

GENERAL SECRETARY'S REPORT



ANNUAL CONGRESS 2014

Capital FM Arena, Nottingham

CONGRESS – SUNDAY 8 JUNE - MONDAY 9 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

CONGRESS – WEDNESDAY 11 JUNE

9.30 am - 12.30 pm, 2.00 pm - 5.30 pm

CONGRESS – THURSDAY 12 JUNE

9.30 am – close of business

PAGE LEFT INTENTIONALLY BLANK

GENERAL SECRETARY'S INTRODUCTION



Dear Colleagues

A very warm welcome to the 2014 Congress here in the wonderful city of Nottingham.

On behalf of our President, the one and only Mary Turner and our outstanding Vice-President Malcolm Sage, the Executive Council and the Senior Management Team we all hope you have an enjoyable week. GMB Congress is the process of reviewing what we have achieved during the past year and renewing our goals for the years ahead.

During the last ten years our GMB has gone from the verge of being swallowed up by predator Unions to a feared opponent whose strengths are built on solid finances and a renewed hunger for the Social Justice which brought our Union into existence some 125 years ago. The GMB doesn't lurch from side to side either Industrially or Politically. Our values are constant. Our members interests are the Union's interests.

In recent years we have led the charge on campaigns like Private Equity asset strippers, Standards for Care Home residents and staff, exposing Blacklisting and the scandal surrounding the Housing Benefit bill where billions end up in the off shore tax havens of fat cat Landlords instead of being used to Build the homes we need to house so many families and single people who are struggling under the Thatcher legacy which saw our National Housing Stock sold off and never replaced.

At long last the politicians and the Media seem to be catching up on these, and many more of our key policy's like provision of Free School Meals and taking back under public control key services which were privatised and our UK Citizens left to the forces of the market who treat the public as Sheep to be shorn.

This week we will hopefully renew our energy for Social Justice. It is however necessary to also give ourselves an important reminder that to even begin to try and deliver some of our Justice agenda on any of the above or other important changes like fairer employment Laws and rights for working people then we have to contribute to the political debate and to the political election system. Over the last few years, quietly and without the need to tell everyone how tough we are, our National and Regional Political teams have been engaged in helping GMB members from real life backgrounds to win selections for the right to stand as Labour Party candidates at all levels of our Democracy. In Town Halls, for Westminster and for the European Parliament, GMB members will be standing and winning with GMB support to try and bring the voice of real life ordinary Men and Women who because of their background and life experiences can bring so much to the levels of Political Government which rule the lives of our members and their families.

Opting out of Politics will change nothing for our members, perhaps even making their lives worst since apathy always sends a message to Employers and Governments that nobody will raise a voice to oppose their excesses.

In a few months the GMB will hold a Political Fund Ballot. This Ballot is not about whether we affiliate to any Political party, it's about retaining the right to politically campaign against any Government of any complexion on behalf of our members and GMB Policies.

It is vital that you vote Yes for a political voice. It is vital you explain to work colleagues that gagging the Union by not having a Political fund will make it difficult or even impossible to challenge Government policy on things like Pay, Tax justice and social provision like the NHS and Education.

The requirement to ballot on the use of Union funds on political activity was introduced by Margaret Thatcher's Government of the 1980's to gag Unions like the GMB from campaigning on behalf of our members. In the Political Fund ballots held since then GMB members have always voted by very large numbers to retain their right to have a

Fund and use in their interests.

I urge you to retain your Fund, vote Yes and send a clear message to Politicians that the GMB is a free, independent Union that will continue to campaign and fight for its members and their families.

I hope you have a wonderful week here in Nottingham and for those of you who are here at Congress for the first time, enjoy it, make friends and feel ownership of the democracy of your Union.

For those who have trod the Congress floor before, welcome back and thank you for all the work without which the Union movement would just not exist.

This week we launch UNIONLINE our new comprehensive Legal service and I hope that by the time delegates and visitors leave Congress at the end of the week that UNIONLINE will be an integral part of the service package for all.

GMB is 125 years old and still going strong. Everyone of us can be proud of what the Union has achieved for working people since those early days at Beckton Gasworks.

Thank you for being part of this great Union

Our GMB

fraternally yours



PAUL KENNY
General Secretary

CONTENTS

NATIONAL ORGANISING DEPARTMENT	7
COMMUNICATIONS DEPARTMENT	7
EXECUTIVE POLICY SECTION OF THE GENERAL SECRETARY'S OFFICE.....	9
ACTION ON MOTIONS REFERRED TO THE CEC BY CONGRESS 2013	10
REPORT OF DECISIONS MADE BY CONGRESS 2013	13
EQUALITY AND INCLUSION DEPARTMENT	22
EUROPEAN OFFICE	24
INTERNATIONAL	26
HEALTH, SAFETY AND ENVIRONMENT DEPARTMENT	27
LEGAL DEPARTMENT	28
PENSIONS DEPARTMENT	29
POLITICAL DEPARTMENT	30
APPOINTMENT AND ELECTION OF OFFICIALS.....	31
TUC CONGRESS 2013 AWARDS.....	31
 SECTION REPORTS:	
COMMERCIAL SERVICES SECTION.....	31
MANUFACTURING SECTION.....	34
PUBLIC SERVICES SECTION	38
 REGIONAL REPORTS:	
BIRMINGHAM & WEST MIDLANDS REGION.....	41
LONDON REGION.....	42
MIDLAND & EAST COAST REGION	45
NORTHERN REGION.....	48
NORTH WEST & IRISH REGION	49
GMB SCOTLAND.....	51
SOUTHERN REGION	53
WALES & SOUTH WEST REGION	54
YORKSHIRE & NORTH DERBYSHIRE REGION.....	57

A Framework for the Future of the GMB: Update

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

1	<i>Implemented</i>
2	<i>Implemented</i>
3	<i>Implemented</i>
4	<i>Implemented</i>
5	<i>Implemented</i>
6	<i>Implemented</i>
7	<i>Implemented</i>
8	<i>Implemented</i>
9	<i>Implemented</i>
10	<i>Implemented</i>
11	<i>Implemented</i>
12	The CEC will examine the issue of “tidying up” some regional boundaries where any alterations to these could enhance and improve the service to GMB members. <i>Some changes made. Further review if required.</i>
13	<i>Implemented</i>
14	<i>Implemented</i>
15	<i>Implemented</i>
16	<i>Implemented</i>
17	<i>Implemented</i>
18	<i>Implemented</i>
19	<i>Implemented</i>
20	<i>Implemented</i>
21	<i>Implemented</i>
22	<i>Implemented</i>
23	<i>Implemented</i>

NATIONAL ORGANISING DEPARTMENT

Since Congress 2013 GMB has bounced back and is now showing strong membership growth across most parts of the country.

Many millions of workers in Britain need a union now as never before with the massive expansion of insecure employment. Employers are refusing to make work pay by forcing workers onto a combination of zero hours contracts, bogus self employment, agency work and minimal hours contracts. Previously full time permanent jobs are being split into 3 or 4 part time posts and for millions of workers the minimum wage has become the maximum – a ceiling on their aspirations more than a floor.

We will fight hard for a Labour victory between now and next May to ensure the worst excesses of the employers are outlawed and workers get new rights to decent contracts. In particular we will campaign for the right of all workers in non union workplaces to call a union in to help them organise as happens in many parts of the world.

But the solutions to the exploitation workers face cannot be found in Westminster alone or even in £1,200 a time Employment Tribunal claims. The solutions lie in their own hands through union organisation and action. Our challenge in GMB is to reach out to these workers and help them organise to fight back and secure decent wages and working hours enough to earn a living on.

2013 Congress Motions 20, 64 and 19 were referred to the National Organising Department for action covering the issues of Supporting Domestic Service Workers, Servicing Existing Members and GMB Work Clubs.

Motion 20 Supporting Domestic Workers

Kalaayan, the leading campaign for Domestic Workers in the UK was approached but explained that they and Justice 4 Domestic Workers are supported by Unite for organising workers in this sector, therefore it would be difficult for them to suggest that GMB become involved with directly organising as laid out in the motion. A subsequent offer from GMB in light of this was that we would be prepared to support Kalayaan and Justice 4 Domestic Workers in local and national campaigns, and assisting in establishing contacts within GMB Regions. We are awaiting response and will report.

Motion 64 GMB Work Clubs

The National Organising Department has secured detailed information on the operation and impact of GMB Work Clubs on our members made redundant during the recession and on organising and supporting unemployed GMB members. It is clear that the Work Clubs GMB currently run have a positive effect on retention and greatly assist members with both Job Search and support while out of work. A detailed report will be circulated to the SMT for consideration with a recommendation that Work Clubs be adopted in each Region

Motion 19 Servicing Existing Members

This was carried by Congress as existing policy and as such was circulated around the National Organising Team as a reminder of the GMB@Work policy to build the union through industrial representation and campaigning with both existing and potential members.

COMMUNICATIONS DEPARTMENT

GMB campaigns and stories generated an average of 12.6 million media mentions per week in print and broadcast media for the union since the last Congress in 2013. During first quarter of 2014 that increased to 19m per week. A media mention is when GMB is referred to in an article or a broadcast and the number is calculated by the circulation or the audience size. All GMB releases appear on the GMB national website.

GMB Press Office twitter feed had 4,488 followers at the end of April and the number is growing daily. There are also a growing number of other twitter feeds around GMB. We are developing a social media strategy given its sheer immediacy. The current policy that all GMB public statements including on social media be cleared by relevant officers and correspond to GMB policy has not changed.

In our campaign to cut private sector middlemen from public housing provision we showed that a third of all 18,000 council dwellings sold under the right to buy in Wandsworth were now in the hands of buy to let private landlords. We worked on major study with Daily Mirror to identify top 20 private landlords in every area of UK who get the largest amount of public

money from the £21 billion spent yearly on housing benefits. "Buy to let" landlords are now renting out a million more properties than in 2008.

Major stories over the period include public sector pay freezes and fall in living standards, the UK economy, unemployment, energy policy, campaign for living wage, public sector pensions, cuts in benefits, cuts in NHS and public services, defending school support staff jobs and other issues in NHS.

On the Carillion dispute and Carillion blacklisting the employers have agreed to set up a compensation scheme and a full hearing is set for July in the High Court. On the World Cup in Qatar in 2022 GMB has contacted all UK construction firms. At Carillion in Swindon a hearing at the EAT over the discrimination claims is set for July.

There were releases on strike action at: Amey, Ardagh Glass, Mytime Active, Serco, VIP Polymers, OCS, ISS, Sedexo, Compass, Brighton council, Hanson Brick, Crane Building Service, Tristar, as well as releases on ballots for strike action and pay disputes at a number of other employers around the union.

We covered job losses at Astra Zeneca, Ashchurch MOD, BAe Portsmouth, Pratts Bananas, Tata Steel, N Power, Eggborough power station, Goodyear, Remploy, local councils as well as at Environment Agency during the floods.

Other issues covered: AA/ SAGA float, EU/ US trade talks, Cammel Laird, equal pay, employment rights, tribunal fees, helicopter tragedy, Medway Queen, EU referendum, Scottish Referendum, Trident jobs, Robin Hood tax, street lights, 3rd runway at Heathrow, engineering construction, poor jobs and pay at Amazon and NEXT and pub tied tenants.

GMB MEMBER COMMUNICATIONS

The constant and regular reminders in the GMB magazines over many years, urging members to visit www.gmb.org.uk and update their membership record with their personal contact details, has provided the information necessary to communicate with members in lots of money saving ways. At the time of writing we hold 599,014 valid postal home addresses, 223,567 email addresses and 269,551 mobile numbers of members on the GMB central membership database.

Online Joining

The online joining facility at www.gmb.org.uk/join has enabled over 231,196 workers to join GMB since it was launched in March 2008.

GMB National Website www.gmb.org.uk and GMB App

The GMB national website and mobile website for mobile phones is getting 54,000 visits each month. Many members use the national website to update their own GMB membership record, start paying their GMB subs by Direct Debit (205,834) and access many other services. The GMB App for iPhone (10,941) and Android smart phones (3,080) has been downloaded by a total of 14,021 users since it was launched in June last year.

GMB Magazines & Publications

GMB regions have produced another three, excellent editions of their magazines. Over 223,567 members now read their GMB magazine on line at www.gmb.org.uk/gmb-magazine-cutting-thousands-of-pounds-off-the-postage-bill. All newsletters and publications are also made available for downloading from www.gmb.org.uk

Assisting GMB Regions with Organisation

The use of text messaging and email by GMB Regions to alert and inform members of GMB activity has increased significantly.

GMB New Member Welcome Pack

The GMB New Member Welcome Pack is getting membership card and regional information to new members within 24 hours of them being added to the GMB central membership system.

EXECUTIVE POLICY SECTION OF THE GENERAL SECRETARY'S OFFICE

The Section services a number of internal bodies and provides support for the General Secretary, CEC and National Officials at GMB Congress, CEC meetings and TUC Congress in matters relating to the Governance of the Union, and areas of national policy.

Review of GMB Congress 2013, Plymouth

The Section co-ordinated policy work for GMB Congress; prepared the preliminary and final agendas; advised the CEC on policy stances; co-ordinated the compositing of motions; finalised the programme, produced the President's running order; updated the "Congress Explained" document, co-ordinated and drafted the President's address and provided support and advice to the President's platform at Congress. This was the third year of a larger more inclusive Congress with 392 delegates of which 36% were first time delegates. There were 64 first time speakers: of all the male delegates who spoke, 14% were first time speakers and of the female delegates who spoke, 14% were first time speakers. 177 Motions were debated at Congress (+30 on 2012), of which 161 motions were carried, 13 referred, 1 Motion Fell and 2 motions were lost. 3 Emergency Motions were also carried. 4 Rule Amendments were debated of which 2 were Carried and 2 were Lost. All 8 CEC Rule Amendments were carried, 3 of which were carried as part of the Finance Report. There were also 14 existing policy motions on the Final Agenda which were not debated. Details of the Congress 2013 carried and referred motions and reports have been added to the GMB Policy database which now has a record of Congress Policy dating back to 2005. During Congress, the Executive Policy Officers support the President, Vice President, and General Secretary to manage the Congress timetable and supervise the recording of decisions. In order to clarify how to become a delegate to Congress, the Executive Section drafted a page for inclusion in the Winter 2013 GMB Magazines.

TUC Congress 2013, Bournemouth

The Executive Section ensured that relevant Congress decisions and GMB policy are taken through to TUC Congress and are responsible for supporting the GMB delegation and planning and organising the GMB stand and office. We ensure that GMB delegates are at the forefront of debates. Once again, the Conference was successful for the delegation with GMB speaking in many of the key debates. In his role as TUC Vice President, Paul Kenny spent some time on the platform, expertly controlling the speaker lights and GMB President, Mary Turner moved the Vote of Thanks to the TUC President, Lesley Mercer. From our GMB delegation of 54 (28 Male, 26 Female) we had 18 speaking opportunities; moving 4 motions, seconding 4 motions, speaking in support on 8 motions and speaking in opposition on 2 Motions in addition to our questions to Ed Miliband.

Special Projects

GMB Congress 2013 set up two working Groups: Ida Clemo is a member of the Women's Taskforce and Paula Keane is a member of the Branch Review Working Party. Both groups have held meetings throughout the year and have produced Interim Reports to Congress. Ida supported the General Secretary on his annual presentation "tour" to Regional Staff and Officers. The Section assists the General Secretary by undertaking special projects and duties as directed, producing presentations, briefings, statistics, profiles and research intelligence to use in internal or external meetings. In addition, Paula Keane attended the North West Women's Conference in November 2013.

Information Systems and Other Resources for Bargaining & Representation

Ida Clemo provides research information systems to National Office and Regions which are used for pay and bargaining support, recruitment initiatives and company research. Ida also continues to train Regional and National Office staff in using these systems. Paula Keane has updated pages on the GMB National Website. On Welfare Rights, Ida arranged for GMB regions to have online access to the CPAG Welfare Benefits and Tax Credits Handbook and organised for GMB to provide a hardcopy of the CPAG Welfare Rights Handbook and Guide to Universal Credit to go to each TUC Unemployed Centre.

LRD Executive

Ida Clemo continues to represent GMB at monthly meetings of the LRD Executive. GMB Staff and Members will continue to have free access to all LRD Publications and LRD PayLine systems.

Central Arbitration Committee Applications and Voluntary Recognition Agreements

The Section produces a regular report for the CEC on Voluntary Recognition Agreements. Over the year, GMB Sections and Regions have reported 39 new agreements.

Policy Work

Ida Clemo is a member of the TUC National Minimum Wage Enforcement Group. She submitted the GMB Response to the Low Pay Commission on recommendations for National Minimum Wage rates for 2014. In conjunction with other National Policy officers, Ida responded to the BIS consultation on Zero Hours Contracts on behalf of GMB. As a response to a call for a right to paid statutory bereavement leave, Ida is drafting a Negotiators Guide to Bereavement Leave. On action on motions carried at Congress 2013, an Index of Plain Speaking has been added to the GMB Website; we alerted GMB Parliamentary Group of MPs to support Tom Watsons EDM on planning laws and fixed odds betting terminals as highlighted in Composite 16 from London Region and passed welfare and employment rights policy concerns to Agenda 2015 to be discussed at the Labour Party National Policy Forum.

A. ACTION ON MOTIONS REFERRED BY GMB CONGRESS 2013

MOTION	ACTION TAKEN/ PROGRESS
<p>5. Womens' Under Representation</p>	<p>The motion highlighted the under representation of Women delegates to Congress and proposed that half of all future GMB Congress delegates are women. Since the introduction of Rule 8.6 in 2011, the percentage of women delegates attending Congress has increased from 26% in 2010 to 32% in 2011, 2012 and 2013 and this year has increased to 34%. The motion was referred to allow the two Working Parties to discuss proposals to increase the number of women delegates to Congress. The following is the outcome of discussions from both those Groups as reported in their interim Reports to Congress.</p> <p>The Branch Review Working Group decided that at the present time it was not possible to implement this motion. However branches should encourage more women members to come forward to seek nomination. The 10% appointment of Congress delegates under rule 8.6 should allow Regions to target the under representation of women delegates.</p> <p>The Women's Task Force recommend:</p> <ul style="list-style-type: none"> • That a requirement is placed on each region to ensure the gender balance of their delegation reflects their membership. • A wider promotion of GMB Congress detailing who attends, how it works, how delegates are elected to it and a greater focus be placed on this in training for new shop steward • Guidance be sent to Branches on creating a greater awareness and transparency in their dealings with Congress nominations • The organisation and promotion of a pairing system, allocating new Congress delegates to experienced ones who can offer support and assistance. <p>The organisation and promotion of a reception at Congress for new delegates</p>
<p>15. APEX Section</p>	<p>The motion called for "reviving" the APEX section or equivalent and was carefully considered by the Public Services National Committee. In the opinion of the Committee, the suggestion of "reviving" the APEX section of the GMB is neither appropriate nor necessary. If there are specific groups of potential members in, for example, managerial positions in the public sector then GMB retains the MPO option that can be used.</p>
<p>17. Fair Trade Refreshments</p>	<p>The Motion asked for a blanket ruling that all food and drink items procured by GMB are, wherever possible, locally produced or Fair Trade. Where possible all food and drink is Fair Trade, for example at Congress as a result of policy taken forward from the "Green Agenda" Special Report to GMB Congress 2008. The motion was referred to consider the practicalities of implementing this proposal. The Senior Management Team will be considering this motion in their discussions on central procurement as part of their Review of Financial Management and Internal Controls</p>

MOTION	ACTION TAKEN/ PROGRESS
<p>38. Activist Title</p>	<p>This motion asked for rule book title (eg shop steward) to be used in all GMB communications and was discussed at a number of different forums: The CEC Organisation Committee determined that as GMB has membership across a number of sectors and industries no formal single job title could ever work. There needs to be flexibility to ensure that GMB activists can continue to choose the most appropriate title to adopt in their particular workplace or industry sector. To complement this, the Branch Review Working Party determined that as no one title fits all posts the most appropriate title should be used. The Public Services National Committee members reported that there was not a common or uniform use of titles across all employment areas in all regions, with 'shop steward', 'workplace organiser', 'rep' , and others often being used to suit the particular circumstances. The Committee believed that appropriate titles are used in communications because there was no single title that suits every circumstance so common sense needed to be used. This flexibility was considered to be both useful and sensible and enabled GMB to tailor communications to suit different audiences and it was unlikely that trying to standardise this would be of benefit.</p>
<p>67. National GMB Women's Conference</p>	<p>The motion asked for an Annual Women's Conference to be instigated as soon as possible. The CEC determined that a number of Regions have active women's networks for example London GMB Sisters, Southern Region and North West Region. Regions should develop Women activist's networks and root the work on gender discrimination in their localities. The motion was referred to consider whether an annual women's conference would take the women's equality agenda forward.</p> <p>The Women's Task Force recommend in their Interim Report;</p> <ul style="list-style-type: none"> • An Annual Women's issues based Conference be held within each region. • The funds required to organise these Conferences should be budgeted for, and sponsorship gained were appropriate. <p>The success of these events should be subject to a review and discussions with the Task Force before moving to a national conference.</p>
<p>71. Domestic Violence (DV)</p>	<p>The motion highlighted the growing number of victims of Domestic violence and asked for awareness campaigns, materials and a new branch position.</p> <p>There have been regional GMB campaigns from Birmingham and Midland Regions and the 2014 National Equality Conference in Leeds, included a session from Yorkshire & North Derbyshire Region highlighting Regional best practice examples on domestic violence policy issues. In addition London Region has produced an Equality Toolkit which features a section on Domestic abuse/ domestic violence.</p> <p>The Branch Review Working Party discussed the need for more or less branch positions. Their Interim Report states that branches can fill or not fill other rulebook or non-rulebook offices at their discretion according to the needs of the branch. These roles should be defined by a branch by-law and set out in the Branch Development Plan in consultation with and agreement of the Regional Secretary and Regional Committee, bearing in mind the provision in rule 35.3 that each branch will have a committee of no less than nine members. In addition, material on the Daphne Project would be re-issued and domestic violence information should be added to workplace organiser / shop steward training.</p>

