign with 'Defend Council Housing' against the continued sell off and to lobby government and local authorities to build new housing to the National Code.

LEEDS WORKS DEPARTMENT BRANCH
Yorkshire & North Derbyshire Region

282. HOUSE-BUILDING PROGRAMME

This Congress agrees there is a need for a major house-building programme in many parts of the UK. Therefore, Congress urges the TUC to mount a campaign to achieve this programme.

Congress, also, recognises that the Government's new homes bonus scheme has failed and agrees that the GMB, along with other trades unions, should make representation to the Government to introduce a fairer system that will encourage house-building in areas of genuine need.

MIDDLESBROUGH MANUFACTURING BRANCH
Northern Region

283. COUNCIL HOUSING

This Congress calls on Government to provide Direct investment in council housing as a matter of urgency - write off historic HRA housing debt to enable new council housing Defend security of tenure for existing and future tenants, ensure No eviction of tenants in rent arrears due to Housing Benefit cuts

and enable Investment in a massive programme of new and improved, energy efficient council house building.

DURHAM COUNTY LA BRANCH
Northern Region

284. LANDLORDS

That this Branch believes that the letting industry is totally out of control – from corrupt lettings agencies to dodgy landlords through to sky high rents for dirty, dismal and dangerous properties.

We call upon the next Labour Government to re-regulate the lettings industry and reinstate Fair Rent Officers/

In the interim period, we urge GMB sponsored MP's to actively campaign within the Houses of Parliament to these ends.

MANCHESTER 115 BRANCH
North West & Irish Region

285. TRANSPARENT INVOICING

Congress asks the CEC to campaign for transparent invoicing on payments such as Council Tax and National Insurance.

Many of us pay Council Tax bills and yet we fail to see where this money is being spent. Anyone who pays any bill is entitled to see what the payment is actually for in broken down terms. However, when it comes to payments like Council Tax or deductions from wages for National Insurance we don't know where our money is being used.

Council Tax payments must show the cost to the individual household for each service it is used for such as refuse collection, housing repairs, youth provision, and so on, and in the same terms we should be pushing Government to give us individual details on the deductions from our wages of National Insurance payments, such as how much is used for the NHS and how much for defence.

ISLINGTON 1 & HARINGEY BRANCH
London Region

SOCIAL POLICY

TRANSPORT

286. RAIL RE-NATIONALISATION

This Congress believes that the rail infrastructure in the UK is in a shocking and under-invested state, with Government indecision and inaction allowing spivs, speculators and incompetent executives to sponge money out of the taxpayer from a cartel captive market.

Congress calls on the re-nationalisation of the industry and for it to be done expeditiously and for the Labour Party to commit to such a policy change as part of its programme for the next Labour Government.

NEWCASTLE 71 FTAT BRANCH
Northern Region

287. RAIL

This Congress calls on any future Rail contract that is ended before schedule, is then transferred back to Government ownership so that taxpayer money is safeguarded both by money invested in the industry and potential profit taking which sucks investment out of the industry and ensures passengers and taxpayers get a poor deal.

NORTHUMBERLAND & TYNE AND WEAR BRANCH
Northern Region

288. INVESTMENT FOR RAILWAYS IN RURAL AREAS

This Congress endorses a campaign for investment in improving rail links and services between towns, cities and rural areas such as in parts of Yorkshire & North Derbyshire.

This much needed investment would address barriers to employment and increase opportunity for GMB members in isolated areas without adequate public transport.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

289. TRANSPORT LINKS

This Congress believes a £33 billion north-south high-speed rail scheme planned to extend the HS2 line to the North of England is unlikely to bring benefits to Plymouth or the wider South West.

With rail spending per head in the South West just a third of that in the rest of the country there is concern that Plymouth and the far south west will be side-lined economically.

It's crucial the Government doesn't forget the significance of the South West and the need for investment in our transport system but it appears once again the West Country is the poor relation when it comes to rail improvements and economic investment.

Better transport links would safeguard our member's jobs and would create much needed jobs now and boost our economy.

We call on the GMB to lobby Government on behalf of our members in the far South West for more investment in improving transport links to Devon and Cornwall.

DEVONPORT BRANCH
Wales & South West Region

290. PUBLIC TRANSPORT

This Congress calls for a fundamental shake-up in public transport.

In particular the way that bus services are financed leads to a situation where bus companies act as a cartel, or a monopoly in some cases, and do not help the passenger or give value for money to the fare-payer.

Congress believes that the near thirty years of bus privatisation has not worked and policy makers need to go back to the drawing board so that retired people can get from A to B at a reasonable time and from a reasonable bus service.

It is time that privatisation and rewarding failure in the bus network was looked at and the public sector much more involved in management including re-nationalisation.

KP BILLINGHAM INDUSTRIAL BRANCH
Northern Region

291. FUEL PRICES

This Congress is called upon to lobby the coalition to bring fuel prices down by slashing tax (70%) to help hauliers to transport goods and supplies across the UK which in turn would lead to a reduction in costs for goods and foodstuffs which would help the low income families, elderly and vulnerable in our society.

It is worth noting because of the population's shrinking household budget and allows and encourages firms like Silvercrest, for example, (Irish based distributors) to supply Tesco and others cheap foodstuff, value range burgers containing horsemeat, to meet customer demand for cheaper food.

GMB EAST DERBYSHIRE BRANCH
Midland and East Coast Region

292. EUROTUNNEL

Congress notes with concern, the ever increasing dominance of Eurotunnel in the highly competitive Ferry, coastal shipping and tunnel market.

Congress urges the GMB leadership to lobby and campaign with its various partners in the UK and in Europe, to ensure a level playing field in an industry facing immense challenges in recession Europe.

