

# **PRELIMINARY AGENDA**



## **ANNUAL CONGRESS 2014**

### **CAPITAL FM ARENA, NOTTINGHAM**

**CONGRESS – SUNDAY 8 JUNE  
9.30 AM - 12.30 PM, 2.00 PM - 5.30 PM**

**CONGRESS – MONDAY 9 JUNE  
9.30 AM - 12.30 PM, 2.00 PM - 5.30 PM**

**SECTION CONFERENCES – TUESDAY 10 JUNE  
9.30AM - 12.30PM, 2.00PM - 5.30PM**

**CONGRESS – WEDNESDAY 11 JUNE  
9.30 AM - 12.30 PM, 2.00 PM - 5.30 PM**

**CONGRESS – THURSDAY 12 JUNE  
9.30 AM - 12.30 PM**

## **1974 CONGRESS, BLACKPOOL**

### **MOTION 257**

#### **PRE-CONGRESS DELEGATE MEETINGS**

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

**PERIVALE BRANCH**  
*(London Region)*

# GUIDELINES FOR CONGRESS BUSINESS

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

## 1. CONGRESS

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

**Congress – Sunday 8 June: 9.30 am - 12.30 pm, 2.00 pm - 5.30 pm**

**Congress – Monday 9 June: 9.30 am - 12.30 pm, 2.00 pm - 5.30 pm**

**Section Conferences – Tuesday 10 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 - 12.30 pm**

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

## 2. STANDING ORDERS COMMITTEE

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

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

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

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

## 3. GENERAL MOTIONS AND RULE AMENDMENTS

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

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

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

(1) The Committee shall determine whether or not each Motion is "**in order**" for debate at Congress i.e.

- whether the Motion ought to be dealt with by a more appropriate body (for example a JIC or a Section or Delegate Conference);

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

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

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

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

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

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

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

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

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

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

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

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

If the Regional delegation agrees to a composite resolution, agreement will then be sought between the delegations concerned on which shall move and second the resolution and, where appropriate, which

Regional delegation shall have the right to speak in support of it. The Standing Orders Committee will report the recommendation accordingly to Congress.

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

#### **4. EMERGENCY MOTIONS**

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

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

Emergency Motions can be composited.

#### **5. WITHDRAWAL OF MOTIONS**

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

#### **6. MATTERS OF URGENCY**

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

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

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

#### **7. CENTRAL EXECUTIVE COUNCIL**

The Central Executive Council has the right within rule to submit Motions to Congress. The Central Executive Council will notify Regional delegations of these Motions prior to their pre-Congress meetings. The Central Executive Council shall have the right to submit Motions as "a matter of emergency" to Congress. The Central Executive Council should notify the Standing Orders Committee of their intention to do so.

Subject to the provisions of Rule 8, the Central Executive Council members should only speak at Congress where they are representing Central Executive Council policy. Where a Central Executive Council member

is asked by his/her Regional delegation to speak to the Regional delegation's policy, he/she shall only do so provided the delegation's policy is not in contravention with Central Executive Council policy.

## 8. DEBATING PROCEDURE

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

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

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

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

## 9. TIME LIMITS FOR SPEAKERS

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

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

## 10. VOTING

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

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

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

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

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

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

- (a) tellers will provide a ballot box for each regional delegation;

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

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

## **11. VOTING FOR PRESIDENT AND VICE-PRESIDENT**

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

## **12. LITERATURE**

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

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

## **13. PREVIOUS CONGRESS DECISIONS**

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

### **1974 CONGRESS, BLACKPOOL, MOTION 257**

#### *PRE-CONGRESS DELEGATE MEETINGS*

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

PERIVALE BRANCH  
(London Region)

### **1985 CONGRESS, BLACKPOOL, SPECIAL MOTION**

#### *CORE RULE 34*

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

CENTRAL EXECUTIVE COUNCIL

**1993 CONGRESS, PORTSMOUTH, MOTION 144**

*CONGRESS DOCUMENTS*

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

MELTON GENERAL BRANCH  
*(Midland & East Coast Region)*

**1999 CONGRESS, BLACKPOOL, MOTION 9**

*CONGRESS DEMOCRACY*

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

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

NORTH WEST LONDON BRANCH  
*(London Region)*

**2003 CONGRESS, BLACKPOOL, MOTION 11**

*UNION DEMOCRACY*

Congress calls for delegates to have democratic freedom.

It would be of assistance to have voting procedures explained at start of Congress.

At last Congress many delegates supported motions but voted against because they were instructed to oppose. New delegates were not aware they could have free votes.

THAMES VALLEY BRANCH  
*(London Region)*



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# UNION ORGANISATION: CONGRESS

## 1. CONGRESS DEBATES

This Conference believes that the GMB is a truly democratic organisation and that further clarification of the democratic process exercised at Congress is needed. Building on the 1974 Perivale Branch motion, which states “in order to widen the area of debate and to achieve a more democratic expression of Congress delegates, Pre-Congress meetings should determine their voting intentions, with regard to resolutions from their own Region, and matters reflecting a point of principle. But should not determine an intractable attitude to resolutions from other Regions until the conclusion of the general debate”, this Conference agrees that no Region should take an intractable attitude to resolutions from any Region – including their own – until conclusion of the final debate.

SOUTH WALES POLICE BRANCH  
*Wales & South West Region*

## 2. UNION DEMOCRACY

This Congress believes that in the interest of democracy that any motion put before Congress that is spoken against by any delegate(s) should automatically be voted on independently.

LONDON ZOOLOGICAL BRANCH  
*London Region*

## 3. WHAT HAPPENS TO OUR MOTIONS?

This Conference, when we agree motions what happens to them? We get feedback about them at the following year's congress but nothing else.

We need to get the information if any to our members and tell them that GMB are doing something about it.

We vote for the motions so why can't we get any updates?

LEEDS CIVIC BRANCH  
*Yorkshire & North Derbyshire Region*

## 4. INVITES TO CONGRESS AND QUESTIONS

Congress notes

- The GMB has a long and valued history of being democratic
- That GMB annual congress is an occasion for the hardworking members of the GMB to shape the future of their trade union
- A trade union is only as strong as its members

Congress believes

- Congress should have a number of speakers attending but the choice of speaker should be democratically led from the membership
- Q and A sessions with speakers are extremely valuable and to make them as inclusive as possible there should be a clear protocol of how to submit questions and how questions will get chosen

Congress resolves

- To commission a report in how we can make the way speakers at conference more democratic and open to as many members as possible.
- To write a protocol for Q and A sessions to provide clarity about these sessions and specifically how questions can be put forward and then which ones are chosen.

M27 LB MERTON BRANCH  
*Southern Region*

# UNION ORGANISATION: GENERAL

## 5. BIOGRAPHY OF MARY TURNER

Subject to Mary Turner's agreement, this Congress mandates the CEC to explore options for a biography of Mary Turner, possibly both as an academic record and as a "mainstream paperback" type of publication.

LONDON ENTERTAINMENT & IUSW BRANCH

*London Region*

## 6. CHRISTMAS OPENING HOURS

This Conference puts forward that GMB offices should remain open over Christmas and New Year to assist our members should they require it.

WILKO HARDWARE BRANCH

*Yorkshire & North Derbyshire Region*

## 7. WASTE OF FUNDS

Congress agrees there should be more commitment between departments concerning related matters, as we sometimes receive correspondence on consecutive days that could have been sent together. What a waste.

IPSWICH & DISTRICT BRANCH

*London Region*

## 8. FORMING OF AN ACTIVE UNEMPLOYED SECTION

This Conference we call upon to look at formalising an Unemployed and Community Section within the GMB, so we can take unemployed and community activists with us and get them on board and get them campaigning with the wider union movement. Also providing help to the unemployed with things like benefit advice and CV's and job searching. We call on the CEC to put a proposal forward to the next rule changing conference.

REMPLOY YORKSHIRE BRANCH

*Yorkshire & North Derbyshire Region*

## 9. GMB YOUTUBE BROADCAST (GMB TV)

This Conference asks the CEC to initiate a regular (monthly) YouTube broadcast about GMB affairs.

We believe that such an initiative have many advantages:

- it gives a great opportunity to contact directly the general public without interference and censorship of the media
- it allows the growing in number internet users to find an alternative source of information and opinions
- it will make our sign, believes and finally faces more visible and recognizable to the people from inside and outside of the trade union movement
- it is cheap – does not involve a lot of investment and resources to keep it going

We recognise that possessing our own medium of mass communication is absolutely crucial these days to effectively perform duties as an active participant of the political life of the country.

MIGRANT WORKERS BRANCH

*Yorkshire & North Derbyshire Region*

## 10. TAKING ACTION AGAINST BULLYING

Congress, bullying is one of the most subtle and commonplace ways in which people abuse power over others and it has no place in our Union.



This Congress calls on CEC, working with the National and Regional Equality Forums and the taskforces on Womens' involvement and on branch organisation, to develop and implement an anti-bullying strategy. Outcomes would include that any GMB staff or members who feel that or others are being bullied can report concerns and that there are clear and effective policies in place to resolve such issues. Such a strategy is essential to create a more powerful GMB that offers a safe space for members – in all our diversity – to fight for workers rights.

LONDON ENTERTAINMENT & IUSW BRANCH  
*London Region*

## **11. RECOMMENDATIONS ON BALLOTS**

Congress notes

- GMB@Work has been a very successful strategy for the GMB allowing the trade union to grow year on year and become a more organised campaigning trade union
- There is still work to do to engage all of our lay membership

Congress further notes

- Recommendations on ballots do not help to engage membership, as the recommendation undermines the evidence gathering behind the decision making process
- Engaging lay members is the first step in them becoming lay activists

Congress resolves

- The GMB should not, make recommendations on its ballots
- Without recommendations lay members will engage further with communications and will increase the attendance at work place meetings
- It will assist lay activists in engaging with their membership
- That not making recommendations on ballots will allow for a truly democratic member-led industrial strategy in line with GMB @ work

M27 LB MERTON BRANCH  
*Southern Region*

# **UNION ORGANISATION: RECRUITMENT & ORGANISATION**

## **12. ENCOURAGING YOUNG PEOPLE TO BECOME MEMBERS OF TRADE UNIONS**

This Conference calls on the CEC to produce literature that will encourage, promote and educate young people in the UK of the values of Trade Unionism in their daily life, both at work and within their communities.

PONTYPRIDD GENERAL BRANCH  
*Wales & South West Region*

## **13. ORGANISING AROUND EQUALITIES**

Consideration should be given as to how the union can organise around equalities when there is insufficient data gathered to be able to identify members from all equality strands.

This conference calls on the CEC:

1. To Investigate the opportunity to gather more equalities data on the GMB joining form
2. To look into whether the union could include equalities data in their new joiners survey

3. To launch specific projects to gather equalities data within specific branches, workplaces or amongst groups of members.

L26 LB WANDSWORTH BRANCH  
*Southern Region*

#### **14. MEMBERSHIP RECORDS**

Congress notes

- The current membership records which are kept by regions aren't accessible to branches.
- For branches to keep a current list of their members they have to update a separate list every time there are leavers or joiners. Alternatively they can request updated spreadsheets from region; however these details have to be pulled from the regions membership records.
- Other large unions give their branch access to membership records

Congress believes

- Up to date membership lists are integral to the work a branch does
- Time is currently wasted in either branches duplicating records already kept by the GMB or by GMB staff pulling off membership records off for branch
- GMB members that may further the work of the GMB may not receive communications on internal GMB events due to lack of up to date membership lists. This is to the detriment of individual members & the GMB as a whole

Congress resolves

- To commission a report in to the benefits of allowing branches 'read-only' access to membership records currently held
- In the same report consider whether there could be a system of updating records by branches that needs to be validated at region. This could be a further time saving.

M27 LB MERTON BRANCH  
*Southern Region*

## **UNION ORGANISATION: REPRESENTATION & ACCOUNTABILITY**

#### **15. YOUNG MEMBER RESERVED SEATS**

Congress notes

- It is paramount that the GMB has representatives from every equality stand throughout its lay members structures
- Some great work has been done by the GMB to promote diversity in its lay member structures
- Young workers often face unfair working practices and precarious work and may not be aware of all their workplace rights
- It is imperative to ensure the concerns of our young members and issues in the labour market that affect them is paramount and represented in our democratic structures

Congress further notes

- There is no-one on the CEC aged 27 or under.
- That for a young member to be represented on the CEC it is practically impossible due to the levels of lay structures that a CEC representative has to come through before they can put themselves forward for election on the CEC.

- That other trade unions such as UNISON already have reserved young member seats on their National Executive
- Youth members may feel a disengagement with the GMB due to the lack of representation of Young Members on the CEC

Congress resolves

- To produce a report looking in to the feasibility and appropriateness of having a reserved Young Member seat on the CEC
- To continue the support for Young Member representation on all lay membership committees
- That branch plans should include a section on the Youth Officer's work or what the branch will do in the forthcoming year to recruit a Youth Officer

M 27 LB MERTON BRANCH  
*Southern Region*

## **16. APPRENTICESHIPS, APPRENTICES & GMB**

This Conference agrees that while the numbers of apprentices are increasing, such gains are not sufficient to stem the significant increase in youth unemployment. Furthermore, apprentices are seldom recompensed adequately for the work they do.

With some estimates of youth unemployment at over one million, apprenticeships form a vital component in combatting the twin scourges of unemployment and the lack of education opportunities.

Congress believes that for the workers to be able to secure the full fruits of their industry there must be sufficient means and opportunity for them to acquire the skills required in order to both sow the seeds and tend to the branches of their manufacture.

This Congress of the GMB resolves to:-

- Commit to engaging with the regulated utility sector in particular (both its regulators and the companies under their auspices) to mandate an increase in apprenticeships being made available.
- To utilise our political links to lobby for the establishment of a living wage for apprentices.
- Conduct research in order to establish ways to increase diversity in apprenticeship uptake.
- To encourage the utmost involvement of apprentices in the Trade Union movement through the establishment of an Apprentice Officer at those branches with members who are apprentices. The Apprentice Officer to be an apprentice themselves.

### Apprentice Officer Role Description

- Recruit apprentices to the GMB
- Represent the interests of apprentices within the branch
- Liaise with Branch Youth Officer on matters of shared interest
- Promote the role of apprentices both within the GMB and externally

WALES & WEST UTILITIES BRANCH  
*Wales & South West Region*

## **17. ACCOMPANYING REPS**

Congress notes

- Membership is becoming more diverse and branches are having to represent members at an increasing number of employers
- The GMB will always have members in unorganised workplaces that require representation
- GMB@Work restricts officers from casework as they should devote their time to organising these unorganised workplaces

#### Congress further notes

- It has become much harder for branches to employ accompanying reps due to new rules imposed by the HMRC around payment of accompanying reps
- There seems to be a shortage of accompanying reps within the GMB
- The overall goal is to not have workers who need accompanying reps as we aim to organise every workplace where we have members

#### Congress resolves

- To put together a report on the best way to make sure members in unorganised workplaces get representation
- The report needs to look at best practise in the different regions to produce a working example that regions can then adopt or adapt

M27 LB MERTON BRANCH  
*Southern Region*

### **18. AFFILIATION TO NATIONAL SHOP STEWARDS' NETWORK**

The National Shop Stewards' Network (NSSN) was formed in 2006 to help build an active network of trade union reps across the UK. It is supported by 7 national unions, PCS, CWU, RMT, BFAWU, POA, NUJ and NUM.

Congress believes that the National Shop Stewards' Network has a vital role to play in the fight against the vicious, ideological attacks on working people and the current programme of austerity measures. It provides solidarity and support for local disputes and helps to strengthen Trades Councils. It has held a series of successful conferences each year, helping to shape the anti-cuts movement.

#### Congress agrees to:

1. Affiliate to the NSSN
2. Encourage branches to affiliate to the NSSN
3. Encourage all GMB Reps and Branch Officers to individually join NSSN
4. Actively publicise NSSN events and meetings.

GMB@PCS BRANCH  
*London Region*

## **UNION ORGANISATION: FINANCES & CONTRIBUTIONS**

### **19. BRANCH ACCOUNTS FIT FOR PURPOSE**

This Conference requests that Branch accounts are made fit for purpose.

The current system was piloted by a number of Branches who then passed back their observations.

When the new system went live, there were still all sorts of issues with it, and a number of observations still had not been put right.

The NAU needs to listen to Branches and make the system fit for Lay members to use with ease; the Branch officers are not trained Accountants.

The spreadsheet used is not visible in one view. All the sections need to be printed off individually. This is both time consuming and a waste of paper, ink, time and effort.

We were assured that there would be less paperwork, but it would appear we now have more paperwork and a more cumbersome system than when we asked for it to be simplified and an electronic version to be produced.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

## **20. REMUNERATION FOR UNION ACTIVISTS**

This Congress believes that the allowances paid to delegates and other union officials in pursuit of union activities have remained the same for too long and that allowances should be increased to reflect the increased cost of living.

This rise should also take into account the remunerations that are allowable by HMRC without incurring tax. For example the mileage allowance should be increased from 35 pence/mile to 45 pence/mile.

LONDON ZOOLOGICAL BRANCH  
*London Region*

## **21. UNION SUBSCRIPTIONS**

This Conference is asked to introduce a flat rate of subscription for all who are members and those wishing to join our union. The suggested flat rate would be £5.00 per month, for union membership.

A61 - ASDA STORES BRANCH  
*Northern Region*

## **22. MOBILISING THE COMMUNITY**

This Conference calls for a campaign to mobilise the unemployed, the retired and students through a 25p a week community membership scheme. These new members will receive reduced benefits to be agreed by the CEC.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **23. GMB SUBSCRIPTIONS**

This Conference agrees,

That in these days of economic austerity and our diminishing wages, the GMB recognises that many workers receive less than a living wage. In order to allow those who are receiving £15,000 per year or less and are working over 30 hours per week should pay a subscription equal to Class 2 or part time workers' rate but receive full benefits.

P28 SOUTH COAST WATER & UTILITIES BRANCH  
*Southern Region*

## **24. REDUCED MEMBERSHIP RATES**

This Conference should assess reduced membership rates for all workers on rates of low pay.

G50 - GENERAL SECURITY BRANCH  
*Northern Region*

# UNION ORGANISATION: UNION BENEFITS & SERVICES

## 25. REVIEW OF MEMBERSHIP BENEFITS

Congress notes that there has been considerable evolution over the years of membership benefits. In Will Thorne's day, the Gasworkers' union paid no benefit except strike pay, but by the 1970s, the GMWU had an extensive series of social benefits. The appropriate types of membership benefit change with time and context.

Congress believes that membership benefits currently in the rulebook may not all best reflect the priorities of our members' current requirements.

Congress believes that it is right to be cautious about any changes to membership benefits, and asks the CEC to investigate which benefits are valued by our members, and which could be changed or withdrawn. Congress asks the CEC to consider whether current benefits are cost-effectively delivered.

Congress asks that once the CEC has investigated, that it brings any proposed suggestions for changes in membership benefits to a future Congress for decision.

W15 WILTSHIRE & SWINDON BRANCH  
*Southern Region*

# UNION ORGANISATION: EDUCATION & TRAINING

## 26. TRAINING REPS READY FOR THE WORKPLACE

Congress proposes that by the time representatives complete their education training courses, they are fully equipped with all the necessary law and rights at work literature.

Currently with the funding pressure on branches it is not possible for the branch to provide them and therefore Congress agrees they should be supplied on completion of the courses.

IPSWICH & DISTRICT BRANCH  
*London Region*

## 27. LANGUAGE BARRIER

This Conference we call upon to provide relevant training in languages for stewards that have large numbers of migrant workers. This would enable shop stewards to recruit and retain these people in their workplaces to build an effective GMB organisation.

YORK GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

## 28. DOMESTIC VIOLENCE

This Conference:

Believes that:

The GMB as an employer should:

1. Join the 'The Corporate Alliance Against Domestic Violence', whose aim is to "raise awareness and to provide employers with practical support and tools to take positive actions in the workplace to end domestic violence."
2. Sign up to the Department of Health's Pledge on Domestic Violence that commits an employer to supporting their own employees when they raise the issue of domestic violence.
3. The GMB should also provide training for its officers and reps on the issue of domestic violence. They in turn can then better support GMB members by ensuring that employer's best support their workforce.

L17 LEWISHAM BRANCH  
Southern Region

## **29. COVERT SURVEILLANCE OF ELECTRONIC EQUIPMENT**

This Conference recognises the ever incessant increase in various forms of electronic subversive surveillance systems that is being implemented into our workplaces and therefore is calling upon the CEC to produce a GMB generic policy and an information pack for workplace stewards to use as a tool to firm up protection for our members subjected to such workplace surveillance.

We should like to see a GMB Stewards pack developed that gives guidance covering legal and welfare concerns in regard to all forms of electronic monitoring or surveillance and how long such information should be stored: that covers a proper and recommended use of CCTV, Vehicle Tracking, GPS on any electronic hardware, RFD Chips, and systems that monitor workers using telephone and keyboard equipment.

RHONDDA CYNON TAFF  
Wales & South West Region

## **30. UNION LEARNING FUND (ULF) IN ENGLAND AND IMPACT ON GMB MEMBERS WORKING IN TUC AND TRADE UNIONS**

Congress notes that:

- 1) The Union Learning Fund (ULF) in England has been reduced in the 2014/15 period resulting in project worker redundancies.
- 2) The remainder of the ULF projects in their current form are likely to end in 2015.
- 3) The GMB Union represents ULF project workers across different trade unions and in the TUC itself.

Congress believes that:

- 1) The ULF and project workers employed by the TUC and affiliated unions have achieved outstanding outcomes, engaging hundreds of thousands of workers, transforming their lives with opportunities, the attitude of the employer and resulting in the stabilisation and growth of union membership in many sectors.
- 2) This is yet another attack from an out of touch, uncaring Government.
- 3) Despite the blame lying squarely with the Con-Dem Government, GMB Union has a responsibility to those it represents working on fixed-terms contracts funded by ULF monies.
- 4) There are considerable inconsistencies in the terms and conditions and circumstances of the ULF project workers the GMB represents.

Congress resolves to:

- 1) Oppose the cuts by the Con-Dem coalition to the ULF and will lobby for its continuance particularly through our GMB Labour link in the lead up to the 2015 General Election.
- 2) Bring together a network of Project Workers who are GMB members and their representatives with a view to providing consistent guidance to those facing redundancy, disparity in terms and conditions and an uncertain future. This could include good practice in respect of:
  - Redundancy rights and fixed term contracts
  - Retraining and redeployment
  - Terms and conditions, including redundancy pay.

GMB@PCS BRANCH  
*London Region*

## **UNION ORGANISATION: EQUALITY & INCLUSION**

### **31. FAITH BASED OFFICERS**

This Conference calls on the CEC to establish dialogue with faith based organisations from across all of the regions in order to explore the role; if one exists for faith based officers jointly with GMB.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### **32. RAISING THE AGE OF YOUNG MEMBERS**

Congress, with education becoming compulsory up to the age of 18 and the youth unemployment rate at 18%, many young people are not gaining meaningful employment until their mid-twenties. Unless they have belonged to a Student's Union, or family members are in the Union, they will have no experience or knowledge of unions and will not understand the benefits of an organised workplace.