MOTION	ACTION TAKEN/ PROGRESS
<p>119. TUPE – In Simple Language</p>	<p>The Motion called for simplified guidance on the Transfer of Undertakings (Protection of Employment) Regulations (TUPE) and it is worth noting that GMB members have free online access to the LRD Law at Work booklet which contains easy to read guidance. New TUPE rules were introduced on 31 January 2014 and new guidance has been produced by ACAS and LRD. The GMB Legal Department will liaise with the Midland & East Coast Region to see if these publications help to address the problem identified by the Motion.</p>
<p>136. The Principal of Justice</p>	<p>The motion called for a system to ensure that GMB members can access appropriate legal representation and support. Due to changes to the provision of the union's legal services as a result of the Jackson Review, the SMT are progressing action on a national legal service.</p>
<p>167. National Lay Reps Task Force</p>	<p>This motion sought the establishment of a public services task force comprising officers and activists to develop a national strategy. The Public Services National Committee considered this and felt that a public services task force of this kind would simply duplicate the role of the National Committee, although the National Secretary was asked to write to the originating branch to ask if there were any specific ideas that could be further considered. Despite two communications to the branch and one to the region asking for assistance, there has been no response.</p>
<p>247. Against an Independent Scotland</p>	<p>Congress 2013 referred this motion to GMB members in Scotland to determine the union's position on Scottish Independence. Motion 247 called on Congress to support the Better Together Campaign which was viewed by members across our series of local Political Forums as aligning our views in a coalition with Tories and Liberal Democrats the authors of austerity across the UK as being damaging with no appetite to join the "Better Together Campaign". GMB Scotland members from across Scotland were clear that our priority was to organise around a distinctive Scottish Labour and Socialist movement agenda under the banner of United for Labour.</p> <p>Following on, two series of open meetings with members from Inverness to Ayrshire supplemented by two key debates held in Glasgow since Congress 2013 the considered view of these consultation meetings was clearly for a "No" vote, conditional on there being a future vision of social economic change based on fairness, equality and social justice; this was not an endorsement of the Status Quo.</p> <p>A paper was proposed for GMB Scotland's October 2013 Regional Council on which the results of our series of Political Forums were set out.</p> <p>GMB Scotland Regional Council voted unanimously in favour of a "No" Vote thereby setting GMB Policy for this once in a lifetime Scottish Independence Referendum which will take place on 18th September 2014 and which will determine the settled will of the Scottish people and determine our future.</p>
<p>266. Social - Policing</p>	<p>The motion asked GMB to "stop" government from replacing police officers with community support officers because it is "detrimental" to our members and their families. The Public Services National Committee took advice from the GMB police staffs committee who are specialists in this area and represent GMB members who are community support officers. GMB police staff representatives are concerned at the suggestion that community support officers who are GMB members do anything but a valid and important job and pointed out that Congress 2010 had discussed and agreed the need to ensure community support officers were properly funded. In addition it was noted that community support officers had also had their numbers reduced in many parts of the country, often as an expedient to maintain police officer roles. For all these reasons it was considered not appropriate to seek to raise arguments with government on this matter.</p>

MOTION	ACTION TAKEN/ PROGRESS
273. Cammell Laird 37	The motion asked for the Cammell Laird case to be taken to the European Court of Human Rights. Following Congress, in July 2013, GMB filed a formal complaint to the European Union Parliament Petitions Committee. It is hoped to receive notice of whether it had been deemed admissible and confirmation of a hearing date in the Petitions Committee, but despite regular chasing by colleagues in the GMB European Office we are still awaiting a response.
285. Transparent Invoicing	GMB fully supports the sentiments of the motion to campaign for transparent invoicing on payments such as Council Tax and National Insurance. At a time of public service cuts, both nationally and locally, people are increasingly worried about how their taxes are spent. However, the cost of providing a full and comprehensive breakdown on an individual basis for either council tax or national insurance will prove too expensive and administratively burdensome. Just as importantly, this may well divert resources away from front line public services. In addition, this policy if delivered may be used as a shield for a Tory or a Lib Dem Government to increase public service cuts

In January each year Executive Policy ask colleagues at National Office to include progress on all motions carried at the previous Congress in their section of the General Secretary's Report which are set out in B) below.

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

The CEC Action on Decisions document below sets out the responsibility for the actions on all motions carried and referred by GMB Congress 2013. It is also available on the GMB National Website www.gmb.org.uk/congress

CONGRESS 2013 REPORTS	
	LEAD RESPONSIBILITY
General Secretary's Report	General Secretary
Annual Accounts and Auditors Report	<ul style="list-style-type: none"> • General Secretary • Finance Director

CEC REPORTS	
	LEAD RESPONSIBILITY
GMB Branches – A Future That Works	<ul style="list-style-type: none"> • GS/SMT • Executive Section (GS Office) • Branch Review Working Party
GMB Women's Project	<ul style="list-style-type: none"> • GS/SMT • Women's Project Taskforce
CEC FINANCE REPORT: Financial Proposals to Congress 2013 (containing CECRA 6,7,8)	<ul style="list-style-type: none"> • SMT • CEC Finance & General Purposes Committee

MOTIONS REFERRED BY CONGRESS 2013

MOTION	LEAD RESPONSIBILITY
UNION ORGANISATION: Congress	
5. Womens' Under Representation	<ul style="list-style-type: none"> • GS/SMT • Women's Project Taskforce • Branch Review Working Party
UNION ORGANISATION: General	
15. APEX Section	SNS (Public Services)
17. Fair Trade Refreshments	GS/SMT
UNION ORGANISATION: Representation & Accountability	
38. Activist Title	<ul style="list-style-type: none"> • SNS (All) • Branch Review Working Party • CEC Organisation Committee (Comms)
MOTION	LEAD RESPONSIBILITY
UNION ORGANISATION: Equality & Inclusion	
67. National GMB Women's Conference	<ul style="list-style-type: none"> • SMT • Women's Project Taskforce • CEC Organisation Committee (Equality)
71. Domestic Violence (DV)	<ul style="list-style-type: none"> • Branch Review Working Party • CEC Organisation Committee (Equality, Comms, NOD)
EMPLOYMENT POLICY: Rights at Work	
119. TUPE - In Simple Language	CEC Organisation Committee (Legal)
136. The Principal of Justice	<ul style="list-style-type: none"> • SMT • CEC Organisation Committee (Legal)
INDUSTRIAL & ECONOMIC POLICY: Public Services	
167. National Lay Reps Task Force	SNS (Public Services)
POLITICAL: Democracy & Constitutional Reform	
247. Against an Independent Scotland	Regional Secretary (GMB Scotland)
SOCIAL POLICY: General	
266. Social - Policing	SNS (Public Services)
SOCIAL POLICY: Justice	
273. Cammell Laird 37	<ul style="list-style-type: none"> • SMT • CEC Organisation Committee (Legal)
SOCIAL POLICY: Housing	
285. Transparent Invoicing	CEC Political, European & Int. Committee

CEC RULE AMENDMENTS CARRIED BY CONGRESS 2013

CEC RULE AMENDMENTS		
CECRA1	Rule 29 Audits	RULE CHANGE
CECRA2	Rule 35 Branches	RULE CHANGE
CECRA3	Rule 52 Victimisation Benefit	RULE CHANGE
CECRA4	Re-number Rules 53 to 67 as 52 to 66	RULE CHANGE
CECRA5	Rule 8 Qualifying for office, and the definition of officers	RULE CHANGE

EMERGENCY MOTIONS CARRIED BY CONGRESS 2013

MOTION	LEAD RESPONSIBILITY
EM 1 Potential Nuclear Holocaust in Korea Carried with Qualification	CEC Political, European & Int. Committee
EM 2 GMB Refutes the Coalition Government Attack on Teaching Assistants and Vows to Defend them Carried with Statement	SNS (Public Services)
EM 3 SITRAP, Costa Rica	CEC Political, European & Int. Committee (Political)

MOTIONS CARRIED BY CONGRESS 2013

MOTION	LEAD RESPONSIBILITY
UNION ORGANISATION: Congress	
4. Decline in Number of Delegate Nominations to Congress Carried with Qualification	<ul style="list-style-type: none"> SMT Branch Review Working party
UNION ORGANISATION: General	
C1. (Motions 6,7,8) Equal Representation of Women within GMB Carried with Statement	<ul style="list-style-type: none"> SMT Women's Project Taskforce
9. Amalgamation of GMB Union and Unison Carried with Statement	GS/ SMT
11. Index of Plain Speaking	<ul style="list-style-type: none"> SMT CEC Organisation Committee (Comms) Executive Officer
13. Branch Websites	CEC Organisation Committee (Comms)
16. Durham Miners' Gala	
UNION ORGANISATION: Recruitment & Organisation	
19. Servicing Existing Members	CEC Organisation Committee (NOD)
20. Support Domestic Service Workers Carried with Qualification	

MOTION	LEAD RESPONSIBILITY
UNION ORGANISATION: Representation & Accountability	
39. Religious Belief Carried with Qualification	CEC Organisation Committee (Equality)
UNION ORGANISATION: Finance & Contributions	
40. Finances Carried with Statement	CEC Finance & General Purposes Committee
52. Contribution Rate for Unemployed Members	
59. Tax Free Trade Union Contributions	
UNION ORGANISATION: Union Benefits & Services	
61. Accrued Membership Benefits Carried with Statement	CEC Finance & General Purposes Committee
UNION ORGANISATION: Education & Training	
63. Working Class Education	CEC Organisation Committee (NOD)
64. GMB Work Clubs Carried with Qualification	
UNION ORGANISATION: Equality & Inclusion	
68. Outlawing Bullying	CEC Organisation Committee (Equality)
70. Homophobic Bullying 'A Daily Nightmare' for Over Half of Britain's School Pupils	
72. Sexual Violence Carried with Qualification	<ul style="list-style-type: none"> • CEC Organisation Committee (Equality) • CEC Finance & General Purposes Committee
75. Same Sex Parenting	CEC Organisation Committee (Equality)
76. Harassment - Equality Act Section 40	
77. Discrimination – Equality Act Section 138	
79. Disability Attack	
80. Legislative Changes to Maternity Leave	
EMPLOYMENT POLICY: Health, Safety & Environment	
81. Health and Safety Carried with Qualification	CEC Organisation Committee (H&E)
83. Campaign for Review of Display Screen Equipment Regulations 1992 Carried with Qualification	
84. Mental Health Awareness Carried with Qualification	
85. Regeneration	
EMPLOYMENT POLICY: Pensions & Retirement	
89 Pensions	<ul style="list-style-type: none"> • CEC Organisation Committee (Pensions) • CEC Political, European & Int. Committee
C2 (Motions 90, 92, 94) State Pensions Reform Carried with Qualification	CEC Organisation Committee (Pensions)
EMPLOYMENT POLICY: Rights at Work	
C3. (Motions 95, 96, 97, 98) Blacklisting Carried with Qualification	<ul style="list-style-type: none"> • CEC Political, European & Int. Committee • CEC Organisation Committee (Legal)

MOTION	LEAD RESPONSIBILITY
EMPLOYMENT POLICY: Rights at Work (cont'd)	
99. Carillion	SNS (Public Services)
100. Employment Rights	CEC Organisation Committee (Legal)
103. Full Employment Rights from Three Months Carried with Qualification	
104. Opt out from EU legal protections	CEC Political, European & Int. Committee
105. Employment Regulations	
C4.. (Motions 108, 109) Collective Redundancy Rights	CEC Organisation Committee (Legal)
110. Redundancy Consultation Period to be Halved to 45 Days in the Security Sector	
113. Tribunal Powers	CEC Political, European & Int. Committee
115. Unfair Carried with Qualification	CEC Organisation Committee (Legal)
C5 (Motions 116, 117) Statutory Recognition Procedure Carried with Qualification.	
C6. (Motions 123, 125) Implementing the Living Wage Carried with Qualification	<ul style="list-style-type: none"> • CEC Political, European & Int. Committee • SNS (All)
126. Living Wage within the Security Industry	
127. Labour Party	<ul style="list-style-type: none"> • CEC Political, European & Int. Committee • SNS (All)
128. National Campaign Opposing Modern Slave Labour Under the Disguise of Training Work Experience	
129. Zero Hours Contracts	
130. Agency Workers Regulations Carried with Qualification	CEC Political, European & Int. Committee
132. Carers Carried with Qualification	CEC Organisation Committee (Equality)
133. Christmas Holidays Carried with Qualification	SNS (All)
134. Wage Board for Agricultural Workers	SNS (Commercial Services)
INDUSTRIAL & ECONOMIC POLICY: Commercial Services	
137. Safe Guarding Campaign	SNS (Commercial Services)
138. Changes to Regulation of the Private Security Sector in England and Wales	
139. Nationalise the Water Supply Industry	
142. Oppose OFGEM's Cuts	
143. A Strategy for Gas	
144. Fracking	

MOTION	LEAD RESPONSIBILITY
INDUSTRIAL & ECONOMIC POLICY: Commercial Services (cont'd)	
145. Independent Gas Transporters Carried with Qualification	SNS (Commercial Services)
146. Nuclear	
147. Private Hire, Minimum Fares Carried with Qualification	
INDUSTRIAL & ECONOMIC POLICY: Manufacturing	
C7. (Motions 148, 149, 150, 151, 152) Remploy and Supported Employment for Disabled People	SNS (Manufacturing)
153. Remploy	
154. Defence Investment	
155. Trident	
156. Save Our Steel Industry	
157. British Coal Mining Industry	
INDUSTRIAL & ECONOMIC POLICY: Public Services	
160. Public Sector Cuts Carried with Qualification	SNS (Public Services)
161. Labour Party	CEC Political, European & Int. Committee
C8. (Motions 162, 163) Local Government Funding Carried with Qualification	
164. Substituting Council Reserves for Treasury Funding Carried with Qualification	SNS (Public Services)
166. Public Sector	
168. Local Government Strategy	
169. Public Funded Initiative	
172. Resourcing not Outsourcing	
173. Public Services	
174. B bogus Self-Employment and Payroll Companies	CEC Political, European & Int. Committee
176. School Support Staff National Agreement	SNS (Public Services)
179. Abolish or Remove Academy Status From Discriminating Schools	
181. Independent Hearings for School Support Staff	
183. Breakfasts in Schools	<ul style="list-style-type: none"> • SNS (Public Services) • CEC Political, European & Int. Committee
C9. (Motions 184, 185) Save The NHS from Privatisation Carried with Qualification	SNS (Public Services)
C10. (Motions 186, 187) National Health Service and PFI Carried with Qualification	

MOTION	LEAD RESPONSIBILITY
INDUSTRIAL & ECONOMIC POLICY: Public Services (cont'd)	
C11. (Motions 190, 192) NHS	CEC Political, European & Int. Committee
191. NHS Tax Free Proposals	
193. South West NHS Pay Cartel	SNS (Public Services)
195. Ambulances to be Exempt from All UK local By-Laws Preventing them from using Bus Lanes	
196. Social	
197. Racial and Verbal Abuse in Mental Health	
C12. (Motions 198, 199) Care Homes	
201. Liverpool Care Pathway	
202. The Living Wage Carried with Qualification	
C13 (Motions 203, 204) Living Wage	
206. Defence Cuts Carried with Qualification	CEC Political, European & Int. Committee
207. Workplace Parking Charge Creating Bigger Workloads Carried with Qualification	SNS (All)
INDUSTRIAL & ECONOMIC POLICY: Taxation & General	
216. UK Industrial Policy Carried with Qualification	CEC Political, European & Int. Committee
INDUSTRIAL & ECONOMIC POLICY: Social Justice	
217. Company Failures	CEC Organisation Committee (EP)
218. Directors' Pay	
POLITICAL: General	
219. Austerity Carried with Qualification	GS/SMT
C14. (Motions 220, 221) General Strike Carried with Qualification	
222. Peaceful Civil Disobedience	CEC Political, European & Int. Committee
223. GMB Port Talbot Occupiers	CEC Organisation Committee (Comms)
224. Union Flag Protests	Regional Secretary (NW& Irish)
POLITICAL: The Labour Party	
225. The British Economy	CEC Political, European & Int. Committee
227. Preparing for 2015	
229. Joint Training for the Labour Party Movement	
230. Labour Party Recruitment project Carried with Qualification	
232. Rulebook	
233. MPs Voting Records Carried with Statement	

MOTION	LEAD RESPONSIBILITY
POLITICAL: The Labour Party (cont'd)	
234. GMB Support for The Labour Party Carried with Qualification	CEC Political, European & Int. Committee
235. Employment Legislation & Labour Government Carried with Qualification	
236. Trade Union Access	
237. Full Employment	
238. The Labour Party and its Policy on Welfare	
239. Immigration Policy	
240. Labour Party Carried with Qualification	
POLITICAL: Labour Party Constitutional Issues	
243. Labour Party Rulebook, Chapter 5, Clause 1B Carried with Qualification	CEC Political, European & Int. Committee
C15. (Motions 244, 245) Labour Party Selections Carried with Qualification	
246. GMB's Influence in Labour Party	
POLITICAL: Democracy & Constitutional Reform	
248. No Taxation without Representation - The Vote for 16 Year Olds	CEC Political, European & Int. Committee
249. Create a Constitutional Convention	
POLITICAL: Honours	
251. Recognition for Our Wounded Servicemen and Women	CEC Organisation Committee (EP)
POLITICAL: Racism & Fascism	
252. Racism Carried with Qualification	CEC Organisation Committee (Equality)
POLITICAL: European Union	
253. Employment Law (TUPE) Tupe Reg's – European Parliament Carried with Qualification	CEC Political, European & Int. Committee
254. International Carried with Qualification	
SOCIAL POLICY: General	
256. Call for an End to Enticing Loan Company Advertising	CEC Political, European & Int. Committee
259. The National Lottery	CEC Organisation Committee (EP)
C16. (Motions 260, 261) Betting Shops, High Stake Gaming Machines and Fixed Odds Terminals	<ul style="list-style-type: none"> • CEC Organisation Committee (EP) • SNS (Commercial Services)
262. Drugs	CEC Organisation Committee (H&E)
263. Reduced Cost Childcare Facilities	CEC Political, European & Int. Committee

MOTION	LEAD RESPONSIBILITY
SOCIAL POLICY: General (cont'd)	
264. Pre-School Nursery Places	SNS (Public Services)
265. Refuges and Safe Houses	CEC Organisation Committee (EP)
267. Culling of Badgers	CEC Organisation Committee (H&E)
268. Energy Best Deals Carried with Qualification	CEC Organisation Committee (EP)
SOCIAL POLICY: Justice	
270. Criminal Injuries Compensation Scheme	CEC Political, European & Int. Committee
C17. (Motions 271, 272) Orgreave and Policing the Miner's Strike Carried with Qualification	
274. Knife Crime	CEC Organisation Committee (H&E)
SOCIAL POLICY: Education & Training	
C18. (Motions 277, 278) Education Bias: Escaping the Poverty Trap	CEC Political, European & Int. Committee
SOCIAL POLICY: Housing	
C19. (Motions 281, 282) Social Housing Programme and 'The Green Deal'	CEC Political, European & Int. Committee
283. Council Housing	
284. Landlords	
SOCIAL POLICY: Transport	
C20. (Motions 286, 287) Rail Re-Nationalisation Carried with Qualification	CEC Political, European & Int. Committee
288. Investment for Railways in Rural Areas	
289. Transport Links	
292. Eurotunnel	
293. Campaign to get Cyclists off Pavements	CEC Organisation Committee (H&E)
SOCIAL POLICY: Welfare Rights & Services	
C21. (Motions 294, 295, 296) Welfare Reform	CEC Political, European & Int. Committee
C22. (Motions 297, 298, 299) The Benefit Cap	
301. Benefits Cuts	
302. Domestic Violence	CEC Organisation Committee (EP)
C23. (Motions 303, 306) Bedroom Tax	CEC Political, European & Int. Committee
305. Public Sector Housing	
307. Benefits Online	CEC Organisation Committee (EP)
308. A Call to Boycott Workfare Schemes Carried with Qualification	CEC Political, European & Int. Committee

MOTION	LEAD RESPONSIBILITY
SOCIAL POLICY: Welfare Rights & Services (cont'd)	
309. Work Programme and Workfare Schemes Carried with Qualification	CEC Political, European & Int. Committee
310. Unpaid Work	
311. Government Health Care Contract	CEC Organisation Committee (EP)
313. Social Care Carried with Statement	SNS (Public Services)
INTERNATIONAL	
314. Trade Union Friends of Israel /Palestine Solidarity	CEC Political, European & Int. Committee
315. Arab Spring	
316. Syria	
317. Justice for Colombia Carried with Qualification	
318. Mali	
319. Controls on Foreign Aid Carried with Qualification	

EQUALITY AND INCLUSION DEPARTMENT

Since Congress 2013, Equality matters have been under a concerted attack and much of the equality infrastructure has been dismantled. A number of duties and powers of the Equality and Human Rights Commission (EHRC) have been reduced and there have been significant changes to discrimination legislation, including:-

- Third-party harassment protection -it is now much more difficult to challenge abuse from a third party at work;
- Abolition of the right to obtain further information in discrimination cases (through the questionnaire procedure);
- Dilution of dual discrimination;
- No obligation on the duty to reduce socio-economic inequality;
- Reduction in the power of ET's to make wider recommendations;
- Introduction of fees for taking cases to the ET (up to £1200), which has resulted in a dramatic fall in applications and the corresponding increase in employees suffering without recourse to justice.
- Mandatory equal pay audits have been scrapped (although never fully implemented) and an ET can only require an employer to conduct an equal pay audit if they find that the employer has discriminated on pay.