Congress notes that the Channel Tunnel Treaty was signed by Thatcher and President Mitterrand and much state sponsorship was provided for the construction of a fixed link between the UK and France/Europe. Congress further notes, due to the underlying unsustainable business model created by construction costs, shareholders have taken a 'substantial hit', leaving the current business unburdened by the building expense. The ferry owners do not enjoy the effective benefit of having expensive ship construction costs written off.

Congress is alarmed by the dominance of Eurotunnel, heightened further by the purchase of former Sea France ships, following the collapse of the French Rail subsidiary. Congress is further alarmed by the expansion policies of Eurotunnel, which now see as part of its plans, a wish to control the Northern France ports of Dunkirk, Calais and Boulogne.

Congress believes that Eurotunnel already command many unfair advantages as opposed to the ferry companies and in a world dominated by Oil and an ever rising Oil cost burden, which has no impact on the Tunnel, there is a serious possibility of a totally dominant player, surrounded by a fractured and weak Ferry industry, which is in no one's long term interest.

Congress Requests the GMB leadership to work in the UK and in Europe, with Government and other social partners, to ensure a true level playing field and eradicate any unfair competitive advantages, in the industry which provides vital trade links and moves people and goods around Europe.

X23 DOVER FERRIES BRANCH
Southern Region

293. CAMPAIGN TO GET CYCLISTS OFF PAVEMENTS

This Congress calls for the GMB to campaign for safer pavements for pedestrians, by improving provision of cycle paths and cycle friendly routes.

At particular risk from pavement cyclists are those with visual and auditory impairments, mobility issues, the elderly, young children and parents with prams, all of who suffer at the wheels of cyclists who choose to ignore the highway code, or who don't realise that the highway code applies to them as well as all other road users.

LEICESTER SERVICES BRANCH
Midland & East Coast Region

SOCIAL POLICY

WELFARE RIGHTS & SERVICES

294. WELFARE REFORM

This Congress calls upon the Labour Party to continue to denounce the implementation of all aspects of the Welfare Reform Act and make a commitment to amend this piece of legislation that in the main affects the most vulnerable in our society. It also wipes out the safety net in place to protect those, who in the main through no fault of their own, have to rely on state benefits to give them a basic standard of living.

This abysmal piece of legislation will take our society back decades and must be amended by the next Labour Government.

MID GLAMORGAN C&T BRANCH
Wales & South West Region

295. DEMEANING BENEFIT CLAIMANTS

This Congress is deeply concerned at the demeaning rhetoric used by Senior Coalition Politicians to vilify recipients of a wide range of benefits, many of whom are in low paid employment, pensioners, genuinely unemployed, or suffering ill health.

We are in no doubt that this rhetoric is a blind to cover their unnecessary economic attack on working people, designed to set worker against worker, against the unemployed and pensioners generally.

Contrast this with the deafening silence from the same politicians about those employing every device and opportunity to avoid contributing to the National Purse by means of normal taxation.

Congress agrees we must challenge and highlight this situation.

BARKING BRANCH
London Region

296. BENEFITS

This Congress deplores the Tories and Lib Dems in Coalition attacking the most vulnerable in Society with their benefits cuts. These cuts demonstrate that George Osborne's claims that "we are all in this together" are bogus and a bare-faced cheek. Congress calls on the Labour Party to signal an unequivocal commitment to reverse these attacks on the needy as part of its policy-making programme for Government.

NORTH & CENTRAL NORTHUMBERLAND GENERAL BRANCH
Northern Region

297. OPPOSING BENEFIT CAPS

Congress congratulates the Labour Party in opposing the Coalition Government's cynical and miserly 1% cap on benefits and the dishonest manner in which it was presented.

Congress also compares the 1% benefit cap to the tax relief for those earning £100,000 plus and the way in which the banks have been exonerated from the economic woes they created.

Nor should we forget that none of these policies could be enacted within the active Parliamentary support of the Lib Dems.

ISLINGTON APEX BRANCH
London Region

298. SOCIAL

This Congress is appalled at the decision of the current Con/Dem Government to cap certain benefits at 1% increases for the next 3 years which not only affects the most vulnerable in society but also hard working families.

We instruct the CEC to lobby MP's for change to the current decision made in order to return rises based on the Retail Price Index (RPI).

R35 ROCESTER JCB GENERAL BRANCH
Birmingham & West Midlands Region

299. REVERSE THE BENEFIT CAP

This Congress is appalled with the 1% benefit cap over the next three years imposed by this Tory/Liberal Government and instructs the CEC to mount a campaign to link benefits back to the cost of living raises on a yearly basis, to protect working people who receive tax credits and child benefit.

GMB MID LINCS BRANCH
Midland and East Coast Region

300. THE "NEW" BENEFITS SYSTEM

This Congress supports challenges to the inequality of the "new" benefits system.

The scrapping of, and radical changes to some benefits would affect the lower paid to a point where it would not be economically viable to continue working.

As usual the honest worker will be targeted. The scroungers and those that know how to work the system will be unaffected and continue to draw the maximum benefits.

SOUTHEND ON SEA BRANCH
London Region

301. BENEFITS CUTS

This Congress, whilst acknowledging the excellent work carried out by GMB on this subject to date, is mindful that cuts in benefits impact disproportionately on women, on disabled and other minority groups and urge our union to continue campaigning against the cuts including within our Labour MPs and Councillors.

NORTH EAST AMBULANCE BRANCH
Northern Region

302. DOMESTIC VIOLENCE

This Congress opposes this government's proposal to pay future benefits to only one individual per household.

This will undoubtedly lead to an increase in domestic violence which is already at unacceptable levels and spiralling out of control.