With GMB Young Members taking off we will need to expand our search for active young people who share the same interests and problems and the best way of doing this is opening our doors to those aged 27-30.

BARKING & DAGENHAM LGO BRANCH  
*London Region*

### **33. CONSULTATION ON POSITIVE DISCRIMINATION**

This Conference notes the good that has come out of positive discrimination in favour of women and ethnic minorities. Conference also notes that times have changed since positive discrimination was introduced. Conference calls on the CEC to seek views of all members on every aspect of positive discrimination to see if it still has a place in today's Union.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### **34. WIDENING EQUAL OPPORTUNITIES FOR BAME**

Congress is requested to campaign and lobby the Labour Party to extend the Equal Opportunities policy relating to women members on the boards of major public companies to include ethnic minorities also being represented on such boards in proportion to their percentage of the population.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*



### **35. BME & LGBT HATE CRIMES**

Congress, due to the increasing amount of BME and LGBT hate crimes and international murder, we call upon Lesbian, Gay, BiSexual, Transgender groups together with black and ethnic minority groups and the GMB:

- Campaign nationally, raising awareness of BME LGBT domestic violence
- Increase awareness and understanding of what hate crime is and its effects across GMB nationally.
- Engage in an intervention campaign to attempt to reduce BME LGBT murder
- To investigate and campaign to support LGBT BME people seeking asylum in our country due to fear of death,
- To lobby MPs and MEP's to put pressure on all countries that consider LGBT BME marriage to be illegal.
- To network with BME LGBT groups to increase support for our members

FULHAM 1 BRANCH  
*London Region*

### **36. THE IMPACT OF THE PRESS BASED BULLYING OF THE TRANSGENDER COMMUNITY**

This Conference upon the CEC to lobby the Government to strengthen legislation to protect the rights of those transgender members of society going through the gender realignment process.

We note the disgraceful articles penned by Richard Littlejohn in the Daily Mail in December 2012 around the gender realignment process of school-teacher Nathan Upton.

CARDIFF & DISTRICT BRANCH  
*Wales & South West Region*

### **37. AFFILIATION TO INTERNATIONAL LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION (ILGA)**

Congress recognises the important work that the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) has undertaken in the field of LGBT and intersex rights over many years. The recent developments in countries such as Russia in re-criminalising LGBT people, shows that campaign is far from won. The GMB can play a vital role in ILGA campaigns and in raising awareness of LGBT human rights to our own members.

ILGA's aims mirror ours in terms of lobbying for the decriminalisation of LGBT people and the need to promote and fight for LGBT equality and human rights in our workplaces, in society, at home and in our democratic structures, whether here or overseas.

Congress therefore agrees to affiliate to ILGA at a cost of 300 Euros per annum and to take an active part in developing its work.

GMB@PCS BRANCH  
*London Region*

### **38. INTERNATIONAL, LESBIAN, GAY, BISEXUAL, TRANS AND INTERSEX ASSOCIATION**

Congress instructs the CEC to affiliate to the ILGA

ISLINGTON APEX BRANCH  
*London Region*

### **39. RMSA DISPLAYS**

Congress agrees that each region donates £150 to the RMA to display equipment for use at the NPC and other national Conferences.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

### **40. PUTTING CLASS BACK ON THE AGENDA**

Congress calls on the CEC to run a branded campaign around income inequality. The inequality of opportunity income levels creates huge barriers in peoples' lives, but the lack of empathy shown by the current Government and media forces a large amount of the population to be unsympathetic. It is essential the public have access to information which exposes the downfalls of the capitalist system we live in rather than demonise and scapegoat certain groups of individuals.

The campaign should include the following:

- Collect facts and figures about the extent of poverty (especially in-work poverty) in the UK and its effects, and post them on our webpage and social media sites.
- Gather research on the effects of how low income on living standards and opportunities (including the effect on our economy) and distribute the findings to all MPs and any businesses we can.
- Publish easy read articles challenging negative propaganda about welfare claimants/working class and distribute to branches to put in their newsletters. These should be available at request in different languages too as immigrants are more likely to be suffering poverty
- Create a webpage which breaks down important government policies in an easy to read way, also available in other languages
- Offer free basic politics training to members to encourage them to challenge income inequalities in a constructive way.

This motion also asks the CEC to consider whether class should be an equalities strand.

BARKING & DAGENHAM LGO BRANCH  
*London Region*

### **41. CLASS AS A STRAND OF THE EQUALITY ACT**

Congress to campaign and lobby to have class, defined by a person's socio-economic status, included as a strand in the Equality Act.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

## **EMPLOYMENT POLICY: HEALTH, SAFETY & ENVIRONMENT**

### **42. PRIVATISATION AND COMMERCIALISATION OF HSE**

This Conference calls on the GMB senior management team to continue to campaign to maintain an Independent HSE that protects the health and safety of workers. We also ask them to put pressure on Government to recognise that the priorities of the HSE have to be strict enforcement and robust regulations.

It would appear that after four Government commissioned reviews in three years, Young, red tape, Lofstedt and now Triennial review have all failed to back the Governments notion of health and safety being a

'burden on business'. The Tories answer is to ignore the evidence and continue with the increased commercialisation, gradual dismantling and future privatisation of the HSE with less intervention putting our members and all workers at greater risk.

B10 BANBURY NO.1 BRANCH  
*Birmingham & West Midlands Region*

#### **43. THROW RESILIENCE OUT**

This Congress is alarmed that the term "resilience" has crept into worker training, employment contracts and now government policy in their well-being at work agenda. Resilience in this context means workers are expected to be capable of enduring bad or harsh working environments such as tolerating long hours, poor shift design, bullying management, high levels of stress etc. with no emphasis on making the job healthier or safer – super-hero workers whose super powers will allow bad employers and the government to get away with treating them abysmally. If this agenda is successful it is likely we will see the resurrection of arguments such as the "egg-shell personality" argument put up as a defence against workers in previous stress claims. Workers who are not resilient enough will find hanging on to a job, taking a case to an employment tribunal, making a claim for compensation or possibly even getting benefits, more difficult.

This Congress instructs the Central Executive Council to run a campaign for all workplaces and work to be made safe, healthy and fit for our members and for our reps and officials to throw out any attempts by employers to insert the resilience agenda in employment contracts, worker training or the health and safety management systems at workplaces. GMB delegates to the TUC General Council should raise our concerns there. The GMB should raise the issue with any relevant groups within Parliament including our supporting MPs etc.

NORTH WEST LONDON BRANCH  
*London Region*

#### **44. HEALTH AWARENESS (STRESS & MENTAL)**

Conference, our members are being put under pressure by the cuts to benefits and the effect this is having on their home life and by employers reducing staffing levels and continual cutting costs. As a result there is now a worrying trend where we see increasing numbers of stress related health problems, which in some cases are leading to mental depression. This problem covers all the strands of equality, gender, race, disability and LGBT and leads to sick absences and loss of earnings. Companies are in the main overlooking this problem and shop stewards are dealing with areas that they have not been trained in.

This Conference calls on the GMB to put pressure on the Government, the Department of Health, to place this as a priority on their agenda and for GMB to look at ways they can educate our shop stewards in this area by putting more emphasis into training and all education programmes. They would give them a better understanding and improve their support of members.

Please support.

X07 BRANCH  
*North West & Irish Region*

#### **45. HEALTH & SAFETY**

This Conference recognises that smoking is a major threat to the health of UK workers. Therefore, the GMB will encourage employers to work with our union in developing smoking cessation policies.

We further encourage employers to provide their staff with information on Stop Smoking Support Services; publicise available interventions and allow staff time-off to attend smoking cessation services.

D30 - DURHAM GENERAL BRANCH  
*Northern Region*

#### **46. MESOTHELIOMA BILL**

This Congress recognises that the Mesothelioma Bill which ensures some compensation for victims who cannot trace their employer's insurer was a step in the right direction but did not go far enough.

Consequently, Congress instructs the CEC to campaign for an incoming Labour or Labour led coalition to improve the compensation to 100% and backdate this to February 2010.

CAMBRIDGE 2 BRANCH  
*London Region*

#### **47. FLOOD PREVENTION**

This Congress bring pressure on the Government to give immediate attention to the Coastal Flood Defences also there is a programme for all rivers and ditches are dredged on a regular programme.

EAST DEREHAM BRANCH  
*London Region*

## **EMPLOYMENT POLICY: PENSIONS & RETIREMENT**

#### **48. RETIREMENT AGE INCREASE**

This Congress says retirement age increasing to the age of 70 years is taking us back to our forefathers retirement age.

Congress says we need to reintroduce the campaign for a retirement age to enable persons to have a retirement and not work until one drops.

EAST DEREHAM BRANCH  
*London Region*

#### **49. RETIREMENT CHANGES**

This Conference is concerned that the announcement to increase the retirement age fails to take into account the quality of work available and differing life expectancies between manual, office and professional workers.

It is common knowledge within the pension industry that manual workers in industrial occupations within the UK do not enjoy anything like the same life expectancy as professionals, or other classes of employees. To force someone who has done a lifetime of work in manufacturing, shipbuilding, health service or in factories to work longer than 65 is discriminatory to a large section of our membership and completely unacceptable.

We therefore call for opposition to any increase in the retirement age.

DEVONPORT BRANCH  
*Wales & South West Region*

#### **50. RETIREMENT AGE LEGISLATION**

This Conference agrees to mount a campaign seeking to repeal the Con-Dem government's retirement age legislation.

GRIMSBY GENERAL BRANCH  
*Midland & East Coast Region*

## **51. A LIVING PENSION**

This Conference calls for a Living Pension.

Whilst David Cameron has pledged to retain the 'Triple Lock' on pensions, he has refused to give support for maintaining existing universal pensioner benefits such as the bus pass and winter fuel allowance. With the 'triple lock guarantee' in place, pensions will only increase from £110 to £112.75 per week, some increase!

We call upon the GMB to DEMAND that pensioners be given a 'living pension'. Older people have to live too!

We have the minimum wage and are moving towards the 'living wage' but people (and the government) forget that pensioners pay the same for food, drink, mortgages, rent, community charges, etc. as the rest of the population. Yet they are expected to live on £112.75 per week.

We call on the GMB to continue to fight for pensions to be raised in line with pension levels in other European countries. The aim must be to provide pensioners in Britain with the right to live a dignified and peaceful retirement. We believe pensioners should receive £150 per week or more in order to stop the growth of poverty in old age.

Q22 BRANCH  
*North West & Irish Region*

## **52. PENSIONERS CHRISTMAS BONUS**

This Conference is asked to look at the Christmas Bonus for pensioners which was introduced by the Government in 1972.

The bonus paid to pensioners in 1972 was £10, at the time the weekly basic pension was £6.75. Four decades on, the same weekly basic pension is £110.15 and the Christmas bonus is £10.

We feel that a long overdue increase in the Christmas bonus would help all pensioners at this most expensive time of the year.

T36 TIPTON NO.2 BRANCH  
*Birmingham & West Midlands Region*

## **53. PART-TIME WORKERS' PENSIONS**

Part-time workers are sometimes only paid minimum wage and can be out of work more than in work.

Under proposed rule changes, retiring workers have to prove 35 years of National Insurance contributions, which means part-time workers would struggle to get even the basic State pension. This rule change must be changed to take into account these problems.

ANWICK & MID Lincs COMMUNITY BRANCH  
*Midland & East Coast Region*

## **54. PENSIONS**

This Conference deplores the actions of the ConDem Government for their pathetic attempt to address the dismal state of the pensions in this country.

Their introduction of the auto enrolment with a minimum of 1% paid into the employee pension, which will only increase marginally over time, falls well short of the type of provision our members will require to be comfortable in retirement.

We call on our union to work with our sister TUC affiliated unions in keeping up the pressure on the ConDem Government and future Government to increase the employer contribution into Auto Enrolment.

G36 SECURITY BRANCH  
*Southern Region*

#### **55. PENSION BLACK HOLE**

Congress is both dismayed and disgusted by the recent u-turn of the Pensions Minister, Steve Webb, when he announced that he is delaying his proposed cap of 0.75% to 1% on all pension charges, until at least April 2015. This is after claiming in October 2013 that he would consider a “full frontal attack” on the pensions industry, due to the fact that somebody saving £100 per month for their pension throughout their working life could end up paying between £170,000 to £230,000 in administrative charges. Even the Government’s own figures show that a pension saver with a 0.75% annual charge on their pension pot could eventually end up £100,000 better off than if they had been charged a rate of 1.5%.

This demonstrates yet again that unregulated markets, particularly in the financial sector, do not work.

Congress agrees we must continue to challenge both the Coalition Government and the pension industry in what is yet another example of “rip-off Britain”.

ISLINGTON APEX BRANCH  
*London Region*

#### **56. PENSIONS**

This Conference calls on the Government to clarify the compulsory retirement law, after the decision of five Supreme Court Judges, led by Lady Hale, that compulsory retirement at 65 can still be lawful.

The Supreme Court’s ruling was criticized by the Confederation of British Industry.

NOTTINGHAM TEC BRANCH  
*Midland & East Coast Region*

#### **57. PENSIONS: WE’RE ALL IN (BUT THE JURY’S OUT)**

This Conference is concerned about the future of pension schemes and calls on the CEC to keep this subject high on the GMB’s political agenda, ensuring our members are kept informed about future adverse implications for their retirement, as well as striving for improvements.

WESTERN POWER DISTRIBUTION BRANCH  
*Wales & South West Region*

## **EMPLOYMENT POLICY: RIGHTS AT WORK**

#### **58. ANTI-TRADE UNION LAWS**

This Congress is appalled by the Government’s anti-Trade Union Laws and attitude.

EAST DEREHAM BRANCH  
*London Region*

#### **59. TRADE UNION RIGHTS**

This Conference is appalled that an inquiry is being held by this Tory-LibDem government into trade union tactics that could see an end to our right to strike and right to protect.

As austerity continues and millions of people face falling real wages, unemployment, part time or casualised low paid work, the need for strong union organisation is clear.

Congress is determined to fight these Tory attacks and will unite with other unions to ensure they are stopped.

BARNSLEY GMB BRANCH  
*Yorkshire & North Derbyshire Region*

#### **60. DRACONIAN EMPLOYMENT LEGISLATION**

This Conference is aware that the Tories have in the past four years introduced legislation that has been aimed at working people and the Trade Unions that represented them.

We currently have the most draconian employment legislation of any of the members of the European Unions.

We therefore call upon the GMB/Labour Party to campaign for a complete review of employment legislation in the UK that provides for the protection of people in work and that allows for access to justice, if and when unscrupulous employers abuse their powers in the workplace.

MONMOUTH UTILITIES BRANCH  
*Wales & South West Region*

#### **61. EMPLOYMENT LEGISLATION**

This Congress calls on a future Labour or Labour led Coalition Government to immediately repeal the divisive Employment Law changes introduced by this Coalition Government.

CAMBRIDGE 2 BRANCH  
*London Region*

#### **62. ZERO HOURS CONTRACT**

This conference is extremely concerned at the increased use of zero hours contracts. These are particularly prevalent in industries where workers are already under pressure and often exploited, like security, retail, hospitality and care.

In 2013 there were over 200,000 people on zero hours contracts. The vast majority of these workers will be desperate for as much work as is available. The flexibility of these contracts in most cases only really benefits the employer.

Workers on zero hours contracts are reminiscent of workers lining up outside of docks during the last century and beginning of this one. Modern day workers awake and stay by the phone in the hope that they will be given some work that day.

This causes harm both to the individual but also uncertainty for their family. It also causes problems for the benefit system which is not nuanced enough to cope with this.

Workers on zero hours contracts:

- Work fewer hours on average
- Receive lower gross pay
- Have a lower hourly wage

In most cases it should not be impossible for these often large companies to give their staff guaranteed hours. In lots of cases zero hours contracts are used to control workers as companies know that if workers complain about working conditions or pay they can just stop giving them work.

Zero hours contracts must be legislated for to ensure that companies do not take advantage. There may be cases where zero hours contracts suit both employees and employers. However these are minimal and the very high use of zero hours contracts must be kerbed.

G36 SECURITY BRANCH  
*Southern Region*

### **63. ZERO HOUR CONTRACTS**

This Conference notes:

1. The increasing use by employers of zero hour contracts.

This Conference believes:

2. The use of zero hour contracts is not a positive economic innovation. It is insecure work causing stress, worry and social insecurity for millions of people.
3. Workers are often unable to enforce their limited rights under these types of contract, or fearful of doing so.
4. The use of zero hours contracts should be made unlawful.
5. In the absence of abolition, any legislation to restrict the use of zero hours contracts should include measures to provide workers with:
  - a. A statement of employment particulars after a set number of weeks, with a minimum number of hours worked based on the average hours worked and a maximum number of hours that the individual should be available for work.
  - b. An on-call payment for those hours the individual should be available but is not called on to work by the employer.
  - c. A statutory presumption that any individual on a zero hours contract is an employee not a worker or self-employed.
  - d. A prohibition of exclusivity.
  - e. Where no work is provided for a defined period of weeks the worker should be entitled to request a severance payment.
6. Individuals who agree a zero hours contract should only be able to do so after receiving advice from an independent trade union.
7. Where an employer wishes to use zero hours contracts they should only be able to with a collective agreement with an independent trade union.
8. The proportion of workers employed by an employer on zero hours contracts should be restricted.

This Conference resolves:

9. To call for a future Labour Government to abolish zero hour contracts or legislate to restrict their use in line with the above beliefs.
10. To call for Labour Councils to ensure that their commissioning procedures include a requirement that bidders do not utilise zero hour contracts, and to ask GMB Councillors to act consistently with this.

LEEDS GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

### **64. ZERO HOURS CONTRACTS**

This Conference opposes the use of zero hour's contracts by various employers. Employers use zero hour's contracts to cut wages, avoid holiday pay, pensions and other benefits enjoyed by employees and agency staff.



Workers are also unable to take on other work as they are obliged to be available for work at the whim of the employer and with the high level of insecurity comes the risk of bullying, harassment and stress. The rise of zero hour's contracts in the workplace is the latest attack on workers' rights and dignity. It's time to end the exploitation.

C80 DUDLEY BRANCH  
*Birmingham & West Midlands Region*

**65. ZERO HOURS CONTRACTS SHOULD NOT BECOME THE NORM**

This Conference asks that zero hours contracts are not allowed to become the norm. The use of these contracts do not afford our members with the same legal protection as permanent contracts. They are supposed to allow flexibility on both sides, however who can afford to turn down work in today's economic state, and if work is turned down, how many times are employees made to feel guilty about it?

How can members be expected to survive when they have no idea whether they are going to get any hours in order to get pay, when they cannot get a mortgage or loan because they are not guaranteed hours.

Give our members a chance, and stop employers from using these contracts in order to get labour on tap 24 hours a day, 7 days a week, 365 days a year.

SHERWOOD FOREST HOSPITALS NHS BRANCH  
*Midland & East Coast Region*

**66. ZERO HOURS, CASUAL CONTRACTS**

This Conference calls to abolish zero hours/casual contracts and to employ individuals on fair and decent Contracts.

SECURICOR BRANCH  
*Wales & South West Region*

**67. ZERO HOURS CONTRACTS**

This Conference – due to the extensive use of Zero Hours Contracts being used by established employers we are calling on Congress to oppose Zero Hours Contracts in place of permanent employment.

CAMBORNE BRANCH  
*Wales & South West Region*

**68. ZERO HOURS CONTRACTS**

This Conference notes with deep concern the growth in zero hours contracts leading to the disempowerment and increased exploitation of workers.

Moreover, this Conference is of the opinion that the steady erosion of Trade Union rights in recent years has greatly contributed to this situation.

We therefore call for:

- a full investigation of zero hours contracts, leading to proposals for changes to Employment Law
- a legislative framework which enables Unions to operate effectively in obtaining and defending fair and just working conditions for all workers.

This Conference therefore calls upon the CEC to campaign vigorously to achieve these aims.

LEICESTER HOME CARE AND GENERAL BRANCH  
*Midland & East Coast Region*

**69. ZERO HOURS CONTRACTS**

This Conference calls upon the CEC to use every effort and to campaign vigorously for an end to the disgrace in our workplaces of zero hours contracts.

These contracts are a blight upon the workplace and the working population of the early part of the 21st century.

Such a campaign must seek equality in employment standards and a level playing field, especially for the young, who are deliberately being discouraged from work!

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

**70. ZERO HOURS CONTRACTS**

This Conference agrees to mount a campaign with the Trade Union and Labour Movement with the objective of zero hours contracts being deemed unlawful, in the first term of office of the next Labour government.

GOOLE BRANCH  
*Midland & East Coast Region*

**71. ZERO HOUR CONTRACTS**

This Conference calls on this government and our Labour MP's to end this era of Zero Hour contracts.

In a time of perpetual financial crisis, it is appalling that this government allows unscrupulous employers to allow profits to be gained at the expense of employment security.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

**72. ZERO HOURS CONTRACTS**

This Congress is outraged by the scandal of zero hours contracts and supports Ed Miliband in his commitment to end the scandal of zero hour contracts within the first Parliament of the incoming new Labour Government or Labour led Coalition.

Congress calls on the CEC to ensure all GMB sponsored MPs vote and campaign in line with this motion and ensures that the full weight of the GMB campaigns for the ending of zero hours contracts.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

**73. EMPLOYMENT LAW**

This Conference agrees that the next Labour Government will introduce legislation preventing employers introducing zero hours contracts in the workplace.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

**74. ZERO HOURS & GANGMASTERS LICENSING AUTHORITY (EXTENSION OF POWERS)  
BILLS 2013 – 2014**

This Congress fully supports the Zero Hours and Gangmasters Licensing Authority (Extension of Powers) Bills 2013 -14. Both Bills of which have had their first reading in Parliament on 24th June 2013 and scheduled for their second reading on 28th February 2014.

## **Zero Hours Bill**

Will ensure the issuing of zero hours contracts becomes unlawful. This would put an end to the misery suffered by the 200,000 workers estimated by The Office of National Statistics employed on these scandalous types of contracts. That requires workers to be available for work despite no guarantee of work being available.

## **The Gangmasters Licensing Authority (Extension of Powers) Bill**

Many Employment Agencies operate on the Swedish derogation model (opt out of the agency regulations). Where this does not apply agency workers are commonly laid off shortly prior to the 12 week qualification period for comparable employment rights.

The extension of powers to the Gangmasters Licensing Authority would enable the regulation of Employment Agencies in all sectors of the economy, help tackle this and many problems faced by agency workers.

This Congress calls on GMB to campaign to ensure these vital Bills receive Royal assent, through the lobbying of MPs to ensure the successful progress through Parliament.