These changes could result in ET judges sitting alone and therefore reducing the valuable role and insight that women, disabled persons and ethnic minority lay wing members can bring.

There was a rise in Xenophobia and Europhobia led by the Government's proposed restrictions on the access to welfare benefits for EU migrants as well as new restrictions on non-EU visas. The Immigration Bill 2013/14 proposed checks by landlords, banks etc on people accessing services which has encouraged ethnic profiling. The NEF and GMB remained resolute in challenging these changes.

PROGRESS ON E&I STRATEGIC PRIORITIES

Strategic Priority 1 - Increase membership

Two key projects were commenced during the year, one was engagement with ASDA on Equality and secondly, the establishment of the National Young members Network.

Strategic Priority 2 - Bargaining

ASDA - Following the signing of National Agreement and working with the National Officers, a joint strategy on Equality was developed. Meetings with ASDA included (1) Equality & Diversity Manager (2) Lead Officer for LGBT (3) National HR Director, Employee Affairs Officers and the officer for Talent spotting. The Director for Talent addressed the National Equality Conference 14. A leaflet and questionnaire for ASDA workers on 'Caring Responsibilities' was circulated to ASDA employees.

GMB Young Members Network - A highly successful GMB Young Members Summit was held in November 2013. The aims of the Summit were to (1) build regional young members networks and (2) engage in the political process. The summit was addressed by the General Secretary, Journalist - Owen Jones, the National officer and the NEF member with responsibility for young members. All the GMB regions were represented at the Summit. The Chair and Vice Chair of the GMB Young Members were elected from delegates.

Workplace Equality Reps

Meetings were held with Ian Murray MP, Shadow Minister in BIS and Gloria De Piero MP, Shadow Minister for Equalities on the merits of Workplace Equality Reps. Based on Health and Safety Reps, these would put equality at the heart of workplace culture and negotiations, as well as representing employees on equality issues, engaging on equality policies and building consensus for a more inclusive workplace.

Strategic Priority 3 – Campaigning

Putting the 'T' back into LGB Conference and vigil - A conference was held in recognition of the discrimination and in too many cases, the death of transgender people. The conference was addressed by the General Secretary, Lord Collins and representatives from Gender Identity Research and Education Society (GIRES). The Conference was followed by a vigil in the gardens of Friends House on Euston Road, The event was organised by the NEF lead for LGBT with support from London Shout.

Valuing Maternity Campaign - GMB has supported the campaign to protect and promote maternity rights. GMB was a co signatory to a letter in the Guardian on dismissals due to pregnancy.

Migration – Engaged with TUC on future work on migration, recommendation included: decent quality work for all; ending exploitation; regulating the labour market through Gangmasters', Reinstatement of the Agricultural Wages Board, and enforcement of the NMW.

Ealing Hospital – Supported the GMB members, predominantly ethnic minority women fighting for a living wage from Medirest

Strategic Priority 4 - Enhance Profile

TUC Equality Conferences - There was full participation of GMB delegations to the TUC Equality Conferences:- Womens – motions on (1) Bedroom Tax (2) Workplace Equality Reps; Black Workers – motion on 'Improving Black Workers Working Life'; Young Members – motion on 'Young carers'; Disability Conference – 'Resisting the attack on disabled people'; LGB&T – motion on 'Joint working'.

Press release and interviews included-Youth Unemployment, Part time Employment; Congress in Plymouth; Proposed changes to Employment law; Low paid women catering staff; Vacant dwellings; Public sector employees; Racism in Labour market; Earnings; Horsemeat; Airport in Thames Estuary; Zero hour contracts and housing benefits-Led to interviews with the BBC News24, Sky & radio.

Consultations - House of Commons; Home Affairs Committee - The work of the UK Border Agency

Presidents Leadership Awards for Equality (PLAE) Inspirational Individual–Margaret Greg Mick NW&I Region); Inspirational REF-London Region; Most inspirational project for making a difference at work–Mick Lancaster; Inspirational Equality Project for Organising- London Region Equality Toolkit.

Labour Party Conference - Equality fringe entitled 'Race, Class and Corporate influence in Football' and was addressed by Clive Efford MP–Shadow Minister for DCMS; Mark Ferguson – LabourList and the National Officer. The event was sponsored by Football Against Racism in Europe (FARE)

Strategic Priority 5 - Organisational Equality

National Equality Conference (NEC) 2014 – the theme was 'Equality - the fightback.' Up to 100 delegates attended the 6th E&I Conference and speakers included the General Secretary, Yorkshire Regional Secretary, the President, Sharon Hodgson MP and Mohammad Taj President TUC. A Question Time Panel was chaired by journalist, Paul Routledge and three workshops were arranged. 18 Motions were submitted by the Regions, including two from NEF.

Governance – National Equality Forum (NEF) – The NEF met on a minimum of six occasions during the year to oversee the work on Equality through inclusion and there were regular meetings of working parties. There were two meetings of GMB Equality Officers

Summary

Since Congress 13, though resources have been limited, progress on equality has been considerable. Many Regions have developed in leaps, particularly those with activists driving the equality agenda. A significant number of challenges remain for the coming year:- Strengthening work with the REF's, encouraging activists, working with branches, driving the joint work with ASDA, servicing of the NEF3 and preparing for the General Election.

EUROPEAN OFFICE

The GMB European office has a well-established record of campaigning at EU and International level on issues of major importance to GMB members across all of our regions and sections, working in close co-operation with the EU trade union sector federations, TUC, ETUC and ITUC to further our common aims.

European Parliament Elections

Over the past year, in line with GMB Congress 2013 C15 on Labour Party selections, the European Officer has worked closely with GMB regions and political team to promote the selection of MEP candidates who are active supporters of trade unions and our policies, with considerable success.

We have also been working regionally and nationally with GMB colleagues, MEPs and candidates to raise awareness of the importance of GMB members voting Labour in the European Parliament elections on 22nd May 2014. We have produced regular briefings on rights we have gained from Europe, as well as information on the threat posed by UKIP and the Conservatives to us keeping our social and employment rights and jobs.

Following a fringe event at Congress 2013, most regions have organised European conferences in which the European officer has actively participated. The focus has been on encouraging a strong trade union voting turnout so we can protect and develop our social Europe.

GMB said a formal farewell to longstanding and loyal GMB MEP Stephen Hughes at Congress 2013, who is standing down at the election. GMB is supporting GMB MEP Glenis Willmott to continue as leader of the Labour MEPs in Europe, where she has done an outstanding job since elected.

UK's Future in Europe

The European Parliament elections have brought in to sharp focus the issues around Britain's future in Europe. This has been debated at regional conferences. Supporting the policy of Congress 2013 motions 104 and 254, we have responded to two Government consultations reviewing the balance of competences between the UK and the EU on internal market (Feb 2013) and social and employment policy (Jan 2014). This is part of Cameron's attempt to renegotiate UK's relationship with the EU to become merely a business club, before we are asked to vote in an in/out referendum. GMB's position is clear - we will not support an EU that is stripped of all the social and employment rights we hold dear.

Cuts, Austerity and the ongoing Crisis

GMB continues to campaign at both EU and national level against the cuts and the devastating effects austerity policies are having on people in the UK and across the EU. Working together with European trade union colleagues and the European Socialist MEPs, we have been pushing for alternative policies to resolve the crisis that will lead to sustainable jobs and growth, and end growing inequalities. GMB has been particularly critical of the shameful levels of youth unemployment across Europe. In the UK it is 20%, in Greece and Spain it is closer to 60%. Serious action is needed to avoid a lost generation. Following strong campaigning, the EU Youth Guarantee fund has been raised from €6 to €8 billion. At first the UK Government shamefully refused to make use of it until forced into a U-turn.

Banning Blacklisting in Europe

GMB has driven the campaign to ban blacklisting across the EU. Extending the national campaign in line with Congress 2013 composite motion C3, GMB was successful in pushing for amendments to the EU Data Protection Regulations to specifically outlaw blacklisting of trade union members and health and safety reps. The regulation also sets significant financial penalties for those breaching the rules.

GMB was also influential in the setting up of an EU level blacklisting working group convened by the European building and construction workers federation (EFBWW) following our solidarity work with Swedish trade unions at the Skanska AGM picket.

Social issues in public contracting

GMB played a key role in gaining significant improvements in relation to employment and social rights in the recent revision of EU public procurement rules. GMB's European officer spoke at the EU Commission conference launching the new laws. GMB campaigned for the principle of a living wage to be included in public contracting reflecting Congress 2013 composite motion C6. This is now a step closer with a new social clause ensuring compliance with collective agreements, social and labour laws and ILO standards. There has also been some progress on controls in subcontracting chains. Importantly, the rules now clearly state that they do not affect the legitimate choice of public authorities to provide services and works in-house. GMB campaigned against negative amendments pushed by the UK Coalition Government which allow contracts in social and health care to be reserved for "mutuals". GMB sees this as further privatisation by the back door.

Fighting Tax evasion and avoidance

GMB has campaigned at EU and national level for tax dodgers to be taken to task. Supporting the European public service trade union federation's (EPSU) campaign for Europe's missing €1trillion in tax avoidance and evasion to be repaid, we have been actively involved in EU level demonstrations and debates. GMB is the substitute member for EPSU on the EU Commission Tax fraud and evasion Forum. GMB supported an EU level Robin Hood tax (Financial transaction tax), which has now been adopted by 11 Member States.

Temporary Agency Workers

GMB continues to campaign for full equal treatment rights for agency workers and for a clampdown on avoidance of the rights guaranteed by the EU Directive such as using the Swedish Derogation. Responding to Congress 2013 motion 130, GMB supported the formal complaint to the EU Commission covering these issues which was lodged by the TUC in September 2013.

EU Trade deals

GMB has raised major concerns about the weak provisions and lack of enforcement of human rights and labour standards in many EU trade agreements with both the European Parliament and the EU Commission.

As the negotiations on the EU-US trade deal gather pace, GMB has been actively involved at UK and EU level in raising our opposition to this agreement on a number of grounds. In October 2013, GMB submitted evidence to the House of Lords inquiry on the trade agreement and was invited to give verbal evidence in February 2014. GMB opposes the inclusion of the investor state dispute settlement (ISDS) in agreements, which limits the power of governments to develop policy in the public interest by allowing corporations investor rights to sue governments where they feel their right to trade is restricted. This could threaten any future plans to return the NHS to public service, and undermine a living wage policy. Through voicing our concerns, GMB and other organisations forced the EU Commission in to a formal consultation on ISDS. GMB will submit a response.

Posting of Workers

GMB has long campaigned for revision of the posting of workers Directive to end exploitation of workers and undercutting of terms and conditions. Instead, the EU Commission proposed a narrower enforcement Directive. GMB worked with MEP Stephen Hughes and other MEPs to try to improve the text but, without a majority in Parliament, this was not possible. GMB therefore called for the text to be rejected. Despite unanimous support for our position from Labour MEPs, we were outvoted. This is a further example of the need to elect a Labour and Socialist majority in to the next European Parliament to protect and improve workers' rights.

Supporting GMB organising

The European office has provided practical support to several GMB organising campaigns and industrial disputes over the past year:

ISS, SERCO, OCS - in summer/autumn 2013, the European office provided leverage in these disputes with support from MEPs and the European trade union federations who wrote to the EU institutions and the companies questioning their behaviour, given that some of the companies have public contracts from the EU institutions, and participate in EU level social dialogue. This helped put pressure on the companies to negotiate and settle.

Amazon – building on our existing campaign against the dire employment practices and tax dodging antics of Amazon, the European office learned that German and French unions were also in industrial dispute with Amazon. We provided trade union contacts to develop a cross border solidarity campaign putting the company and its activities under further scrutiny and pressure.

Hinkley Point C – the EU Commission referred the Hinkley Point nuclear build case for investigation under EU state aid rules. GMB took a leading role at EU level, meeting with senior EU officials to put the trade union view across, participating in debates in the European Parliament, and making a formal response to the investigation consultation.

Savile Row tailors – the European office arranged a number of high level meetings in the EU Commission for a joint delegation of employers and GMB to help protect jobs and training in the industry by seeking geographical status protection against aggressive abuse of their trademark by cheap imitations.

Cammell Laird – following a series of meetings organized with EU officials and MEPs in summer 2013 as part of the continuing campaign for justice for the Cammell Laird workers, the European office assisted with the submission of a Petition to the European Parliament. A decision is expected after the summer.

INTERNATIONAL

Trade issues have dominated GMB's international agenda over the previous 12 months. 2014 is the 20th anniversary of NAFTA, the North American Free Trade Agreement between Canada, Mexico and the United States, a treaty that organisations and politicians representing big business are keen to promote as a success story in the context of their efforts to persuade public opinion that the proposed blockbuster Transatlantic Trade and Investment Partnership (TTIP) between the European Union and the USA will be beneficial for workers and consumers on both sides of the ocean. Unfortunately for them, their narrative is contradicted by statistics showing that, in Mexico, over a million farmers went bust, unable to compete with subsidised US imports. Another million and a half associated jobs went with them and outside the agricultural sector, more than a million small businesses went the same way. In the USA, 900,000 jobs were lost as a direct result of companies moving south of the border to benefit from lower wage costs and other workers experienced cuts to terms and conditions in the face of threats from their employers to do the same.

There is no empirical evidence to suggest that TTIP will be anything other than a shot in the arm for corporate profits despite unsubstantiated claims that it will create jobs and bring prosperity to the citizens of EU member states. Consequently, GMB has allied itself with a UK-based coalition of trade unions and NGOs to campaign against its implementation. On a wider front, GMB has signed up to the Alternative Trade Mandate (www.alternativetrademandate.org), a European-wide organisation that seeks to replace the EU free trade agenda with a more equitable trade regime that would be of benefit not only to European citizens, but also to those of their trading partners in other parts of the world.

GMB recognises that so-called "sustainable development" chapters and human rights clauses in EU trade agreements are widely ignored. We have been particularly critical of the European Commission's apparent indifference to labour rights abuses in countries where trade deals have been signed and wrote to its President, Juan Manuel Barroso, in April 2014 to air our concerns. GMB's International Officer has been named as a trade union member of the EU's Domestic Advisory Group overseeing the EU-Colombia/Peru agreement, though at time of writing it shows little sign of functioning properly and makes a mockery of Nick Clegg's claim that human rights in Colombia would be protected by its inception. We took the opportunity to raise the issue with the British Embassy in Guatemala during a TUC delegation there in March and expressed our concern that the EU had seen fit to extend preferential trade status to the Central American country at a time when the ITUC had labelled it the most dangerous place in the world to be a trade unionist. There is almost complete immunity for those responsible for the murders of trade union activists and since 2007 our Guatemalan sister union, SITRABI, has seen 12 of its members killed.

GMB has taken issue with HM Government over its seemingly unconditional backing of British firms overseas and the use of taxpayers' money to support private enterprise via third party multilateral institutions. The worst example of the latter was the UK's underwriting of a US\$ 15 million World Bank loan to the Honduran Dinant Corporation whose owner was implicated in drug trafficking, the murder of peasant farmers objecting to being thrown off their land and, just before the money was disbursed, involved in a coup that deposed the elected President. Pressure from GMB and NGOs who closely follow the activities of the World Bank drew an unprecedented apology for their actions but UK politicians and civil servants refuse to discount the possibility of further financial assistance to Dinant.

Apart from trade, GMB's most high profile international activity has been our work with the ITUC on Qatar. The tiny Gulf State has been awarded the 2020 football World Cup by FIFA in a process that has been widely ridiculed as having less to do with sport and more to do with Qatari money greasing the selection process. Nevertheless, the FIFA decision has put the spotlight on Qatar and its appalling treatment of migrant workers as never before. On average, one worker per day

dies on Doha's construction sites and the bonded-labour system of *kefala* effectively strips them of any rights that they may have to the extent that they cannot even leave their job without the express consent of their sponsoring employer. GMB participated in a delegation to Qatar in November 2013 and we were able to see at first hand the dreadful conditions endured by those who will build the stadiums and the infrastructure for the World Cup. We have also contacted major British construction firms to assess their involvement in Qatar with a view to raising standards to the level of the London Olympic site in 2012.

GMB International has continued to work with COLSIBA, its longstanding partner in the Latin American tropical fruit industry, with IUF in the sugar industry and with our good friends in Banana Link and the European Banana Action Network (EUROBAN). We participated in the 2013 episode of the Global Labour Institute's Summer School, attended the UNI Walmart global conference, spoke at numerous events both here and abroad and participated in campaigns organised by pressure groups and NGOs to which we are affiliated, including War on Want, Cuba Solidarity Campaign, Venezuela Solidarity Campaign, the Palestine Solidarity Campaign and Justice for Colombia. We also worked with Union Solidarity International (USI) and are still encouraging branches to actively participate in our overseas work by joining those who have already signed up to the GMB/Banana Link International Solidarity Fund.

HEALTH, SAFETY & ENVIRONMENT DEPARTMENT

Policy and Consultation:

- We are part of a group drafting new guidance for workers on the CDM 2015 Regulations, and continue to contribute to numerous Industry Advisory Committees.
- GMB is the only trade union contributing to a review of HSE's Fee for Intervention Cost Recovery Scheme, reporting in July 2014.
- We attended the European Hazards Network Conference in Italy to discuss the attack on health and safety that extends across Europe.
- All carried motions from GMB Congress 2013 have been progressed through the CEC Organisation Sub-committee and the CEC Green Working Party.

Asbestos:

- We continue to play the leading role in both the Joint Union Asbestos Committee and the wider Asbestos in Schools Campaign, through which we have pressurised the Government into keeping the DfE asbestos committee.
- GMB was at the forefront of campaigning on the Mesothelioma Bill. We are pressing the Labour Party to retroactively backdate and uprate compensation should they win the next General Election.
- We hosted a Japanese delegation studying the British approach to asbestos. Our thanks go to Richard Morgan (Midlands and East Coast Region) for his help in meeting the delegates.

Support to Sections:

- **Asda:** We have agreed for a fourth ergonomics study in Asda Logistics Services (ALS) in summer 2014. ALS achieved record safety performance in 2013, largely due to the involvement of our outstanding group of NJC reps.
- We are reviewing manual handling in Home Delivery with Asda Stores, aiming to improve practice across the network. We chaired the initial meeting of the Asda Retail/GMB H&S Forum – a worldwide Wal-Mart first.
- **Security Industry:** We are supporting new NNC arrangements within G4S Secure Solutions, and negotiating with Securitas on a national health and safety consultation and involvement structure.
- **Gas Industry:** We are negotiating on a range of technical issues across the industry, including changes to competence schemes, asbestos management, and complex Working Time issues.
- **Waste and Recycling:** We convened the first meeting of HSE's Working Group on worker engagement in the industry. We delivered two training sessions with May Gurney for the Wales and South Western Region.