We call on the CEC to campaign for an immediate change to this practice and ensure benefit payments are made only to the claimant.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

303. THE BEDROOM TAX

This Congress notes:

1. The Government has enacted legislation called the Welfare Reform Act ("the Act") due to come into force in April 2013.
2. The Act reduces housing benefit by between 14% and 25% for those in social housing (council housing or housing association housing) if they are deemed to be 'under occupying'.
3. 'Under occupying' includes:
 - 3.1 Having one more room for each single person or couple (even if the 'extra' room is a box room or for storing disability equipment).
 - 3.2 Having more than one room for two children under 10 of a different gender.
 - 3.3 Having more than one room for two children under 16 of the same gender.
 - 3.4 Having a room for a foster child.
4. Across the country there are already 1 million people on council waiting lists for one bedroom properties. In Leeds 20,000 council homes have been lost in the last 15 years.
5. The Welfare Minister, Lord Freud, owns a London Home worth an estimated £1.9million but pays only an estimated three times as much council tax as a person living in a bedsit.
6. The Government refused to implement a tax on very high value residential property or re-assess council tax on these mansions.
7. Official estimates are that 95,000 families will be forced into poverty due to the bedroom tax.
8. The Hooper family (reported in *The Mirror 27 January 2013*) have five children and live in a four-bedroom Council house in Hull. Their disabled daughter has her own room – built as an extension, as her wheelchair doesn't fit in the box room. The Hooper family will lose £20 per week due to the bedroom tax as not all children are sharing a room.

This Congress believes:

9. That under occupancy of Council housing is not the problem, the lack of Council housing being built is the real problem that needs addressing.
10. Even where a resident would prefer to down-size, there are no properties to move into.
11. That solution to a lack of social housing is not to punish those who live in social housing but to build more council homes.

This Congress resolves:

12. To support any GMB members affected by this policy who raise it with the union.
13. To publicise the unfair impact of this law and support campaigns for it to be abolished.
14. To support any network of those tenants effected.
15. To ask local Councils to take any practical measures to mitigate or avoid the impact of this legislation i.e. by not enforcing arrears and not evicting tenants where the eviction is caused by this benefit change.
16. To ask that GMB sponsored Councillors act in a manner consistent with this motion.

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

304. HOUSING/HOUSING BENEFITS

This Congress says to the Government Ministers if you have empty bedrooms would you seek to take a lodger into your home as is being imposed onto residents in Council/Association Housing from April 2013?

EAST DEREHAM BRANCH
London Region

305. PUBLIC SECTOR HOUSING

This Congress Calls for the Labour Party to repudiate the announcement by Government Ministers and policy wonks that the elderly should leave their family homes so that families can find somewhere to live.

Congress believes that the way to tackle housing shortages is to build more public housing and provide more affordable housing, not make elderly and vulnerable people leave a home that may have been a family home and haven for decades and Congress calls on the Bedroom Tax to be abolished.

MIDDLESBROUGH 5 BRANCH
Northern Region

306. BEDROOM TAX

This Congress Deplores the Coalition Government's bedroom tax and its imposing right wing Tory Victorian values on twenty first century Britain.

Congress calls for this "telling people how to run their lives" tax to be scrapped and for the Labour Party to signal that it will indeed scrap this ridiculous and pernicious tax, should it be returned to power in 2015.

HARTLEPOOL MATSA BRANCH
Northern Region

307. BENEFITS ONLINE

This Congress totally opposes this government's move to make it compulsory for all benefits to have to be claimed 'online' in future.

8 million people in the UK currently have no computer access and in addition to that, many are simply not able to do what will be required to make a claim.

That, we suggest, is the government's aim!

Congress calls upon the CEC to lobby all MP's to get this changed immediately and further, to lobby for a firm commitment from the Labour Party to reverse this position if it is still practice when they get elected.

KIRKLEES BRANCH
Yorkshire & North Derbyshire Region

308. A CALL TO BOYCOTT WORKFARE SCHEMES

Congress notes:

- There are currently several schemes which place benefit claimants on compulsory work placements including: mandatory work activity, the DWP's 'Work Experience' programme and 'Community Action Programme', and all of what is mandated by the private companies running the Work Programme including A4E and Avanta.
- All of these schemes force a claimant to work **without pay** and on threat of loss of benefits if they refuse to participate.
- As well as this being an attack on claimants, it is also an attack on workers, as free, government subsidised labour inevitably pushes down wages and terms and conditions, and ultimately replaces paid jobs.

Congress condemns:

All those employers who profit from the unpaid labour these schemes require, including retailers such as Poundland, Superdrug and Asda; charities including British Heart Foundation and Cancer Research; and local authorities, including Labour run Newham and Haringey Councils.

Congress applauds:

- Both Unite and PCS trade unions who have already pledged a boycott of workfare placements.
- The innovative and inspiring action by groups such as Boycott Workfare, Solidarity Federation, and many claimants groups, whose persistent pickets and campaigning has so far caused both Oxfam and Holland & Barrett to bow to pressure and pull out of the schemes.
- The motion passed at the Trades Union Councils Annual Conference 2012 which resolved to support the call for a boycott of workfare placements.

Congress resolves to:

- Officially affiliate to the Boycott Workfare campaign.
- Recognise that the labour movement should be at the forefront of fighting this restructuring of the labour market, and therefore make this issue one of our campaigning priorities.
- Use our networks and media links to publicise this campaign, and name and shame those employers who participate in it.
- Publicise the details of different claimants support and campaign groups amongst our own union networks, branches and members.
- Encourage members to participate in local and national actions and demonstrations against workfare, and to advertise these widely.
- Use our links to the Labour Party to get them to pledge to abolish all of these schemes, and any other form of mandatory unpaid work if re-elected
- Recognise that as organised workers we should use our collective strength to act in solidarity with those claimants being exploited, by leading and supporting a boycott of workfare placements and all forms of compulsory unpaid work at a local level by all means necessary, up to and including industrial action.