ASDA BEDFORD DC BRANCH  
*London Region*

## **75. NATIONAL MINIMUM WAGE RATES**

Congress, as of 2013 there are 4 scales of pay

Apprentice £2.68  
Under 18 £3.72  
18-20 £5.03  
21&Over £6.31

While we have come a long way in getting a minimal wage, we feel that there should not be a separate wage for different ages.

In this day and age, why should people be able to do a man's/woman's job at 17 and get less pay? At 17 you can drive a car, smoke, gamble (lottery) and yet you would only get £3.72 yet at 21 you would get £6.31.

We ask that this be put to the Ministers and at least one tier be taken out or even two tiers.

This would then go somewhere to looking at getting a living wage.

BRAINTREE & BOCKING BRANCH  
*London Region*

## **76. EMPLOYER WHO IS ALSO THE LANDLORD**

This Conference deplores the landlord link between rented accommodation and workers who are made to stay in these 'rented accommodations' at a cost which undermines the National Minimum Wage and workers' rights of freedom to live and work in the UK.

We ask that GMB lobbies government to change this practise and to work to introduce legislation to stop the employer being also the landlord and making it a condition that the workers must stay and pay for the overcrowded rented accommodation as part of their employment.

WEST YORKSHIRE MANUFACTURING BRANCH  
*Yorkshire & North Derbyshire Region*

## **77. END MINIMUM WAGE ABUSE**

Congress agrees that HMRC are dramatically failing to enforce payment of the minimum wage. Only 90 civil servants are employed to that end and last year only 431 investigations were carried out compared to 1,492 in Labour's last year in office.

Congress further agrees that the scope for investigating abuse must be widened with trade unions and Citizens' Advice Bureaux being able to report abuse to local authorities as well as HMRC.

HOME COUNTIES GENERAL BRANCH  
*London Region*

## **78. THE SCANDAL OF EMPLOYERS' LOW PAY AND THE BENEFIT TRAP**

This Conference, many employers are costing the country millions of pounds by paying the minimum wage.

The vast majority of benefits for example; Family Tax Credit and Housing Benefit are paid to hard working people.

This is unacceptable when companies like Starbucks and Amazon make millions while paying poverty wages.

The government could in theory surcharge these companies for the balance of the benefits that the state pays their employees, but a simpler idea would be to argue why the living wage must become the minimum wage.

We therefore call on the GMB to campaign at every level for a living wage to replace the current national minimum wage.

ASDA STORES BRANCH  
*Yorkshire & North Derbyshire Region*

## **79. MINIMUM WAGE**

This Conference endorses that the Minimum Wage be increased to above the Living Wage.

CAMBORNE BRANCH  
*Wales & South West Region*

## **80. A FAIR DAY'S PAY FOR A FAIR DAY'S WORK**

This Conference agrees that workers should be paid for all the time that they work. It is common practice in call centres to require staff to be in for at least 15 minutes prior to their actual start time so that they are "ready" to take calls at the allotted time. We say this is an outrage and that these people – who are generally on minimum wage, quite possibly agency workers – are paid for all the time they are actually working whether that's preparing for, taking the calls and including the time they spend after the end of their shift closing their final call.

SOUTH WALES POLICE BRANCH  
*Wales & South West Region*

## **81. A LIVING WAGE CAMPAIGN**

This Conference is aware the GMB has campaigned for many years for the introduction of a national minimum wage that would assist with the elevation of poverty and to remove the exploitation of employees by their employers. Those on the right of the Conservative Party argue that the introduction of the national minimum wage would lead to many company closures and mass unemployment, the GMB is proud to say that those doom and gloom merchants did not prevail and that hundreds and thousands of low paid part time workers mainly women, have benefited as a result of the introduction of the national minimum wage, however, it has become clear that the level set for the NMW is too low with many people in work still having to rely upon benefits to keep their heads above water. We therefore call upon the next Labour Government

to implement the Living Wage to stop poverty pay and to stop the subsidising by the tax payer of low pay paid by unscrupulous employers.

MOTIL PLASTICS BRANCH  
*Wales & South West Region*

**82. PAY RISE FOR ALL WORKERS**

This Conference agrees to work with the TUC and Labour Party to campaign for a pay rise for all workers in the country to reflect the increase in living costs that we are all suffering from.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

**83. LIVING WAGE**

This Conference, when union representatives negotiate with their companies on pay and conditions for their members, it should be union policy that the living wage is part of every claim.

YORK GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

**84. WHAT IS A LIVING WAGE?**

This Conference instructs the CEC to research with the TUC what really is a living wage in the 21<sup>st</sup> century in Britain today, and to report back to next year's Congress on its findings.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

**85. SHORT TERM CONTRACTS AND THEIR EFFECT ON AGENCY WORKERS**

This Conference is fully aware that agency workers should be treated the same as direct employees, but already some companies are changing their approach to agency workers by offering short term rolling contracts resulting in a two tier workforce being created. We call upon the CEC to lobby Parliament to end the two tier workforce created by this and ensure all employees are treated equally.

HENGOED ENGINEERING BRANCH  
*Wales & South West Region*

**86. AGENCY WORKERS**

This Conference agrees that the Agency Workers Regulations are found wanting even before the 'paint is dry'.

This conference calls upon a future Labour Government to include in its manifesto, reforms to the derogated agency opt out.

R35 ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

**87. EXPLOITATION OF AGENCY WORKERS**

This Conference calls on the GMB to campaign and seek the real commitment of the Labour Party to take measures when back in Government to close the Swedish Derogation loophole in the Agency Workers Regulation.

The last Labour Government bought in regulations that should have seen agency workers that worked for a company for twelve weeks or more having the same rights and be earning the same wage as full time employees. Disappointingly the Regulations were passed while containing this loophole that allowed the agencies and employers to do deals that made agency workers, no longer agency workers becoming

employees of the agency. This takes away their rights to equal pay and enables the continued exploitation of these workers keeping them on minimum wage and almost zero hours contracts.

It has now been reported that the Labour leader Mr Ed Milliband has assured us that 'The next Labour Government will work with British business to close this loophole and ensure that agency workers cannot be used to undercut non-agency staff'.

The GMB calls on Labour to go further than this by pledging in their election manifesto to changing as a matter of urgency the way the UK interprets the Agency Workers Directive. We also ask that we are given a commitment by Labour when dealing with this issue, that they will listen to the Trade Union who speak for the vulnerable workers and act in the best interests of the workers and not that of big business who will only wish to continue to use the law to take advantage of and abuse low paid workers.

B10 BANBURY NO.1 BRANCH  
*Birmingham & West Midlands Region*

### **88. EQUALITY FOR AGENCY WORKERS**

This Conference calls on the GMB Union to regenerate our campaign for Equal Rights from day one for our members.

Our members feel let down.

Our members feel like second class citizens, compared to full-time workers. Zero hours contracts. No bonuses. Frightened to ask for holidays in case they lose their jobs.

These are just a few to name as discrimination towards our members. It is therefore imperative that we can renew our campaign for equality for agency workers.

Z46 - STOCKTON 3 ENG BRANCH  
*Northern Region*

### **89. EMPLOYMENT AGENCIES**

This Conference agrees that the introduction of Agencies by the Thatcher government is undermining workers' pay and conditions and employment rights. This Conference therefore agrees to call upon the Labour and Trade Union Movement to work together, ensuring that the next Labour government brings to an end the hiring of workers via Employment Agencies.

GOOLE BRANCH  
*Midland & East Coast Region*

### **90. TERMINATION OF THE RIGHT TO EMPLOY PERMANENT SITED CONTRACTORS**

This Conference calls upon the CEC to work towards an end to the Thatcherite practice of contracting out labour forces to third party so-called contractors.

Since 1979 the growth in this field of employment has risen, whilst wages, terms and conditions of employment has fallen.

Along with employment opportunities lost by contracting out, the compromise in health and safety at work and equality with the general workforce are all areas to be rightly taken back by an incoming Labour government, giving real hope to our GMB members for the future.

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

## **91. CHANGES TO THE TRANSFER OF UNDERTAKINGS (PROTECTION OF EMPLOYMENT) REGULATIONS 2006**

This Congress does not welcome some new provision in TUPE Regulations, which come into force 01/10/14 in the Security industry. The purpose of TUPE is to protect employees if the business in which they are employed changes hands. Its effect is to move employees and any liabilities associated with them from the old employer to the new employer by operation of law.

While handling tax breaks to millionaires, this Tory-led government has announced policy after policy designed to make it easier and quicker to throw ordinary people out of work. The new changes are made on the basis that the current TUPE provisions are “overly bureaucratic” and “gold plated”. The changes include: enabling renegotiation of terms derived from union collective agreements one year after the transfer.

Congress calls on the GMB to lobby Government to delete or amend the statutory notice in order employers fully discharge undertaking and employment rights are fully protected.

GMB LONDON SECURITY BRANCH  
*London Region*

## **92. THE IMPACT OF EMPLOYMENT TRIBUNAL FEES ON DISCRIMINATION CLAIMS**

That since 29th July 2013 workers are now charged a fee to submit an employment tribunal and additional fees when the claim is heard. These costs can total up to £1200.

The first data released by the government after the introduction of the fees show some worrying trends.

The number of single claims submitted to ET's has historically been around 4500 – 5000 per month.

Following the introduction of the fees system the number of single claims dropped to 3,645 in August and only 1,117 in September.

In the months prior to the introduction of fees the monthly average for sex discrimination claims was just over 2000, yet in December this dropped to a very worrying 129 claims

This conference does not believe that this decrease is as a result of there being less claims and employers no longer discriminating against workers.

It is clear to this conference that the fees are having a direct impact on access to justice especially in relation to discrimination.

This conference calls on the CEC and the national political department to Publicise the data which shows that the impact of the introduction of fees is detrimental to access to justice

Put pressure on the government to review the impact of the fees and argue that the fees should be reversed

Put pressure on the Labour Party to make repealing of the fees a manifesto commitment

K19 LONDON SW GENERAL BRANCH  
*Southern Region*

## **93. TERMINAL ILLNESS**

This Conference calls on the GMB to campaign for a change in legislation to the Equality Act (2010).

This campaign calls for the protection and an inclusion of a clause for absolute protection of employment status and rights for anyone diagnosed with a terminal illness.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

## **94. STATUTORY BEREAVEMENT LEAVE**

This Conference calls upon the GMB to conduct a national campaign and lobby Government to introduce Statutory Bereavement Leave, with pay, for four weeks, when a loved one dies.

The Statutory Bereavement Leave should be given as a right when the death occurs of a parent, adopted parent, partner, son or daughter.

At the present time the majority of bereaved workers are failing to receive the compassionate support from their employer at this very emotional and stressful time, the introduction of Statutory Bereavement Leave would be a step in the provision of compassionate support for them.

GLOUCESTERSHIRE COMMUNITY BRANCH  
*Wales & South West Region*

#### **95. STATUTORY BEREAVEMENT LEAVE**

This Conference believes that there should be a statutory entitlement to bereavement leave for all employees paid at average earnings.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

#### **96. CHANGE BEREAVEMENT LEAVE CAMPAIGN**

This Conference we ask GMB Congress to support Change Bereavement Leave Campaign. While many good employers offer compassionate leave, there is no statutory right to leave & this campaign aims to introduce four weeks paid bereavement leave for parents.

Currently workers have the right to a "Reasonable" amount of time off work following an emergency that involves a dependent. The length of time an employee is allowed to take as leave depends on their contract of employment & is at the discretion of the employer. Typically, compassionate leave is between three & five days. Grieving workers then need to use their holiday entitlement or be signed off sick!

Change Bereavement Leave Campaign & Gone Too Soon Website believes that with lack of clear legislation leaves bereaved employees at the mercy of their bosses. This campaign is championing the work of Lucy Herd who lost her 23 month old son Jack in August 2010 & although Lucy was not working at the time, her then partner was only given five days leave. Lucy Herd's Campaign is called Jacks Rainbow.

While supporting this campaign, GMB could also introduce that this campaign needs to recognise that other bereaved relatives should also be entitled to paid time off at times of bereavement. Frances O'Grady TUC'S General Secretary Quoted coping with the sudden loss of a loved one is traumatic enough without having to worry about work too. The government should do the right thing & give people a legal right to paid time away from their jobs after someone close to them has died.

This branch asks GMB to please put forward this motion to 2014 Congress to support.

LEEDS CIVIC BRANCH  
*Yorkshire & North Derbyshire Region*

#### **97. BULLYING**

This Conference is aware that there is evidence that workplace bullying is on the increase. It has far-reaching and extremely damaging effects on productivity, staff morale and an individual's health and well-being. The law currently offers limited opportunity for an individual to take action against employers, some of who simply do not take this issue seriously and sometimes even explain it away as "robust management".

The GMB should conduct research on the nature and extent of bullying in work, and campaign for greater legal protection for those being bullied.

SOUTH WALES POLICE BRANCH  
*Wales & South West Region*

#### **98. CRIMINALISING CORPORATE BULLIES**

Congress notes the psychological and emotional effects of cyber bullying. It has been estimated that the victims are 2 to 9 times more likely to consider committing suicide and some workplaces today have as



much of a problem with bullies as do schools, particularly in the security industry where it can lead to dangerous and sometimes life-threatening situations.

The conviction of the two individuals who bullied a prominent feminist campaigner and a female MP is a success but Congress believes that workplace bullying should be treated equally seriously and calls on GMB to lobby politicians with a view to ensuring that there are legal remedies for workers who are being bullied.

G36 SECURITY BRANCH  
*Southern Region*

## **99. BLACKLISTING**

This Congress condemns the outrageous practice of blacklisting by employers to prevent union activists from securing employment.

We congratulate the first class work and commitment of those involved in the blacklist support group in the building industry.

However blacklisting is also taking place in other industries with the lives of Union Stewards, Safety Reps and other Activists devastated by the morally indefensible practice of blacklisting.

Congress congratulates those in the GMB who have played a positive role in supporting the campaign against those guilty of blacklisting.

In light of the fact that blacklisting is a much wider problem and is not confined to the building industry, Congress calls on the CEC to ensure that every effort is made to expose and end blacklisting in all industries and professions.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

# **INDUSTRIAL & ECONOMIC POLICY: ECONOMY**

## **100. UK ECONOMY – REALITY**

Congress recognizes that with less than a year until the next General Election, the UK electorate must be made aware of the true condition of the economic position. The current Tory led government must not be allowed to con the British public into 'safety first' voting on the belief that the 'tough decisions' are paying off and that we are all on the path of prosperity. The GMB must place all possible reasonable resources into conveying the true picture to the electorate and ensure that all our partners in the wider labour movement are similarly working along the same lines. Cameron, Osborne & Co have dared to go where even Thatcher would not and the future for working class people in this country is unthinkable should the Tories be returned to government.

Congress recognizes that 4 years into the Tory led coalition GDP is less than the 2008 pre financial crisis figure. In terms of production, manufacturing and exports, the figure is substantially less. The apparent / perceived current economic good news is based on an unsustainable 'credit card', debt laden consumer spend and London / South East housing bubble in an unbalanced economy.

Congress deplores the cynical electoral ploy of David Cameron with his interventions into the mortgage and housing markets as represented most recently with the latest government help to buy scheme. The Tory government is creating similar conditions to those which were instrumental in bringing about the financial and banking crisis of 2008 with all the misery that has followed.

Congress is deeply concerned that levels of personal UK debt are reaching the figures of the pre 2008 position. Most worrying is that debt levels prior to 2008 were due in part to lavish spending on high end products / luxury goods / holidays etc, but now debt levels represent the people attempting to maintain their standard of living and fighting to halt the continuous decline in living standards.

Congress cannot accept that perceived good economic news is a result of the tough austerity based, deficit reduction policies of Osborne. Financial belts can only be tightened for so long and similarly the delaying of expenditure on household goods, appliances, cars etc. Congress recognizes that to maintain a living standard purchases have to be made but unfortunately much of this pent up, delayed, consumer led demand is on the basis of increased debt. We are not witnessing sustainable economic growth in the form of growth in manufacturing, production and exports.

Congress accepts that abnormally low interest rates are the sign of an unhealthy, unbalanced economy. Congress is concerned about the prospects for many households in relation to mortgage payments, but believes that a gradual and steady increase to normal historic levels is essential to reflect a truly sound and sustainable economy and that the disaster of the 2008 crash is finally end. Retired members, pensioners, hard working people with some prudent savings, persons on fixed incomes, pension funds, cannot indefinitely subsidize an unrealistic housing market and others personal debt. The current consumer demand growth is in part the spend of people who see no financial sense in sensible saving as inflation erodes purchasing power. Congress deplores the irresponsibility of the Tories in attempting to create a feel good factor with house price increases that have no connection with underlying economic performance and financial fundamentals.

Congress recognizes that if the GMB in association with the wider labour movement does not make the UK electorate aware of the reality of the economic position of UK plc, we risk the return of a Cameron government, a false economic recovery that peters out soon after 2015 and 5 years of austerity and misery with a sustained attack on working and middle class families.

X23 DOVER FERRIES BRANCH  
*Southern Region*

## **101. SUPPORTING THE FIGHTBACK AGAINST AUSTERITY**

Congress notes:

- 1) The Tories' continued austerity drive in huge cuts to public spending, attacks on wages, benefits and more job cuts.
- 2) The Peoples' Assembly met on 22 June 2013 and saw 4000 activists debate the way to build the anti-austerity movement.
- 3) Tens of thousands joined the mass protest against austerity at the Tory Party Conference on 29 September in Manchester called by UNITE, UNISON, and the GMB, and backed by the TUC and other unions.
- 4) The powerful strikes by 2.5million workers on 30 November 2011 and the broad, enthusiastic support by members from many unions for action called by trade union leaders.
- 5) The FBU, NUT, NASUWT, UCU, UNISON and UNITE in Higher education, NAPO probation workers, and legal workers have all taken national strike action since the autumn, while other unions, such as the CWU, have returned big votes for strikes.
- 6) As well as disputes at a national level, 2013 saw important localised strikes. These have included, for example, the victorious action at Hovis in Wigan – where members of BFAWU defeated zero hours contracts – and the unofficial strike by UNISON Social Care Workers in Glasgow, who won reinstatement of a victimised colleague.

Congress believes that:

- 1) We can't simply wait for a Labour Government to end austerity, particularly after Ed Miliband's signed up to Tory spending plans.
- 2) There is an urgent need to build up the strength of trade union organisation across the public and private sectors.
- 3) Disputes that have won victories through striking back have shown it is possible to fight and win.
- 4) Support for the Peoples' Assembly and the big turnout on the 29 September TUC demonstration show that many union members are people affected by the cuts want to organise and resist.

Congress resolves to:

- 1) Support all groups of workers fighting back against the attacks on their wages and conditions on our services.
- 2) Support the creation of local Peoples' Assemblies, and build the Peoples' Assembly and its actions – similar to those which took place earlier in the year such as the Recall Conference on 15 March, the National Demonstration on 21 June, the Budget Day Demonstration on 19 March and the Women's Assembly on 22 February.
- 3) Support the call, raised again at the autumn 2013 TUC Congress, for continued discussion of a general strike and to back the call at the TUC for a national day of action against austerity, including co-ordinated strike action.

GMB@PCS BRANCH  
*London Region*

#### **102. NATIONAL CAMPAIGN AGAINST AUSTERITY MEASURES**

This Conference calls upon the CEC to actively promote a national campaign, to expose this Con/Lib Dem Government, on their austerity measures, which are damaging to public sector workers, and communities across the country.

CARDIFF 1 BRANCH  
*Wales & South West Region*

#### **103. THE IMPACT OF PUBLIC SERVICE CUTS UPON VULNERABLE WOMEN AND ORGANISATIONS**

This Conference calls upon the CEC, to lobby Parliament and stop the impact of Coalition cuts directly affecting vulnerable women, children and organisations within the UK.

PONTYPRIDD GENERAL BRANCH  
*Wales & South West Region*

#### **104. GOVERNMENT CONTRACTS**

This Conference calls upon the GMB Union to persuade the Coalition Government that all government contracts should only be allocated to companies operating within the United Kingdom. British jobs for British workers.

Z46 STOCKTON 3 ENG BRANCH  
*Northern Region*

## **INDUSTRIAL & ECONOMIC POLICY: SOCIAL JUSTICE**

#### **105. CAPITALISM – NOT WORKING**

Congress notes with serious concern the ever widening gap between rich and poor and the recognition that the many are now working ever harder to support a minority of rich elite.

It is accepted, even by some former capitalists, who always believed the principles of capitalism, the market, neo liberalism and individualism were the driving forces of wealth creation, that now we are slaves to the system itself.

In his 2013 Labour Party conference speech, Ed Miliband spoke of the economic tide rising but only the yachts going up. President Obama in a state of the nation address made similar comments to the effect that capitalism was working for an ever shrinking affluent elite while the vast majority of working and middle class people had to fight ever harder just to get by.

Congress recognizes that it maybe one thing to identify a problem, but it is another to solve the issue. The vast majority of the working people of the civilized world have been shocked by the scale of the economic and financial crisis of 2008 and its continuing repercussions. Working people struggle daily with the cost of living crisis, the struggle to make ends meet, the difficulties in trying to live a decent balanced life and raise children in an ever more insecure life.

Congress urges the GMB leadership to work with partners of the labour movement around the world and influence an incoming Labour Government to work similarly with those like-minded governments in other countries to ensure a future where the system works for the majority. We must not be slaves to the capitalist system that only works for a minority of rich and powerful.

Congress recognizes that often challenges and difficulties provide opportunities. The gravity of the economic and financial recession has provided a catalyst and a mood and a belief in working and middle class people that there must be change to stop this ever widening rich – poor gap.

X23 DOVER FERRIES BRANCH  
*Southern Region*

#### **106. THE GAP BETWEEN RICH AND POOR HAS WIDENED CONSIDERABLY UNDER THE TORY/LIB DEM COALITION GOVERNMENT**

This Conference notes with concern that the gap between rich and poor has widened considerably under the Tory/Lib Dem Coalition Government with 10% of the richest people in the UK owning 90% of the wealth.

This cannot be right, that in the twenty first century rich people are getting richer and the rest are facing uncertainty in employment with zero hours and more draconian employment rights, increasing debt, with charities reporting up to a 44% rise in those people seeking advice on how to make ends meet, and food banks in some areas becoming the fastest growing businesses.

We call upon the GMB/Labour Party to campaign for:-

- A fairer graduated taxation system which allows those that can afford to pay more.
- The introduction of the Living Wage across both the Public and Private Sectors.
- The re-introduction of Universal Benefits, which work on the basis of 'you pay in; you get out when you need it'.

MONMOUTH UTILITIES BRANCH  
*Wales & South West Region*

#### **107. GROWING INEQUALITY**

This Congress is greatly concerned at the ever widening earnings gap that is the driving force of growing inequality that has been occurring over the last 30 years.

It both explains and justifies Ed Miliband's claim that any economic upturn that may be taking place, is not benefiting the vast majority of the public and also fully justifies the GMB's drive for a living wage.