Environmental Issues:

- We conducted the first environmental audit of a GMB office, which focussed on identifying both energy savings and best practice.
- We continue to participate in TUSDAC, and are involved in developing environmental manifesto demands ahead of the 2015 General Election

LEGAL DEPARTMENT

The last year has continued to see attacks by the Government on employment rights and trade unions, which creates challenges for the union.

Redundancy

The Government proceeded with proposals to weaken the collective consultation provisions. The minimum consultation period for redundancies of 100 employees was cut from 90 to 45 days.

TUPE

The Government proceeded with proposals to weaken TUPE protections. These include weakening collective consultation and individual protections. The renegotiation of terms derived from collective agreements to take effect one year after the transfer is now permitted, subject to the requirement that overall the terms of the amended contract are no less favourable to the employee than those that applied before the transfer.

In addition the new regulations provide for a “static” approach to the transfer of terms derived from collective agreements. This means that a transferred employee cannot benefit from subsequent collective agreements negotiated between the old employer and the union following the transfer where the new employer is not a party to the negotiations e.g. pay increases. Employers have also been given greater scope to vary contracts.

Early Conciliation

From 6 May 2014 all employment tribunal claims have to go to ACAS first for possible conciliation.

Employment Tribunal Fees

These were introduced on 29 July 2013 and restrict access to justice. There has been a dramatic drop in the number of claims generally. The extortionate levels of fees for bringing claims is likely to be behind this. There is an exemptions scheme, which appears to have had little impact. A legal challenge to the introduction of fees was unsuccessful.

Legal Services

The new Jackson rules on personal injury claims, together with fees and new rules on employment claims, has meant that the union has needed to develop the legal service to take account of these adverse changes. As a result the GMB and the Communications Workers Union are launching the first trade union owned law firm in the country. This law firm which will be called UnionLine will be a one stop shop providing a broad range of legal services, free to members, and with some services being available to their families. We are committed to continuing to provide a quality legal service to our members. More details of the full offering will be provided at Congress when UnionLine will be officially launched.

Industrial Action and Recognition

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

Blacklisting

We continue to be the leading trade union in exploring all legal options, liaising with other unions to bring justice to blacklisted workers. GMB have launched the largest number of cases in the High Court for 160 members, as well as launching a major political and media campaign. The construction companies have announced their intention to launch a compensation scheme, and negotiations continue to ensure the best possible terms in a fast track scheme for those who want to avoid litigation.

Litigation

We continue to manage large multi-party cases in the employment rights field in order to assist and support Regions. Current litigation is focussed on large discrimination, redundancy and TUPE transfer multiples.

Policy

We continue to contribute to union policy in areas such as zero hours contracts, industrial action, and the Lobbying Bill.

Personnel

The Department comprises Maria Ludkin and Barry Smith

PENSIONS DEPARTMENT

DEPARTMENT PERSONNEL

The Department has appointed a new Pensions Adviser, Keir Greenaway, who will be in place by Congress 2014. This will help formally re-establish support on pensions casework.

POLICY ISSUES

Reform to state pension provision – GMB Pensions Dept placed a lot of focus on the Pensions Bill which seeks to implement the Government's changes to state pensions from 2016. The Dept has spoken to a Parliamentary Committee, briefed MPs and Lords, responded to consultations and corresponded with the Pensions Minister. At the time of writing the Bill is largely unchanged (although a move to override Protected Person status was defeated) and is close to becoming law and achieving Royal Assent, meaning wholesale changes to state pensions in 2016 and knock on consequences for contracted out Defined Benefit (DB) schemes. The Dept has run briefing sessions on these impacts and continues to offer these.

Budget 2014 announcements – March 2014 has seen wholesale changes proposed for Defined Contribution (DC) pensions. Firstly the Chancellor has freed-up these pensions allowing people to use these savings as they would like (subject to income tax) from April 2015, with no requirement to buy an annuity or comply with draw down limits. Only time will tell if this newly granted freedom will be good or bad for society. This was swiftly followed up a DWP commitment (in response to sustained Labour pressure) to reform the pensions marketplace with increased regulation of charges and more rigorous governance of these schemes. This is a welcome step, but more can and should be done and work will continue on this.

Auto Enrolment – Workplaces continue to comply with the phased introduction of Auto Enrolment (AE) into workplace pension schemes, and the policy – in its infancy – is being lauded as a success. To date no major breaches have been reported, although most of the employers and GMB workplaces covered to date will have had pension provision in place already. What will be a challenge is how businesses with fewer than 250 employees cope. The Dept continues to represent TUC on the DWP AE Consumer forum.

Defined Ambition – there has been very little progress on the DWP initiative to reinvigorate workplace pensions by inventing new vehicles that occupy the space between DB and DC pensions. The one area that seemed to be making progress in relation to increased collectivism in DC pensions, seems to have been blown out of the water by the Budget announcement (above).

PUBLIC SECTOR PENSIONS

Work has continued on finalising the new schemes as well as influencing government policy on actuarial valuations and the Fair Deal for transferred employees.

LGPS – the new LGPS 2014 (England and Wales) is now up and running. The Dept sits on three of the five LGPS Shadow Board Sub-Committees. In supporting the National Secretary on matters pertaining to the LGPS much effort has gone into finalising the Scheme Regulations. In addition bulletins have been produced, member briefings have been given (and are still on offer) and the Dept ran a joint member conference with Unite on the new LGPS. The schemes in Scotland and N Ireland look set to mirror that introduced in England and Wales albeit with a different contribution setup and a delay to April 2015. The Dept has assisted the schemes with briefings for activists and scrutiny of draft regulations.

NHS – the NHS Schemes in England and Wales, Scotland and N Ireland all look set to come in from April 2015 and will offer similar levels of benefit. The Dept has continued to support the National Officer and will continue to be involved in representing GMB on national pension committees for England and Wales. Briefing sessions on the new NHS pensions will be offered.

Civil Service – new schemes look set to come in from April 2015. The Dept has supported National Officials in producing briefings.

PRIVATE SECTOR

Across the private sector, increased DB pension costs due to higher longevity and low interest rates mean that many employers continue the trend towards abandoning risk, lowering costs and reducing accountability in pension provision.

The Department has been consistently questioned the role of the Pensions Regulator in being too rigid in his approach and contributing towards the closure of decent workplace schemes.

Across the Commercial Services and Manufacturing Sections, support has been given on National pensions issues arising at National Grid, DHL, G4S, EDF, Centrica, Burtons, Hope, UK Coal, United Biscuits, Babcock Doosan, SGN, Pilkington and Wincanton.

Regional pensions support has also been given in matters involving Interserve, Babcock, NUJ, Merlin Housing, Albyn Housing, RCN, Littlewoods, Beckers, Gentling Auto, Uni-Link Buses, Denso, McCain, Thames Water, South West Water, Survitec, Eastman Chemical, United Glass, Axalta, SGL Technic, Edrington, Devon and Cornwall Housing and the British Medical Association.

POLITICAL DEPARTMENT

In the last twelve months the political department has continued to deliver on the CEC Political strategy of 2012 the Political Education for officers and staff is more than half complete and is being very well received; participation among both officers and staff is very good. Officers have been asked to politically organise their branches in the same way they organise for GMB@work and to identify activists who will become the branch political officers.

Selections are nearly complete in the target seats and in seats where the sitting MP has indicated they are standing down. There will however be other MP's who decide at the last minute that they are standing down we are hoping to identify Trade Union candidates to fight these seats. The success of the Political Strategy has resulted in many GMB members being selected to stand in 2015 it has also helped increase political activity among GMB members who have come out in vast numbers to campaign for them. We have also worked with other Trade Unions to try and ensure that Trade Union candidates are successful in getting selected which will help to ensure the Parliamentary Labour Party is more balanced.

GMB's parliamentary briefing to all our politicians has continued to be distributed every other week. We ensure that all the GMB group are informed about the campaigns and issues we are involved in and seek their support in pursuing them. The GMB group of MP's is now over 80 strong we have also established a GMB peer's group that has over 30 members. For example Within the Public Services Section, GMB has continued to highlight the valuable work that teaching assistant's do throughout the UK. GMB arranged for a 90 minute Westminster Hall debate and thoroughly briefed MPs on our key issues of pay, deployment, training etc.

Within the Health Sector, the Political Department has attended a number of demonstrations opposing the Care Bill and the so-called 'Lewisham' amendments. The Political Department briefed our GMB members on the EFRA select committee when evidence was being taken regarding the recent floods to ensure GMB issues of job losses at the Environment Agency were highlighted.

Within the Commercial Services Section, we have supported the section to lobby on the Deregulation Bill where a number of Government amendments have been made that negatively impact on the taxi and private hire members. Meetings have taken place with a number of interested MPs and Peers.

The Political Department is now working closely on the Amazon campaign and precarious employment issues. A meeting has taken place with MP's who have Amazon workplaces in their constituencies. The Political Department is coordinating our response into the Scottish Affairs Committee's Inquiry into Zero Hours Contracts where we hope not only to give written evidence, but also oral evidence as well.

Parliamentary business closely Monitored to ensure we maximise every opportunity to increase our profile in Westminster with the aim of ensuring members' interest are properly represented.

We continue to use the councillor network to distribute information about the campaigns GMB are involved in and what action councillors can take in support of them such as Amazon and planning permission, Blacklisting and teaching assistants we have had very good responses from a growing number of councillors. We have established a web based forum where Councillor's share information and best practice there are over 800 GMB Councillor's signed up to the network.

None of this work could be carried out if we didn't have a political fund, that's why the ballot to retain the fund later this year is important to you our members. Your ballot papers will arrive with your union magazine, make sure you vote and return your ballot paper.

This ballot is not about supporting a political party it's about the ability to campaign on issues that matter to you.

APPOINTMENT AND ELECTION OF OFFICIALS

1 MAY 2013 – 30 APRIL 2014

APPOINTMENT OF REGIONAL SECRETARY

Northern Region - Billy Coates

ELECTION OF ORGANISERS

North West & Irish Region - Ray Carrick, Jim McDermott, Sue Morgan, Alan Parry

Yorkshire & North Derbyshire Region - Claire Laycock

APPOINTMENT OF ORGANISING OFFICERS

Birmingham & West Midlands Region - Jessica Smith

Northern Region - Stuart Gilhespy, Donna Walker

GMB Wales & South West Region - Lorraine Gaskell

TUC CONGRESS AWARDS 2013

Margaret Gregg (North West & Irish Region) was nominated for the TUC Women's Gold Badge Award. Unfortunately the nomination was unsuccessful

William McEwan (GMB Scotland) was nominated for the TUC Health & Safety Rep Award. Unfortunately the nomination was unsuccessful.

Gillian Glover (North West & Irish Region), Darren Cloke and Paul Tucker (GMB Wales & South West Region), Sarah Barnes, Cindy Gavin, Annette Gollick, Gez Rhodes, and The Migrant Workers Women Forum (Yorkshire & North Derbyshire Region), were nominated for the TUC Learning Rep Award. Sarah Barnes nomination was successful and Sarah collected her award at TUC Congress 2013.

SECTION REPORTS

COMMERCIAL SERVICES SECTION

Under the direction of the Section Committee, activists and full-time officers have continued to focus on workplace organisation and membership growth in key companies. This saw 32,944 Commercial Services Section members recruited in the 12 months to April 2014 (42% of GMB's total recruitment in this period) resulting in membership growth in the Section of 5.1%, from 177,491 to 186,539.

Aviation

Ground handling services continue to suffer from the "race to the bottom" as companies seek to undercut each other, resulting in continuous TUPE transfers and redundancies. Servisair has recently been sold to Swissport, and one of its most lucrative operations, Servisair Cargo, has been decimated in the process, resulting in TUPE transfers and possible redundancies. The Competition Commission's findings into the sale of Servisair meant that three stations' profitable ground handling operations had to be sold to competitors. We are currently involved in negotiations for harmonisation and the 2014/15 pay anniversary, having secured 2.5% in cash terms and a further 1% on base in 2013. In BA, we have had exclusive access to all new starters on the CTA contract (former BMI was bought by BA in 2012). BA pay negotiations are ongoing and at present the company has offered 2.7% on base pay.

British Gas

Whilst the public view of the company may be understandably hostile, we must never forget that we have thousands of members employed by British Gas, many of whom are comparatively low paid. Our Shop Stewards deserve great credit for all their work to grow the membership throughout the company, recruiting 1905 new members in the past year. What is particularly pleasing is the development of a new generation of Shop Stewards. British Gas is an increasingly complex business, with a growing number of collective bargaining arrangements, as we have secured recognition in new parts of the company. We have submitted pay claims for members in British Gas Business Commercial Services and British Gas New Energy, and are set to conclude the first ever negotiations in British Gas Smart Metering, where we now have nearly 1000 members. A pay claim has also been submitted for our industrial members in CHI and S&R. For the first time in a generation we secured collective bargaining rights for British Gas Level 7 & 8 pay. A two-year deal with a headline rate of 2.5% plus add-ons was agreed. British Gas is also committed to becoming a living wage employer, which meant pay increases of over 4% for some staff. Moreover, under the terms of the deal, British Gas has committed to jobs in the UK and is insourcing work at a time when others are offshoring and outsourcing.

EDF

Our industrial and organising strategy revolved around a recent series of paid workplace meetings to enable members to contribute to the development of the 2014 pay claim. The pay talks are likely to be framed against increasing cost pressures for EDF, but the feedback from members showed that there are a number of workload and staffing issues that are equally as important as pay. This has resulted in the development of a Zero-Tolerance campaign for call centre staff towards abuse and excessive workloads, which we will run throughout 2014, seeking to achieve real interventions and outcomes for these workers. This will be particularly important as part of our response to EDF proposals to restructure its customer business throughout 2014.

GeoAmey

A new recognition and access agreement has been signed which covers the entire national operation, and includes a GMB full-time convenor, a new GMB JNCC constitution and new local and national negotiating committees. Organising plans were agreed at a GMB@work course and our membership is now growing again.

G4S

2014 began with a pay freeze imposed across the Cash Solutions business, the closure of seven depots and one cash centre, and significant changes to working practices in Secure Engineering. GMB is working closely with the company on a number of initiatives designed to secure and grow jobs for the future and mitigate the effects of change on members. The pay freeze will be reviewed in June, and 2015 pay negotiations will open early. Despite major issues with HMRC, the Criminal Attack Fund remains viable and in place, although active funding of the scheme has ceased for the immediate future. To date, the fund has paid out some £400,000 to members who have suffered violent attacks in the course of their work. In Secure Solutions, the company's proposal to withdraw funding of the SIA licence for security guards was fiercely opposed by a robust GMB members' campaign, and the company postponed its proposal for twelve months. A new GMB constitution has been agreed for all local and national negotiating arrangements, with new committees elected. GMB now has a stronger, more organised base covering all elements of the guarding business, with only the Gurkhas and Events divisions outstanding. GMB now has full-time convenors for guarding and aviation with a new national recognition and access agreement under discussion. Pay settlements include: Aviation - a two year deal for 2013/2014 at 1.2% and 1%; Telereal Trillium – the company imposed a pay freeze for 2014, GMB formally lodged a dispute and we are currently in the dispute process; Patrol & Response - ongoing negotiations on the pay anomalies arising from a business acquisition and 2014 pay review; IBM security - a 3.5% increase. All other contract level pay talks are ongoing. We are auditing the use of zero hours contracts and agreement has been reached to move employees onto the appropriate permanent contracts and phase out the use of zero hours. GMB coverage of private prisons within G4S now consists of HMP Altcourse and HMP Ryehill. Negotiations have take place to move collective bargaining to site level and new recognition and collective bargaining agreements have been concluded for both prisons. 2014 pay negotiations were deferred to April 2014.

Logistics and Distribution

Yodel has suffered particularly from membership decline as job losses have impacted upon the workforce. There was a slight increase late in 2013, due to some regions strategically linking recruitment activity to the ballot which resulted in a pay rise for members. GMB has built upon the historical agreement signed with Walmart's ASDA Distribution in 2012, with strong recruitment and membership growth. In the past year, membership has grown by 6.7%, with 1160 members recruited. We are currently balloting on a pay offer that ranges in the total package on offer from 3.7% to 4.4%, with no strings attached. Due to health and safety improvements, driven by well-trained GMB stewards, reportable accidents

under RIDDOR are down by 36% per year since 2012, which is a great achievement. DHL Freight pay negotiations for 2014 were concluded with a 2.6% pay rise on the basic rate. Bidvest 3663 pay in 2013 is ongoing, with an interim 1% award. However, GMB has secured an historical access agreement and further beneficial policies, which resulted in some growth in membership and more shop stewards. Bidvest Logistics pay negotiations concluded with a £380 rise on basic pay and 1% on all elements of fixed pay allowances for our members in 2013. Again, membership activity has increased, with new members recruited and a new team of stewards at Hoddesdon.

Loomis/Mitie

Following the 2013 pay freeze in Loomis, the 2014 pay talks opened early. Members accepted a 2.5% increase paid in two tranches over the year, with 1% in January followed by a further 1.5% in July 2014. Significant restructuring and cost-cutting exercises have been ongoing. Negotiations with Mitie remain difficult, as efficiencies and job cuts are continuously rolled out and a pay freeze has been imposed across all pay grades above the living wage, with pay increases only applying to a small percentage of workers to bring them up to the living wage regional rates. Pay negotiations are still in progress.

National Grid

The gas distribution industry has been under pressure because of RIIO, Ofgem's new funding regime. As a result, we have been in tough negotiations with the company, culminating in a four-year deal for industrials over pay, conditions and jobs. The headline rates are RPI for the next four years, and the changes we negotiated have been very difficult for all members, even supported by "transition" payments. Our Shop Stewards have maintained unity and discipline whilst under huge pressure, and deserve great credit for their outstanding work. On a positive note, the new agreement has reversed the tide of outsourcing, with hundreds of new direct labour workers now being recruited. For staff, there was a multi-union negotiation, and we also agreed a four-year deal, based on RPI plus add-ons. The biggest challenge on the staff side has been the number of GMB Shop Stewards who have retired or taken packages to leave. There is some evidence that National Grid is pursuing an anti-union agenda on the staff side, and this is something we will need to confront locally, regionally and nationally. Negotiations over the company's pensions proposals, led by GMB, have been bruising. The number of BDB Scheme members is fast declining, and it was necessary to do a deal whilst we still had significant bargaining power. An eight-year deal on DB Pensions was secured, and improvements will also be introduced to the DC Scheme. The deal that GMB won was backed by 93% of our industrial members and 95% of staff. This level of support is testimony to the great job our Shop Stewards have done on pensions.

Nuclear

Nationally, we have supported campaigns at Sellafield, where the contractor which runs the site has been involved in some major financial scandals and mismanagement. We have also been involved in the competition process for the decommissioning of the Magnox power stations. The Section has also lobbied the EU Commission in support of new nuclear. We have worked on the issue of new nuclear and other areas of energy policy with colleagues in the Manufacturing Section, which has a particular interest in the supply chain and construction.

Professional Drivers

We have been actively campaigning against the Law Commission's proposal to support government changes to the Hackney Carriage and Private Hire elements of the taxi industry. GMB has campaigned very strongly, along with other trades unions, to oppose these changes, which would liberalise the industry, and may create an unsafe industry for the customer. Plans are being made with other unions to undertake direct action against these unsafe and industry-damaging proposals.

Retail

In ASDA Retail, very significant opportunities for membership growth arose from the new access agreement, which gave GMB regions access to recruit 5916 ASDA Retail members in the 12 month period from April 2013 to March 2014, resulting in an overall membership growth of 19.6%. We have now signed a new agreement with ASDA Retail, and have recently agreed a new National Shop Stewards Forum for each of the two retail formats, and a new National Health & Safety Forum. Preparation is underway to negotiate a new national agreement to be in place in ASDA Retail for 2015. Resources are being provided to ensure GMB is better equipped to take maximum advantage of the huge recruitment opportunities that the future growth of ASDA Retail will bring. Since the 2013 agreement on top stacking in ASDA, the health and safety improvements implemented have resulted in a reduction in the number of accidents by over 2500. In Wilkinson, a 2% pay offer backdated to October 2013 was secured, with the recommendation to accept endorsed by over 90% of the membership, resulting in regions achieving their best recruitment results for a number of months. This was an excellent achievement by the National Negotiating Team, given the difficult trading position the company has faced for the

past few years and the stiff competition it faces from other companies, many who employ zero-hours contracts. GMB has also secured agreement in the Service Centres to uplift the contract hours of over 200 members who have regularly worked in excess of their contractual hours, ranging from an extra 5-10 hours per member. There is also the potential for an increase in permanent roles in the Service Centre which would be a positive outcome and could form the basis of an organising strategy targeted at growing our Stores' membership over the remainder of 2014.