B50 SUSSEX BRANCH
Southern Region

309. WORK PROGRAMME AND WORKFARE SCHEMES

Congress, opposes the Work Programme and Workfare Schemes.

We recognise that it is both an attempt to force unemployed workers to work for free, and an attempt to undermine wages and conditions for all workers.

Furthermore the Work Programme is the privatisation of unemployment, as providers are paid for each person referred to them.

The Work Programme has failed to help get unemployed people into work, with A4E helping just 4 percent of their customers into work.

Congress therefore agrees to call for the immediate cancellation of the Work Programme and demands that an incoming Labour Government abandons all such schemes and ensures that the living wage applies for all workers.

To support and publicise protests against the Work Programme.

To establish links with organised unemployed workers.

HOLBORN BRANCH
London Region

310. UNPAID WORK

This Congress denounces the practise of unpaid work placements that some groups of unemployed people either must, or are encouraged to, take part in or risk losing their benefits. This is exploitation of unemployed people and also has an economic impact as it excludes other people who could be working for a fair and proper wage and putting something back into the economy by way of taxes and National Insurance contributions.

This is just another scheme where companies are getting workers on the cheap and we call on the CEC to lobby the Labour Party to condemn this and change this practise when they return to power.

MONMOUTH UTILITIES BRANCH
Wales & South West Region

311. GOVERNMENT HEALTH CARE CONTRACT

This Congress agrees to initiate a campaign to repeal the decision to award the Health Care Contract to ATOS, a government contracted health care company who have been responsible for causing unnecessary stress and anguish to thousands of people who are medically unfit for work and have been instructed to seek employment or lose their benefits.

GMB GRIMSBY GENERAL BRANCH
Midland and East Coast Region

312. INDEPENDENT LIVING

Congress is appalled at the proposed withdrawal of the Independent Living Allowance Foundation being withdrawn.

EAST DEREHAM BRANCH
London Region

313. SOCIAL CARE

This Conference asks in the time of cuts on why the needs of the most vulnerable are being failed by the CONDEM Government.

In my city of Liverpool the local Labour administration have already stopped services to Moderate Users that means Service Users who are already finding it hard to cope and there is some risk to their health, and cannot carry out some basic tasks no longer receive direct care from the authority but from voluntary groups already swimming against the tide of these savage cuts.

Now due to £252 per head cuts put on this city, they are now considering removing the substantial banding, this means Service Users who are having significant difficulties in coping and are potentially at significant risk such as abuse or neglect or an inability to carry out the majority of personal care or domestic routines will have their services removed.

This means thousands of elderly and vulnerable service users without care directly from the local authority are to be left fending for themselves, or to be ripped off by the profiteers who circle like vultures on the carcass of this nation and the weak to store their profits in offshore accounts.

I call on the Executive committee to lobby this Government to resource the authority to take care of the most vulnerable.

413 BRANCH
North West & Irish Region

INTERNATIONAL

314. TRADE UNION FRIENDS OF ISRAEL /PALESTINE SOLIDARITY

This Congress unashamedly notes that this Union is affiliated to the Palestine Solidarity Campaign.

Congress also notes that this Union is not affiliated to the Trade Union Friends of Israel.

Congress notes our 2011 decision that “this Union should take a lead in driving forward the disinvestment and boycott initiatives” of “companies who profit from illegal settlements, the Occupation and the construction of the wall”.

Congress notes that a major priority of Trade Union Friends of Israel is to “fight the boycott” and thus to campaign against the policy of this Union.

Congress determines that GMB members should not receive funding or otherwise be facilitated to either participate in TUFU sponsored visits to Israel or speak to TUFU platforms.

Congress believes that our Union should recognise and honour its affiliation to the Palestine Solidarity Campaign by sending a representative on the next available PSC organised delegation to the Palestinian territories.

NORTH WEST LONDON BRANCH
London Region

315. ARAB SPRING

This Congress applauds the citizens of those countries in the Middle East who are campaigning to overthrow dictatorship in this region, and replace with democratic elected Governments.

Congress also recognises the part that women are playing in this process and that their contribution should be recognised with a view to advancing equality for women in a democratic society and not revert back to previous suppressing regimes.

NORTHUMBRIA UNIVERSITY AND GENERAL BRANCH
Northern Region

316. SYRIA

This Congress calls on the Coalition Government to help end the suffering of innocent people in Syria and that the best possible means of ensuring a sustainable future for the region is a peaceful and negotiated settlement.

CARLISLE CITY LA BRANCH
Northern Region

317. JUSTICE FOR COLOMBIA

Congress, the killings of trade unionists have continued in Colombia, with at least 17 colleagues assassinated in 2012. Our colleagues also face imprisonment, death threats, false accusations and are often forced to flee their homes, simply for speaking out in defence of trade union and human rights. The majority of these crimes are carried out by state forces and paramilitary groups, and in 95% of cases, no-one is brought to justice. Congress condemns the fact that despite this situation the European Parliament recently voted to approve an EU Colombia Free Trade Agreement.

An armed conflict has raged for more than 50 years in Colombia, mired with intense political persecution and causing severe humanitarian conflict; over 5 million Colombians are currently displaced from their homes as a result of violence, the majority of them women and children. Despite the opening of peace talks between the Government and the FARC Guerrilla group in November 2012, the Government refuses to agree to a bilateral ceasefire, and hostilities, including indiscriminate bombings and open combat, continue in civilian areas. The attacks on civil society activists have increased in recent months, with members of Patriotic March, a civil society opposition movement for peace and social justice which many unions are involved in, among those most persecuted.