Consequently Congress believes that the growing wages gap should be central to both the Trade Unions and Labour Party economic propaganda regarding the 2015 General Election and the GMB Living Wage Campaign.

ISLINGTON APEX BRANCH  
*London Region*

#### **108. CHAMPIONING SOCIAL VALUE**

Congress notes the failure of the current economic system to offer wages to reflect the positive impact of the most essential roles in society, leaving millions in poverty despite serving sometimes working 3 or 4 jobs because supposedly unskilled work is unvalued.

According to [neweconomics.org](http://neweconomics.org) **'for every £1 they are paid, childcare workers generate between £7 and £9.50 worth of benefits to society'**.

Shamefully, **'while collecting salaries of between £500,000 and £10 million, leading City bankers destroy £7 of social value for every pound in value they generate'**.

Late in 2013, Switzerland took the unprecedented step of capping salaries for CEOs in which companies would be legally blocked from paying their highest earners more than their lowest earners' salary in a month.

GMB policy is to campaign for a Living Wage on a political platform. It is also to campaign for a maximum pay differential like the Swiss have adopted

Congress calls on the GMB to take a step further in championing social value in wage negotiations on the ground as well as taking the matter into the heart of British politics.

Congress instructs the GMB to integrate training on wage negotiations around social value of labour into the GMB @ Work framework, to maintain the visibility of the issue through press releases as well as campaigning and lobbying Parliament.

M15 BRANCH  
*North West & Irish Region*

#### **109. COST OF LIVING CRISIS**

Congress calls upon the CEC to campaign for hard up families. Poverty is a real problem for many working families, due to the real cost of living. This problem will only worsen when interest rates inevitably rise.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

#### **110. EQUAL TREATMENT OF CAPITAL AND LABOUR**

Congress to campaign and lobby to seek legislation to recognise labour and capital equally. Limited liability for companies resulted in companies being treated as a person with rights of ownership. Given this state of affairs it is proposed that capital and labour should have equal status in law so that labour (people) should be as free or restricted as capital in its various forms especially as limited companies, this being a practical step towards eradicating tax havens.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

### **111. TORIES AND BANKERS BONUS**

This conference is disgusted that following the recent worldwide banking crisis the British government are currently taking the EU to court over its proposed bankers bonus cap.

Considering the economic crisis was in part caused by the irresponsible bonus arrangements within the banking sector it is amazing that this government would take such action to defend bankers.

This legal action is just another example of how the Tories are on the side of the rich and privileged. We are absolutely not “all in this together”.

This union must ensure that this message gets out to the electorate. The Tories are never on the side of working people.

H25 ASCOT & WINDSOR PARK BRANCH  
*Southern Region*

### **112. BANKERS BONUSES**

Congress calls on the CEC to lobby the Government regarding Bankers Bonuses. Why we hear that we are climbing out of recession we must not be complacent and remember to cast our minds back to the last few years. Where friends and family have been made redundant, and for many forced to take reductions in their salary just to remain in Employment.

Failure should not be rewarded and if we are hearing correctly and we are coming out of recession we know it's only going to be a matter of time before the above inflation bonuses will be given to Bankers once again.

ISLINGTON 1 & HARINGEY BRANCH  
*London Region*

## **INDUSTRIAL & ECONOMIC POLICY: TAXATION & GENERAL**

### **113. TAX AVOIDANCE HMRC FUNDING**

This Conference notes that HMRC calculates that up to £32 billion per year is lost through tax evasion and avoidance by companies and individuals. This conference calls on a future Labour Government to increase resources of the HMRC to take on large scale tax avoidance and evasion including closing tax avoidance areas under the control of the UK government such as Isle of Man, Channel Islands, and seeking agreement from the EU and other international parties to reform tax havens.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

### **114. COMPANY TAXATION**

This Conference recognises with concern the aggressive steps that have been taken by multinational companies to avoid paying their fair share of tax.

To correct this situation Conference instructs the CEC to campaign to introduce measures in the calculation of tax for multinational companies that would divide the worldwide profits by the number of worldwide employees and then multiply this result by the number of UK employees to give a true profit for the UK arm of the business.

The CEC will use its endeavours to get this accepted by Government using all of its contacts to organise a campaign of the TUC, all affiliate trade unions, members of the GMB and also general public.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

#### **115. PROGRESSIVE TAX SYSTEM**

This Conference notes the effect of the Con-Dem “austerity” measures on working people and those on benefits. The burden has fallen disproportionately on these sections of the population whilst those on higher incomes have received a tax cut. This conference believes that the deficit cannot be filled by cuts alone and that a more progressive tax system should be used to increase Govt revenue. This should include an increase in the higher rate of taxation to at least 50% raising approx. £3bn. We call upon the Labour Party to scrutinise and debate other tax measures.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

#### **116. WIDENING TRADE UNION MEMBERSHIP**

Congress is requested to campaign and lobby for National Insurance Contributions to cover the cost of Trade Union membership in order to protect employees and workers employment rights. Currently there is a legal obligation on people to insure their car and take out building insurance; otherwise it's not possible to obtain a mortgage. Currently this has to be obtained from the private sector.

An equivalent protection for employment rights could be with a Trade Union automatically as per the current Government campaign promoting workplace pensions.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

#### **117. LABOUR PARTY**

This Conference agrees that the next Labour Government will campaign to remove the EU levy of 5% VAT on all forms of energy household energy to become VAT free.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **118. LABOUR PARTY**

This Conference agrees that the next Labour Government will remove all Green Taxes from household energy bills.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **119. BETTING ANOMALY**

This Congress views the different level of betting tax between bingo halls and betting shops as anomalous.

Why should bingo, very much the enjoyment for millions of working women pay 20% tax whilst the big betting shops with their crack cocaine betting machines, only pay 15%.

Surely in all equity they should either be levelled up or down, preferably down.

HENDON BRANCH  
*London Region*

#### **120. TAXATION OF FARMLAND**

Congress is requested to campaign and lobby the Labour Party to implement a tax on farmland by way of Council Tax and Inheritance Tax.

This being a practical start to addressing the problem of inequality and tax avoidance.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

### **121. BORROWING MONEY TO PURCHASE A COMPANY**

This Conference is concerned about the practice by both individuals and organisations when intending to purchase a business of raising a loan on the asset of the company that they intend to purchase. This has the effect of saddling that business with debts that in a lot of cases are unsustainable putting jobs of working people at risk; the equity which may be owned by our members or the public to any investment they may have in occupational or private pension schemes in that company.

Conference therefore instructs the CEC to start a campaign mustering support to amend legislation that makes the practice of borrowing money to purchase a company or business using that company or business as the asset illegal.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### **122. HEDGE FUNDS**

Congress absolutely deplores the capture of the Co-operative Bank by US hedge funds. Congress notes that the bank has mutual, ethical and collective principles which are at odds with the motives in this takeover. Congress also notes that the collapse of the Bank was caused by the catastrophic business judgements of the previous management. Congress further notes that it is the workforce which is now paying for these disastrous errors and calls on the Secretary of State for Business, Innovation and Skills to exercise his powers under section 76 of the Companies Act to require the bank's new board to outline a plan to return the Co-operative to more democratic control within a fixed timescale.

Z26 MIDDLESBROUGH MANUFACTURING BRANCH  
*Northern Region*

### **123. CASH ISA'S**

This Conference deplores the action of some banks and building societies regarding cash ISA's.

We therefore call upon the GMB nationally to lobby the appropriate bodies to get rules changed which would allow existing customers to move their ISA savings into the current best deal as and when they are available.

This could be a valuable option especially for pensioners wanting to boost their income after nearly five years of rock-bottom interest rates.

R35 ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

### **124. ISA ALLOWANCE**

This Conference disagrees that you cannot put all your ISA allowance into the cash component.

This disadvantages pensioners, those saving for a deposit for their first home and other risk averse savers.

We therefore instruct the CEC to lobby the Government of the day to change the existing rules.

R35 ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

## **INDUSTRIAL & ECONOMIC POLICY: PUBLIC OWNERSHIP AND CONTROL**

### **125. NATIONALISE THE ENERGY INDUSTRY**

This Conference calls on the Labour Party to commit now to nationalising the energy industry!



Labour's commitment to tackle the problem of unaffordable energy by freezing prices if elected in 2015 may strike a chord with ordinary people, but these half measures will never solve the problem. Labour must go further and commit to nationalising the major energy firms, taking them into public ownership and running them under democratic control. A step that would enable an integral energy plan that would truly benefit ordinary people.

With energy prices increasing by 24% in the last five years and household incomes only increasing by 2.9%, the 'Big Six' energy companies have enjoyed surges in profits rising to 73%.

Labour's announcement to freeze prices has only caused a frenzy amongst the 'Big Six' and big business, with threats of jobs losses, blackouts and further price increases on its already cash-strapped customers.

These attempts to try and regulate the energy industry will solve nothing and only lead to a strike in capital.

RIPON AND THIRSK GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

#### **126. LABOUR PARTY**

This Conference agrees that the next Labour Government will bring the Energy Industry back under state control.

B43 BIRMINGHAM CITY GENERAL BRANCH  
*Birmingham & West Midlands Region*

#### **127. UTILITIES**

Congress resolves that GMB will pursue every avenue to persuade Government to nationalise the utilities (gas, electricity and water) and also rail and buses. GMB will campaign on all fronts in pursuit of this aim, now, during and after any forthcoming election.

Our members have had enough of struggling to pay increasingly high prices for these necessary services while the wealthy profit from our need. "Competition" doesn't work, public ownership does.

LOWESTOFT BRANCH  
*London Region*

#### **128. PUBLIC OWNERSHIP**

This Conference recognises that there is a place in society for public ownership. The corporate greed of the energy and rail companies to control its drive for higher profits damages the standard of living of the British public.

Therefore Congress calls for the next Labour Government to bring into place a plan of nationalisation.

MILTON KEYNES CITY BRANCH  
*London Region*

#### **129. UTILITIES**

This Conference calls on the next Labour Government to bring back the electricity, gas and water industries back in to public ownership to ensure we get these services at affordable prices.

Z39 NORTH KENT ENGINEERING BRANCH  
*Southern Region*

### **130. RE-NATIONALISE OUR WATER INDUSTRY**

This Congress calls on the Labour Party to begin a conversation with the electorate about the future of the water industry. England is alone in the world in having all our water privately owned and poll after poll consistently show that when asked 70% say they want our water back in public ownership.

The electorate are completely fed up of being ripped off by an industry which is largely foreign owned and avoids paying tax by heaping £billions of debt on our most precious resource.

Cuts to our members' pay, pensions and jobs are being used to fund outrageous dividends to shareholders while senior managers are awarded huge bonuses.

The Labour Party must have a dialogue with the electorate, include its findings in its next manifesto and put some urgently needed clear blue water between them and the Tories who are intent on destroying the public sector. The public are crying out for choice in who to vote for not watered down versions of Tory policies.

EAST OF ENGLAND WATERWORKERS BRANCH  
*London Region*

### **131. RENATIONALISATION STUDIES**

This Conference notes that despite the support for nationalisation of the utilities, railways and Royal Mail in opinion polls there appears to be no political or academic debate around this subject. This conference calls on the GMB to commission studies on effective ways of bringing these services back into public or common ownership and to promote these mechanisms within the Labour Party and the academic community.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

### **132. POST OFFICE SELL OFF**

GMB deplores the selling off of the Royal Mail. Serious questions must be asked about the mistakes made. The royal mail was sold under its market value by £2.2 billion. This not only means that the state has lost that money and will never recover it.

It also means that it will make any future attempt to renationalise the mail service will have huge costs involved.

There were also a large number of people who made a significant profit from the selloff, within a very short period of time.

An investigation should be launched into who was responsible for undervaluing the organisation and there must be consequences. There should also be an investigation into who benefited from the undervaluation and by how much.

The Labour party also must start to investigate how to renationalise the royal mail.

S69 SOUTH EAST COAST AMBULANCE BRANCH  
*Southern Region*

### **133. SELLING OF ROYAL MAIL**

This Congress condemns the cut-price sale of the Royal Mail and calls on the Labour Party Leadership:

- 1) To commit unequivocally to taking Royal Mail back into public ownership
- 2) To guarantee that pay, conditions of service and pensions are maintained  
At or restored to pre-privatisation levels.
- 3) To commit to retaining the pre-privatisation network of post offices.

KING'S LYNN NO 1 BRANCH  
*London Region*

# POLITICAL: GENERAL

## 134. SUPPORT FOR THE CENTRE FOR LABOUR AND SOCIAL STUDIES

This Conference fully endorses the GMB's support for the Centre for Labour and Social Studies (CLASS).

This think tank is a perfect mix of the heart and intellect of the Labour Movement, comprising of academics and, trade union and community activists. This means its publications are accessible and can easily be understood by all. However, the budget of CLASS is limited and, unlike other more right wing think tanks, does not automatically have the ears of the press.

Conference calls on the GMB to continue to support CLASS and urges all GMB members to become involved with CLASS and to promote both the organisation and its publications.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

## 135. COMBINING TRADE UNION STRENGTH AND ORGANISATION

This Congress urges the GMB to seek to encourage all Trade Unions, not just those affiliated to the Labour Party to jointly produce and distribute pro-Labour materials in the run up to the 2015 election.

Any repetition of the Tories either alone or in coalition with either the Liberal Democrats or UKIP would be a disaster in which they would seek to reduce the size of the state to the detriment of those dependent on benefits and services.

BARKING BRANCH  
*London Region*

## 136. FINANCIAL SUPPORT OF POLITICIANS

This Conference will not endorse, contribute financial support or provide facilities to the re-election campaign of any elected Councillor, MP or MEP who has voted in favour of imposing cuts to any public service.

LEEDS LOCAL GOVERNMENT STAFF BRANCH  
*Yorkshire & North Derbyshire Region*

## 137. KEEP MAY DAY

This Conference believes that the May Day Bank Holiday is a celebration of international workers' day and should retain this status.

We therefore instruct the CEC to lobby the relevant bodies and the Labour Party to keep the status quo regarding May Day Bank Holiday.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

## 138. 'NO' TO A 'MARGARET THATCHER DAY'

This Conference calls for the proposal put forward by a group of Tory MPs to change the August Bank Holiday day to 'Margaret Thatcher Day' to be stopped.

ANWICK & MID LINCS COMMUNITY BRANCH  
*Midland & East Coast Region*

# POLITICAL: THE LABOUR PARTY

## 139. LABOUR PARTY FUNDING

Congress notes the decision taken by the CEC to significantly reduce funding to the Labour Party. Whilst we recognise that this decision was taken with great reluctance, we believe it was entirely correct, given the direction the Labour Party is now travelling in. The current Labour leadership appear to have forgotten why the Labour Party was established. It was established to give a voice to working people in Parliament and to carry out policies that would benefit the majority and not the few rich and privileged.

The current Labour leadership wish to push Labour into the centre ground formerly occupied by the Lib Dems, who have now shifted to the right. This is a cynical attempt by career politicians desperate for power who believe ordinary people will still vote Labour because there is nowhere else to go.

The move to the centre is designed to attract the disillusioned middle class voter, abandoning the principles on which Labour was founded.

If working people are to have any hope of a decent future for themselves and their families, Labour has to fight the next election on policies that will address the concerns and needs of the majority.

Congress calls for a radical manifesto which should include the following:

1. Return to public ownership Water, Gas and Electricity
2. End privatisation of the NHS
3. Introduce a living wage through legislation
4. End zero hours contracts and introduce employment rights for all from day one.
5. Increase the tax rate for the rich and close the loopholes in the tax system which allows companies and millionaires to avoid billions in tax.

Congress agrees that unless the Labour Party adopts these measures as part of its general election manifesto, all funding will be withheld, with the exception of affiliation fees.

L33 BRANCH  
*North West & Irish Region*

## 140. FULL EMPLOYMENT

This Conference calls on the Labour Party to adopt a commitment to full employment as the main plank of its economic policy for the 2015 manifesto.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

## 141. LIVE LIVESTOCK MOVEMENTS

Congress asks the CEC to seek to have included in the Labour Party Manifesto for the next generation "a total ban on the movement of live livestock to Europe", if at all possible.

ESSEX PUBLIC SERVICES BRANCH  
*London Region*

## 142. FINANCIAL INCENTIVES FOR EMPLOYERS TO TAKE ON THE LONG-TERM UNEMPLOYED

This Conference calls on the CEC to campaign for the Labour Party to introduce into its 2015 Manifesto a policy which would give financial incentives in the form of tax concessions to employers who take on the long-term unemployed into their employment for at least a 12 month period of work, paid at the Living Wage rate.

GMB MID LINGS BRANCH  
*Midland & East Coast Region*

#### **143. OPPOSE GAGGING BILL**

Congress believes that the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill, also known as the Gagging Bill, represents a serious threat to democracy. Congress notes that even Jenny Watson of the Electoral Commission has described the bill as posing “real questions around free speech”.

The third part of the Bill is particularly damaging to trade unions where there are proposals to alter the regulations concerning trade union membership records. The particularly worrying aspect of this part of the Bill is the number of people who will be able to look at trade union membership data which will include the government and employers’ agents. This is a direct attack on trade unionists.

Congress resolves to oppose the provisions of the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill which require membership records to be disclosed.

W15 WILTSHIRE & SWINDON BRANCH  
*Southern Region*

#### **144. LOBBYING BILL**

This Conference calls on the Labour Party on its return to Government to repeal the Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Bill forthwith.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

#### **145. LABOUR PARTY UNITY & ORGANISATION**

This Conference notes with concern the activity of the organisation called “Progress”.

This organisation seeks not only to influence the policy of the party but decide what that policy should be. They continue to undermine the relationship between the Labour Party and the trade unions. It continues to train and promote for its preferred candidates for Parliamentary Selections and internal Labour Party Elections. It has supporters, among a large number of sitting Labour MP’s who advance the strategy of accepting Tory arguments for public spending cuts and wage restraint.

Conference further notes that Donor in Chief to the organisation is Lord David Sainsbury, along with Lord Montague of Oxford and has supporters, including Peter Mandelson, David Lammy, Tristan Hunt, Steven Twigg with the Chairman being Lord Adonis, no friends of the trade unions.

Conference also notes that the N.E.C. of the Labour Party did investigate “Progress” sometime ago, but despite being concerned about its finances took no action. Conference believes that “Progress” must be made accountable to the Labour Party. As a limited company it needs only to supply certain information about itself. It would be interesting to know how it is able and from where it raises more money than Plaid Cymru, the Scottish Labour Party and the Green Party,

Conference further believes that faction campaigns undermine the opposition to Tory policies, endangering the unity of the party and the trade unions in the fights against the Coalition Government.

Conference demands that if transparency and accountability cannot be achieved then “Progress” should be declared a prescribed organisation and removed from the Labour Party.

Z48 SUNDERLAND 1 ENG BRANCH  
*Northern Region*

#### **146. LIVING WAGE**

This Conference calls on the Labour Party to adopt the mandatory Living Wage as a policy in its 2015 manifesto.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

#### **147. THE BILDERBERG GROUP AND LABOUR MP'S**

This Conference is concerned about the shady Bilderberg Group and the involvement of past and present Labour MP's with it. This secretive organisation keeps no minutes and most attendees, which include businessmen, military and security personnel, politicians and royalty, tend to be kept secret. Past known British attendees include Margaret Thatcher and Prince Charles. At least one CIA front organisation, the Ford Foundation has given funds to the Bilderberg Group.

Conference believes involvement with such a shadowy, secretive organisation is incompatible with the aims and aspirations of the Labour Party, its members and supporters and should be proscribed. In this light, conference calls on the Labour Party NEC to investigate the links between any Labour MP's and the Bilderberg Group, if necessary, expelling MP's and members with links to it from the Party.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **148. LABOUR PARTY AUSTERITY AND SOCIAL POLICY**

This Conference deplores the Labour Party's statements, inferring that they will conduct the same austerity and social policies as the Tories do currently, if they win the next General Election.

The Labour Party must slow the pace of cuts in order to invest for the future, and favour alternative, clearly differentiated policies than those of the other political parties.

The Conference calls upon the CEC to campaign and influence the Party, as directed.

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

#### **149. TRADE UNION & LABOUR PARTY LINK**

This Conference believes that for far too long the Labour Party has demanded that the trade unions pay up and shut up, ignoring our concerns on reducing living standards, benefit cuts, frozen wages, job cuts, health and education privatisation, bedroom tax, the shambles of the transport system and energy costs.

Her Majesty's opposition appears to be content with offering to tinker with the Government's Austerity Programme offering no real alternative policies that would enthuse the electorate.

This Conference believes that the Labour Party leadership appears to think that come the General Election new members and the 3 million lost voters will flock back to support the Party. Without any commitment to redress the policies the Government have enacted during their term of office. In the real world this view is totally wrong.

This Conference demands that the unions and the party need to look at the working relationship, including policy and funding decision, regardless of the Special Conference in March. We need to ensure that the experience, knowledge and wisdom of ordinary workers is made available to the Labour Party.

Z48 SUNDERLAND 1 ENG BRANCH  
*Northern Region*

#### **150. LABOUR PARTY AND THE HISTORIC TU LINK**

This conference notes that the last 12 months have been a challenging time for the link between the Trade

Unions and the LP.

However the GMB is proud of our historic relationship with the Labour Party.

Without the Trade unions the Labour Party would never have existed.

Without the trade unions today the Labour Party would not have the input of millions of working people. It would be a party of middle class, professional politicians.

The union must engage our membership in politics and build their confidence so that they can become more involved in the party as councillors, MP's, Welsh AM, SMSPs, TULO officers, Secretary's etc. This is our only chance to make the party representative of working people.

P28 SOUTH COAST WATER & UTILITIES BRANCH  
*Southern Region*

## **POLITICAL: LABOUR PARTY CONSTITUTIONAL ISSUES**

### **151. BRANCH LABOUR PARTY DELEGATES**

This Conference recognises the importance to the union of its branch delegates to constituency Labour Party General Management and Executive Committees and is concerned with the lack of connection between the GMB organisation and these delegates. This can result in delegates pursuing policies that are different from the position of the GMB Nationally and local GMB branches.

Conference therefore instructs the CEC to come forward with a system to ensure that all branch delegates to Constituency Labour Party General Management and Executive Committees are fully briefed on current GMB policy therefore eliminating any potential confusion.

With the next General Election upon us in 2015 Conference instructs the CEC to take action on this matter of urgency as we need to ensure the Labour Party secures every opportunity of gaining a majority at that election.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### **152. GENERAL ELECTION 2015**

This Conference agrees that in the interest of working people it's essential that Labour wins the 2015 General Election. Therefore regardless of any difference of opinion there may be between the Union and the Labour Party on how votes are cast within the Party. Congress pledges to give as much support as it can financial and physical to help secure a Labour victory in the 2015 election.