Securitas

GMB membership has grown by around 67% since the new national recognition agreement in 2013. Over 40 shop stewards are now in place, national bargaining structures are established and local bargaining structures are developing. Pay negotiations are being established as the membership grows across specific contracts and access for recruitment is being developed within the retail sector of the company. Pay settlements across contract areas are as follows: JLA Aviation – a 1.5% lump sum payment for all hours worked between 1st January and 30th September 2013 and 2% on rate from 1st October 2013; Astra Zeneca contract – a 2% increase from 1st June 2013. Other contract level negotiations are ongoing. Discussions are underway for the company to audit the use of zero hours, particularly across retail security, with a view to phasing these out and offering permanent contracts of employment.

Thompsons

The redundancy programme that followed the run off from equal value work resulted in 70 voluntary and 3 compulsory redundancies. Discussions continue regarding the impact of the Jackson Report, as the firm continues to realign and position itself for the future. The 2014 pay negotiations are ongoing.

TUPS

Like many workers across the economy, our TUPS members have had a bruising year, having to endure redundancies in the likes of the BMA and TUC, and tough changes to pension provision in PCS, the RCN and BMA. There are ongoing difficult negotiations over structural changes at TSSA. A well-attended TUPS branch seminar was held. A fuller report on this diverse sector will go to Section Conference.

Water

Pay negotiations in the water industry take place at company level, and the focus nationally has been on supporting local and regional efforts to improve workplace organisation and grow the membership, in order to better combat the employers' continual attacks on pay, pensions and conditions of employment. A national recruitment leaflet was produced and organising plans were developed for some key water companies at a GMB@Work course.

MANUFACTURING SECTION

The section during the last 12 months has seen a number of welcome changes with Sharon Wilde and Steve Kemp joining the Manufacturing Section Team, both are strong individuals of good character and sound experience of industries that are within the section. Another welcome addition to our team is Pat Gannon who is providing our secretarial and administrative support.

I am confident that the section will during the next 12 months with the newly established team start to develop some growth in membership.

We should also record our thanks to Allan Black who will retire shortly after our conference. Allan has given 23 years of dedicated and loyal service to the membership within his responsibilities and I am sure he will be sadly missed by many people within the organisation and we wish him well for his future in retirement.

Remploy factories have all now closed their doors and left almost 1600 disabled members with little or no hope of working again. The diabolical decision of this Government will never be forgotten and the section will continue to give whatever support is necessary to our members who are in need. The section will now put pressure on the Labour party to include a strong message in their Manifesto for 2015 supporting the disabled people of the UK back into work.

Remploy's Employment Services has been assured of funding for the next 2 years and will continue operating under the not new but re branded as simply Remploy, the "employment services" title has been dropped. This caused a little confusion as it was thought by some that the factories were re-opening.

There are a couple of positive notes in all this, first is the fantastic achievements of Tony Gledhill and Tina Brown who after the closure of the Leeds Rempow factory in 2012, established a Social Enterprise factory called " Enabled Works" employing disabled workers from the old factory in Leeds and showing what can be done with sheer determination and dedication to help those unable to help themselves.

The Birmingham, Coventry, and Derby factories employing over 200 were bought by Arlington Industries and are now re branded as Rempow. In the first 3 months since the change there are already expansion plans in place which includes employing more trainees, and we hope apprenticeships will develop quickly.

The very positive and clear vision from David Roberts Group Chairman of Arlington Industries that disabled people and the right environment can and do work well with the right support and leadership.

Organ building settled pay at 2.5% for the first 6 months of 2014 at- talks will recommence in June to hopefully improve on this position.

LAFPD Negotiations in May 2013 achieved 2.6% increase.

UKFT Textiles industry was as usual fairly negative in terms of outcomes, the refusal by the employers to move away from the NMW as the basic rate was bitterly disappointing but we achieved 2.5% on average earnings.

Furniture Negotiations in December 2013 an increase in basic rates for Journeymen, the increase is from £665.25 to £678.75 an increase of £13.5p per hour. Packers/Labourers and Porters remain on the national minimum wage.

OCA Offshore Contractors Association It's been a difficult year in the Offshore Industry after the terrible tragedy in the North Sea that resulted in the loss of four people who lost their lives on the 23rd August 2013 following a Helicopter crashing into the North Sea. The GMB fully supported the call for a public inquiry into the health/safety oil rig workers travelling to and from the platforms.

Regarding the 2014/2015 Pay Claim we negotiated a 3.43% increase in the hourly rate also in standby payments. Also for the first time ever we negotiated a Delay Payment of £75 per day if members are delayed on the day of departure due to their flight not being able to depart, this was WELL RECEIVED from our members as this can happen quite regular. Also there were increases to sick pay which now stand at £177.98 weeks 1-13, Weeks 14-28 £462.75. The members accepted the above.

TICA We have been successful in winning 2 final stage 3 hearings were it's been quite clear that companies have been undermining the National Agreement. Regarding this year's pay claim we have negotiated a 2 Year deal which is 5.6% over the 2 year period, also increases in sick pay and the London Allowance. This offer above was accepted by our Members.

BAE Systems An offer of 2% was accepted at both the Scottish and Portsmouth yards considering the turmoil surrounding the yards; it was welcomed by our Members. It was announced in November that Portsmouth would cease Shipbuilding mid to end 2014 with the loss of 940 jobs. We have had numerous meetings with M/Ps and senior management to try and encourage a 3rd party to take over the running of the shipyard. We met Michael Fallon, who informed us that there are 14 interested businesses and the dead line for the tendering process was this June, but time is not on our side, highly skilled people are already leaving and if a buyer is sought we may not have the skills needed to move forward. In Glasgow over the next 2 years 835 jobs are at risk. It has been confirmed but not SIGNED OFF that 16 Billion Pounds of work 13 Type, 26 Frigates and 3 offshore patrol vessels will be built in Glasgow. The OPV vessels will be built in the Govan yard, when finished in 2017 the Govan yard will close. The Scotstoun yard has had over 200 million pounds invested to upgrade the shipyard to accommodate the Type 26 Frigates. With the Scottish Referendum in September, if the vote was yes what would plan B be. The Government/BAE Systems have reported that there is no plan B. As stated these contracts are not due to be signed till after the Referendum (Watch this Space).

Tata Steel There has been problems right throughout the year with Redundancies at a number of sites we have been able to mitigate the numbers at Scunthorpe and Workington/Teesside. They have informed us that it's their intention to close the Foundry site in Workington Discussions are still on-going. We are at the start of this year's pay claim which will no doubt be a long drawn out process with the company saying they still have cash flow problems.

Mesta Wood It's been a difficult year with the loss of 150 Jobs across their sites. We have worked tirelessly with the company during this difficult period to avoid any compulsory Redundancies. We presented our pay claim and I must say

considering the effort that was put in from GMB they have treated our claim with contempt. They have offered a fixed increase to basic salary of £550 across all pay bands; shift pay would be applicable on top. This was put to our members and was rejected. We are now in the process of balloting for industrial action. I believe they have had no real desire to settle our claim and have used the past year to intimidate our members.

Building Materials Since last Congress the building materials Companies on my sheet have continued to suffer from the effects of the economic collapse wished upon us by the irresponsible antics of the Banks. As a consequence pay increases have been modest and, in a few cases non-existent. This real problem has been made even worse by the efforts of the Employers to exploit their position by withdrawing hard won terms and conditions of employment.

However at the time of writing this Report (April 2014) there are real signs of an upturn in demand and I would expect to see this reflected in improved pay settlements in 2014. Certainly our members are looking to the GMB as the main Union in the industry to claw back some of the ground lost since 2008.

The other main feature in this part of my sheet is major structural change. Much of the initiative for this comes from the Companies themselves as they look to ever more firmly consolidate their grip on the market but some impetus for change has also come from the competition authorities concerned about ever more market domination by a few huge multinational Companies. Thus since last Congress we have seen Tarmac and Lafarge merge their UK interests into a Joint venture employing more than 7000 people. We have seen the Competition Commission respond to this by forcing the sale of a significant slice of the new business and creating Hope Construction Materials, employing 850 in the UK. More recently we have had the declaration of intent from Lafarge and Holmic to merge and if this happens it would create a UK Company of more than 10,000 employees.

Food Manufacturing I have continued to have responsibility as National level for GMB members in the food manufacturing sector and, although insulated to an extent from the worst effects of the recession - everyone has to eat regardless of the economic climate - these companies are under real price pressure for the supermarkets. This tale of woe is heard from Nestle, United Biscuits, Premier and Northern Foods as well as all of the smaller Companies we deal with. The pain caused by the supermarkets is to an extent passed on to our members by way of squeezes on terms and conditions in the name of cost cutting.

Chemicals and Pharmaceuticals Since last Congress I have continued to have national responsibility for our members in the above sectors of the economy. These companies have fared rather better as they are more recession proof as a result of the nature of their product than other areas. Although largely true there are exceptions to every rule and the bottled gas industry where we have significant numbers of members has been hard hit by falling industrial demand for its products.

Conclusion This will be my last report to Congress as I retire from the GMB a few months after we leave Nottingham. It has been a pleasure and a privilege to do this job for the GMB since 1991 and indeed for another Union for nearly 20 years before that. I would like to thank my National Officer colleagues for their friendship and support.

I also thank all my Regional colleagues for their commitment and efforts on behalf of GMB members and last but not least I thank the superb Head Office staff at Wimbledon and, latterly Euston who put so much effort into making me look as though I have some idea as to what I am doing.

Furniture Manufacturing Industry Figures given to us by the BFM suggest that there are in excess of 60,000 employees working in this industry, although the Furniture Makers Guild suggest that it could be as high as 150,000. GMB membership currently stands at 2,613 across all regions.

We have identified which companies are members of BFM and signed up to the NLF1 in which we have recognition in some of these but not in all. The majority of GMB recognised workplaces negotiate pay independently and uplift pay on a local level but some will look to the BFM minimum as a guide.

Where we are actively consulting members around pay we see membership growth.

We have significant membership in some workplaces where we are not recognised. In some circumstances this is because we have been derecognised in the past, but members stay loyal to GMB, partly due to Health and Safety concerns within the industry. These concerns are also endorsed from members who work in workplaces where we have not been able to secure recognition and the employer is hostile to Trade Unions.

Health and Safety Given that Health and Safety is an important issue that concerns our members and organisers and shop stewards have suggested that it would be useful to have resources to support this; we have produced a Health and Safety publication specifically for the Furniture Industry.

This guidance is intended to enable GMB members and workplace organisers to be aware of the hazards involved in the industry and use GMB to improve issues in the workplace and organise round them.

Working with wood and machinery in the furniture industry has the potential to have the highest accident rates in manufacturing. There are numerous other occupational risks which include developing nasal cancer from exposure to wood dust, developing asthma which is 4 times more prevalent in joiners and noise induced hearing loss to name but a few.

Profiles of the Industry We are currently undertaking initiatives to support regions, organisers and activists within the industry by raising the profile of furniture manufacturing. We intend to run an article or feature in every issue in the GMB magazine to highlight issues, company and workplace organiser profiles, articles related to our recognised workplaces.

We would like to produce a booklet/publication "Made in Britain by GMB Members" that lists our furniture manufactures where we have recognition. This could be distributed in our magazine. The advantages of this being, we are advertising our member buy British Furniture which helps secure the continuing employment of our members and these companies continue to trade but also as this is in effect advertising which would normally cost the company a considerable amount of money organisers can use this as a bargaining tool to negotiate extra access, facilities etc.

We intend to run media campaigns especially around Health and Safety. The BIS are intending to propose changes to the match and cigarette tests in the furniture and furnishings (fire) (safety) regulations 1988. FTAT were instrumental through rigorous campaigning that ensured that legislation was introduced to make illegal the use of non-flame retardant materials. The UK now has the most stringent fire safety regulations for furniture in Europe. In light of this if there are proposed changes to be made we need to have a view or perspective on this as the union that new encompasses FTAT. Our perspective how it affects our members safety and employment.

The Furniture Makers Company the furniture makers are the British Furniture Industry's central organisation, charity and patron. We have developed our relationship with them to how we can use and support their charity by talking to our members on how to access funding and resources.

Schools and Education We have emailed our workplace organisers in secondary schools to encourage them to take part in an award and prize initiative regarding presenting a prize to a student regarding their work on furniture design. In order to keep control of this enquires and interest is directed back to GMB.

The Furniture Makers provide support and assistance to those in need in the UK Furnishing Industry. This includes financial support for career development opportunities and to those who find themselves in need due to illness, bereavement or other hardship.

We have publicised this through GMB posters, leaflets which will be distributed or put on notice boards by our workplace organisers, who also have a brief to explain how to access this. This will give our workplace organisers opportunity to engage with members and non-members.

Regional Campaigns Where regions identify they have stretched resources particularly where there is no rep structure. I am going into regions to help organisers with wither pay ballots or any of the above strategies and offering support on how National Office can support regions. This can be organiser support but also offering support from our Political Department, Equalities, Media, Pensions and Health and Safety.

NAECI PROJECTS

There are currently five Major projects in the UK being built under the National Agreement for the Engineering Construction Industry (NAECI), those being:

- FerryBridge Multifuels (YO).
- Runcorn TPS (NW)
- Tees valley EfW (NO)
- Carrington CCGT (NW)
- TMF Urenco Capenhurst (NW)

CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)– WORKING RULE AGREEMENT

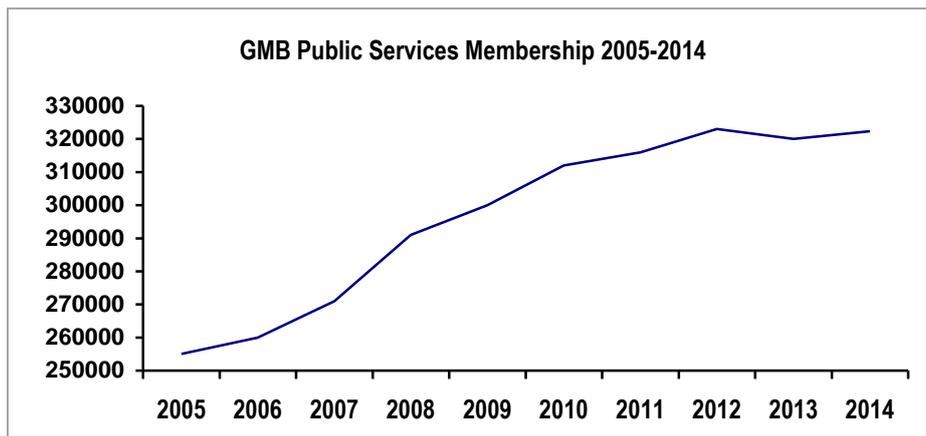
Construction Industry Joint Council (CIJC) working Rule agreement negotiations were concluded in November 2013, and put out to the regions for a consultation ballot with a recommendation of acceptance, as the negotiators felt they could go no further with the employers. The employer's final offer for 2014 / 2015 was unanimously accepted in December 2013 by all the signatory Unions.

The settlement represents a 6% increase of all rates over 30 months,

This consists of a 3% pay increase from June 2014 with a further 3% increase from June 2015. There will also be an increase in a number of allowances in line with the % increment increase.

PUBLIC SERVICES SECTION

Since the Tory-LibDem Coalition came into office in May 2010, we have seen attack after attack on public services. Devastating for communities across Britain and cruelly targeted at the most vulnerable in society, the Coalition cuts have also resulted in nearly 700,000 job losses across the public sector. Despite this unprecedented backdrop, GMB Public Services membership has held up remarkably well and stands at 322,487, up 2,000 over the past year. Whilst we have sadly lost many members through enforced redundancies, equally 3,000 new members are joining every month as they seek protection and security in these difficult times. Our continuing strong performance is mainly due to the outstanding work being done by our branches, activists and Officers to provide excellent representational services whilst looking for opportunities for recruitment wherever possible.



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

Brian Strutton – National Secretary: Local Government and general public services

Rehana Azam – National Officer: NHS

Avril Chambers – National Officer: Schools

Justin Bowden – National Officer: Contractors and Care

Sharon Holder – National Officer: HE/FE, Justice and Civil Service

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

Local Government

Budget cuts averaging 26% have dominated the local government sector. 440,000 job losses, councils retrenching to statutory minimum services, imposed reductions to terms and conditions and continuing privatisation are the main consequences that have placed high demands on GMB from our members. On 4 February 2014 we held a “Day of Protest” with over 150 activities including GMB across the country which had significant public support.

After a three-year pay freeze, GMB and the other local government unions accepted a 1% pay increase last year and we have been presented with a similar offer again. However, GMB believes that it is time to fight back and is recommending that members reject this offer and instead give a mandate to ballot for industrial action.

GMB's "A Living Wage in Every Council" campaign, which began in 2013, has proved successful with 111 local authorities in England and Wales plus all 32 in Scotland paying or committed to pay the Living Wage. The principle of the Living Wage has now also been adopted by all three main political parties and has become an accepted bargaining target in all sectors.

National Health Service

Over the past year we have seen an avalanche of attacks on the NHS. The Government, not content with their Health & Social Care legislative programme, have sought to bring in further legislative reforms such as Section 75 & Clause 119 to expedite their programme to sell our NHS off. The GMB has campaigned, organised, recruited and represented NHS staff against a bleak backdrop of attacks by a coalition government.

Our prized possession is under attack, our amazing NHS staff are expected to work harder for much less and our national agreement that covers 1.3 million workers has been broken. Government's approach to public sector pay restraint has left NHS staff with a real terms pay cut and the recent announcement by the Secretary of State for Health not to implement a pay award, recommended by the NHS Independent Pay Review Body, has now put NHS staff on a collision course with the government. The announcement will see almost 600,000 staff in the NHS denied what was already a below inflation pay award and the top of pay bands frozen to April 2013 rates. Pay has not kept in line with inflation and the average NHS worker will have received a real terms pay cut of around £2000 since the government came to power in 2010.

GMB is making every effort to retain hard fought terms and conditions for NHS staff and campaign for fair pay in the NHS. This has been apparent over the course of the year. Where the GMB rejected cuts to the national agreement and where the GMB has been able to counter attack and mobilise campaigns to retain hard fought terms and conditions, such as the ambulance service in England, we have seen GMB membership grow. Building confidence amongst our hard working front line GMB reps has been a priority for the sector and it's through the organising efforts of GMB reps in their workplaces where we have seen membership campaigns that have supported the NHS Sector's efforts to grow. GMB reps are now being inundated by NHS employer's programmes to make savings and it's through their representation efforts, both of individual and collective membership, where we have seen another year of growth and retention in the sector.

Ballots in the NHS sector are never taken lightly but the recent onslaught of attacks on the national agreement has led to a suspended ballot in place for the ambulance service for 8 months and a further national ballot being considered in the whole NHS. Whilst employers have attempted to absorb changes to the national agreement by extending cuts to the ambulance service, our members in the ambulance service have held strongly and have organised in their ambulance trusts, whilst they make a stand to protect their hard fought terms and conditions.

GMB communication across the regions continues to be strengthened and regular campaigning updates go some way in supporting regions to focus and generate month on month activity in the NHS. The national project efforts continue to be fully realised but the reality of 1.3 million staff being covered by a national agreement requires the continued efforts of all GMB NHS workplaces to consolidate memberships to retain a national agreement.

The NHS is likely to feature as one of the biggest issues in the forthcoming general election, against a back drop of an ageing population, an increase in demand of NHS services and an increase attack on the NHS. The GMB campaigning and organising priorities have never been more important. The core founding principles of the NHS are being compromised and it is going to take every effort to retain a publicly run, access to all, free at the point of delivery National Health Service.

Civil Service and Justice

Pay talks across the Civil Service, in both Defence and the Justice Sector, have lacked any degree of meaningful negotiations, because of government restraints. A similar position has also applied in the Police Staff Council across forces in England and Wales. Pay increases of 1% have been imposed and long standing terms and conditions agreements have been eroded. GMB continues to argue back strongly to retain good quality conditions in these vital areas.

Higher Education

Higher Education, on the other hand, through extensive talks, a threat of industrial action and, moreover, local Living-Wage campaigns, has finally accepted that it is no longer a public sector body and has broken the public sector 1% barrier, offering Higher Education staff a minimum 2% uplift on all grades and all low paid staff on 35 hours a week in the sector a minimum of the living wage £7.65, which GMB is recommending acceptance of.

Social Care

Strengthening relationships with Four Seasons, HC-One, Orchard and others are one of the legacies from Southern Cross. A virtue out of necessity, the net result of two determined years of campaigning, has been GMB recognition at 39 of the 44 companies who took over when it collapsed. Although still chronically underfunded and desperately fragile, opportunities in the growing care sector - where jobs will stay in the UK - make it GMB's to develop and dominate, or neglect and lose. Key to this is extending the lessons of Southern Cross across the whole Union: prioritising direct debit recruitment and sustainable organisation built around lay activists and branches.