Those who speak out against this situation are targeted, such as Liliyany Obando, Colombian Trade Unionist and single mother, imprisoned for more than 42 months without being convicted of any crime. Liliyany was released in March 2012 following a JFC Campaign. However Activists continue to be detained on a massive scale, with over 7000 political prisoners currently held in Colombian jails. In December 2012, David Ravelo, Colombian Human Rights defender who worked closely with the USO oil workers union was convicted to 18 years in prison.

The Colombian Trade Union Movement and other civil society representatives, including Colombians for Peace, have made it clear that social inequality – the root cause of the conflict – must be addressed in order to put an end to the war, and that civil society must play a role in the process.

Congress congratulates Justice for Colombia's (JFC) successful work in supporting Colombian Trade Unions and civil society – work that the Colombian Trade Union Confederation (CUT) leadership has described as "crucial to the survival of many leaders". Conference therefore calls on GMB and all affiliates to:

1. To support the Justice for Colombia Peace Campaign
2. To continue to oppose the EU- Colombia FTA
3. To continue to provide financial and political support for Justice for Colombia

4. To write to all branches, encouraging them to affiliate to Justice for Colombia.

NORTH WEST LONDON BRANCH
London Region

318. MALI

Congress rejects David Cameron's reasons given for the sending of troops into Mali, claiming "they will not be on frontline duties, but used to train the Mali Army".

In Vietnam the USA started as Advisors to the South Vietnam Army, and ended with a full all, out war which cost the lives of over 68,000 American troops and a further 500,000 Vietnamese people.

We went to war in Iraq on the basis of a lie, our Tony Blair took this country to war on the basis of a falsehood, we cannot allow that to happen again.

This country along with a number of countries have been fighting in Afghanistan for the past 10 years, not only have over 400 British troops lost their lives, but thousands of troops have been left scarred by their experiences, and badly injured and thousands of Afghanistan people have been killed or injured by the war, to what end?

When will the British Government learn we cannot be the world's policemen, we need to learn our place in the world, and not think to bomb and the bullet solve the world's problems.

As trade unionists we know well that peace comes best around a table when we sit down and resolve our differences, our politicians have a lot to learn. We must stay out of Mali.

EDMONTON/ENFIELD BRANCH
London Region

319. CONTROLS ON FOREIGN AID

This Congress calls on the GMB to put pressure on the UK Government to have a rigorous look at the way the Tax payers money is given away in foreign aid. Furthermore we have to be more selective in ensuring who aid is given to and how we distribute it to ensure it reaches its intended targets and not into the back pockets of other Governments corrupt Ministers.

We also have to remember that under this Government we will have growing numbers of homeless and over 3.6 million children in this country living in poverty. It may be that some of the £12.7 million given away overseas may be better spent looking after our own needy and vulnerable.

B10 BANBURY BRANCH
Birmingham & West Midlands Region

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RULE AMENDMENTS

(Line numbering refers to rules as printed in the GMB rulebook)

Rule 8 Congress of the union

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

RA320

Clause No: 3, Line 2

Insert: A new sentence. At the end of the first sentence, insert a new sentence.

“Branches should not nominate a member as a delegate for Congress who has attended Congress on the three previous consecutive occasions prior to the current year’s nomination process, unless the nominee is a member of the Regional Committee.”

CHELTENHAM & TEWKESBURY BRANCH
Wales & South West Region

Rule 8 Congress of the union

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

RA321

Clause No: 4, Line 3

Insert: “Except for retired members who have paid their one off payment of £25 to GMB for Life Membership.”

REMPLOY LANARKSHIRE 306 (CFTA) BRANCH
GMB Scotland

Rule 8 Congress of the union

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

RA322

Clause No: 5,

Insert/Append paragraph below to the end of existing paragraph.

“If the number of delegates nominated does not fill the regional allocation as per clause 4, then the branches in the region will be allowed to submit a further delegate for consideration by the region to fill its numbers.”

W15 WILTSHIRE AND SWINDON BRANCH
Southern Region

Rule 9 Business of the Congress

4 Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above.

RA323

Clause No: 4,

Insert after first sentence

“In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC”

NORTH WEST LONDON BRANCH
London Region

Rule 10 Central Executive Council

4 To carry out any part of its business, the Central Executive Council can appoint committees. It may give any of these committees as much responsibility to carry out its business as it feels necessary. In carrying out this business, the committee will act on behalf of the Central Executive Council, and must keep to the relevant conditions of these rules as if it were the Central Executive Council. The committees will make decisions on behalf of the Central Executive Council, who, except where it says otherwise, must give its approval. The committees will be made up of at least one member of each section, at least one woman elected to a women’s reserved seat, and at least one representative elected to a race reserved seat, and will always be made up of representatives from each region. The representatives will be appointed in whatever way the Central Executive Council feels is necessary. The committees will meet at the times and places decided by the Central Executive Council

RA324

Clause No: 4, Lines 11 and 12

Delete: “At least one woman elected to a women’s reserved seat”

DURHAM GENERAL BRANCH
Northern Region

Rule 11 Elections to the Central Executive Council

4 No member will be eligible to be nominated for election to a section seat unless they are a member of that section. Only women will be eligible to be nominated for election to a women's reserved seat. Only members of a relevant racial group will be eligible to be nominated for election to a race reserved seat. Members must be members of the region in which they are nominated. No-one can be nominated for election in more than one group. All candidates must have the relevant qualifications set out in rule 18.

RA325

Clause No: 4, Lines 3 and 4

Delete: "Only women will be eligible to be nominated for election to a women's reserve seat."