B41 BIRMINGHAM RUBBER BRANCH  
*Birmingham & West Midlands Region*

### **153. A NEW CLAUSE 4**

This Conference calls for a new Clause 4 of the Labour Party Constitution, with the following explicit commitments:

1. A National Health Service, free at the point of use, based on need not ability to pay
2. A fair and equitable system of tax
3. A fairer distribution of the nation's wealth
4. An education system giving the chance of lifelong learning to all
5. An economy which benefits all not the few, with public ownership of utilities, rail transport and other industries of strategic importance

6. A path from cradle to grave, build on the foundations of the above, giving every citizen the chance to achieve their aspirations and allowing them to live with dignity, without fear of poverty.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **154. INTERNAL LABOUR PARTY ELECTIONS CODE OF CONDUCT**

Congress believes that the Labour Party benefits from its diverse foundations in the constituency membership, the affiliated unions, and the socialist societies. Only Labour can draw upon the experience of millions of working people.

Congress believes that the Labour Party benefits from its traditions of robust and democratic debate, and can be proud of the democratic manner in which its internal elections take place. Over 175000 people voted for Ed Miliband to be leader of the party, including 119000 trade unionists.

Congress believes that the integrity of elections, whether selecting the party leader, selecting candidates for elections, or other internal elections, requires confidence that the process is transparent, above board and fair to all candidates.

Congress affirms its support for the Code of Conduct, which requires Labour Party staff to act impartially in all internal Labour Party elections.

W15 WILTSHIRE & SWINDON BRANCH  
*Southern Region*

## **POLITICAL: DEMOCRACY & CONSTITUTIONAL REFORM**

#### **155. SUPPORT FOR THE 'NO' CAMPAIGN IN SCOTLAND'S REFERENDUM CAMPAIGN TO PREVENT FURTHER UK PRIVATISATION OF THE NHS AND PUBLIC SERVICES**

This Conference supports the NO campaign to prevent Scotland leaving the UK as a matter of urgency for the following reasons:

- the growing divide between the England and Scotland in terms of NHS and Public Service policy differences has to be stopped and reversed as soon as possible.
- these differences are being used by both the SNP and the Tories in Westminster to create resentment and reduce goodwill within the UK nations.
- our resilience as a strong UK is being undermined in order to distract us from what really matters, hope for better education, better health, more quality jobs for those who can work and support, care and dignity for those who cannot provide for themselves
- we are distracted even more by a media that trumps up issues and dramas which in the light of day really have little merit in terms of what really matters in the lives of ordinary people.
- the need to stop the real divide in the UK, the growing inequality between the haves and have nots has never been greater.

As one nation within a strong UK, we have a greater chance of working towards the common good by means of democratic change.

SCOTTISH PRIMARY CARE NURSING BRANCH  
*GMB Scotland*



#### **156. PARTY MANIFESTO**

This Congress demands that manifestos published by political parties must be by law a contract between Government and the British people. We demand that policies offered to the electorate for their votes by the Party in government, must be adhered to.

Legislation not in the manifesto cannot be implemented without there being a national referendum. Failure to do so would be a breach of contract and would enact a General Election.

MILTON KEYNES CITY BRANCH  
*London Region*

#### **157. LEGISLATION TO SUPPORT A 'NOTA' OPTION ON LOCAL AND GENERAL ELECTION BALLOT FORMS**

This Conference, we asking congress to support a 38 Degrees campaign that legislation is passed making it law that an official None Of The Above option is added to ballot papers in the UK for all future elections. Abstaining is not the same as being able to register a vote of no confidence; it is simply not participating and can be dismissed as voter apathy with no further analysis. Spoiling the ballot is not the same either as spoilt ballots can be counted as spoilt in error. Any spoilt vote count is therefore meaningless and does not provide a measure of voter discontent. An official NOTA option, by contrast, would. As such, it is a democratic pre-requisite. Why is this important?

If implemented properly, having a 'None of the Above' option on the ballot paper is a potential game changer and not merely a protest vote (although it would also serve that function). Our proposal differs from other countries that have a NOTA option, in that the candidate or party polling the next highest number of votes after NOTA would NOT take office anyway (rendering the option meaningless) as a NOTA win would indicate that more voters actively rejected all of the available candidates than voted for any one of them.

Therefore, for NOTA to be effective, in the event of it "winning", a remedial process must be triggered and the election rebooted/rerun with new candidates and/or policies in place.

In such circumstances, to avoid political instability, we propose that the second place candidate who polled the next highest number of votes after NOTA should take office temporarily while preparations are made for a rerun of the election within 6 to 12 months at the most.

The knock on effect of having this real NOTA option with real ramifications would be huge. To avoid another NOTA defeat, parties would have to rethink their choices of candidates and policies and offer something that might be acceptable to more of the electorate.

Implemented this way, as well as engaging disillusioned non-voters initially, NOTA also has the potential to bring party politics and our democracy into the 21st Century, ultimately giving those people something meaningful to engage with in the first place.

LEEDS CIVIC BRANCH  
*Yorkshire & North Derbyshire Region*

#### **158. RESTRICTION ON THE POWERS OF ELECTED MAYORS**

This Conference requests that the next Labour Government restricts the powers of directly elected Mayors, most of whom act as dictators, so that a simple majority of Councillors can overturn any mayoral decision.

BRISTOL PUBLIC SERVICES  
*Wales & South West Region*

### **159. NEW ELECTED PARTY**

Congress calls upon both the CEC and the TUC with the help of our General Secretary, Paul Kenny to start a new Party.

With the amount of clout all Unions have we feel that all Unions should pool together and start another Party, as we feel over the last few years Labour have done very little to support the roots of Labour and done nothing to support the causes of the GMB or of the working person on the whole.

While we applaud Paul Kenny for taking a large chunk of our money away from the Labour Party, we feel we should go further and elect true Labour MPs who vote for our GMB values.

BRAINTREE & BOCKING BRANCH  
*London Region*

### **160. FREEDOM OF INFORMATION**

Congress notes that the Freedom of Information Act applies only to public bodies and agrees that its scope should be widened to include private companies who operate transport, power and water. The recent horrific stories of families without power over Christmas and rail routes closed for excessive times may well be prevented if these companies came under the scope of the Act.

BARKING & DAGENHAM LGO BRANCH  
*London Region*

## **POLITICAL: RACISM & FASCISM**

### **161. COMBATting THE FAR RIGHT**

This Conference agrees that given the Trade Union movement's values of equality and diversity which are built on the principle of the commonality of workers; the xenophobia and racism propagated by the "far right" is both repugnant and contrary to all that Trade Unions believe.

Congress believes that in order for the realisation of a society on the basis of equality and fairness the "far right" must be frustrated at every turn and their machinations, be they in word or deed, be stymied by the workers which they seek to divide.

This Congress of the GMB resolves:-

- That GMB will counter the "far right" in every sphere: print, media and presence.
- To urge GMB branches to forge links with fellow Trade Unionists and anti-fascist groups.
- To assemble an action plan that may be implemented at a branch level to establish the practicalities of a counter demonstration (in conjunction with neighbouring GMB branches and anti-fascist groups) in response to the threat of "far right" marches and demonstrations.

WALES & WEST UTILITIES BRANCH  
*Wales & South West Region*

## **POLITICAL: IMMIGRATION & MIGRATION**

### **162. INTERNATIONALISM**

Congress notes

- That the working class of any two nations have more in common with each other than the working class and the ruling class. It is an age old trick of divide and rule to turn two groups of working

class people against each other and exploit their differences to distract them from fighting together for better social and employment conditions

#### Congress further notes

- Political parties in the UK such as the Conservatives and UKIP have been trying to pit migrant workers against British born workers
- Reports in 2013 by the Centre for Research of Migration at UCL and the National Institute for Economic and Social Research debunked right wing myths about migrants having a negative economic effect on the UK
- That there is a reciprocal benefit to migrants who join the UK Trade Union movement. Both for the conditions of the migrant worker and the Trade Union Movement as a whole.

#### Congress resolves

- That the GMB should always put itself at the forefront of tackling right wing prejudices around migration
- That the GMB is truly an International Socialist trade union
- That we continue where appropriate to show solidarity with our trade union brothers and sisters whatever country that they reside in
- If any MP we support within the Labour Party takes a stance in contradiction with this motion then we ask for their support to be reviewed straight away.
- Lobby the Labour Party not to be drawn in to anti-migration rhetoric with other political parties.

M27 LB MERTON BRANCH  
*Southern Region*

### **163. MIGRATION**

This Conference notes:

1. In Britain migrants make up 9 per cent of the population, which is the average for Europe. Britain has a smaller proportion of migrants and lower rates of net immigration than the US, Canada, Australia and several large European countries.
2. Migrants (including refugees) contribute to public services through their tax and national insurance contributions. They make a net contribution to the UK economy of £3 billion. Migrants are often young, healthy, and skilled, their use of public services is actually very limited.
3. Migrants help deliver many of our public services, working in the National Health Service, education and social care. It is a fact that the NHS could not function without migrant workers.
4. That, contrary to claims in the media, only 1.8 per cent of social housing is occupied by those who have been in Britain less than five years. Research by the Equality and Human Rights Commission dispels the myth that immigrants jump the social housing waiting list. This found that 60 per cent were privately renting, 18 per cent were owner occupiers, and only 11 per cent were allocated social housing. The research found no evidence of abuse of the system nor of 'queue jumping'.
5. Research commissioned by the Home Office concluded that there was no evidence to suggest that asylum seekers had detailed knowledge about the UK benefits system.
6. The number of asylum seekers that Britain receives is average for Europe, ranking 14th out of 27 when looking at asylum seekers per head of population. The UK receives fewer asylum applications than France, Germany, Italy, Sweden and Belgium. As of January 2012, the UN estimated that the number of refugees, pending asylum cases and stateless persons made up just 0.33 per cent of the population
7. Asylum seekers do not have access to the mainstream benefit system. They receive £36.62 a week or £5.23 per day, which is 52 per cent of Jobseeker's Allowance and well below the UK poverty line. Those who are refused asylum cannot access any benefits.

This Conference believes:

8. The economic crisis is the fault of bankers, politicians and bosses, not of immigrants. As the Mirror wrote in an editorial "Austerity, not migration, is why living standards and real wages are falling."
9. Pandering to anti-immigrant rhetoric moves the political agenda to the right, giving confidence to racists, and helping to legitimise the views of far-right groups. It also helps to fuel the growth of UKIP.
10. Migration is vital for the functioning of our society. With a rising elderly population and decreasing fertility rates, we will depend even more than we already do on migrants to provide tax revenues and services.
11. Racism against immigrants, including refugees and people seeking asylum, divides workers, hampering struggles to defend wages and conditions.

This Conference resolves:

12. To produce material for members exposing right-wing myths about immigration and asylum seekers.
13. To campaign to defend immigrants and asylum seekers, and to encourage them to join trade unions.
14. To support broad-based organisations campaigning against racism and scapegoating migrants.

LEEDS GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

#### **164. IMMIGRATION**

This Congress affirms its opposition to all attempts to scapegoat immigrants for the economic crisis and for the on-going attacks on working class living standards.

Contrary to the myths peddled by the right-wing press and their political representatives, Congress recognises and is proud of our union's tradition of fighting to support those who come to Britain, looking to improve their lives and the lives of their families and fulfil their potential. Recent research by academics at UCL has found that rather than being a "drain", immigrants' contribution to public finances and the British economy has been "remarkably strong". The research has also found that immigrants from outside Europe contribute more in taxes than they receive.

Congress believes our union should be unashamed in making an openly progressive case for immigration, based on the facts, and for the benefits that it brings our country. GMB believes the multicultural diversity of our union and of our country is a strength, not a weakness. We also call on the GMB to advocate policies for a future Labour Government that do not fuel anti-immigrant racism, and to embed a strategy for the unionisation of recent immigrants and allocate substantial resources to this effort.

NORTH WEST LONDON BRANCH  
*London Region*

#### **165. BULGARIAN AND ROMANIAN WORKERS**

This conference deplores the scaremongering by the British press and the right wing leading up to the changes allowing Bulgarian and Romanian people to live and work in the UK without restrictions.

GMB considers that all workers are legitimate and welcomes migrant workers to the UK. Our priority is to ensure that as many new workers as possible to the UK join the GMB.

The scaremongering about benefits claiming, crime, and undercutting British workers is the worst type of prejudice. This debate is a complete distraction from the real issues affecting our economy tax avoidance and evasion, excessive high pay and a lack of investment.

L17 LB LEWISHAM BRANCH  
*Southern Region*

## **166. REGULATING GLOBALISATION**

Congress is requested to campaign and lobby to seek legislation to treat immigration and emigration equally. Anything less is tantamount to a throw-back to a colonial past that seeks advantage and exploitation over another country.

This currently gives personal freedom for us, but not for anyone else in another country to come here, which doesn't just ignore inequality by actually promotes inequality with rampant and unrestrained globalisation.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

## **POLITICAL: EUROPEAN UNION**

### **167. EU FOOD AID FUND**

This Congress congratulates the efforts of Labour MEP's who at the request of Britain's Trussell Trust successfully co-proposed an EU Food Aid Fund of £2.5bn to help run food banks across Europe.

The Trussell Trust has provided through its network of food banks across the UK, emergency assistance for over 500,000 people since 2013 that are in financial crisis.

However, despite these efforts, this Tory led Coalition Government has only drawn £2.9m of the £22m allocated to Britain.

This Congress calls on GMB

- To spearhead a campaign to ensure this Government puts the needs of the most destitute and deprived in our society before its anti-European ideology and draws the full EU Food Aid Fund allocated to Britain.
- Ensures the Government talks with action groups such as the Trussell Trust to agree the best way in which to spend this fund.

ASDA BEDFORD DC BRANCH  
*London Region*

## **SOCIAL POLICY: GENERAL**

### **168. ECONOMIC POVERTY**

This Conference thinks it is a national disgrace that in 2013, in this enlightened society, we have families relying on food banks. These are, in the main, hardworking families where the causes are: hours have been cut, jobs have been lost, the impact of bedroom tax; loss of vital benefits, the rise in energy costs, to name but a few.

Basic economics show that if people have jobs where they are paid a living wage, they retain their dignity and have enough money to ensure that they no longer have to make a decision whether to keep warm & cook nourishing meals or buy food to feed their families.

This government has taken us back to the food queues of the 1930's. It is a savage attack on those on benefits, low paid, hardworking people who have had the basic right of being able to feed their family taken from them. This is Cameron's way of fixing Britain. We must stop the injustice of economic poverty. It must stop now.

We call upon the CEC to campaign to stop and ensure that all families and individual members of our society are lifted out of economic poverty, and for the GMB to work with the Labour Party MP's to repeal this draconian practice.

KIRKLEES BRANCH  
*Yorkshire & North Derbyshire Region*

#### **169. FOOD BANKS**

This Conference recognises the significant spread of food banks across the country. These food banks are used by those on benefits as well low paid workers, driven there as result of Government austerity policies. This Conference demands that a future Labour Government ensures that no one ever again suffers the indignity of having to use a food bank.

BRISTOL PUBLIC SERVICES BRANCH  
*Wales & South West Region*

#### **170. PAYDAY LOANS**

This Conference calls upon the GMB union to continue its campaign against the extortionate interest rates charged by payday loan companies. These companies are charging its customers interest rates in excess of 1000% APR plus.

These greedy firms are making a financial killing from exploiting low paid workers who take out loans to make ends meet and end up with spiralling debts because they struggle to pay back the loan at the end of the term thus incurring more interest on the loan.

C80 DUDLEY BRANCH  
*Birmingham & West Midlands Region*

#### **171. EXCESSIVE INTEREST RATES**

This Conference is appalled at the excessive interest rates charged by payday lenders and therefore calls upon the CEC to mount a campaign using all of its contacts politically and in the wider trade union movement to secure legislation that restricts Payday lenders to interest rates at RPI +10%.

Conference urges the CEC to start planning this action at the end of this week.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

#### **172. CREDIT UNIONS/ALTERNATIVE BANKS & PAYDAY LOANS**

This Conference is appalled at the failure to control financial institutions effectively and the consequences for our members especially those struggling due to the recession.

Conference, mindful of the continuing problems with the finance and banking sector and the way in which customers are being treated by financial institutions, it is time for an alternative. We are also deeply concerned by the activities of pay day loan companies, most of whom are based overseas, who are making millions of pounds from customers from small loans taken out of necessity. In other words they are preying on the poor.

In the light of the ongoing financial crisis and the pressures faced by those who cannot afford a bank account or who are struggling with finance, we ask the GMB to actively promote the work of credit unions, especially the Thorne Credit Union, as a realistic alternative for our members. We are mindful that the work of the Thorne Credit Union has been important in supporting many people across the union who need quick access to affordable loans and short-term borrowing. We also ask the GMB nationally and regions to consider, where practical, the potential use of the Thorne Credit Union by branches. This is especially important in the light of the problems experienced with the Co-Op Bank and its relationship to the Unity Trust Bank.

Q22 BRANCH  
*North West & Irish Region*

### **173. PROMOTION OF CREDIT UNIONS**

Congress notes research has shown that reliance on pay day loans has almost doubled since 2009 with an estimated £2.2 billion being loaned in 2013. Payday loan companies target the lowest paid and most vulnerable in our society who struggle to make ends meet due to the cost of living crisis created by Coalition Government policy.

Congress notes research conducted by “Which?” in 2012 concluded that almost half those who took out payday loans could not afford the repayments with more than half missing payments.

This congress notes that Payday loans are dragging many people into a spiral of debt by taking out further loans just to get by.

This congress notes that the GMB has cultivated a positive relationship with Credit Unions.

This congress resolves to continue to promote the benefits of Credit Unions over the use of Payday loan companies.

W15 WILTSHIRE & SWINDON BRANCH  
*Southern Region*

### **174. CUTS TO CHILDREN’S CENTRES**

This Conference notes with disgust that up and down the country groups of parents many of them groups of mothers have been forced into having to campaign to keep children’s centres from closure.

While we welcome that some of the councils responsible for these proposed closures have now backtracked following campaigns to stop the closures of their children’s centres and early intervention hubs, other councils have postponed closures for the time being.

It must be highlighted that Cameron had broken his promise to be the family-friendly Government. Despite pre-election lies where he said he would protect Sure Start. We have seen centres shut down and the services they provide cut. With reorganisation and merger becoming the order of the day many have abandoned onsite childcare, and are now charging for services that were formerly free. They are slashing the number of qualified teachers and childcare staff and asking for volunteers, in effect reducing and cutting the services provided and ultimately attacking the centres bit by bit without having to make the unpopular closure, for now.

We call on the GMB to support and join with any local or national campaign groups up and down the country in fighting and exposing the attacks on these important services, parents and our children’s future.

B10 BANBURY NO.1 BRANCH  
*Birmingham & West Midlands Region*

### **175. INCREASE IN CHILD CARE COSTS**

This Conference recognises the fact that the cost of child care in the UK has risen considerably under this Coalition Government. Congress further recognises that if we truly going to have an impact upon the scandalous poverty trap that many families find themselves in we must act now to provide consistent good quality affordable childcare across the UK. We therefore call upon the next Labour Government to commit to a complete review of the provision and cost of childcare to ensure that a childcare strategy action plan can be implemented as part of an anti-poverty campaign that will allow those who wish to work to do so.

HENGOED BRANCH  
*Wales & South West Region*

**176. FREE CHILDCARE FOR ALL**

This Congress calls on the next Labour Government to introduce Free Child Care for all young adults, single-parents, apprentices and those on low incomes who are in re-training programmes, studying to acquire new skills to equip them for the employment market.

HOUNSLOW BRANCH  
*London Region*

**177. AFFORDABLE CHILDCARE**

This Conference calls on the GMB to campaign for affordable childcare now.

Affordable childcare is good for children, parents, and grandparents and generates socially useful jobs.

Congress notes that the Scottish Government has called for a “childcare revolution” after independence. This is a crude attempt to bribe women voters in the forthcoming referendum. We believe women should not have to wait for an Independent Scotland for this social advance and calls for major new investment in publicly owned and operated childcare right across the UK.

GLASGOW 1 BRANCH  
*GMB Scotland*

**178. FAIR PRICED HOLIDAY**

We call upon this Conference to support regulation of holiday firm pricing.

Families are hammered at every school holiday. When trying to book a holiday they can often find the price has doubled from the pre-holiday period.

GMB must work to stop this blatant ripping off of hard working families.

C51 BRANCH  
*North West & Irish Region*

**179. END TERM TIME FINES FOR PARENTS**

This Conference calls on this government and our Labour MPs to repeal the current stance of fining parents for taking their children out of school during term time for an annual family holiday. Congress feels that this is yet another tax of families by this Condem Government.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

**180. QUALITY CARE FOR THE ELDERLY**

This Conference calls for quality care for the elderly to ensure everyone has an equal right to dignity in retirement.

In homecare especially we are concerned that due to budget cuts and other pressures the amount of time home carers have to spend with elderly clients is being cut.

Congress congratulates elected representatives like Labour MSP Neil Findlay who is campaigning to expose and find solutions for the crisis in care for the elderly and calls on the union to coordinate communications between GMB members who provide these vital services across the country.

GLASGOW 1 BRANCH  
*GMB Scotland*



### **181. COMMUNITY ALARMS**

Congress wishes the CEC to campaign on behalf of elderly residents deemed as vulnerable. There are too many elderly residents in all of our communities feeling unsafe, alone and vulnerable. There is a simple solution, the Government must support the installation of community alarms and absorb the cost.

Remove the cost from Local Authorities which will immediately make the service accessible to all.

ISLINGTON 1 & HARINGEY BRANCH  
*London Region*

### **182. CCTV CAMERAS AND SURVEILLANCE**

This Conference believes Britain is rapidly becoming the 'big brother' state of the world. The intrusive nature of surveillance is becoming a problem in certain areas of society. We instruct the CEC to lobby various bodies to minimise the use of CCTV so as not to fall foul of impact assessments, data protection and privacy.

R35 ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

### **183. REGULATING THE PRESS FOR BALANCED REPORTING**

Congress is requested to campaign and lobby to have increased regulation of the press in similar form to the BBC to facilitate more balance in the press and to separate ownership from biased control.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

### **184. BBC AS A CO-OPERATIVE**

Congress is requested to campaign and lobby to establish the BBC as a Co-operative, owned by licence fee payers.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

### **185. THE NO MORE PAGE 3 CAMPAIGN**

This Congress notes that "Page 3" considered a "British Institution" by some, is the most visible picture of a woman in the most read newspaper in Britain. This picture is of a highly sexualised, objectified, voiceless woman. Many women up and down the country work in places where this image is delivered, daily to their office, where it is pinned up in staff rooms, where it is deliberately used to harass women. The NUT and dozens of branches of Student Unions have backed the campaign asking The Sun to remove page 3 from the paper.

We call on the GMB to publicly back the campaign, and therefore to oppose the widespread objectification of women within the mainstream media.