Contractors

Successful disputes in the last 12 months have included ISS (RAF), Medirest (Ealing Hospital), Brighton & Hove (Refuse), Serco (MOD), Sita (Crawley), Amey (Liverpool), OCS (Kensington & Chelsea) and Carillion (Swindon Hospital). In all these contracts and more, members decided enough was enough and fought back against the squeeze on their pay, treatment and working conditions.

The GMB-led campaign for Carillion and the other blacklisters to own up, clean up and pay up, forced the employers to apologise and come to the table with plans to compensate their victims. We wait to see if they will cough up enough cash to justify halting the "blacklist the blacklisters" campaign denying them future contracts using the power of public procurement.

Environment Agency

The wettest winter since records began coincided with government plans to cut another 10% from the Environment Agency's budget. GMB's press-centred campaign helped save all frontline flood defence jobs and saw total job losses at the Agency reduced from 1,700 to 1,100. GMB continues to lead the fight to protect the Residential Lock and Weir Keepers on The Thames.

Schools and Academies

The on-going Government policy that continues to push for total conversion of our schools to academies means that there are now over 2800 Academies in England. Since last Congress, we have obtained National recognition with 11 more Multi Academy Trusts, this means we now have National Recognition Agreements with 23 Multi-Academy Trusts. GMB membership in Academies is now over 17,000, an approximate 6,000 increase on last year. In February this year, we launched our Freephone Academy Helpline in order to respond to our growing Academy membership and in order to assist with recruitment and organising. At the time of writing, we are having a national campaign against the largest Academy Trust (AET) that is proposing to outsource all staff that are not Principals or teachers.

Following an Emergency motion to Congress last year we launched our national campaign to save Teaching Assistants. To date this has been very successful. We have been and are using this campaign politically, publicly and industrially to raise GMB profile, build our membership and organisation and to influence the Labour Party.

GMB along with all other Education Unions launched the 'EDUCATION NOT FOR SALE' campaign on 18th March this year, amongst other things this campaign calls for

"A commitment from all political parties that no school should be allowed to be run for profit, either directly or indirectly, and for this to be enshrined in legislation."

This Government's free school and academy programme has to date cost taxpayers nearly £80m in private consultants' fees to 14 private companies. This money should have been used for our children's education, not to line the pockets of already wealthy individuals. GMB will continue to raise public awareness of this scandal to ensure that everybody is aware that our world-class education system is under threat from corporate interests. GMB have met with relevant Labour Party MPs to raise awareness of our campaign and claims.

REGIONAL REPORTS

BIRMINGHAM AND WEST MIDLANDS REGION

Since May 2013 until the end of April 2014 I am pleased to report that our regional membership has continued to hold its own so to speak. Our membership continues to see a modest but steady rise and we have increased our membership over the twelve month period referred to above. The national targets that are provided by the National Organising Department continue to be supported within the region however as referred to in my last report, there are occasions when National Officers could liaise more effectively with each other before suggesting a target as we do still tend to be asked to spread our regional resources very thinly indeed on occasions. That being said, our resources are managed effectively and we ensure wherever possible, all national targets are hit as and when diary commitments allow.

Asda.

The on-going national campaigns are still bearing dividends and I am very pleased to report that our Asda Branch has seen an increase of just under 600 members since March 2013 to date. This is due to a consistent and structured approach when dealing with Asda in the regime we have to comply with in respect of new stores. The Regional Organising Team ensure that all commitments in respect of Asda new stores and the Big Hello's are complied with and it's due to that determination by the Officers within the region and our Asda Representatives that have contributed significantly to the tremendous growth in our Asda membership over the last 12 months.

NHS.

The NHS still proves to be challenging for us within the region. It is not an area where we have a generic significant foothold across the region however we are concentrating on the pockets of membership within particular NHS establishments and Trusts.

Schools. With regards to schools, although it has been accepted that because of the significant success we've had over the last four years or so within schools that the amount of members made on future visits would reduce slightly. We decided therefore to run a pilot project over a 17 week period within Wolverhampton City Council. The schools were categorised according to how many previous visits had been made, how many members were in each school, the density of other trade unions within the school and the amount of non-union members within the school. We did this as we had established that we were having quite significant success in getting into schools where we had already visited on previous occasions and sometimes met with barriers from the school Head or secretaries in respect of other schools that had not had many visits, the emphasis therefore was on the latter. As well as the normal targets such as Teaching Assistants, we also ensured that the caretakers, kitchen staff and cleaners were included in the overall target. Although it has to be said that the Wolverhampton Project did not deliver the results that we had hoped for, the actual concept of the targeting process is a successful model and is now being rolled out across the region within other local authorities.

Migrant Workers

The activity within the migrant community continues although it has to be said it is not a major priority within the region. We continue to work with the Polish ex-Pats Association, the Lithuanian Community Group Organisation and Nashdom, the organisation that established an Eastern European Community Group to generically cover all eastern Europeans. The Group has yet to fully establish itself within the region and the communities they represent but we are keeping a watchful eye on their development and offering help and assistance when and where appropriate.

Greenfield

As I state every year, Greenfield organising must remain high on our agenda as once we secure a recognition agreement with a new company and GMB@Work philosophies are embedded in the mind-set of the new representatives, they provide us with stable membership and a definitive income. Since Congress 2013, as a result of the Greenfield strategy, recognition agreements have been signed with the following companies:

- Zest Care Homes
- W H Smith Logistics
- J V Murcott Castings
- Blue Arrow (who are a contracting company for JCB)

Also at the time of compiling this report, the following sites are being organised with a view to obtaining recognition:

- CST Pharmaceuticals
- Kuehne Nagel
- Lonsdale Metals
- Initial Facilities
- Walsall Wheelbarrows
- Securitas
- Securigroup
- Stan Robinson Logistics
- Rentokil Initial
- Bespoke Cleaning Ltd

Membership within these companies is being built up with a view to applying for recognition through the voluntary process first of all and if not through the formal processes.

In conclusion for my report for 2013/14, I cannot commend the Officers, staff and activists within the region enough for the efforts they have been putting in to organising and continue to do so. Although we have major challenges within the region such as Birmingham City Council along with other local authorities announcing drastic job reductions due to budget constraints, the region is fairing very well indeed. The way we are managing these things within the region is to attempt wherever possible to transform any challenges that come our way into potential opportunities.

LONDON REGION

The Region met its financial target in 2013, and then some. Tighter budget controls have been put in place and those measures have been highly acclaimed following an audit that was recently undertaken.

The region believes that it must at all times be credible within the workplace. It must be seen as a campaigning union, showing leadership, and promoting the importance of collective organisation. The region has led campaigns against Gove's Academies, the Tories dismantling of the NHS, blacklisting, and fighting for low paid workers, using the resources of the National Press & Media Office who have done a fantastic job in helping promote and advertise the region's campaign activity.

These campaigns have ensured that we have developed better links in the political field with more and more Labour Party people standing shoulder to shoulder with GMB values and building friendships based on trust and integrity with members of the community.

All aspects of GMB@Work have been implemented consistently across the region which includes dedicated regional Political, Educational and Equality Forums with the introduction of geographical Health & Safety Forums taking place in the near future.

The Region has a fully accountable projects board for the Regional Organising Team and an additional one for all servicing officers. Collective organising days are split into geographical areas, with Senior Organisers having regular structured geographical meetings with all officers with an agenda that evaluates performance based on the requirements of GMB@Work and the regional organising plan.

Our anticipation that our overall membership level would fall as predicted last year as those G4S members employed on short-term contracts for the Olympics moved on was correct. However, apart from that our regular membership continues to rise to above the magic 100,000.

Our current fully-financial membership is female, 55,124, male 45,000, Grade 1, 59061, Grade 2, 30,795, Retired and reduced rate 10,268, giving an overall total fully financial membership of 100,124.

This membership level reflects the hard work of all concerned, Workplace and Branch Activists, Full Time Officers and Staff.

We continue as stated last year to pursue the three “Rs”, Recruitment, Retention and Representation with some success. Our current major concentration is on retention.

As with all regions the revolving door syndrome of members constantly coming and going is one we have to cope with. However, to this end we engaged the services of Nation-Build to investigate and analyse this for us. In addition to members leaving for the usual reasons, i.e. moving on, retiring, fed up with job etc., etc. they also identified many who were not aware they “had left” simply because they changed workplace departments and by doing so came under a different pay department that automatically removed them from the check-off facility. This is something that we are now addressing along with the need to be more consistent across the region in reassuring our members that their union is there for them.

Education and Training

We continue to place great emphasis on the need for education and training and have recorded a threefold increase in the numbers enrolled in and completing GMB@Work over the last four year period with Initial Support Training now hitting a target of nearly 100% much of this is due to the hard work and diligence of the education and training staff. Officer and branch involvement also continues to be a positive factor.

We are currently involved in the region’s most ambitious strides into the technological age with the introduction of AV/IT technology. This heralds a reorganisation of the department and its methods, bringing in the most up to date equipment featuring interactive screens and Wi-Fi together with a video camera which will enhance content and delivery, feature reality examples of the region’s campaigns and activities taking us from the era of talk and chalk into the realms of 21st century technology.

We will also be embarking on a more ambitious Political Education programme directed towards a greater lay involvement with CLPs including guidance for affiliation and developing courses for the new Branch Political Officers.

Equality and Diversity

The Equality and Diversity Forum continues to expand involving all of its various strands, holding its first Black Workers Seminar in February which was very successful.

They also produced a Toolkit which is well supported and I understand some other regions have shown some interest. Our Regional Equality Conference was once again very successful with over 90 delegates from all strands. The Forum has produced briefings on dyslexia, domestic violence and New Age Briefing for use in the workplace. They have also had meetings with the Tourette’s Society to examine ways in which we can jointly assist sufferers together with briefings on autism.

London Region Shout have had another busy year, framing an EDM supported by the National Political Team for LGBT rights in Russia, together with a campaign to put the “T” back in LGBT. Their efforts were highly praised by the TUC Policy Officer, for LGBT. I attended along with the General Secretary a vigil organised by Shout in respect of our transgender members. The vigil was one of reflection, respect and warmth, a historic moment that made those who were there feel very honoured and proud.

The Forum has now formed a Young London Committee who sent a strong delegation to the National Youth Summit as well as 4 or 5 delegates to Young Labour Conference, several members will also be attending a new TULO training date. We plan to hold our first Women Only Seminar in the coming year.

All in all the Equality and Diversity Forum have done the region proud including the awards presented at Congress 2013. The region’s Equality and Diversity strategy has come a long way in a short space of time to where there has been rapid progress, both politically and industrially the equality and diversity agenda is no more an “add on” and is now a predominant part of the agenda in its own right.

Health & Safety

The region has set up Health & Safety Forums within each of our geographical areas and are currently finalising with Senior Organisers a common criteria establishing procedures to determine what steps and information we need in order to operate in tandem with our officers and lay Health & Safety Representatives.

Once established this will assist officers and representatives in each of the geographical areas in identifying and tackling both any existing problems and new problems as they arise and fast track them to the Regional Health & Safety Officer.

We will be reminding all concerned of the importance of communicating with each other especially in respect of common problems and ensure that this is reported back to the geographical Forums for communication and resolution.

The Regional Health & Safety Officer has also carried out a number of audits and risk assessments in each of the area offices. Most of that which was identified as being in need of improvement has been carried out. We have also had to consider and in some cases agreed, the need for CCTV both for lone workers and possible trouble spots.

We also continue to impress on staff the need to keep their areas tidy and safe for all our sakes. At the time of writing, we are both alarmed and distressed to learn of an increase in the number of deaths and injuries in the construction industry across London.

Political

We have made considerable progress with the political and industrial agendas but there is still much to do. The momentum set by the Regional Office and the Political Forum has been well received by Officers and Lay members. There has been an increase in the number both of branches affiliating to their CLPs and the election of Branch Political Officers.

We had identified four local councils as priorities for the May Local Authority elections; they are Harrow, Barnet, Redbridge & Tower Hamlets where there will also be an election for a local Mayor, for which a GMB member is standing. We need to do well in all of these areas if Labour are to win the General Election.

There are of course many other areas where we need to put on a good show. This is where the Forum's strategy of mass leafleting comes into its own, as recently happened with Lisa Forbes, Parliamentary Candidate for Peterborough. We had originally supported Lisa for the seat and to demonstrate our on-going support, 200 London Region Activists turned out for a mass leafleting campaign and it was great to see so many Branch Secretaries along with their Activists participating. Lisa is fully committed to the GMB's political agenda/values.

We will of course be replicating the mass leafleting exercise in target seats for both the forthcoming local and the General Elections. There is no doubt that when a large number of members from different parts of the region turn up for these events, it lifts the spirits not only of those taking part, but also for the candidates who we are supporting.

Both politically and industrially we have been active in the anti-blacklisting campaign. Initially with Islington who adopted a motion not to award contracts to those contractors who had been party to blacklisting unless they came clean and "cleansed themselves". Islington's actions in tandem with the region have put their findings to London Councils and the Minister for Local Government.

Another area where Islington and the GMB became involved was in regard to the growth of academies. Islington passed a motion to the effect that no school should be granted academy status unless and until it had been agreed by the parents following a formal referendum.

This decision was circulated to other London Boroughs by Keith Williams, Senior Organiser. Barking & Dagenham Local Authority adopted the resolution resulting in the parents of "The Warren School" in Barking seeking an injunction in the High Court as Gove's had already imposed academy status on the Board of Governors. The parents and Board of Governors supported by the GMB won the judicial review. We understand the Government is not intending to appeal.

Legal Department & Legal Provision

We accept the introduction of ACAS Early Conciliation albeit with some trepidation. We have had initial meetings with solicitors to work through the process and Officers have received training on what their role will be. Despite this originally looking like a tick box exercise, and because of the drop in Employment Tribunal cases, ACAS are looking to include face to face negotiation as opposed to the original concept of telephone negotiation.

The region has dealt with, and managed effectively, the introduction last July of the Employment Tribunal Fees structure. No member in London Region has been denied access to justice by this cruel anti-worker Government as a result of the fees.

We look forward to maintaining a first class legal service through the creation of a new innovative UnionLine. This will give us whole new marketing opportunities in respect of recruitment and retention through the provision of a modern legal

service. The region continues to monitor our involvement at all levels, ensuring our Lay Representatives and Officers provide the best representation at the initial stages of discipline and grievance stages which, after all, is paramount.

NHS Involvement

Last year we reported on the "Save our Hospitals" Campaign that has continued to grow albeit without the same high profile but continues to involve members and communities. It certainly sparked some political interest and involvement and we see more and more challenges being made against arbitrary closure notices many for financial rather than medical reasons.

Our latest high profile campaign was in the Cambridge area, with a large GMB contingent from across the region being featured on the BBC's "Look East" programme at both lunchtime and evening and also featured in a late night broadcast, described as a "vast sea of GMB flags and banners". As well as motivating communities to become involved, our London Region NHS strategy is most certainly progressing our profile. We are being seen as a campaigning union and as each day passes our efforts and activities are becoming more centre-stage.

A heartening success story of GMB members at Medirest/Compass Ealing Hospital. Following 11 days of strike action and a decision to take a further 7 in support of a claim for fair pay and the removal of a two-tier workforce and dignity at work, a meeting took place between the GMB and the employer resulting in an increase in the hourly rate from £6.31 to £7.31 per hour effective from 1 April 2014, an increase of 16%, 2 additional days' leave from 1 April 2014, and the main aim, harmonisation of pay rates across the Trust from April 2015. This will deliver an hourly rate of between £9.10 and £9.30 per hour. The overall deal provides a 44% increase by 1 April 2015. The offer was overwhelmingly endorsed by our members who have not only done themselves proud but also promoted the importance of strong collective organisation and the benefits of being part of the GMB. It was also good to see Labour MPs along with GLA members and local Councillors standing shoulder to shoulder with our members supporting our values and promoting the importance of the political and industrial agendas working together.

MIDLAND & EAST COAST REGION

The Region has continued to grow this year and has increased its overall membership by over 1300. This growth is completely organic and is not the result of mergers or take overs. Midland and East Coast Region is proud of this achievement, considering the massive financial Government cut backs and economic uncertainty is having on the Public and Private Sectors. Our growth is in no small part down to the committed activists across our Region who work tirelessly on behalf of our membership and the GMB. This growth shows that people are in need of a trade union more than ever and appreciate the support and protection that we provide.

The Region's structure is unchanged from last year with the Regional Secretary being supported by three Senior Organisers leading their teams. The Region's supervision is divided on a geographical basis with each Senior Organiser responsible for a team of 4/5 Organisers. Each Senior Organiser, supported by Lead Officers, also takes regional responsibility for one of the union's sections. The Region also has a team of four Officers who are directed solely on recruitment activities know as the Action Team. This team is also managed on a day to day basis by one of the Region's Senior Organisers.

The Action Team have been working hard to support Organisers on recruitment in both recognised workplaces and green-field sites. They have recruited well in many green-field Care Homes across the Region, which have been visited between other appointments on a cold-call basis. They have had particular success within Schools in both Derbyshire and Northants. This is supported by several voluntary recognition agreements being negotiated. Each area team has scheduled and pre-planned recruitment weeks throughout the year, when a co-ordinated approach is taken to national, regional and local recruitment targets. Individual Officers' fortnightly organising days continue to ensure GMB@Work is embedded into all workplaces. The Region continues to fully participate in the Trainee Officer Programme and several people have already developed into full-time Officers.

The Region continues to encourage interaction between Branches with area Forums. These are all active and give Branches a strong platform to share best practice, socialise and support charity events. The Forums have supported recruitment at events such as the Bakewell Show (Derbyshire), Bruntingthorpe ASDA fun day (Leicestershire), the Veterans Day and the annual GMB Hull Christmas party, where 180 children are invited from the local area.

The Region continues to target several NHS Trusts as part of the national project. It has been a difficult year for members in Sherwood Forest Hospitals Trust; Management have embarked on a programme of redundancies and cost cutting. The Trust is in special measures and is one of only a handful in the UK to be in this position.

We balloted members on industrial action after the Trust tried to forcibly downgrade GMB members. Our members stood firm and the Trust agreed any changes would be with the agreement of our members. The issues at the above Trust are a result of a Labour Government implementing a Private Finance Initiative. After gaining recognition at the Nottingham University Hospitals Trust, we have built up our representation and membership base whilst ensuring we maximise GMB's profile. Membership is increasing and GMB now has access to all new starters at weekly induction sessions. This national project is supported by the regional Action Team. Membership at Bassetlaw Hospital has grown despite a management reduction in headcount. Pleasingly, our recruitment has been in many non-traditional GMB areas such as X-ray, Pathology, Neonatal and ICU. This has been helped by a very knowledgeable regional team working closely with our local Reps.

The East Midlands Ambulance Service continues to be a beacon for GMB@Work best practice. The dedicated workplace Branch has increased its membership by over 20% in the last 12 months alone. Last year we registered a vote of no confidence in Chief Executive, Phil Milligan, over his belligerent approach and the debacle called 'Being the Best'. The bad news was that the Board supported him; the good news is he resigned in July. The new interim CEO is a little more pragmatic in his approach, however 'the plan' is still being worked through. GMB continue to contribute members' views and are working hard to turn 'the plan' into something that is more acceptable. The changes to the Estates are on hold for now. Working closely with the Representatives and Branch, we visited every station, and held ten members' meetings throughout the five Counties during October 2013.

The Con/Dem budget cutting continues to harm our members in Local Authorities. Councils continue to restructure and make redundancies. Many still have recruitment moratoriums, and the Region is fighting hard to maintain our membership and protect members' jobs. Every decision is being challenged vigorously on the ground.

In Hull City Council we came back from the brink of dismissal and re-engagement of all employees. All GMB members were balloted, along with our sister Unions, and we sent a clear message back that members would not accept the cuts proposed to terms and conditions. A settlement was agreed which reduced car allowances and overtime payments. The budget went through a Full Council on 6 March 2014 and redundancies are expected. The battle for our Stewards and Convenor is daily but the same message stands – hands off our terms and conditions.

In Lincoln City our membership is stable. The Council have been trying to negotiate changes to Part 3 of the Green Book. GMB resisted, which is more than some of the other Unions. We discussed a 'living wage' but it would only be considered if changes to T&C's were agreed. We reached an impasse. We entered further negotiations and it appeared that the Officers of the Council were just digging their heels in. After successful discussions between GMB and the Labour Leader of the Council, the management yielded. The outcome was that the Council would pay 'Green Book' rates to all staff who worked 24/7, they would get an extra enhancement and they would now be paying 'A Living Wage'.

In Leicester City Council we have continued to work hard to embed a real GMB@Work philosophy throughout the whole GMB structure. This means that Reps are taking on much more responsibility for their own workplaces now instead of relying quite so heavily on the Convenors that we have. In turn this has allowed the Convenors to spend more of their time focussing on the many corporate issues that need their attention. These issues have included reviews of almost every Department within the City Council, often resulting in cuts to jobs. We continue to strive to avoid compulsory redundancies although, inevitably, there have been some.