DURHAM GENERAL BRANCH
Northern Region

Rule 11 Elections to the Central Executive Council

5 Each branch in a region may nominate people for general seats, the women's reserved seat and the race reserved seats. In line with rule 35.21 (Composite branches), only branches having members in a section can make nominations for that section seat. Only branches in Ireland can make nominations for the general seat under clause 2c, and these branches will not be entitled to make nominations for any other general seat. If a branch is entitled to nominate a candidate for election to any seat, it cannot nominate more than one candidate for election to that seat.

RA326

Clause No: 5, Line 2

Delete: "The women's reserved seat."

DURHAM GENERAL BRANCH
Northern Region

Rule 17b Organisers

2 Within five years of being appointed, and at a time decided by the regional secretary and the regional committee and approved by the Central Executive Council, all organisers will take part in an election in line with rule 17f. When elected, these officers will be known as 'elected' organisers.

RA327

Clause No: 2,

Delete: "2 Within 5 years of being appointed, and at a time decided by the regional secretary and the regional committee and approved by the central executive council, all organisers will take part in an election in line with rule 17f. When elected, these officers will be known as 'elected' organisers."

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

RA328

Clause No: 2, Lines All

Delete: "2 Within five years of being appointed, and at a time decided by the regional secretary and the regional committee and approved by the Central Executive Council, all organisers will take part in an election in line with rule 17f. When elected, these officers will be known as 'elected' organisers."

GMB MID Lincs BRANCH
Midland and East Coast Region

Rule 17f Procedure for electing organisers

1 The date the election takes place will be decided by the regional secretary and regional committee, and approved by the Central Executive Council.

2 No member will be eligible to be nominated for election to an organiser position unless:

- they meet the standards set by the Central Executive Council; and rule 17A3
- the regional committee is satisfied that the member is capable of efficiently carrying out the duties of the office.
- have paid contributions for 53 weeks in row before the date they are nominated;
- are a fully financial member

3 Each branch in the region will have the power to nominate and vote for any member who is a candidate for organiser

4 Elections under this rule will be organised and held in line with guidance issued by the Central Executive Council.

RA329

Clause No: 1,2,3 and 4

Delete the whole of Rule 17f as above.

REMPLOY YORKSHIRE BRANCH
Yorkshire & North Derbyshire Region

RA330

Clause No: 1,2,3 4, Lines All

Delete:

1 The date the election takes place will be decided by the regional secretary and regional committee, and approved by the Central Executive Council.

2 No member will be eligible to be nominated for election to an organiser position unless:

- they meet the standards set by the Central Executive Council; and rule 17A3
- the regional committee is satisfied that the member is capable of efficiently carrying out the duties of the office
- have paid contributions for 53 weeks in row before the date they are nominated
- are a fully financial member

3 Each branch in the region will have the power to nominate and vote for any member who is a candidate for organiser

4 Elections under this rule will be organised and held in line with guidance issued by the Central Executive Council."

GMB MID LINCS BRANCH
Midland and East Coast Region

RA331

Clause No: 1- 4

Delete all of Rule 17F

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

Rule 18 Qualifying for office, and the definition of officers

2 During their whole term of office, the following holders in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 45 and 46.

- a**
- **President**
 - **Vice-president**
 - **Central Executive Council members elected under rule 11**
 - **Congress representatives**
 - **General member auditors**
 - **The regional president**
 - **Regional council members**
 - **Regional member auditors**
 - **Regional trustees**
 - **Branch presidents**
 - **Branch secretaries**
 - **Branch equality officers**
 - **Branch youth officers**
 - **Branch member auditors**
 - **Collecting stewards**
 - **Representatives going to authorised conferences**
 - **Candidates for public organisations**
- b**
- **The general secretary and treasurer**
 - **Senior organisers**
 - **Organisers**

RA332

Clause No: 2, Line 2

Insert: After, ".....holders", insert "(with the exception in list 'a' of retired life members as defined by rule 47a)".

AMEND Clause 2 then to read:

"During their whole term of office, the following holders (with the exception in list 'a' of retired life members as defined by rule 47a) in both lists 'a' and 'b' below must pay the full amount of their union contributions in line with rules 45 and 46."

YORKSHIRE COPPER WORKS BRANCH
Yorkshire & North Derbyshire Region

Rule 18 Qualifying for office, and the definition of officers

3 With the exception of

- employees going to authorised conferences,
- employees acting temporarily as branch secretary (under rule 35.4) or other branch role,
- employees standing as candidates for public organisations,
- members in receipt of a spouse's or dependent's pension from us (and no other pension from us),

any member who has or has had a written contract of employment with us within the last 5 years or who receives a pension from us will not be eligible to be elected to any office in list 'a' of clause 2 of this rule.

People who receive a pension from us will not be eligible to be appointed or elected as an officer of the union as defined in rules 14, 17b, 17c, 17d and 17e.

RA333

Clause No: 3, Lines All

Delete:

"3 With the exception of

- employees going to authorised conferences,
- employees acting temporarily as branch secretary (under rule 35.4) or other branch role,
- employees standing as candidates for public organisations,
- members in receipt of a spouse's or dependent's pension from us (and no other pension from us),

any member who has or has had a written contract of employment with us within the last 5 years or who receives a pension from us will not be eligible to be elected to any office in list 'a' of clause 2 of this rule.

People who receive a pension from us will not be eligible to be appointed or elected as an officer of the union as defined in rules 14, 17b, 17c, 17d and 17e"

Insert: "3 People who receive a pension from the GMB will not be eligible to be appointed or elected as an officer of the union as defined in rules 14, 17b, 17c, 17d and 17e"

NOTTINGHAM CITY BRANCH
Midland and East Coast Region

RA334

Clause No: 3, Lines 7,8,9,10,11,12

Delete: "members in receipt of a spouse's or dependent's pension from us (and no other pension from us)

Any member who has had a written contract of employment with us within the last five years or who receives a pension from us will not be eligible to be elected to any office in list "a" of clause 2 of this rule."