HOLBORN BRANCH  
*London Region*

### **186. IMAGES/SEXUALISATION OF CHILDREN AND YOUNG PEOPLE**

This Conference recognises that the sexualisation of children is an ongoing and developing issue, particularly for parents, and that we now live in an increasingly sexual and sexualised culture.

The GMB welcomes the recommendations of the Government's Bailey Review: Letting Children be Children report and remains committed to ensuring that all children grow up in a safe environment, which includes children not being exposed to sexualised imagery in public places.

PLYMOUTH & DISTRICT BRANCH  
*Wales & South West Region*

### **187. FOOD COSTS CONTROLS**

This Congress seeks that specialist food is not exploited in cost to the consumer. Congress says that consumer's struggle to purchase their everyday food due to the cost.

EAST DEREHAM BRANCH  
*London Region*

### **188. GREATER REGULATION OF THE FOOD INDUSTRY**

Congress is requested to campaign and lobby to seek greater regulation of the food industry in order to address the increasing problems of poor diet that manifests itself in health related illnesses i.e. diabetes, heart disease, obesity etc. generating increased demands on the NHS.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

### **189. CAMPAIGN FOR THE REMOVAL OF HYDROGENATED FATS FROM FOODSTUFFS**

This Congress is asking the GMB to campaign for the complete removal of trans fatty acids (hydrogenated fats) from all food.

It is of no nutritional value and is reported to cause many illnesses.

Many companies have voluntarily reduced its use but the time has come to bring the use of it down to zero.

HAVERING BRANCH  
*London Region*

### **190. DRUG REFORM**

This Conference instructs the CEC to lobby the appropriate bodies to create a responsible reform on the use of recreational drugs.

The misinformation and current policies are out of touch and unworkable.

If we are not careful, prohibition will result in the use of alternatives which could turn out to be more harmful.

R35 ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

### **191. OUTRAGEOUS CALL CHARGES**

Congress regards the call charges for 0845 and similar numbers to be exorbitant especially as they are mostly for important business contacts such as Banks, Railway bookings and the Environment Agency.

Moreover very often the first point of contact is an automated machine with extensive waiting for transfer from one contact point to another.

Conference therefore believes that both private and public call charges should follow the recently outlined policy proposals by Government that their department charges should be in line with normal call charges.

HENDON BRANCH  
*London Region*

### **192. PHONE AND BROADBAND AND BT OPEN REACH PERFORMANCE**

This Congress believes that the Regulator should demand an improved performance from BT Open Reach and also insist that they publish a Free 0800 phone number for phone and internet users to call them directly when there is a problem with their phone and internet connections caused by the BT Open Reach system.

C60 CROYDON BRANCH  
*Southern Region*

**193. CHILD LABOUR – BRITAIN'S INDUSTRIAL REVOLUTION & VICTORIAN PERIODS**

Congress requests that the CEC give urgent consideration to launching a campaign to achieve national recognition and acknowledgement of the terrible suffering, maiming and death countless children endured in Britain's Industrial past. This to include a fitting memorial to be a tangible reminder to the Nation of the shameful exploitation of the vulnerable in pursuit of private profit.

GMB should spearhead this campaign; involve sister Trades Unions, the Labour Party, Children's welfare charities and other interested parties such as the National Trust to ensure adequate funding for the memorial project.

X96 SOUTH LONDON UNIVERSITIES BRANCH  
*Southern Region*

**194. SUPPORT FOR THE USE OF COMMON ERA DATING SYSTEM**

This Conference calls for the end of the use of the terms BC (Before Christ) and AD (Anno Domini – "year of the Lord") in dating years. These are not neutral terms but are culturally and politically linked to Western Europe. As such, the use implies hegemony over other cultures and belief systems.

As an alternative, conference calls for the universal use of the terms BCE (Before Common Era) and CE (Common Era). These terms are already used by many academics and others. Its use is more neutral, reflecting standard calendar usage rather than implying cultural superiority.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

**195. OWNERSHIP OF MINERAL RIGHTS**

Congress to campaign and lobby to strip the Crown Estate of its ownership of mineral rights on land so that property owners can forthwith enjoy the direct benefits produced by land ownership.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

**196. WATER CANNONS**

Congress is deeply concerned at the proposal by the Mayor of London and some Senior Police Officers and Commissioners to introduce water cannons at great cost into the realm of policing.

This would be a massive escalation into civil policing something that is hard to justify especially when viewed against the known violations by the police in many just demonstrations especially when the police accept they would have been useless in the recent riots and similar events.

The concern is they would be brought into play in industrial disputes and other civil events like the student demos against the University fees.

It is an accepted fact that they can and do cause serious injury not only to the targeted group but also to innocent bystanders.

As a consequence Congress would urge the CEC to press the Labour leadership to oppose their introduction and to ban them when in Government.

WHITTINGTON SERVICES BRANCH  
*London Region*

**197. CAMPAIGN TO KEEP THE LOCAL HIGH STREET SHOP AND SHOP WORKERS' JOBS**

This Conference notes the decline of the high street shops, partly through the increase in online shopping sites such as Amazon and E-Bay.

This Conference calls on the CEC to run a campaign in partnership with the Labour Party to promote the benefits of local high street shops and their staff in serving the local communities.

GMB MID Lincs BRANCH  
*Midland & East Coast Region*

## **SOCIAL POLICY: JUSTICE**

### **198. THE LAW IN PLAIN ENGLISH**

This Conference believes the justice system is in urgent need of reform to make access simpler, easier, cheaper and, more importantly fairer. Everyone has a sense of right and wrong yet, in law courts, justice is not necessarily about fairness. One of the reasons for this is the way the law is written, full of technicalities and jargon that cause confusion, create loopholes and lead to legal arguments about seemingly obscure points.

In order to redress the balance and to kick-start the much needed reform of the justice system, conference calls for laws to be written in plain English and for the interpretation of the law to be left for juries not judges to decide. This will de-mystify the law making access to justice cheaper and easier for all.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

### **199. LEGAL AID**

Conference is alarmed by the cuts to civil legal aid and its impact on family justice. Conference believes that the removal of £350 million from the civil and family legal aid annual budget is having a devastating impact on family proceedings and harming the children and families involved. Conference is concerned that instead of family proceedings being cheaper and quicker they are now longer and more expensive and calls on the Government to restore the money cut from the legal aid budget and ensure that fairness and justice for the most vulnerable families in society is its overriding priority.

T25 NEWCASTLE AND NORTH TYNE GENERAL BRANCH  
*Northern Region*

### **200. SUPPORT FOR LEGAL AID**

This Conference is urged to vigorously campaign for support for legal aid and access to justice. We have to prevent innocent people being wrongfully jailed. We cannot allow immunity for unlawful acts. Victims of domestic violence and trafficking will be left without support.

A15 ASDA BRANCH  
*Birmingham & West Midlands Region*

### **201. VICTIM PROTECTION SLAVERY LEGISLATION BILL**

This Conference is called upon to campaign for the inclusion of victim protection in the new modern slavery legislation. As it stands, this Bill clearly fails to address the protection of victims. We need to exclude a person's immigration status when considering whether they are a victim of slavery.

A15 ASDA BRANCH  
*Birmingham & West Midlands Region*

### **202. VICTIMISED MINERS**

"This Conference notes cabinet papers released under the 30 year rule shows that despite claims from the then Conservative Government that only 20 pits were threatened they were actually earmarking 75 collieries for closure with an estimated loss of 65,000 jobs.

This Conference notes that further information suggests the Government planned to use police tactics to escalate the dispute during the 1984/5 miners strike.

This Conference considers this to be part of a plan to attack the organised labour movement as well as the coal industry which has subsequently destroyed many working communities in the coalfield. This Conference therefore welcomes the commitment of Scottish Labour Party Leader Johann Lamont that a Labour led government in Holyrood after the 2016 elections would hold an inquiry into Scottish miners convictions during the dispute, and calls on the current First Minister Alex Salmond to hold an inquiry immediately into these convictions and put justice for those wrongly convicted ahead of his obsession with Scottish Independence”.

SCOTTISH LABOUR PARLIAMENTARY BRANCH  
*GMB Scotland*

### **203. 30 YEAR RULE**

Congress was not surprised to read in the recently released Thatcher papers, under the 30 year rule, following her death, that despite the denials whilst in office and after, that she and her henchman Ian MacGregor, had discussed the closure of 70 plus mines with the loss of 50,000 plus jobs as claimed by Arthur Scargill, General Secretary of the NUM.

This was, as many of us believed at the time, discussed by them. Had that fact been known at the time with its likely consequences, it would almost certainly have had a huge impact on the feelings of the general public at that time.

Congress therefore believes that there is a solid case for reviewing the length of time that such important facts remain hidden.

HOME COUNTIES GENERAL BRANCH  
*London Region*

### **204. MINERS' STRIKE**

Congress is appalled to learn what thousands of people in mining communities have strongly suspected for 30 years in the wake of the release of the Cabinet papers relating to the 1984-85 miners' strike, that senior Cabinet ministers, including the Prime Minister, micromanaged the Government's side of the strike, whilst publicly claiming to be innocent bystanders; notes that, all along, the National Coal Board had the intention to close over 70 collieries whilst publicly claiming the number to be around 20; further notes that senior Cabinet Ministers deliberately misled the country; further notes that when those striking to protect their communities seemed to be on the verge of victory, the Government plotted to bring in the armed forces to avoid defeat; and furthermore demands a full independent inquiry into the then Government's handling of the 1984-85 miners' strike.

D43 DURHAM COUNTY LA BRANCH  
*Northern Region*

### **205. SUPPORT THE PRODUCTION OF 'STILL THE ENEMY WITHIN' (WORKING TITLE)**

Congress notes that this year will be the 30<sup>th</sup> anniversary of the Miners' Strike, and its legacy will be bitterly contested. Congress believes it is essential that voices of the ordinary men and women who took part in, and supported the strike, are heard. Congress notes that the Great Miners' Strike of 1984-5 was a struggle of epic proportions. The Tory Government of Margaret Thatcher mobilised all the forces of the State to crush the National Union of Mineworkers (NUM).

Congress notes that to mark this anniversary, Bad Bonobo productions are producing a film, 'Still the enemy within.' Congress believes that the stories around the background, legacy and injustice of the

Miners' strike need to be spread far and wide. Congress therefore calls on the GMB to support in any way possible the production of this important production.

D43 DURHAM COUNTY LA BRANCH  
*Northern Region*

**206. CAMMELL LAIRD 1984**

This Conference calls on the GMB to send an archivist into Churchill College to scrutinise Margaret Thatcher's memoirs with the intention of ascertaining the truth about the 1984 strike at Cammell Laird.

Z15 BRANCH  
*North West & Irish Region*

**207. LACK OF PROVISION PROVIDED TO FEMALE YOUNG OFFENDERS WITHIN THE YOUTH JUSTICE SYSTEM**

Young women make up approximately 25% of all young offenders yet there are no provisions, interventions or support provided by the authorities as standard practice nationally. This needs to be addressed if we are to reduce reoffending of young women and prevent further criminalisation due to the current practices not best meeting their needs.

This Conference therefore asks Congress to support a campaign to lobby MP's and the Youth Justice Board to address this failing to young women.

GMB NOTTS POLICE STAFF BRANCH  
*Midland & East Coast Region*

**208. DEATHS IN CUSTODY**

This Congress notes that since 1990, over 2,200 people have died in police custody, in prison and in secure psychiatric care. Even in the most controversial deaths, it is exceptionally rare for police or prison officers or psychiatric hospital staff to face prosecution.

INQUEST, the organisation that supports bereaved people following a death in custody, has found that a disproportionate number of those who die in all forms of detention or following contact with the police following the use of force or serious neglect are from black and minority ethnic (BAME) communities. INQUEST is concerned that institutional racism has been a contributory factor.

The Independent Police Complaints Commission's (IPCC) published statistics on deaths in police custody for both 2011/12 and 2012/13 revealed that nearly half (7 out of 15) of those who died in or following police custody were identified as having mental health problems.

The United Friends and Family Campaign was formed in 1997 to stop deaths in custody and to ensure that when death do occur, the whole truth as to how they were killed, by whom and why emerges. Since being established UFFC's consistent challenges to the Police Complaints Authority, its successor the Independent Police Complaints Commission, the Crown Prosecution Service, and the Government have made an impact.

This Congress resolves to give practical support to the United Families and Friends Campaign, and actively campaign to raise awareness of the issue in wider society.

HOLBORN BRANCH  
*London Region*

**209. POLICE SHOOTINGS**

Congress notes the recent events in Tottenham, London in which a police marksman shot and killed a young man, called Mark Duggan who they were following.

Over the past 15 years there have been a number of police shootings in which doubt has been cast at the police version of events. Congress further notes that when such events are investigated by the Police Complaints Commission, Police Officers do not answer questions about those events in an open manner. The Law gives the power to compel officers to come to an interview, but the officers can refuse to answer questions verbally at that interview.

This cannot be in the interests of justice, further it denies the relatives of the dead, faith in the police and the Complaints Commission to reach the truth of such events. The Police and their Masters should not be beyond the Law.

We would therefore call upon the next Labour Government to commit themselves to look again at the whole question of arming the Police and issues such as the training of Armed Response Teams and ask the question is it necessary to shoot to kill these individuals.

EDMONTON/ENFIELD BRANCH  
*London Region*

## **SOCIAL POLICY: NHS**

### **210. NHS CARE PROVISION**

This Conference calls upon the GMB to applaud, publicise and adopt as policy the Labour Party policy in relation to the NHS.

Labour Party policy aims to keep the NHS as a public service and from “cradle to grave” as always. However, they also intend to provide health care in all settings, not just traditional settings. This will ensure that care for the elderly, disabled and all sorts of citizens will be provided for this at home, in a local authority run provision or anywhere else that the care needs to be provided under the remit “free at the point of delivery from the cradle to the grave.”

BARNESLEY HEALTH BRANCH  
*Yorkshire & North Derbyshire Region*

### **211. PREVENTING PRIVATE USE OF NHS RESOURCES**

Congress is requested to campaign and lobby to keep the NHS 100% public and legislate to prevent the use of its facilities, personnel and buildings being used by the private sector.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

### **212. PATIENTS DENIED KEY TREATMENTS DUE TO NHS COST CUTTING**

This Conference calls for an end to growing numbers of patients being wrongly denied treatment because of costs and cuts.

Rationing of operations and denial of expensive drugs is forcing patients to endure pain, injury, disability, or even death because NHS Primary Care Trusts are ignoring evidence about effectiveness of certain treatments simply to balance their books.

LINCOLN TEC GENERAL & APEX BRANCH  
*Midland & East Coast Region*

**213. WAITING TIMES FOR NHS SERVICES AND THE LOSS OF EMPLOYMENT**

This Congress is asking the GMB to campaign for more streamlined services from our wonderful NHS to ensure our members are not losing their jobs due to the unacceptable amount of time it takes waiting for appointments right through from GP to Consultant to scans etc.

HAVERING BRANCH  
*London Region*

**214. G.P. WAITING TIMES**

This Conference to look at why we have to wait seven to fifteen days to see a G.P. or a nurse at the doctors surgery.

Why is this going on?

If there is a need for more doctors and nurses then appoint them.

GLASGOW NURSES BRANCH  
*GMB Scotland*

**215. BREAST SCREENING – AGE OF SCREENING TO BE LOWERED**

This Conference believes that the age of screening needs to be lowered. The age of people being diagnosed with breast cancer is on the increase. This can be prevented if we push to have the age for screening lowered.

Breast cancer rates in England have increased by 90% since records began in 1971. One in eight women in the UK will be diagnosed with breast cancer at some point in their lives. In 2009 more than 48,400 women were diagnosed with breast cancer in the UK – around 133 women a day. Around 370 men were diagnosed with breast cancer.

Breast cancer is the most common cancer in women in the UK – 31% of cancers diagnosed in women are breast cancer.

The NHS Breast Screening Programme screens around 1.6 million women a year. Women aged 50 to 70 who are registered with a GP are automatically invited for screening every three years. You will first be invited for screening between your 50<sup>th</sup> and 53<sup>rd</sup> birthday.

You may be eligible for breast cancer screening before the age of 50 if you have a higher than average risk of developing breast cancer. You may be considered to be at an increased risk if you have a family history of breast cancer (female or male) or ovarian cancer.

NOTTINGHAM CITY BRANCH  
*Midland & East Coast Region*

**216. FREE PARKING AT ALL NHS HOSPITALS**

This Conference believes that all NHS hospital car parks should be free of charge for parking, while visiting the hospital.

We therefore instruct the CEC to lobby the relevant bodies and the Labour Party to bring this change into effect.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*



### **217. 1<sup>ST</sup> HOUR FREE PARKING AT ALL NHS HOSPITALS**

This Conference believes that all NHS hospital car parks should be free of charge for the first hour of parking.

We therefore instruct the CEC to lobby the relevant bodies and the Labour Party to bring this change into effect.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

## **SOCIAL POLICY: YOUNG PEOPLE**

### **218. YOUTH UNEMPLOYMENT**

This Conference has major concerns that youth unemployment under the Con-Dem Government is still too high.

We need to campaign to reverse this deplorable statistic before the position becomes irreversible.

R35 ROCESTER JCB BRANCH  
*Birmingham & West Midlands Region*

## **SOCIAL POLICY: EDUCATION & TRAINING**

### **219. UNIVERSITY FEES SHOULD BE ABOLISHED**

This Conference asks the Government to abolish University fees to potentially attract more people to attend University.

If Britain wants to be a competitive economy with skilled and educated people, it needs to aim to get its younger people through the doors of a University.

Statistics show that Britain produces around 300,000 graduates per year, whereas countries such as India and China produce around 2-3 million. Therefore, how can we compete?

By removing the obstacles that prevent people from going to University; most commonly the tuition fees, then this would encourage younger people to go to University.

NOTTINGHAM CITY BRANCH  
*Midland & East Coast Region*

### **220. TUITION FEES**

This conference believes that the current tuition fees are detrimental to those from poorer backgrounds. It is clear, that the new ceiling of £9,000 is preventing those less well off students, from attending university. It is therefore not availing everyone, of the equal opportunity to develop their potential and talents. This is detrimental to the country and the economy as a whole.

As statistic show, the majority of those attending university, make more money throughout their working life, than those that do not go to university. The TUC is to campaign to abolish all these fees and replace them with a tax, to be paid by everyone who has attended university.

The tax would be paid by adding a U to the end of all National Insurance Numbers to all those who have attended university. An additional 2% is to be paid on all earnings above £15,000. This is a much fairer way

of paying for a university education and would include the vast majority of people who have already had a free university education.

The conference calls on for the Labour Party to make this a clear manifesto commitment.

X98 LFEPA BRANCH  
*Southern Region*

**221. BENEFIT TO YOUNG CHILDREN IN WALES BROUGHT ABOUT BY INVESTMENT IN EARLY LEARNING VIA FLYING START**

This Conference calls upon the next National Labour Government to learn the lessons from the Labour Government in Wales and invest in early learning as research shows that this investment provides a long term benefit to children, families and the communities in which they live.

TRANSCO GAS BRANCH  
*Wales & South West Region*

**222. RISE IN DOMESTIC VIOLENCE AND CRIMES AGAINST WOMEN IN THE UK**

This Conference notes with concern the rise in domestic violence and crimes against women in the UK.

We call upon the GMB/The Labour Party to campaign for “relationships” to become part of the National Curriculum in schools.

We believe that young men and women would benefit from this education and in return we believe that our society would become much fairer and more equitable.

PONTYPRIDD GENERAL BRANCH  
*Wales & South West Region*

**223. APPRENTICESHIPS**

With close to one million young people out of work, GMB Union must support policies to deal with this problem. We must skill our young people to enjoy a better future. The best way to achieve this is through proper apprenticeships where young people can learn trades to last them a lifetime.

Z39 NORTH KENT ENGINEERING BRANCH  
*Southern Region*

**224. REAL APPRENTICESHIPS AND THEIR IMPACT ON THE UK ECONOMY**

This Conference is aware of the effects of the loss of skills within the United Kingdom and the lack of real apprenticeships within the UK job sectors. We call upon the CEC to lobby Parliament and to promote and encourage employers to invest and introduce real apprenticeships within their Organisations.

MID GLAMORGAN C & T BRANCH  
*Wales & South West Region*

**225. SUPPORT FOR APPRENTICES**

This Conference calls on the GMB to actively support apprentices in the workplace by:

- only supporting high quality apprenticeship programmes, programmes that offer progression, realistic job opportunities, a progressive wage, built in Union support, and are accessible to all
- opposing apprenticeships that exploit young workers by paying less than the legal minimum wage
- ensuring that apprentices are not used to replace or undermine existing staff

- increase Union membership among young workers by recruiting apprentices into the GMB and ensuring that all future GMB induction courses include information on supporting apprentices and young workers
- LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

## **SOCIAL POLICY: THE ENERGY MARKET**

### **226. ENERGY MARKET**

This Conference calls for a fundamental review into the Energy Market to investigate practices, infrastructure, pricing, energy supply and policy. Since the Autumn of 2012, the cost of living crisis has come to the forefront of policy, but the wider implications on jobs, a balanced energy policy, a safe and secure energy domestic supply, a change to the way the cartel power market operates, the need for public sector finance to support major infrastructure projects, have all come into the complex equation that leads to keeping the lights on and to the UK consumer domestic or business, being able to obtain basic needs. Conference calls for Lawmakers and Regulators to work with all interested parties so that policy can be urgently developed and that can lead to the re-setting of the UK energy industry to be put on a much more sustainable footing.

S52 SOUTH SHIELDS 2 BRANCH  
*Northern Region*

### **227. ENERGY COMPANY CONTROLS**

This Congress proposes there should be a new totally independent governing body to oversee the energy companies. The current body OFGEM has proved to be toothless allowing scandalous price hikes in recent years.

Before any energy company can increase their prices they should be required to justify them to the new controlling body.

This would then help the customer in lots of ways i.e. make the utilities companies invest in better infrastructure and invest in long-term cheaper energy. Not buy it two years earlier from themselves and then sell it on at huge profit at a later date.

KING'S LYNN NO 1 BRANCH  
*London Region*

### **228. DOMESTIC HEATING OIL REGULATOR**

This Conference deplores the fact there is not a Regulator to stop profiteering by companies who supply domestic heating oil to homes, causing many families a hard choice between eating and heating.

This Conference calls on the CEC to mount a campaign with the TUC and the Labour Party to help create a Regulator for domestic heating oil companies to protect people from profiteering of these oil companies.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

### **229. COMBATING FUEL POVERTY**

This Congress calls on the Central Executive Council of the GMB to support any and all measures to reduce the number of individuals in fuel poverty in the UK.

GMB UNITE BRANCH  
*London Region*

### **230. EQUALISING ENERGY PRICES**

This Congress says that one should not have to pay more for their energy supplies by not paying by Direct Debit. Congress also says to the energy companies that there are many of their customers that do not have the facilities to pay by Direct Debit as a carried resolution at the National RMA Conference in Manchester.