One of our biggest challenges currently is a review of Children & Young People's Services which proposes massive cuts to staffing levels and a reduction of the opening times of Children's Centres, thus affecting not only staff but also the most vulnerable in society. Additionally we have seen the massively reduced budgets within this Authority bring about the removal of some terms and conditions including essential car user allowance, translator's fees and payment of certain professional fees. Although we did ballot members, we were unable to secure a mandate to take any form of action in response to these proposals.

Clearly all of these have been very disappointing, particularly coming from a Labour administration. However, one positive that we are pleased to report is that GMB have been successful in persuading the Authority to ensure that no one is in receipt of less than the living wage. This has been achieved by way of a 'living wage supplement'. Although this did not

meet all of our aspirations, we do have an assurance that this supplement will not be removed whilst ever the current administration are in power.

The Nottingham City Council Branch has increased membership and continues to strengthen the Representatives structure through GMB@Work. A new negotiated agreement of time-off for Representatives has resulted in this being increased due to this reflecting our increase in membership. The Branch has monthly meetings at Regional Office. Recently they have delivered media training and are now producing a newsletter for all employees; this is emailed out wherever possible to keep printing costs to a minimum. They also have an Information Officer who keeps members informed via email in a serious but sometimes very humorous way.

Derbyshire County Council has implemented the final part of Single Status in Schools. This was put on hold following the Labour Government's decision to establish a national negotiating/bargaining structure for Schools, which was unfortunately scrapped by the Con/Dem's. The Region has had many successes in getting Authorities to pay the living wage and many of our Reps and Activists should be very proud of the excellent campaigns they have run to achieve this, including Derbyshire County Council and Nottinghamshire County Council.

The increasing movement of Schools into Academies has presented the Region with some challenges and opportunities. We have recently achieved recognition at the Greenwood Academy Trust. Organisers have been working hard to ensure members are represented through the TUPE process and feel supported during this time of change and uncertainty. The Action Team, along with Industrial Officers, have been deployed to increase membership in these new Academies and this has been largely successful. Academies have also given a member of the regional staff a chance to gain more industrial experience, via the Trainee Officer Programme. Recruitment in Schools has also continued to contribute positively to our growth. Schools have been targeted across the Region by all Officers and many of our Activists.

Many of the Region's food factory members have had a very difficult year as margins continue to be squeezed by the major supermarkets. Several factories have looked at redundancies. However, due to strong GMB@Work organisation, most have negotiated tirelessly and achieved pay rises for our members in a very difficult environment.

In Asda we have now established a solid year-long recruitment plan which is delivering good results in most stores. We are working through the four Asda Quarters; Quarter 1 covers revisits to stores and Quarter 2 and 3 concentrates on new stores access. We are also gaining new Reps which all helps to put down the vital roots for establishing GMB@Work and also a new way of working with Asda moving forwards.

We were delighted to be able to move the last of the non-recognised Distribution sites to a formal recognition ballot back in September 2013. This was a real team effort, with the local Reps leading the campaign. They were supported by the Action Team and Industrial Team. This resulted in over 85% of the workforce voting in favour of GMB recognition for the purposes of collective bargaining. The other Asda Distribution Centres in the Region have found the last year challenging. Whilst the new national agreement has brought so many benefits, it has also led to many local industrial issues where management have refused to follow the agreement. Despite (or perhaps because of) this, we do manage to remain well ahead of other Regions in terms of recruitment; those sites where we have the most potential continue to bring in good results.

The regional Retired Members' Association (RMA) continues to grow. Last November our members took part in a national lobby of MP's in respect of our members' concerns which included Care in the community which was not fit for purpose. The RMA affiliates to the NPC, The British Trade Union Pensioner and Keep the NHS Public. Regional Organisers have the names of our retired members that they can call upon if needed to assist with recruitment campaigns. The RMA has set up a meeting with our Young Members' section to co-ordinate campaigning on issues of common interest.

As usual the Gay Pride events were well supported by the Region in Hull, Leicester and Nottingham with Forum members and local Branches taking part.

Our Regional Equality Conference took place on 24 October 2013 at the Regional Office in Nottingham. The Regional Equality Forum has agreed to prioritise work on Human Trafficking, particularly the exploitation of migrant workers; continuing work on producing through consultation, a draft domestic violence/abuse policy; continuing work on identifying issues and potential support for Romany gypsy traveller communities in work and education.

The Region has been heavily involved in the apprentices, traineeships and young workers agenda over the past 12 months. As per Congress policy, we have been ensuring that Workplace Organisers are fully briefed on the importance of GMB involvement in the apprenticeship agenda, particularly in establishing quality schemes. All new representatives, as

part of the induction process, receive awareness sessions and all Officers have received a briefing on the issue in the past 12 months. We have also met with Local Enterprise Partnerships to brief them on GMB's involvement with Traineeships and Apprentices.

In addition to this, we continue to run a 'Class of the Year' recruitment competition each term for each induction course. Reps compete with each other to see who can recruit the most new members!

Other training to note in the Region is the Medical Appeals Team are established and trained, Media training for all Officers, Weekend Political School for all Officers, a successful pilot of Equality Training for all Asda IDC Supervisors/GMB Reps, and Future Candidates Political Training.

NORTHERN REGION

1. GMB@Work

The Northern Region is focused on GMB@Work through workplace consolidation as part of the GMB@Work strategy based on organisations where we have less than a 60% density. Full-Time Organisers are developing membership with specific support from the Regional Organising Team on National Targets in Team Areas, as well as Greenfield recruitment leads.

Supporting the Region's GMB@Work method is education and training of Shop Stewards as Workplace Organisers, as part of the new GMB@Work National Training Programme.

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

Recruitment and recognition opportunities are part of the Northern Region's collective approach to recruitment, workplace organising and retention. We have been successful in this approach and the Northern region was able to achieve recognition through the CAC and Voluntary Agreements in Mitie (Sellafield), Willmott Dixon Cumbria (wider access to original), Fisher Services North of Tyne.

The Regional Organising Team has been integral to this process and the Team has been helped with two new appointments who have integrated into the organising culture.

2. Recruitment Targets and Campaigns

The Region is very much focused on the need to organise around the National Targets Strategy. Recruitment activity was prioritised in Asda; School Support Staff in Team Areas; Security; NHS. In addition work supporting Voluntary recognition and CAC applications has been embedded into our regional culture so that 10% membership density together with petitioners has led to a better focused recruitment.

We have also prioritised recruitment in Construction; Energy and Utilities; NHS; Private Contractors; Apprentices; ASDA; Schools; Academies; Local Authorities and Associated Contractors.

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

On-going matters include attracting new members from our Equality Strands eg youth and ethnic minority groups.

3. Overview of Regional Developments

The Coalition Government's austerity programme is hitting home as an attack on our members, their families and communities. The Northern Region economy is still to show signs of any kind of sustainable recovery, not helped by a Government attacking the very fabric of our Region and no regional economic policy with any Government procurement or infrastructure support.

The outlook, therefore, is extremely bleak for the next few years, as our region lags behind any property based recovery. We do not see the prospects improving until after the next General Election.

If the Government would support public and private investment there is potential in the provision of for instance energy and defence and this is where the opportunity lies for the manufacturing sector in the Northern Region.

This is an area that could see a revitalisation in manufacturing. Off shore wind, solar, wave, on shore hydro power and nuclear power, could all as part of a balanced energy policy, breathe life into key regional demographic areas. It takes is government will to encourage investment in a longer term strategy to get businesses interested in making the move. It requires government intent.

Likewise, in the civil engineering sector, where areas of the north are crying out for council housing and schemes such as new road building and maintenance. Without Government support these projects will be delayed further and vital regeneration work put further back.

Politically the Local elections in 2013 consolidated Labour's gains of 2012 especially in the Counties of Durham, Northumberland and Cumbria.

The Region was delighted to see Emma Lewell-Buck a long standing GMB member elected to parliament at the South Shields by Election with a tremendous campaigning result. Supported by the Region.

The election process of Labour candidates for the 2014 European Elections led to the election of three GMB Members as the three Labour MEP Candidates in the North Eastern Regional Constituency.

GMB is providing support to the labour European election campaign, local election campaigns across the Region and in the campaigning in marginal seats in the run up to 2015.

Public Services continue to play an important role in the life of the Northern Region. The cuts have had an impact on our members, their families and communities. Similarly within Manufacturing and Commercial Services our GMB@Work, Industrial and Political Strategy is aimed at consolidating and trying to develop new organising potential.

The next General election in 2015 will be pivotal to the Northern Region. If the Tories do not win it will be 23 years since they won an election and 28 years since they won a landslide. Labour must not fail and reliance on a small majority strategy is dangerous. It will be vital that the Labour vote is turned out both in 2014 and 2015.

NORTH WEST & IRISH REGION

In submitting my report I would like to place on record my thanks for the hard work carried out by lay activists, branch secretaries, full time Officers and support staff, who have stood up to the challenge of protecting members' employment terms and conditions as well as maintaining levels of membership and in many areas achieving growth.

The progression and education of representatives is vital to the continued success of the Region and as such we continue to look at how we can assist our representatives to carry out their role, examples of this include:

Benefit training – Working in conjunction with the Citizens Advice Bureau, we provide an 8 x 1 day per week course. The attendees include lay activists, full time Officers and regional support staff.

Teaching Certificate – We continue to develop and support GMB representatives in their acquisition of teaching certificates (PTLLLS and Cert.Ed) and we are able to use their input as a resource into our regional education courses.

We include confidence building techniques and sessions in the Organising for Negotiation course.

On all Induction courses we ensure that all representatives are aware of the benefits and services that our part of GMB membership.

Support staff from the Membership Department attend the course and have provided a brochure that they give out at the course; the Region has now circulated the brochure to all representatives. Regional Solicitors also attend the Induction course to take part in a question and answer session as well as advising members on employment and personal injury claims.

Political Training – To supplement the Introduction to Politics course, the Region has held the following events which were extremely well attended by lay activists and full time Officers:

Andy Burham MP, visited the Region.
European Seminar – which focussed on the forthcoming Euro Elections.

2013 also saw the 14th Women's Conference in the Region. Once again this was an outstanding event, with many thought provoking and diverse speakers. The continued success of the Women's Conference has been a significant factor in the development of women in the Region.

The Region's Equality Forum continues to be active in the Region. Aspects of this include participation in various Pride events across the Region. It is anticipated that due to the increasing popularity of these events, the Regional Equality Forum will attend even more next year.

Once again the Regional Equality Forum supported the Breast Cancer Care Charity and all branches who made donations will receive a certificate.

Communication is a fundamental principle of GMB@Work and the Region continues to promote and assist branches that wish to set up websites. Our own website is continually updated and has links with the regional solicitors, which greatly assists our members in lodging PI claims. Social media does come with its pitfalls but the Region's Facebook and Twitter accounts are a constant source of information to our members and brings members together that would not have happened years ago. The Region also sends out an E-brief to all activists in the Region. This consists of both regional and national news.

Public Service workers across the Region continue to be impacted by the savage cuts that have been forced upon us by the Coalition. These cuts have had a direct effect on the number of people employed in Local Government, with thousands of jobs gone, never to be replaced. As well as job losses we have seen a marked increase in the number of companies that have been set up by Local Authorities as separate legal entities. It is vital at these times that we as a Union promote the good work that is being carried out by our lay activists on a daily basis without which the attacks on our members terms and conditions would have been significantly greater.

Recruitment in the Region consists of both regional and national targets. We continue to utilise our support staff in recruitment and also to encourage and assist lay activists with their recruitment plans. A good example of this would be British Gas, where the activists have organised days on which they can target specific sites. The success they gained from this has encouraged them to continue to target more areas.

The Region has secured recognition in a number of employers, including:

- Carrington Power Station
- Wirral Community Trust
- Jacobs/Urengo
- UCAT
- Wincanton (Rochdale)
- Health Family (NW)
- Sherwin and Williams

In the last 12 months, examples of successful campaigns led by both the Regional Organising Team and the Region in general include:

Asda – The Region's results during the Asda Campaign were outstanding – we were given access to 8 existing superstores and using a small close knit team of Officers recruited in excess of 500 new members, as well as securing several new workplace reps. which are vital to the GMB organising agenda. This success was repeated in supermarkets (ex Netto) and it is hoped that the success will be repeated in the next phase of access.

The success of Asda and recruitment in other organised workplaces, together with a large influx of individuals from non-recognised workplaces saw recruitment in the Commercial Services Section hit 4,600, over half of which pay by direct debit.

Schools - Targeted School recruitment has continued to focus around the Education and Library Boards in Northern Ireland and visiting Schools that have transferred over to Academies in the North West. The Northern Ireland campaign

has been hindered following unfounded complaints from other Trade Unions to the ICTU and increased recruitment activity from Unison and NIPSA but we continue to pick up new members but not at the rate we did in the previous year.

NHS - The National targets for the NHS have not gained any momentum and we have actually recruited more members in other areas of the NHS that are not monitored by the National Recruitment Charts.

Care Sector - The Care Sector continues to be a productive area for our ROT Teams in both NI and NW. We have recently revisited all Care Homes where we are recognised in the NW (majority are ex Southern Cross) promoting GMB Reachout funded Training Courses for Care Workers. Although we have revisited Care Homes on a regular basis for a number of years we still managed to recruit 1,360 with 1,150 coming from Four Seasons, HC-One and Orchard Care and a further 45 from CLS.

Landis & Gyr - This is a Manufacturing company where we have targeted recognition. The ROT Team have recruited 40 members and we are in discussions with the company with regards to Voluntary Recognition.

Fresenius Kabi - This is a Pharmaceutical company that we have been targeting for more than 12 months and we have 55 members. Since May 2013 we have recruited 35 out of the 55, the company are very hostile and have rejected our approach for Voluntary Recognition and the campaign continues as we need circa 80 to have 50% of the Bargaining Unit.

Hanson Brick (Claughton) - Following the closure of this site in 2009, we got word that it had reopened with 35 employees (including Management). The ROT Team recruited 25 new members and we tracked down a further 6 that were on the unemployed section of the membership system.

Resource Northern Ireland - Resource is a Contract Company in Northern Ireland and the ROT Team (NI) have assisted the Officer and recruited 51 members in the Police Service of Northern Ireland (PSNI).

Finally, the North West & Irish Region is confident that with the continuing dedication and commitment that we receive from everyone in the Region, we will be able to play a major role in the continued growth of the GMB.

GMB SCOTLAND

GMB@Work – The Organising Agenda

National targets supplemented by Regional Recruitment Plans and targets are the operating model applied across the Region. This approach continues to consolidate our improved performance over the last few years.

Meetings with Senior Officers, Organisers and Staff has highlighted areas of underperformance which are now being addressed with a clear focus on the key principles of Recruitment, Organising, Representing and Retention across all workplaces.

The ongoing investment within the Scotch Whisky Industry continues to consolidate our position as the major Union within the sector. This is a key industry across the Central Belt of Scotland and also in fragile rural economies in more remote highland areas of Scotland. Unfortunately there has been no respite across the Public Sector as Local Government continues to shed labour with more cuts projected.

The Scottish Ambulance Service has now matured in terms of growth potential and has a very vibrant Branch Structure with an exceptional network across the length and breadth of Scotland. This Branch has demonstrated exceptional use and application of New Technology and also runs its own virtual closed facebook page which provides an open forum for Scottish Ambulance GMB members.

Asda continues to be a key target within the National and Regional campaigns. GMB Scotland's Regional Recruitment Team has set themselves a major milestone of 1000 visits to new stores and re-visits of existing stores during 2014. This is a major challenge and one which the Recruitment Team are committed to, combined with other targets.

GMB@Work has resulted in an increased commitment by all Organisers across the Region ensuring a 40% allocation of their diary per week for Recruitment and Organising with performance management reviews one-to-one's now being common practice between Senior Organisers and their Teams.

Manufacturing across the Region continues to exhibit contrasting views – exports have dipped with growth showing in the financial sector, an area where we do not have a robust membership base. Oil and Gas has also shown recent signs of slow down with European costs being more expensive than Asia and in particular the reduced costs on the USA also having an impact. High Value Manufacturing in Scotland shows signs of growth and is an area to focus on going forward. The Sector in general contracted by 2.2% in 2013 quarter four mostly accountable to a contraction of the Petrochemicals and Pharmaceuticals which had a lot to do with the dispute at the Ineos/Unite complex in Grangemouth. The early signs of Manufacturing in Scotland showing improvement in orders placed has not been maintained and therefore is impacting on growth within the Region.

The Commercial Services sector in Scotland continues to show potential within the sector adding value within the Region in terms of growth.

The focus of all political and industrial debate within Scotland since the report of 2013 continues to be the forthcoming Referendum on Independence which will take place on 18 September 2014. GMB Scotland's approach as set out to Congress 2013 was to engage and consult with our membership base from across Scotland taking in a broad representation at locally held Political Forum meetings attended both by the Regional Secretary and the Regional Political Officer resulted in a paper being presented to GMB Scotland's Regional Council in October of 2013, this being in line with the will of Congress and the CEC that the decision arrived at in terms of a policy decision as to providing leadership and guidance to our members should be made in Scotland.

In line with our democratic principles and governance within the Region GMB Scotland's Regional Council following a full and frank debate resulted in a unanimous decision to support a "No" vote and to campaign for a "No" vote to stay within the United Kingdom. This it has to be stated did lead to a number of attacks in the press however, we as a result of taking this decision did lose a few members who were strong SNP supporters. It is also anticipated this may be the case in the run up to the Referendum as we engage in a co-ordinated Unions Together Campaign to secure a no vote in the September Referendum. GMB Scotland's Political Officer and Regional Secretary have brought together those unions who have taken a decision based on the "No" vote to co-ordinate and drive the Campaign.

In setting out this overview of GMB@Work we are clearly focused on the growth agenda throughout 2014 and beyond ensuring the execution of the strategy and embedding of GMB@Work at all levels of the organisation.

British Gas has also been a large part of the GMB@Work agenda in the past year along with G4S and Securitas. GMB@Work sees New Shop Stewards' Courses in the past year take place in Glasgow, Aberdeen, Inverness, Dundee and Fife.

The Care Sector in GMB Scotland continues to be a target of the Scottish Organising Team and provides a constant source of recruitment.

In the Nuclear Industry GMB Scotland is warning that Scotland runs the risk of missing out on a new generation of nuclear power stations as there are no plans to replace Hunterston B and Torness. Both are now due to be decommissioned in 2023. There is a serious risk of Scotland missing out on the next generation of new nuclear power stations due to Scotland's First Minister's pie in the sky energy policy. It now looks likely that the next generation of power stations will be built at Hinkley Point, Oldbury, Wylfa Heysham, Hartlepool, Sizewell and Bradwell as they are getting on with the planning and investment issues.

GMB Scotland members working in Local Government have seen attacks on their current Terms and Conditions of Employment as a result of Budget Cuts. We have run successful Campaigns against these cuts in Councils such as North Lanarkshire, Stirling, Aberdeenshire, Scottish Borders, Clackmannanshire and many more. These Campaigns as well as giving confidence to our existing membership were used in line with the GMB@Work Policy to organise and recruit.

GMB Scotland have also been successful in securing the Living Wage in all 32 Councils for a second successive year which we believe was an important step in making the Living Wage the norm in Local Government. Further GMB Scotland is now running Campaigns for the Living Wage in the Private Sector companies delivering Services to Councils. This Campaign is at an early stage, but we are already seeing increased membership levels and we hope to build on this going forward.

BAE Systems announced a major redundancy programme at its shipyards in Glasgow and Portsmouth in November 2013. They contacted the OCA to seek support in promoting its employees to gain re-employment in UK industry, particularly in

offshore Oil and Gas and Engineering sectors where the BAE Systems skills are most transferable. The OCA has agreed to support BAE Systems because they are increasingly aware highly experienced and skilled applicants are always in short supply in the industry. In order to facilitate the connection between BAE Systems employees and our members, a database of employee details and CV's has been created which can now be viewed online. The database is part of the Talent Retention Solution (TRS) initiative. This is a highly effective tool that supports both Manufacturing and Engineering companies and also their employees. The database now contains over 460 BAE Systems employee profiles from their Naval Ships business area who have all voluntarily placed their details and CV's on the TRS system with the hope that suitable companies can match their vacancies against the significant skills they have to offer. From April 2014, approximately 1,775 personnel are available for redeployment from both Govan and Portsmouth ship yards.

BAE Systems Maritime, Naval Ships, Clyde (Scotstoun and Govan) announced in late 2013 the outcome of the review of their Naval Ships business which subject to consultation will consolidate complex warship manufacturing capability in Glasgow. This would mean that shipbuilding operations at Portsmouth would cease in the second half of 2014. The results of the review are that Glasgow becomes the centre for complex warship design, build and integration; BAE Systems will deliver three Offshore Patrol Vessels for the Royal Navy which will be manufactured in Glasgow to sustain a core workforce needed to build the Type 26 programme and there will be a reduction of employees within the Naval Ships business of 1775 consisting of 835 in Glasgow and 940 in Portsmouth.