Insert: "members who have a written contract of employment with us"

LEEDS GENERAL BRANCH
Yorkshire & North Derbyshire Region

RA335

Clause No: 3, Line(S) 8,9,10, 11 and 12

Delete Line 8, the words: "(and no other pension from us),"

Delete Lines 9,10,11 and 12: "any member who has or has had a written contract of employment with us within the last 5 years or who receives a pension from us will not be eligible to be elected to any office in list 'a' of clause 2 of this rule."

GOOLE BRANCH
Midland and East Coast Region

RA336

Rule No 18

Insert: New clause 7

"7 Retired life members as defined in rule 47a may stand for election as branch officials only and are exempt from paying full contributions."

SOUTH YORKSHIRE RETIRED MEMBERS' ASSOCIATION BRANCH
Yorkshire & North Derbyshire Region

RA337

Rule No 19

Insert new rule:

"Each Region, following on the setting up of the Regional Equality Forum, will facilitate the setting up of self-organised groups (SOGs) as follows: Women, Black members, LGBT, young people, and members with disabilities. These will meet at least quarterly and report to the Regional Equality Forum (REF) and thus to Regional Council. Membership of the SOGs will be from GMB members within each strand. The costs of these groups will be paid by the region."

LOWESTOFT BRANCH
London Region

Rule 20 Reserved seats on regional councils

1 Representatives will be elected to women's reserved seats on regional councils. The number of representatives elected will be one-tenth (rounded up) of the number of representatives worked out under rule 19.3. Only women shall be eligible to be nominated for election to a women's reserved seat.

RA338

Clause No: 1, Lines 1 to 6

Delete: All of Clause 1

DURHAM GENERAL BRANCH
Northern Region

Rule 35 Branches

3 Each branch will have a president, secretary, equality officer, youth officer and two auditors (except in branches of less than 100 members, which will only have one auditor), and a committee of no less than nine members. The president, secretary, equality officer and youth officer will all be members of the committee, and will act within the powers set out in these rules. There will need to be at least five members present at the committee meetings for any decisions to be valid (known as a quorum).

RA339

Clause No: 3, Line 2

After equality officer insert "environmental health and safety officer."

BASF CHEMICALS BRANCH
Yorkshire & North Derbyshire Region

Rule 35 Branches

7 All branch officers, and the branch committee, will be elected at the last meeting in June every four years. Nominations can be made at any of the three meeting nights before the general meeting, and should be displayed clearly in the meeting room. If no nominations (or not enough nominations) are made at any of the three meeting nights before the general meeting, nominations can be made at the general meeting. However, if enough nominations have been made, nominations for that particular office will not be accepted at the general meeting.

RA340

Clause No:7, Line 1

Insert: "at least" before "every four years"

Line to read: "All Branch Officers, and the Branch Committee, will be elected at the last meeting in June **at least** every four years".

NORTH WEST LONDON BRANCH
London Region

Rule 35 Branches

17 Before the first branch meeting in each year, the branch secretary must give the members of the branch a schedule for when meetings will be held in that year. The schedule will give the date, time and place of each meeting, together with the main business that the branch secretary expects to be dealt with at each meeting. The branch secretary will give a copy of the schedule to each new member of the branch.

RA341

Clause No: 17, Lines: All Of Clause 17

Delete all Clause 17 and replace with:

"The dates and venues for branch meetings shall be decided by the branch committee. A minimum of four meetings shall be held a year, with adequate advance notice of meetings given by the Secretary to the branch membership."

DURHAM GENERAL BRANCH
Northern Region

RA342
New Rule

Insert:

“Agrees to confer Branch Status on the Retired Members Association which represents 10,000 loyal and active members of the GMB.”

NORTH WEST LONDON BRANCH
London Region

Rule 37 Branch secretary

9 The branch secretary must give one month's notice if they want to resign. If they do not do this, they will lose any payments they are owed.

RA343
Clause No: 9, Line All

Insert: Wording underlined and in bold below.

The rule says:-

The Branch Secretary must give one month's notice if they wish to resign, **unless there are exceptional circumstances.**

The rule also says:-

If they do not do this (give the notice) they will lose any payments they are owed.

If a Branch Secretary has to give up their post suddenly due to exceptional circumstances, each individual case will be considered for payments they are owed, depending on the circumstances.

CAMBORNE BRANCH
Wales & South West Region

RA344
Insert new Rule:

Rule 38c Branch women's officer

“1 The branch women's officer will be responsible for encouraging women to join the union and promoting women's issues into the branch's activities.”

“2 The branch women's officer must give one month's notice before they resign.”

LEICESTER SERVICES BRANCH
Midland and East Coast Region

RA345

Insert:

Rule 39C – Branch Disability Officer

- “1. The Branch Disability Officer will be responsible for encouraging disabled people to join the union and promoting disability related issues into the branch’s activities.
2. The Branch Disability Officer must give one month’s notice before they resign.”

LEEDS CIVIC BRANCH
Yorkshire & North Derbyshire Region

Rule 39 Collecting stewards

1 The collecting steward will be directed by the branch secretary and branch committee.

2 A collecting steward will collect cash membership contributions and levies in person. The collecting steward (or the branch secretary) will record members’ payments on their contribution cards.

3 The collecting steward will hand over to the branch secretary their book and all money they have collected at every contribution night (or during any other period). The branch secretary will give them a receipt.

RA346

Delete this rule.

This is covered by rule 36 Branches, paragraph 6.

The rule book needs to reflect how we work in the 21st Century.

Insert:

Rule no. 36.7 – heading – all branch officers.

New wording for paragraph 7

Nomination to be taken at the central meeting for all branch officers at the last meeting in June at the close of nominations, the meeting to proceed to vote for the branch officers.