EAST DEREHAM BRANCH  
*London Region*

### **231. ENERGY COMPANIES**

This Conference notes that the Chief Executive of Centrica gave up his bonus in 2013. This Conference believes that accepting a six or seven figure bonus whilst putting up fuel bills in the cost of living crisis is unreasonable and highly questionable. This Conference therefore calls on the chief executives of the Big 6 Power Companies to make the same commitment to waive their bonuses in 2014 in light of on-going price rises and an unsustainable situation for workers, customers and the taxpayer.

S52 SOUTH SHIELDS 2 BRANCH  
*Northern Region*

### **232. FRACKING FOR GAS SUPPLIES**

Congress recognises the Coalition Government will eventually give the go ahead for fracking for gas supplies throughout Great Britain. One area in the Lake District is thought to contain 172 trillion cubic metres of gas. This is only one of a hundred areas ear-marked for fracking.

Congress therefore believes that this drive for fracking will override all environmental concerns in the pursuit of releasing this resource to private enterprise and the pursuit of profit.

The financial markets are now taking considerable interest in “gas exploration” (fracking). Barclays private Sovereign Wealth Fund has started to invest in iGas and Quadrilla, which companies hold the exclusive licences for exploration for this gas. These funds have considerable Middle Eastern and Chinese (i.e. non-domestic) backing. Gas from this valuable resource will be sold at international prices which will have a dramatic effect on all British domestic and business energy consumers, as it had for North Sea Gas and North Sea Oil resources.

HOUNSLOW BRANCH  
*London Region*

### **233. UK FRACKING RIGHTS**

This Conference calls on Congress to demand the rights for extracting shale gas, known as fracking, to be 100% owned by the British people to ensure that gas prices can be set at affordable levels for all the people who are trapped in poverty, the poor, and the most vulnerable in society.

Everybody has the right to be warm in their own home, especially when the gas is being taken from under their feet. This is the only way reasonable prices can be achieved, as selling the rights to foreign companies will only line the pockets of their shareholders and will continue to make energy unaffordable to a fast growing number of people.

ASHFIELD GENERAL BRANCH  
*Midland & East Coast Region*

# SOCIAL POLICY: HOUSING

## 234. THE HOUSING CRISIS

This Congress notes:

- More than two million people find their rent or mortgage a constant struggle or are falling behind with payments
- Families renting privately on low incomes have to put up with poor living conditions and little security
- 1.4 million children in England live in bad housing
- 7.4 million homes in England fail to meet the Government's Decent Homes standards
- The UK is now more polarised by housing wealth than at any time since the Victorian era
- At the end of September 2010, 49,000 households were living in temporary accommodation arranged by local authorities. Just over 38,000 of these households had dependent children.

Decades of underinvestment in the social housing sector, de-regulation of the private rental sector and lack of support for the building of new, good-standard social housing has left UK housing in a crisis. We call on the GMB to actively campaign for the reintroduction of policies such as the Fair Rent Act, to pressure the Labour Party to commit to a sustained building programme once in power, and to publicise to its members, services available which will help with housing difficulties, such as free legal advice.

HOLBORN BRANCH  
*London Region*

## 235. THE AFFORDABLE HOUSING CRISIS

Congress is aware of the affordable housing crisis and believes much more should be done to build more affordable homes. Working people have long had to suffer insufficient, poor, inadequate and expensive housing, causing social and economic problems, for any one without sufficient resources wishing to create a life for themselves and the future generation.

This crisis is made much worse by citizens from this and other countries having more than one home. People from as far away as China are speculating on affordable homes in London as holiday homes, thus helping to force up prices beyond the reach of many working people, which also has a knock on affect in the rented market.

This situation has long affected working local people in holiday areas in the UK, meaning they are priced out of the market. It can be that villages become deserted in the winter and there are not enough permanent residents to support local services.

Congress has passed many resolutions on affordable housing over the years. It is clearly a difficult complicated problem that needs a comprehensive solution. We therefore call upon the CEC to draw up a draft policy covering all aspects of affordable housing. That includes the points raised in this and these resolutions, together with other points not covered which will make it cohesive and workable.

This Policy document to be presented to Congress 2015 for its consideration.

H25 ASCOT AND WINDSOR BRANCH  
*Southern Region*

## 236. PROVISION OF SOCIAL HOUSING

This Conference deplores the lack of social housing being provided by the present Government. Hundreds of thousands of low paid workers on Council waiting lists are forced to rent from profiteering Tory landlords

due to lack of affordable housing and their quality of life is eroded by having to pay exorbitant rents. This Conference calls on the Government to provide funding to build social housing to meet these needs and as a consequence provide thousands of much needed jobs to boost devastated local economies.

BRISTOL PUBLIC SERVICES  
*Wales & South West Region*

### **237. AFFORDABLE HOUSING**

This Conference notes the huge number of families on local authority housing waiting lists. It calls on the GMB to campaign for an extensive programme of social house building to provide decent affordable housing for rent.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

### **238. END RIGHT TO BUY**

Congress agrees there is a drastic shortage of affordable housing nationally. The main cause being the failure of successive governments to encourage the building of affordable housing, ensuring the housing crisis would ease and the building industry and economy would be stimulated.

However the much heralded Right to Buy Scheme is also a major cause of the housing shortage. Houses were sold off at massive discounts and the money was not used to build more houses. Furthermore, repossessions and the built in profit these massive discounts gave meant these houses fell into the hands of greedy landlords who charge inflated rents subsidised by the very councils who sold the houses in the first place.

Congress agrees the Right to Buy Scheme should be scrapped.

BARKING & DAGENHAM LGO BRANCH  
*London Region*

### **239. SOCIAL HOUSING SOLUTIONS**

This Conference calls on a future Labour Government to give local authorities the right to actively purchase houses from the open market, e.g. ex-council houses and empty properties to increase the stock of social housing in their area. It also calls for the end of Right to Buy discounts on social housing stock.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

### **240. COMPULSORY PURCHASE OF HOUSING**

This Conference calls upon the GMB to campaign for the Labour Party to investigate the legality of using "compulsory purchase orders" on houses that have stood empty and unoccupied for more than two years.

These properties should come back under ownership of local Councils or Housing Trusts, and ease the housing shortage in a socially acceptable manner.

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

### **241. HOUSING SOCIAL CLEANSING**

Congress is greatly concerned with the Mayor of London, Boris Johnson's proposal to enter into an exclusive agreement with the Chinese to build some prestigious housing in London.

Very little of this housing, if any will be available for British let alone London tenants and will be another aspect of social cleansing, along with the Bedroom tax and the antipathy to benefit tenants many of whom are in employment by private landlords.

These policies have a far wider affect than just for London as many more local authorities and individual tenants are forced to seek accommodation far and wide.

These policies are pernicious in the extreme and need to be challenged.

HENDON BRANCH  
*London Region*

#### **242. UPDATING PROPERTY VALUATIONS FOR COUNCIL TAX**

Congress is requested to campaign and lobby for Council Tax to be based on the previous year's property value and not the property's 1991 value as at present.

As costs have increased we need our tax base to keep pace with these increases in order to pay for public services.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

#### **243. COUNCIL TAX REVAMP**

This Conference calls on the Labour Party to include in its 2015 manifesto a policy of updating the Council Tax system to make the system more progressive and reflect the true value of houses.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

#### **244. HOUSING MARKET – BUY TO LET**

Congress notes the growth area of buy to let in the housing market in the pre 2008 financial crash era. This has continued to a degree in more recent times and appears to be a central ingredient on an over inflated housing market, (regionally), with unrealistic house prices not underpinned by economic and financial fundamentals.

Congress is deeply concerned by the growth in 'amateur landlords' and the immorality of individuals owning numerous properties why young families struggle or find it impossible to purchase the one home. It is noted that many individuals have left professions such as teaching, nursing and the legal profession to name but a few, to 'play' the housing game.

The phenomena of buy to let reinforces the message of housing as investment while Congress fundamentally believes in housing as a home and the basis for secure families in secure communities.

Congress believes that the UK obsession with housing investment and house prices as a barometer of a successful economy as seriously misguided and harmful in relation to the true symbols of a successful economy, manufacturing, engineering, production, exports (visible and invisible) and first class services.

The UK is blighted by greedy landlords and the harmful effect on housing benefit. Congress recognizes the perpetuation of housing difficulty created by low wage and insecure UK employment and the large numbers of working poor.

Congress notes the lack of stimulus to the UK economy of collection of properties that may occasionally change tenancy, whereas properties bought and sold in an open housing market leads directly to money spent in the economy as new owners tailor the home to their own wishes and change carpets, curtains etc etc

Congress wishes the GMB to lobby and influence an incoming Labour government to address these issues. A new Labour government must introduce a dissuasive tax regime to remove the UK from the invidious activity of 'amateur landlords'.

X23 DOVER FERRIES BRANCH  
*Southern Region*

#### **245. PRIVATE LANDLORDS NOTICE TO QUIT**

Congress finds it disturbing that major private landlords, including Fergus and Judith Wilson, reputed to be Britain's biggest buy to let landlords, can seemingly issue notices to quit to housing benefit tenants at will, over 200 at one go.

This appears to be operating in conjunction with George Osborne's move to stop housing benefit for the under 25s and reduce it overall and Iain Duncan Smith's Bedroom tax.

The combination of the effects of these policies will no doubt drive many deserving families from their homes into substandard accommodation, in the most deprived housing available.

We therefore call upon the Parliamentary Labour Party to immediately launch a campaign not only to highlight and reverse these policies but also to return greater security of tenure to vulnerable tenants but to couple it with a drive for more social housing for rent.

HAVERING BRANCH  
*London Region*

#### **246. REGULATE LANDLORDS**

This Conference notes that the private housing rental sector increasingly resembles the housing market of the 1930's with unscrupulous landlords and poor housing conditions and housing used for profit rather than to provide decent accommodation. Furthermore, the market is operated to the detriment of taxpayers through the use of Housing Benefit to profit poor landlords. This conference calls on the Labour Party to include in its 2015 election manifesto proposals to introduce regulation to this sector through:

- the use of rent controls
- statutory registration of landlords
- increased powers of enforcement for local authorities
- the taxing of landlords as businesses
- increased rights for private sector tenants

It also calls for the right of local authorities to use compulsory purchase powers to acquire properties where landlords fail to meet statutory standards.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

#### **247. LANDLORD LICENSING**

This Conference is concerned that even after passing an Act of Parliament on Licensing Housing Landlords its implementation is extremely low across the country.

This concerns those housing landlords who are failing in their duty to their tenants to maintain and upgrade their property; also they neglect any responsibility for their tenants.

We therefore seek that the CEC organise campaigns to include in the licensing of landlords for all those who rent property for accommodation across the country and not just those with multiple occupancy or multiple flats. The CEC also campaigns that Local Authorities take action against those who do not either



(a) make their property up to the standards required with the 2004 Act of Parliament and that (b) principle Authorities also takes punitive action against landlords whose tenants are creating unsocial behaviour to the detriment of others in the area. Both of these actions are allowable under the 2004 Act of Parliament covering the licensing of landlords.

This action will benefit tenants, other residents, other social landlords, the local authority and will save money by not having to cover the costs that unsocial behaviour imposes on all those who live within a local authority boundary.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

## **SOCIAL POLICY: TRANSPORT**

### **248. ENERGY RISES AND RAIL FARES**

This Congress supports the proposal by the Labour leader Ed Miliband to freeze energy prices for 20 months under a Labour government. This proposal will help working people whose energy bills have increased eight times faster than wages since 2010. Energy prices have increased by 37% in this time compared with inflation that has only risen by 10.7%.

This Congress believes that this sensible policy should also be applied to rail fares. This year rail fares have gone up by 3.1% yet wages have risen by less than 1.0%. Rail passenger fares have risen by more than inflation for more than 10 years. Today Rail fares in Britain are now the highest in Europe and many people can no longer afford to travel by train.

Energy and transport along with food take up a far higher proportion of working people's income and a freeze of energy prices and rail fares is in the interest of working people and pensioners who are struggling to make ends meet. Therefore this Congress believes that GMB should campaign for a freeze on rail fare as well as energy prices.

C60 CROYDON BRANCH  
*Southern Region*

### **249. TRANSPORT**

Congress calls on the Labour Party to develop an integrated transport policy, that includes:

- Retaining East Coast mainline in public ownership and re-nationalising all other rail franchises at the point their current franchise ends.
- Retention of the Freedom Pass, without further restrictions, in Greater London and a roll out of similar schemes across the country.
- Strengthening the Regulation of the Transport Industry so that hard working families are not constantly hit by above inflation fare rises on trains, London Transport and buses. The industry watchdog needs more powers, so that the realistic capping of fares is enforced on operators.
- Developing a comprehensive rural transport policy that stops the closure of rural bus services that are a lifeline for many people who live in remote towns and villages.
- Opposition to the closure of ticket offices on London Transport and elsewhere. These not only lead to job losses but also unsafe journeys for all who use public transport.

Congress calls on the CEC to campaign on all these issues together with our colleagues in Transport Unions.

ISLINGTON APEX BRANCH  
*London Region*

**250. LONDON UNDERGROUND TICKET OFFICES**

Congress deplores the Mayor of London's proposals to close ticket offices at London Underground stations and greatly reduce the safety-focused supervisory grades which would have a devastating effect on the system with increased crime and vandalism a certainty and a far worse overall service particularly for those older users, those disabled and those not familiar with the system.

Congress calls on the GMB not to support any Labour Mayoral candidate unless they pledge either not to implement these draconian cuts or reverse them.

NORTH WEST LONDON BRANCH  
*London Region*

**251. KEEP TRAIN GUARDS ON TRAINS**

This Conference believes that train guards/ticket inspectors provide an essential role on trains, in terms of passenger security and information.

We therefore instruct the CEC to mount a campaign to work with other Trade Unions to keep guards on trains for public safety.

GMB MID Lincs BRANCH  
*Midland & East Coast Region*

**252. UNFAIR AVIATION TAX**

This Congress calls upon the CEC and GMB to campaign against excessive aviation tax for those flying to destinations such as the Caribbean. We ask for a fair deal for those of ethnic decent who wish to travel back home to the Caribbean.

We call upon the GMB to lobby the UK Government to scrap the unrealistic bands used for assessing Air Passenger Duty Tax. This is a "destructive juggernaut" of a tax that is crippling the Caribbean and UK tourism industry. The UK has the heaviest tax burden in global aviation.

This tax bears the heaviest burden on those who wish to travel to the Caribbean. This is because the Tax is heaviest on Caribbean flights. However, there is no tax charged at all for 22 EU countries.

In 2011 British Airways (BA) cut the capacity of its flights to the Caribbean because of the UK's sky high Air Passenger Duty Tax, BA switched its flight capacity to destinations such as Florida which currently has a 20% lower tax burden than that of the Caribbean Islands.

PLAISTOW BRANCH  
*London Region*

**253. 20MPH SPEED LIMITS**

This Congress notes more than half of road deaths and serious injury occur on roads with 30mph speed limits. British parents consistently cite traffic speed as the main reason why their children are not allowed to cycle or walk to school.

Healthy roads have slow speed limits. Roads and pavements make up most of the public realm. Wide 20mph limits affordably and effectively tackle fear, injury risks, children protection, obesity and health inequalities whilst raising fitness through active travel.

Lowering urban and residential speed limits to 20mph has been found to decrease child pedestrian accidents by up to 70% (Transport Research Laboratory). In Portsmouth the 20mph limit on all residential roads has reduced casualties by 22% and in Hull child pedestrian casualties dropped by 74%.

We call on the GMB to actively support campaigns for the introduction of 20mph speed limits on all residential and urban streets.

HOLBORN BRANCH  
*London Region*

#### **254. AUTOMATIC ENTRY ONTO NATIONAL DATABASE OF MOTOR ACCIDENTS**

This Conference asks that automatic entry onto the national database of motor accidents following car insurance claims be stopped.

Congress is appalled that ambulance chasing firms are being empowered by this database, and allowing our members to face months of harassment by these unscrupulous firms.

MANSFIELD CENTRAL BRANCH  
*Midland & East Coast Region*

## **SOCIAL POLICY: WELFARE RIGHTS & SERVICES**

#### **255. SOCIAL SECURITY BENEFITS**

This Conference notes:

1. In Britain 20.3 million families receive some kind of benefit (64% of all families), about 8.7 million of them pensioners. For 9.6 million families, benefits make up more than half of their income (30% of all families), around 5.3 million of them pensioners.
2. The Joseph Rowntree Foundation's study (December 2013) could not find any families where three generations had never worked, contrary to the government's propaganda. If they exist, they account for a minuscule fraction of workless people. Under 1% of workless households might have two generations who have never worked – about 15,000 households in the UK. The long-term worklessness of parents was a result of complex problems (particularly related to ill-health) associated with living in long-term and deep poverty. In an already tight labour market, multiple problems combined to place people at the back of a long queue for jobs.
3. For 2011-12 it is estimated that 0.8%, or £1.2bn, of total benefit expenditure was overpaid as a result of fraud. This is far lower than the figures widely believed by the public. A TUC poll recently revealed that people believe 27% of the welfare budget is claimed fraudulently.
4. More than 80% of claimants find work within six months. For disability benefits, there are more long-term claimants.
5. 50% of cuts fall into two areas. Benefits (to be cut by 20%) most of which is for disabled people and people in poverty. Local Government (to be cut by over 40%) most of which is for social care (which will be cut by 33%)
6. People in poverty (1 in 5 of us) bear 39% of all cuts.
7. Disabled people (1 in 13 of us) bear 29% of all cuts
8. People with severe disabilities (1 in 50 of us) bear 15% of all cuts.
9. Disabled people are twice as likely to live in poverty as other citizens, with roughly a third of disabled people living in poverty at some point in their lives.

This Conference believes:

10. That the government and its allies in the right wing press (such as the Sun and Daily Mail) are scapegoating people claiming benefits. This is an ideologically driven assault using austerity and the deficit as a smoke screen to dismantle state provision of welfare.
11. Any increase in worklessness is the result of high adult unemployment because of a lack of decent jobs.

12. The cuts are not fair. They have been targeted against the very people a decent society would protect. The protection of the sick, disabled and most vulnerable is fundamental to a decent civilized society.

This Conference Resolves;

13. To campaign against the government's current methods of assessing disability as being unfair and failing to properly assess a person's impairment or their needs.
14. To call for a halt to the current program of cuts.
15. To call for the repeal of the Welfare Reform Act.
16. To call for an independent assessment of the cumulative impact of the cuts on disabled people and other vulnerable groups.
17. To call for the development of a fairer welfare system built on a recognition of the equal worth of all human beings and the guarantee of human rights for all.

LEEDS GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

### **256. BUDGET OUTRAGE**

This Congress agrees that the proposal by George Osborne the Tory Chancellor to take another £12.5bn from the welfare budget is outrageous and shows the Tories in their true anti-working class colours.

This clearly demonstrates why they need to be defeated in the 2015 election.

BARKING BRANCH  
*London Region*

### **257. UNIVERSAL BENEFITS AND MEANS TESTING**

This Conference - at a time of austerity this government would have us believe that the sixth biggest economy in the world cannot any longer afford to pay universal benefits.

We believe this to be wrong and whilst some current universal benefits could be abolished as part of the introduction of a real living wage we are of the view that benefits such as child benefit could and should continue to be paid to all parents who contribute to the tax system in the UK, we therefore call upon the next Labour Government to repeal cuts to benefits that have had a negative impact upon families.

PONTYPRIDD GENERAL BRANCH  
*Wales & South West Region*

### **258. WELFARE BENEFIT CAPPING**

This Congress says to the CEC to use all its powers to campaign against benefit capping, causing hardship to families the elderly and disabled.

EAST DEREHAM BRANCH  
*London Region*

### **259. DOMESTIC VIOLENCE SERVICE PROVIDERS**

This Congress recognises the contribution that committed and professional REFUGE workers make to their organisation, the women and children they serve and towards making our society a better place to live in.

Local Authority cutbacks have meant that organisations such as REFUGE are being forced to compete for service contracts in an environment that demands "more for less" as a return rather than a "best quality" social return that would allow REFUGE to commit more time to education, prevention, early intervention programmes and the long-term support of women and children affected by domestic violence.

Established and effective services are being discontinued or pushed into the voluntary sector when funding has been cut (LBH = £175,000 cut in funding since 2011) and services outsourced to other generalist providers, at a time when demand for REFUGE's services continues to rise.

Austerity cutbacks in funding for victims of domestic violence forced to leave their homes is having serious implications for their wellbeing – and that of their children – when they attempt to resettle from refuges.

Cutbacks in housing benefit have had a direct impact on the opportunities for domestic violence survivors to be rehoused, with women having to move far away from their local area and support networks in order to find private landlords who are willing to take on tenants funded by Housing Benefit. There is no additional public funding available to support these women in these circumstances.

Congress calls for the ring fencing of monies and dedicated funding within local authorities budgets to be used specifically to tackle the issue and consequence of domestic violence and to support the continuing funding of established specialist organisations such as REFUGE in providing services to some of the most vulnerable people in our society.

HOUNSLOW BRANCH  
*London Region*

#### **260. WHO BENEFITS**

This Conference notes the good work done by the five charities that help create the campaign website [whobenefits.org.uk](http://whobenefits.org.uk)

This website supports the idea that benefits are acceptable and just in a decent caring society.

This Conference calls on the CEC to support this good work and join them on their campaign to tell people's real life stories of benefits.

GMB MID Lincs BRANCH  
*Midland & East Coast Region*

#### **261. RIGHTS TO BENEFITS**

This Conference deplores the continued attacks and character assassination of people rightly claiming benefits in the UK, both by the Coalition Government and their friends in the media.

LEICESTERSHIRE 2000 BRANCH  
*Midland & East Coast Region*

#### **262. UNEMPLOYMENT**

This Conference to ask why the employment of the public who are unfortunate to be unemployed are considered for a post that is unsuitable for them.

If they refuse their money is sanctioned.

This Government has been for years tearing away at the rights of the people who are unfortunate to be unemployed.

GLASGOW HEALTH SERVICE APEX BRANCH  
*GMB Scotland*

#### **263. UNDER 25 BENEFITS**

Congress notes

- There has been continued discussion by both Labour and the Conservatives around cutting certain benefits for under 25's

- The cuts are being considered for income support, JSA and Housing benefit
- The cuts will come in the form of restrictions and means-testing, which will look at the young person's extended family as well as their own position.

#### Congress further notes

- These proposals come from a position of cutting welfare spending for under-25's however they are not tackling the problem of why under-25s need to claim benefits
- This is direct age discrimination against workers who may have contributed in tax and national insurance payments for over 8 years
- Homeless Charities believe that cutting housing benefit will make more young people homeless and therefore make it more unlikely that they will find sustainable employment.
- A significant proportion of GMB membership will be 25 and under.
- Such cuts to benefits may contribute to the prevention of young workers wishing to absent themselves from hostile homes.