Babcock Marine & Technology Apprentice programme is now in its 5th year with around 285 Apprentices being recruited in total. At the Shetland Gas Plant, Laggan Tormore has seen a trade overload with 300 pipefitters being located from Poland and at Rosyth Royal Dockyard recruitment is taking place for the new intake of Apprentices. There has been 30 new starts employed and we are expecting this to rise.

Recruitment is being carried out at BI FAB due to the Management agreeing to take on an additional 200 full time workers in 2014.

SOUTHERN REGION

Following on from the 2013 report from Congress where the Region outlined the reorganisation of the management and Area structures, together with Departmental reorganisation, the Region has begun to achieve its objectives of recovering the 16,000 plus members that were allocated from Southern to the Wales and South West Region. To date the Region has recouped over 5,000 members, which has given us a growth of 5% in real terms in our Regional membership. The growth in the Regional membership is down to the dedication and hard work of officers, staff and activists.

The Organising Team in collusion with our three Area teams, has been at the forefront of turning the Region around in terms of membership. Membership growth has been particularly notable in ASDA, Four Seasons, various Contractors, the AA, Schools/Academies and the National Health Service, with notable growth in the Ambulance Service.

As a result of our efforts at Carillion in Swindon, we have recruited over 170 new members at a Distribution company called Tempay, so our efforts have been rewarded by growth.

The Region has had some good successes on securing the Living Wage in Kings College London and the Horniman Museum, whilst other campaigns continue in the University of Arts and other establishments. Our Teaching Assistants Campaign was very well supported in the Region by our members, parent groups, and the public generally, which has led to a petition signed by 25,000 people being presented to the Secretary of State for Education. One of our major successes has been the protest against Lewisham Hospital Accident and Emergency closure, where we supported a significant court victory which prevented the Secretary of State from closing the Accident and Emergency Department. One of our up and coming campaigns is against Amazon, who are in the process of moving to Ashford in Kent, to open a distribution centre.

The London Fire Authority created a platform where GMB forced the Authority to honour a pay award that was given in 2009. This resulted in GMB members receiving decent settlements that led to all other staff benefitting from the increased salaries.

Notable growth areas in the NHS have been within the South East Coast Ambulance Service, where the branch has recently been reorganised and activists now well and truly play their part in GMB@Work. A decent increase in

membership is also notable in Eastbourne Hospital, Queen Alexandra Hospital in Portsmouth and at Brighton University Hospital.

We continue to grow in most of our branches across the Region, particularly well in the London Boroughs.

For the first time since 2004 we have seen a significant increase in the membership of the Automobile Association (AA) where staff are now recognising that the scab union continues to let them down in support of the private equity management. The Region has been campaigning hard in the past year and have gained the support of a number of other Regions, for which we are grateful.

The Region continues to campaign on a range of issues where we have gained significant publicity;

- Protest against the Employment Tribunal charges
- Demonstrations on Saga saddling the AA with £4.5 billion debt
- Tax evasion by Amazon, Google and Starbucks
- Campaigns against Next for poor employment terms, conditions and hours of work
- The Living Wage
- Zero Hours Contracts
- Cuts in Education
- Teaching Assistants
- Academy Status

The Region has benefited from good public support on the above issues and has helped publicise the objectives of the GMB. This in turn has led to growth in membership and public awareness.

In addition to the usual industrial activists and education programme, Southern Region have implemented a training programme for Branch Activists to raise awareness of the importance of good democratic branches engaging members and local communities on relevant issues. This in turn has led to an interest in the creation of new branches, which will add to the democracy of the organisation.

The Region has now established a Regional Political Committee, comprising of Regional Political Officer, Regional Committee members and Senior Organisers. The Committee takes account of branch wishes and requests in reaching decisions on political matters, especially on the selection of candidates.

The GMB Southern Region is proud to play its part in developing and growing this great union, embracing GMB@Work and pursuing National and local targets.

WALES & SOUTH WEST REGION

The Region has again faced numerous challenges within all Sections of the Union, and the Government's austerity measures continue to bite into every aspect of the working and home life of our members.

Recruitment, Organising and Retention - Membership within the Region has increased within the last 12 months, and recruitment initiatives in line with GMB@Work have been undertaken by Branch Officials, Activists, Officers and Staff, whose commitment and hard work have been exemplary. It is pleasing to record that a high number of Office Staff in the Region have taken part in recruitment initiatives throughout the Region with good success. Retention has also been very much at the forefront and the Region is proud of its retention strategy which has ensured that the number of leavers is greatly reduced each month.

The Regional Organising Department continue to arrange, monitor and evaluate various campaigns within the Region and ensure Officer resources are allocated accordingly to meet the requirements of the three Sections. Campaigns are undertaken in line with organising policies and data recorded for future reference and assessment. Campaigning and organising work within school kitchens/cleaners has proved fruitful in the past and this practice continues within Welsh and English Authorities. The Regional Organising Team meets quarterly to assess recruitment targets and determine strategy for the forthcoming months. A new initiative has commenced where e-mail contact is made with new members from non-organised workplaces. A questionnaire is completed by the new member which is duly analysed by the Regional Organising Department to identify any potential recruitment opportunities.

Education and Training - The Region is committed to ensuring that the new GMB@Work Ten Day Training Programme, introduced last autumn is successful, and feedback from course participants is highly positive.

Regional Officers and Staff returned to the newly refurbished Regional Office, Garley House in November 2013, and as well as providing a good working environment for Officers and Staff, the newly refurbished Office is able to offer excellent facilities for training courses, small conferences and meetings of activists. With regard to the Cornwall Office, this has been functioning for over a year and our activity and profile within the area is increasing. Cornwall Office also has the facility to hold small training courses and meetings of activists.

Legal Services - With regard to the new arrangements for the provision of legal services to members, the Region is looking forward to the establishment of Unionline, and working together with partner Panel firms, to deliver effective and cost efficient legal services.

Political Activity – The Region continues to actively develop and implement the various elements of the GMB Political Strategy previously agreed at Congress. A small, but significant, number of GMB members have been enrolled into the Labour Party, and all Branches have been affiliated to the appropriate Trades Council and CLP. Delegates are encouraged to attend these meetings to ensure that the GMB has both a visible presence and input into the decision making process.

Wales TULO has undergone a restructuring, with the new office holders being tasked with delivering specific campaign objectives. These aims have been replicated in the South West, where emphasis is very much on collaborative working.

The Region also continues to identify potential candidates for various levels of public office, and a number of GMB supported individuals have been selected to contest elections at European, Westminster and Local Council levels. With regard to political training, the Regional Political Officer has delivered a number of training sessions as part of the newly consolidated ten day course for activists. Cluster meetings have also taken place in various parts of the Region involving members and elected Politicians to build awareness and Party policy support.

Commercial Services – Wilkinson - Access to all stores in the Region has recently taken place to conduct a recruitment campaign and fully brief our members on the company pay offer. During the campaign in March 40 new members were recruited, which brought the YTD total to 54. The Region will continue to plan campaigns in line with national agreements and enhance organising within stores.

The recruitment figure year end, for ASDA Stores 2012-2013 stood at 985. This is an increase of 649 in comparison to 2011-2012 which stood at 336. The regional figure YTD currently stands at 300, which should increase by 500 with the predicted regional recruitment figure for April. This has been a direct result of national negotiations on access, and ensuring pre-planned scheduled access is compiled prior to quarterly visits. The Region would have accessed 33 stores by the end of the second quarter of 2014; this will continue to increase within the scope of National Agreement. Without doubt, access has been challenging in conjunction with industrial changes taking place. Support, advice and guidance to members' has been given by Officers and clearly contributed to the high level of recruitment within the Region.

The Regional Shop Stewards Group continues to grow and strengthen in numbers. We have 42 Store Representatives who meet every quarter in accordance with the Constitution. Regional ASDA managers attend which allows the development of relationships within the Region. Our Representatives are developing their skills by assisting Officers with industrial meetings and building self-confidence and knowledge. We now have a GMB Manager Representative, who is self-sufficient and represents managers in stores in South Wales. We will continue to organise and enhance membership density within stores. Many thanks go to dedicated Officers and Representatives for their support and commitment within 2013-2014.

Security - On-going recruitment in Securitas will be increased following the election of two Workplace Organisers and formation of the new LNC. There have been some difficulties caused by the amount of contracts currently being lost by Securitas. However, we will ensure we strive to retain all members and collective bargaining under TUPE. Again G4S suffers from contract losses, although, recruitment campaigns are continuing.

Equality - The Region's Equality Forum now has sixteen members, ten women and six men, each representing and using their expertise to cover all strands of equality. Throughout 2013, the newly created Region has continued to pursue and progress all areas of equality using the structure at our disposal in getting our message out to our members, using Branch Officials, the regional magazine NEXUS, GMB@Work Training Programme and ensuring our regional website is

constantly updated with events and information. The Regional Equality Conference took place Saturday 15 February 2014. We had a number of guest speakers, our very own Kathleen Walker Shaw, who gave a superbly light hearted, yet informative presentation that helped those attending absorb the true facts around the benefits of the European Union. The Forum has committed in setting up a Regional Young Members Network, which will be headed up by David Hamblin, National Network Member. In addition our key 2014 campaign will be mental health in the workplace, where we have arranged an intensive three day training course for many of our senior representatives.

Manufacturing - The Manufacturing Section within the Region continues to come under sustained pressure due to the economic climate. Manufacturing membership within the Region currently represents just over 16% of total regional membership. Officers and Activists are continuing to report further losses of financial membership through redundancies both voluntary and compulsory at Honeywell in North Wales, Mainport Engineering at Pembroke Docks, as well as recent compulsory redundancies in A&P Falmouth.

On a positive note, there have also been some organising successes within the Section with the previous signing of new recognition agreements at Technocover in Welshpool and Sims Recycling in Newport where membership density continues to improve through the development of workplace organisation as well as Officers and Staff colleagues working together. Furthermore membership growth has also recently been achieved at a company called Woodberry Bros and Haines in Highbridge, where new members have been recruited with an employer where we have enjoyed recognition for many years.

Congress will be aware that the final investment decision announced by EDF Energy for the construction of the new Hinkley Point C Nuclear Power Station at Cannington in Somerset has been delayed due to intervention from the European Commission over competition concerns. Therefore the decision on the final investment decision is now expected to be announced later in 2014. Hinkley Point will be the first Nuclear Power Station of potentially several to be built in the UK for a generation and is going to be a prestigious project for the Region with the build process spanning some six to seven years employing approximately 5600 engineering, mechanical, and construction workers at peak build which also will leave 900 permanent skilled jobs on completion. The Project will see approximately 25,000 workers pass through the site during the various stages of construction with the GMB being signatory to all agreements with EDF Energy relating to the various phases of the build. Campaigns are being planned with Regional and National colleagues on how to exploit the various recruitment opportunities a project of this size will bring. Work streams have been established around the subjects of Workforce Welfare, Industrial Relations, and Training with GMB representation being established on all streams mainly undertaken by our lead Workplace Organiser to ensure that the GMB is on the 'ground floor' at every stage of the project.

Public Services - During the last twelve months the Public Services Section of the Wales and South West Region has continued to experience extreme volatility primarily driven by the on-going ConDem coalition Government's austerity programme and the continued cuts in funding and in particular the Government cuts to Local Government and the continued top-down re-organisation of the NHS. The recent announcement by the Chancellor at the comprehensive spending review that there will be another £25 billion reduction in funding will only exacerbate the challenges facing Local Government and the NHS.

Notwithstanding the on-going attack on Public Services, Public Sector membership within the Wales and South West Region has remained fairly buoyant and currently stands at 39,815. The organising principles of GMB@Work continue to be at the forefront of the Region's recruitment and organising activity and, where implemented successfully, we have seen consistent membership growth and an increased number of workplace activists and more effective branch structures. During the last twelve months the Public Services Section has also adopted a number of initiatives, for example the introduction of quarterly Public Services Branch Secretaries Seminars which have been relatively well attended; the purpose of this initiative is to work with our Branch Secretaries in compiling their annual Branch Development Plans, which are required under Rule, and also to monitor their implementation of the Branch Plans.

The majority of equal pay and single status negotiations are concluded across the Region, with a few exceptions within Wales. The overall settlements for equal pay claims have exceeded £35 million.

The Region has also created two lay activists Organising Committees – one involving our School Workplace Organisers and the other our non-school Local Government activists. Again the purpose of these committees is to give ownership to the delivery of GMB@Work in the workplace where it matters and to provide strategic help and support from Officers as required.

The Region's approach to organising in schools continues to consist of a rolling programme of scheduled visits to specific Authorities. This has proved moderately successful; however the Region is focusing on organising more meetings with classroom based staff where the lowest levels of membership density exist.

In the South West area of the Region, we continue to see the on-going conversion of Local Authority schools to academy status; this is both challenging and creates opportunities to organise new members and the Region has adopted a strategic approach to exploit these opportunities in line with the National Schools Organising Policy. The announcement by Education Secretary Michael Gove regarding the future of Teaching Assistants provided an opportunity to increase our organising activity and the Region ran a major campaign to oppose his proposals which involved a survey and a petition. It would appear that this campaign was successful as we are now hearing a different narrative from the Government.

The Region, along with all other GMB Regions, is currently in the process of carrying out a consultation ballot of our members who are covered by the NJC agreement in light of the derisory 1% pay offer made by the employers. This comes on the back of 1% last year and a three year pay freeze, which equates overall to a reduction of some 18%. All Regional Officers, Activists and Branches are involved in this consultation exercise which is recommending rejection of the offer following the outcome of the Public Services National Delegates meeting. The Region has held a number of conferences around the Local Government pay offer to motivate Officers and Activists to ensure that the offer is rejected which, if successful, would result in a move to a full industrial action ballot in early June and a potential day of action in early July prior to the school holidays.

The Wales TUC recently led an initiative in conjunction with the Welsh Labour administration which resulted in a Local Government Summit being held which was chaired by the First Minister; the purpose of the summit was to try and achieve a collective agreement and a way forward for Local Government within Wales, in particular looking at avoiding compulsory redundancies, outsourcing and also using budget resources to protect jobs and services. Discussions on this matter continue.

The NHS proposals from the Welsh Government and employers have been put forward to the Trade Unions, the consultation process has begun and workplace visits are taking place. A consultative ballot is currently on-going on the proposals which, if rejected, may result in industrial action. This activity has generated some increased interest, and further meetings with nursing groups within Wales will take place, with a potential for new members. In England the pay progression issues continue with each Trust at varying stages of industrial unrest with the latest pay offer. There is a NHS Trade Union Officer's Forum at the beginning of May with the aim of forming a joint Trade Union plan for a concerted effort to support our NHS members.

Our primary MOD location at DSG Ashchurch continues to remain under threat of closure. However, our Senior Representatives have continued to lead a robust campaign to fight to keep the site open. The campaign has involved lobbying the Shadow Defence Secretary Vernon Coker, and the Region is grateful for the support of two regional MPs – Madeleine Moon, MP for Bridgend who sits on the Defence Select Committee, and Alison Sebeck who is a member of the Shadow Defence Team. The initial time scale for closing this site has now been deferred, which demonstrates the power of effective campaigning in line with the GMB@Work organising strategy. The Region continues to carry out planned consolidation activity within the two target care sector companies, namely Four Seasons and HC-One. The wider care sector within the Region is seen as a target area for general membership consolidation.

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

YORKSHIRE & NORTH DERBYSHIRE REGION

Over the past 12 months the region has stayed true to its regional Business and Organising Plan which has brought together branches, activists, staff and officers in order to apply GMB@Work in the face of the ever deteriorating economic situation within the region.

Our annual review of **GMB@Work** within the region and a falling off of our growth record of the previous 12 months led to a series of measures designed to ensure we returned to better growth levels. Although we have continued to grow over the past six years and have increased our net membership by 8,000 (an excellent 15%), we constantly monitor our rate of growth and we were conscious this had slowed slightly in the previous year. We therefore re-allocated officer duties

between our area teams and re-organised our Regional Organising Team's focus to ensure that alongside our successful organising activities in schools, we are also better placed to maximise recruitment and organising in Asda stores and the care sector. We are pleased to report that as a consequence, our rolling recruitment average has increased from 567 to 625 as at the end of March 2014 and our growth levels are coming back to 1.9%, a rate which we aim to improve upon during 2014. Having reached the 63,000 member target we set two months earlier than expected, I am confident we will reach 64,000 members within the next 12 months.

In the **public services** our regional membership and profile has largely remained solid. Our recruitment in schools has provided us with a membership density of 44% which is the highest in the union.

We continue to campaign vigorously across all public services, working with local councillors and local communities to fight back against the worst excess of the government's austerity measures and to ensure both our members at large and the public, understand that our predominantly Labour local councils are being forced to make these **cuts by the government**. GMB banners, activists and officers and staff have been involved in numerous marches, rallies and demonstrations over the past 12 months, against public sector cuts wherever they occur. Nevertheless, budgets are still being slashed in councils. Leeds, our biggest council, has suffered a 48% reduction in its funding. The 2014/2015 round of budgets for councils in the region will see a further £400million reduction.

Manufacturing whilst things continue to be tough in this sector, it continues to hold its own. By truly embracing the GMB@Work and going back to basics in campaigning recognition has been gained at Robert McBride's, also membership growth in PPG, further Burberry has agreed to deliver the Living wage in 2014, this is down to negotiation with the pressure of steady membership growth. The **Manufacturing Core Group** is set to have further meetings to springboard campaigns in the region, by sharing information from key activists looking to secure best practice. Finally it would be remiss not to mention the disgraceful closure of Remploy Sheffield and Huddersfield in our region those responsible should hang their heads in shame. On a more positive note The Enabled Works (a social enterprise set up by former members at the now closed Leeds Remploy) is continuing to flourish under the able stewardship of our former convenor.

Our **Community and Organising project** (ULF funded) has been an integral part of our regional growth strategy ensuring that GMB members, potential members across the communities and Yorkshire & North Derbyshire, see the many positives which GMB membership can deliver, whether this is through access to life-long learning, vocational training, job clubs or redundancy support. Our project has reached out to many community groups across the region and has been a significant contribution to our recruitment and growth during the past 12 months. In conjunction with our Community and Organising project we have, as a retention measure, set up a redundancy response unit with an organisation called '**Potential 4 Skills**'. Where redundancies are inevitable, our reps and officers will be able to offer, via Potential 4 Skills, the S.I.A – free of charge to GMB members. The development of our GMB job club in the region will also play a major role in signposting GMB members into meaningful work.

Perhaps the most successful **community event** the GMB was involved in occurred in Leeds on 31 March 2014 when the union's Yorkshire Professional Drivers' Association branch convened an event aimed at uniting BAME communities in Leeds around the forthcoming Euro and local elections and of course the 2015 general election. The event was attended by 500 community leaders, Imams, together with representatives of local communities from Bradford, Calderdale, Kirklees, Wakefield and Leeds. The event was a huge success and received massive local and international publicity through the many Asian media networks.

Social media continues to grow within the region; the region now has three Facebook pages inclusive of political, young members and the regional page having around 400 followers. Additionally many branches have opened their own pages which are allowing direct instant distribution of information and engagement with members and activists. This is also an area which the region will continue to promote and develop as it is a key tool for communication and we are mindful from recent findings that two thirds of our members use social media on a daily basis.

February saw another successful **Branch Activists' Weekend** attended by 180 key activists from across the region and the make up this year was more pleasing (and telling) than ever. Two thirds were first time delegates, 40% of all attendees were women and we had more BAME delegates than ever before. We had 4 main workshops as follows:

1. Campaign and Communications
2. Rebuilding Britain after Austerity
3. Cost of Living Crisis, Poverty Pay
4. Women in Society/Union

The outcomes of these discussions have formed the region's business plan for 2014, thus ensuring total buy-in right across the region by those best placed to deliver.

Our **legal provision** remains the envy of sister unions with our legal officer producing some astounding success in employment cases and also bringing in £33,000 income in settlement agreements that he deals with. Added to that, the compensation we have secured on **equal pay** for our members is an incredible £17 million and PI and employment another £3 million.

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

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

Our regional secretary is also president of the ever growing and influential left wing think tank called CLASS.

We exert huge influence in the local party and our influence with Westminster politicians is growing by the day as we have a strategy, in conjunction with Unison and Unite to positively influence the political agenda including the selection process at the next **general election**. That work continues and in conjunction with Lisa Johnson from our National Political Team. The GMB has secured the selection of **all 8** of our supported candidates in constituencies throughout Yorkshire & North Derbyshire.

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

The calendar year 2013 saw a sixth consecutive year of growth and finances better than budgeted. All in all another very satisfying year for the region, but as usual we are striving to do even better!