Z39 NORTH KENT ENGINEERING BRANCH
Southern Region

Rule 43 Representatives in the workplace

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

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

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

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

d By shop stewards or staff representatives at the workplace electing one of themselves as convenor or chief staff representative.

RA347

Clause No: 2, Introduce as (E)

Insert:

“This Congress requires a new rule or a rule amendment with regard to rule 43 of the GMB rulebook which is contained on page 45 that would introduce for all shop stewards, health & safety reps, trade union learner reps and convenors a time scale period of appointment of a maximum of a 4 year term of office that all individuals then require to be either re-elected or re-accredited by either members or branches. Non-compliance of this rule will allow the branch or members to de-select any individual who is deemed non-compliant.”

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

Rule 43 Representatives in the workplace

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

RA348

Clause No: 6, Line No 3

Amend:

This Congress must alter and amend rule 43 paragraph 6 to include the position and status of trade union learning rep is added to all new post-holders so as to take on this role in line with the conditions of the 2002 employment relations act.

SHEFFIELD MCP & LIGHT BRANCH
Yorkshire & North Derbyshire Region

Rule 45 Contributions

1 Once they join the union, members will pay a contribution in line with this rule.

Members will pay £2.70 a week and be classed as grade-1 members, unless they are:

- **part-time members employed for 20 hours or less;**
- **young people under 18; or**
- **recruited as being unemployed;**

in which case, they will pay £1.55 a week and be classed as grade-2 members. However, grade-2 members can choose to pay the contribution rate for, and be classed as, a grade-1 member.

The above grades are only used for deciding what contributions members should pay and the benefits they may receive.

RA349

Clause No: 1, Line 3

Delete: £2.60

Amend: Amend to a more appropriate rate, i.e.

Insert: £2.19

B90 BRANCH
North West & Irish Region

Rule 47a Retired life members

1 When retiring permanently from paid work, people who have been members for at least five years and who want to stop paying contributions under rules 45 and 46 will pay a lump sum and become retired life members of the union. Until they pay the lump sum, members will continue to pay their contributions in line with rules 45 and 46.

RA350

Clause No: 1, Lines 1- 4

Delete: 'At least five years'

Insert: '53 weeks in a row'

YORKSHIRE COAL STAFFS BRANCH
Yorkshire & North Derbyshire Region

Rule 47a Retired life members

2b If the member owes contributions on the date they pay the lump sum, they will need to pay them.

If they fail to do this, the member's name will be taken off the books and they will lose all he contributions they have made.

RA351

Clause No: 2b, Lines 1 to 5

Delete:

"If the member owes contributions on the date they pay the lump sum, they will need to pay them. If they fail to do this, the member's name will be taken off the books and they will lose all the contributions they have made."

H25 ASCOT AND WINDSOR PARK BRANCH
Southern Region

Rule 54 Funeral benefit

1 If a full financial member, who has been a continuous member for 8 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses.)

RA352

Clause No: 1, Lines 1 and 2

Amend: "If a full financial member, who has been a continuous member for 8 years dies....."

Amend: "If a full financial member, who has been a continuous member for 1 year dies"

BARNSELY HEALTH BRANCH
Yorkshire & North Derbyshire Region

RA353

Clause No: 1, Line 2

Amend:

Clause 1. If a full financial member, who has been a continuous member for 8 years dies, the Regional Secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses).

Amendment & Insert:

Clause 1. If a full financial member, who has been a continuous member for 4 years dies, the Regional Secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses).

B10 BANBURY BRANCH
Birmingham & West Midlands Region

RA354

Clause No: 1, Line 5

Amend:

Clause 1. If a full financial member, who has been a continuous member for 8 years dies, the Regional Secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses).

Amendment and Insert:

Clause 1. If a full financial member, who has been a continuous member for 8 years dies, the Regional Secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £400. (This person will need to show that they are responsible for paying funeral expenses).

B10 BANBURY BRANCH
Birmingham & West Midlands Region

RA355

Clause No: 1 Lines All

Delete:

1 "If a full financial member, who has been a continuous member for 8 years dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300. (This person will need to show that they are responsible for paying funeral expenses.)"

Insert:

1 If a full financial member, irrespective of length of membership, dies, the regional secretary will, having been given a copy of the death certificate, pay the widow, widower, member of the family or nominated person a funeral grant of £300.

Clause No: 2, Lines All

Delete:

"1 If the member owed any contributions before they died, we will take them from the funeral payment."

Clause No: 3, Lines All

Delete:

"1 We will not pay this benefit if a member's widow, widower or relative makes a claim for fatal accident benefit under Rule 57."

GMB EMAS BRANCH
Midland & East Coast Region

RA356

Clause No: 1, Lines 2 & 5

Delete: 8 years + £300

Insert: 5 years on Line 2

Insert: £500 on Line 5

EAST DEREHAM BRANCH
London Region

Rule 54 Funeral benefit

2 If the member owed any contributions before they died, we will take them from the funeral payment.

RA357

Clause No: 2, Line 3

Delete: "Within 12 months of the member dying".

Amend: "Within 3 years of the member dying".

Insert: "3 years."

T37 TIPTON BRANCH
Birmingham & West Midlands Region

Rule 57 Fatal accident benefit

4 Where legal action has been undertaken in respect of an incident arising from which there is an entitlement to Fatal Accident Benefit under this rule, and as a result of the legal action there is an award of at least ten times the maximum level of the Fatal Accident Grant, then the Fatal Accident Benefit will not be paid, and will be recoverable if previously paid.

RA358

Clause No: 4, Lines 1-7 (Inclusive)

Delete: That the whole of Clause 4 be deleted.

Z42 SOUTHAMPTON 1. 641 BRANCH
Southern Region