#### Congress resolves

- To lobby both the government and the Labour party to try to prevent the adoption of such legislation
- For the GMB to inform its branches and members about the legitimate concerns and issues that will be caused by adoption of legislation of this kind
- To support action taken by groups to highlight or fight such proposals.
- To look to collaborate with like-minded groups around research in to the damage such policies would cause, challenging legislation and protesting against any such legislation.

M27 LB MERTON BRANCH  
Southern Region

### **264. SOCIAL SECURITY BENEFITS FOR YOUNG PEOPLE**

#### This Conference notes:

1. Tory members of the government including David Cameron have talked about reducing social security and benefits for young people between the ages of 16-25 year olds.

#### This Conference believes

2. Where poverty rates and homelessness is rising that implementing policies of this nature would be further detriment to our young people.
3. Young people already leave school with less hope of finding a job than before. To do so without support would further increase crimes rates and higher mental health issues in our young people.
4. Young people should be guaranteed training or work at the proper rate of pay. To simply stop benefits and not put in support measures would be a catastrophe.

#### This Conference resolves

5. To call for 16-25 year olds to have equal access to all benefits and services as the rest of the population.
6. To call for guaranteed jobs with equal pay.
7. A government run and regulated apprentice scheme, to ensure it is not abused by employers to subsidise the wage bill or to complete work that would have been done by full time permanent employees.

LEEDS GENERAL BRANCH  
Yorkshire & North Derbyshire Region

## **265. OPPOSING WORKFARE SCHEMES**

This Conference notes that with unemployment amongst young workers running at approximately 20% (with some estimates citing over 1,000,000 unemployed young workers) Workfare schemes incur a particularly high incidence of young workers.

Young Workers are at particular risk of harm from Workfare schemes as they establish a precedent of barely existent wages (in the form of benefit payments) and poor terms and conditions. Prolonged unemployment can result in mental health issues and future pay disparity for young workers. Furthermore a damaging cycle may emerge of young workers being shifted from one Workfare job to the next, in addition to this Workfare schemes are used to cover cuts made within some public services.

Such schemes must be anathema to those in the Trade Union movement. Workfare is profoundly detrimental to those on it, undercuts the wages of fellow workers and prevents a job role from being properly recompensed. One of the principles at the heart of the Trade Union movement is a fair and equitable wage in exchange for labour.

Congress believes that the most effective way to counter this threat is through building solidarity between all workers regardless of their employment status and vigorously opposing Workfare schemes at every level.

This Congress resolves to:-

- Support any anti-Workfare action undertaken under the auspices of Young Workers Month.
- Oppose Workfare by robustly lobbying for its end at those entities which support its delivery.
- Actively promote union membership and coverage (on unwaged rates) to those on Workfare schemes.

WALES & WEST UTILITIES BRANCH  
*Wales & South West Region*

## **266. INTRODUCTION OF MANDATORY RECONSIDERATIONS FOR BENEFITS**

From 28<sup>th</sup> October 2013, the Government introduced the fact that when a person who disagrees with a decision for benefits, such as Employment and Support Allowance, they can only request for a mandatory reconsideration. During this period they will not be awarded the benefit but will have to sign on for Job Seekers Allowance to gain any type of income.

This has a severe detrimental affect on the most vulnerable of our society. They can be waiting many months or even over a year to gain the right benefit for their needs. They will be on a reduced benefit or no benefit at all, they end up homeless and/or even more disabled than they were. Many disabled people forget to go to appointments or are too ill to go and end up with their benefits being sanctioned.

Add to this that many of these vulnerable people have lost their support network through services or by being made redundant from a job with support.

We call upon GMB to lobby the Government to give support to overturn this policy and to give support to these vulnerable people.

A08 BRANCH  
*North West & Irish Region*

## **267. DISABILITY BENEFITS**

This conference believes that the governments Employment Support Allowance is increasingly impossible to get.

For example:

The criteria for receiving these benefits are so limited that many people who are clearly unable to work are put in the “work related activity”. ATOS who carry out these assessments are a heartless and despicable company with no humanity and are clearly tasked with reducing the number of claimants.

Since the 1<sup>st</sup> April 2013 ESA has been means tested which means that any claimant in the “work related activity” group will only receive the payment for 1 year if they have an alternative income even a very small ill health retirement pension.

The union should campaign against the means testing of ESA.

The contract with ATOS should be terminated and the criteria reviewed to ensure that it is genuinely possible to identify those who could work but need support and those who genuinely can't work these people should not be continually threatened with loss of their benefits.

C23 CARSHALTON BRANCH  
*Southern Region*

### **268. LONG WAITING LIST FOR WORK CAPABILITY ASSESSMENTS WITH ATOS**

When applying for Employment and Support Allowance, you are automatically awarded an assessment rate of £56.80 for under 25's or £71.70 for a period of 13 weeks. This is called the assessment phase and during this period most people will have to have a Work Capability Assessment medical through ATOS. Until they have this medical, they will have to stay on the lower income. The waiting lists are that long now that many people in the North West are waiting over 20 weeks for a medical, therefore living on a lower benefit.

Most people who apply for ESA have been working and paying into the system, they are treated with little or no respect and are made to feel like they don't deserve the benefit.

A08 BRANCH  
*North West & Irish Region*

### **269. WORK CAPABILITY ASSESSMENT**

This Conference condemns the Department of Work and Pensions Work Capability Assessments, used to determine eligibility for employment and support allowance.

Dogged by problems since its inception in 2008 under a Labour Government and retained by the coalition, who's own Ministers admit is not fit for purpose.

GMB has an excellent history of working with disabled groups therefore we ask Conference to support & campaign along with disabled groups. Such as – We Are Spartacus – the Centre for Welfare Reform the Parkinsons Society UK, the National Rheumatoid Arthritis Society, MS Society & the Cystic Fibrosis Trust, for the improvement of the Work Capability Assessment.

- We ask Conference to call on the Department of Work and Pensions to ensure that anyone with a prognosis being unlikely to return to work in the longer term is placed into a support group rather than allocated to work related activity.
- We ask Congress to call on the D.W.P. to oblige ATOS professionals to seek further evidence to clinically justify their recommendation on likely return to work before being able to place anyone with a progressive condition in the work related activity group.
- We ask Conference to call on the D.W.P. to abandon prognosis statements which advise that a return to work could be considered in a certain timeframe, if that person has a debilitating progressive condition.

LA STAFFS TAYSIDE APEX BRANCH  
*GMB Scotland*



### **270. MEDICAL ASSESSMENTS**

This Congress proposes the current contract with ATOS should be rescinded as they are not fit for purpose.

Over the years they have made too many mistakes, causing unnecessary hardship even suicide, which must surely put them in breach of their fundamental contractual obligations, which are obviously not being adequately staffed and/or monitored.

KING'S LYNN NO 1 BRANCH  
*London Region*

### **271. CAMPAIGN FOR AN INVESTIGATION OF ATOS HEALTHCARE**

ATOS carries out disability assessments on behalf of the Department for Work and Pensions. Since the Government has handed ATOS the role of Assessor, more and more people are complaining, some about the lack of compassion, whilst others complain about illnesses or disabilities that mean they can't work. ATOS gives them a clean bill of health, and their Benefits are stopped.

We therefore ask for a campaign to be started for a full investigation into ATOS, and for the Department for Work and Pensions not to renew any future contracts and to take the work back in-house.

ANWICK & MID LINGS COMMUNITY BRANCH  
*Midland & East Coast Region*

### **272. PIP ISSUES FROM ASSESSMENT DELAYS**

This Congress calls upon the Government to address the flaws in the PIP assessment process which could deny legitimate claimants the right to financial assistance to enable them the necessities they need to carry out everyday tasks.

SOUTHEND ON SEA BRANCH  
*London Region*

### **273. PUNITIVE POLICIES**

Congress is deeply disturbed at the plight of tens of thousands of people, many of them women with children, caught in the double barbs of withdrawn means tested Council Tax benefit and bedroom tax.

Many have already appeared in Court across the country incurring further costs and from April of this year, could find themselves facing liability costs and eviction.

All of this from the Con-Dem Government who imposed 2½% VAT increase on one hand but reduced income tax by 5p in the pound for the richest.

Congress, we should campaign to have these and similar penalties removed as soon as possible. They are a blight on a modern society and bring shame on those who impose them.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

### **274. BEDROOM TAX REMOVAL**

Congress asks the CEC to do all it can for the removal of the new 'bedroom tax' as it is unfair to most of the people who it will affect. This new tax is unfair, unjust and on a par with the 'poll tax' on its introduction. David Cameron wants us to believe that he is family orientated, puts families first and wants us all to have good old-fashioned family values. But surely his 'bedroom tax' is doing the complete opposite.

For many people whose family has grown up and left the family home find they are now having to re-think their future in that home, which for many hold many treasured memories. Although these homes on the

surface can appear too large for a couple or single person, they can serve a much needed purpose. Over the years the composition of British nuclear and extended families have greatly altered. We now have more and more 'blended' families, also added to this many families are strewn widely over the British Isles and sometimes even further afield. Having the 'family home' can be invaluable in such cases and enable families to be families far more easily and much more often, which can only be for society as a whole.

In the natural order of things, Grandparents play a huge and important role within the family with more and more having to step in and help and care for their grandchildren due to the cost of child care. Having a spare bedroom or two enables this to happen much more efficiently and smoothly. Many grandchildren sleep at their grandparents in the 'family home' so that their parents can work. Without this many families would simply not be able to have both parents working, or in the case of single parent families, that lone parent would find it impossible to find a job that fits around school, its hours and holidays, let alone if a child is poorly and unable to go to school.

In many cultures the older a person is, the more importance and respect is shown to them. Why is it that in today's Britain this seems to be in the reverse? We should be taking these people's feelings, opinions and wishes into account because the DO MATTER, they ARE VALUABLE members of our society and we have much to learn from them and most of all they ARE IMPORTANT and deserve our respect. How will the young people of our country ever learn that these people are worth listening to, learning from and mean anything if our Government do not? Young people learn from example. What example is being shown by the introduction of the 'bedroom tax' that respects no-one?

P42 BRANCH  
*North West & Irish Region*

#### **275. BEDROOM TAX**

This Conference calls upon the CEC to act upon the Bedroom Tax. There needs to be help for people to get extra help to pay for this as local councils and social landlords are losing out, as they used to get the full housing benefit allowance. This is now not the case and they get 14% and 25% levy against the property if there are not enough household members within that property. Most residents of these low households cannot find suitable accommodation with the correct number of bedrooms and now they might even start to include dining rooms as an extra room.

Members who are just about keeping their heads above water with all the extra charges on utility bills are now having to try and find some extra rent allowance as well. This extra charge is making people suffer more and more and this is why a lot of our members are off work with stress.

Foster parents are only allowed one extra room no matter how many extra children they have to foster. Carers are not given any extra help. If you have a disabled member in the household you are not given an extra room even though that member might need their own room due to medical conditions or equipment. This is now going to the High Court and something or someone with some common sense needs to say they deserve a quality of life.

We also have members who have split families. The parent without care or child benefit has to have a room suitable for the child to stay in. They would have to pay this out of their own income, as they would not be given the extra room allowance if they claim any housing benefit.

S02 BRANCH  
*North West & Irish Region*

#### **276. BEDROOM TAX**

This Congress believes that the Bedroom Tax was a mistake and should not have been introduced in the Welfare Reform Act 2012. Congress further believes that councils should be given more exemptions,

including where they can and wish to let houses above the recommended size without penalty to the individual or council. Congress calls on the Department for Work and Pensions to conduct an urgent review of the policy and make changes and further believes that if the Department refuses to do this the policy should be scrapped altogether. Congress notes and applauds the decision by the Labour Party to scrap the Bedroom Tax if it returns to government in 2015.

Z26 MIDDLESBROUGH MANUFACTURING BRANCH  
*Northern Region*

### **277. BEDROOM TAX**

This Congress recognises that the bedroom tax is unjust, discriminates against disabled and sick people, carers, separated parents, grandparents, the low paid and the poorest, will not reduce homelessness or housing benefit spending as claimed, and puts financial and social strain on communities, landlords and local authorities. Congress calls on the Government to scrap the policy and to recognise that the impact of the Bedroom Tax has caused great distress and further reduced the social fabric in communities.

S52 SOUTH SHIELDS 2 BRANCH  
*Northern Region*

### **278. BEDROOM TAX CONSEQUENCES**

This Congress condemns as outrageous and inhuman, the way in which the bedroom tax, which we repudiated at last year's Congress, is splitting families and communities.

Forcing people to move from their homes in some cases a hundred miles, children to move from their schools and families to move to unemployment blackspots.

The ultimate bill in both monetary and family costs will ultimately be far more than any savings made from the heartless imposition.

Nor should we forget that it affects working as well as unemployed families.

BARKING BRANCH  
*London Region*

### **279. BEDROOM TAX**

This conference is pleased to see that the Labour Party have pledged to abolish the bedroom tax when next in power. However many people need protecting from this draconian tax now.

The tax is not only unjust but is unworkable with many councils not having alternative housing for these tenants.

This makes it a tax on people who are unable to access an alternative. People who are often already struggling to get by. It also affects families in terrible situations for example, families of service men and women, families whose children have died, people with disabilities or children with disabilities.

This conference believes that Labour councils should identify ways to prevent the bedroom tax being implemented and resulting in homelessness and poverty.

We oppose the policy as a clear attack on the vulnerable, poor and powerless.

C23 CARSHALTON BRANCH  
*Southern Region*

# INTERNATIONAL

## **280. THE IMPACT OF THE GREEK CRISIS ON WOMEN AND CHILDREN**

Congress notes the impact of the continued austerity programme carried out by the Greek Government, backed by the international finance institutions and other European Governments. These attacks include sacking public sector workers, decimating public services, slashing salaries and pensions, worsening contracts of employment and cutting benefits.

Congress notes the TUCs Motion “Solidarity with Greek Workers” adopted in September 2013, in support of the Labour movement resistance to the continued austerity programme carried out by the Greek Government.

Congress acknowledges that whilst austerity cuts have hit all areas of Greek society including workers, the unemployed, pensioners, the young and poor in Greece are at the sharp end of attacks. It is women (and as a direct consequence, children) who have been particularly hardest hit.

Congress notes that whilst unemployment has risen in all areas of Greek society, women have been hardest hit with unemployment for women currently standing at 26% compared to men at 19%.

Congress condemns the increasing introduction of legislation designed to reverse the hard-won equality rights for women, and condemns the Greek Government in doing little or nothing to stop the increase in discrimination by employers towards women, particularly those of child-bearing age, forcing them to give their word of honour that they will not get pregnant.

Congress condemns the ever-widening gender pay gap which currently stands at 20% in the private-sector and 7% in the public sector.

Congress acknowledges that women face what experts call the “double burden”, whereby they are not only being disproportionately hit by cuts to public services, but they also often have to take on the lion’s share of care work.

Congress condemns the steep rise in gender-based violence (including domestic abuse, rape, sexual harassment and human trafficking).

Congress calls on the Greek Health Ministry to do more to support women to enable them to keep their children and stem the sharp rise in children being given up for adoption because their families can no longer afford to keep them. In 2012, 20% of all cases where children were being offered up for adoption were from single-parent families, all of whom were single mothers.

Congress supports the Labour movement resistance to these attacks and encourages all members to forge direct links with our sisters, women aid workers and their representative / affiliate organisations in Greece.

LEICESTER SERVICES BRANCH  
*Midland & East Coast Region*

## **281. SOLIDARITY WITH SOUTH AFRICAN MINERS**

This Conference notes the following:

- that 34 South African miners were gunned down by police in 2012 at Marikana, as they took strike action to try to lift themselves and their families out of poverty.
- that conditions in the mines are so bad that there is an underground ‘Marikana Massacre’ every few months: 128 miners were killed in 2010.

- that despite the end of Apartheid, poverty survives and is growing.
- that South Africa contains vast deposits of precious metals, but this wealth is controlled by a tiny elite.
- that Marikana miners and others workers have launched the Works & Socialist Party (WASP) to stand up for ordinary South Africans against those who currently have a monopoly on wealth and power.

In the tradition of solidarity between workers in the UK and South Africa, this Conference resolves to:

- send a message of support to South African miners and their campaign for justice.
- publicise the campaign for justice for Marikana.
- to financially support WASP with a donation of £1,000.

D30 DURHAM GENERAL BRANCH  
Northern Region

## **282. SOLIDARITY WITH PROGRESS IN LATIN AMERICA**

Congress notes:

There have been significant advances for working people in Latin America.

For example:

- Cuba's healthcare system is impressive, with one of the world's lowest infant mortality rates – just slightly lower than that of the US. Life expectancy is 77.5 years, one of the world's highest. Cuba leads the world with the lowest patient to doctor ratio, 155:1 and per capita Cuba graduates roughly three times the number of doctors as the US.
- Venezuela has recently increased the minimum wage by 10% to bring wages above inflation levels. Venezuela has continued to substantially reduce poverty, increase equality and reduce unemployment throughout the economic crisis. Venezuelans also benefit from free health, education, and other services, and workers can buy highly subsidised food through a government programme and all these services have been defended despite slowdown in its economy.

Congress believes:

In many cases these gains have been made despite economic, legal and political sanctions from the US.

These benefits are going beyond the two countries mentioned and benefiting the whole region. For example, the strong economic growth in Ecuador as a result of stimulating the public sector and introducing a living wage for all have been more effective in tackling the economic crisis than austerity policies and are a model in our campaign against austerity.

The outstanding achievements in Latin America can be held up as a good example of those of us in Britain that want to achieve a more equal society.

Congress resolves:

- That the GMB resolves to write to regions and branches to encourage them to affiliate to the campaigns Cuba Solidarity Campaign and Venezuela Solidarity Campaign and to invite speakers to attend meetings.
- To publicise through local branches the establishment of the *International Commission of Inquiry into the case of the Cuban (Miami) Five*.

- To distribute the Venezuelan Labour Law pamphlet written by the Institute of Employment Rights and the VSC.
- To raise awareness of Ecuador's significant legal challenge against multi-national Chevron for vast social and environmental damage caused in the country – a clear example of corporate abuse of power.
- Write to GMB sponsored MPs and MEPs to request that they challenge the economic embargo on Cuba.

NORTH WEST LONDON BRANCH  
*London Region*

### **283. INTERNATIONAL NICARAGUA**

This Congress applauds the progress made by the Sandinista since being elected in 2007 towards social and economic justice in Nicaragua. In the present harsh climate for Trade Unions in the UK, it is heartening to hear of, for example, an increase in the minimum wage and a range of new laws designed to protect Nicaraguan workers. Rights including in particular collective bargaining.

Illiteracy has been cut from 36% to 3% and education and health are now free. In addition a range of social programmes, primarily to support women, have been introduced to reduce poverty and hunger and Nicaragua has been ranked 10th in the world in terms of gender equality.

We consider that these advances provide golden opportunities for the GMB and the Nicaraguan Trade Union Movement to work together to the mutual benefit at a time when Trade Unions in the UK are under constant attack whilst in Nicaragua Trade Union membership, particularly amongst young people is growing.

In spite of the advances made in Nicaragua it remains the second poorest country in the Western hemisphere and continual support and solidarity remain vital.

We also recognise the pivotal role that the Nicaraguan Trade Union campaign has played in maintaining an awareness of Nicaraguan progress both amongst Trade Unions and the general public and in facilitating the deepening of the relationship between Trade Unions in the UK and Nicaragua.

With this in mind Congress agrees:

- 1) To affiliate to the Nicaraguan Solidarity Campaign
- 2) To encourage all branches and regions to affiliate to NSCAG and to promote NSCAG events and campaigns.
- 3) To work closely and to explore how relations with sister unions relevant to GMB can be developed.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

### **284. GMB SUPPORT FOR THE WESTERN SAHARA CAMPAIGN**

This Conference notes the struggles of the Saharawi people to assert their rights to self-determination and independence in their own homeland of Western Sahara. Since 1979, Western Sahara has been occupied, its natural resources plundered and its people brutally repressed by Morocco, who lay claim to the territory. Rather than putting pressure on Morocco to comply with UN resolutions, the major world powers condone Morocco's occupation, for example, by allowing the importation of goods from the occupied territory marked as being produce of Morocco. In addition, the EU has chosen to approve a fisheries agreement that pays them for European vessels to fish in the waters of occupied Western Sahara.

Conference calls on the GMB to formalise its existing relationship with the Western Sahara Campaign (WSC), who work in solidarity with the Saharawi people, by affiliating the union to the WSC on a national basis and to encourage regions and branches to do the same.

Conference also agrees that, when considered appropriate, the GMB should work with the WSC on their campaigning strategy.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **285. THE AMRITSAR MASSACRE**

Congress was deeply concerned to learn that the British Prime Minister Margaret Thatcher and an unnamed officer of the SAS, could have been involved with the Indian Government's assault on Amritsar in 1984 as disclosed under the 30 Year Rule.

Giving further concern in respect of the length of time that some of these vital decisions are kept from the General Public.

HENDON BRANCH  
*London Region*

#### **286. RESTRICTING FOREIGN AID**

Congress feels that it is about time this country stops giving away millions in aid to other countries, but instead to send out qualified tradesmen to build the required things that are needed as long as the country is safe to do so.

This would keep the money in British hands and there would be no middle men taking their cuts.

BRAINTREE & BOCKING BRANCH  
*London Region*

#### **287. FUNDING TO INDIA**

This Conference agrees to mount a campaign to review the funding to India, in light of their multi-million pound Space programme.

GRIMSBY GENERAL BRANCH  
*Midland & East Coast Region*

#### **288. A NEW GLENEAGLES AGREEMENT**

This Conference notes that a successful weapon in the fight against South African apartheid was the sporting boycott, fully endorsed by the Gleneagles Agreement. Whilst applying to members of the Commonwealth, it was followed by other countries. Whilst many sporting organisations may have anti-discrimination rules and regulations in the statutes, discrimination on grounds of race, religion, sex and sexual orientation is enshrined in the laws of many countries.

Further to Motion 252 passed by Congress 2013, this conference calls for a new Gleneagles type of agreement supporting boycotts of any country that practices any form of discrimination.

PARKGATE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **289. SUPPORT FOR THE PALESTINE SOLIDARITY CAMPAIGN TO BOYCOTT ISRAELI GOODS**

This Conference calls for support of the P.S.C. boycott of Israeli goods, and asks for pressure to stop supermarkets selling these goods, and asks ordinary citizens to act.

For decades, Israel has been destroying Palestinian lives, homes and livelihoods. It continues to build illegal settlements in the West Bank, stealing resources and setting up check-points to stop Palestinians getting to work, school, or hospital.

We ask for support of this non-violent response to Israeli apartheid and occupation.

LINCOLN TEC GENERAL & APEX BRANCH  
*Midland & East Coast Region*

**290. HOLDING UK BUSINESSES ACCOUNTABLE FOR HUMAN RIGHTS ABUSES OVERSEAS.**

Congress notes that In 2011, the UK Government endorsed the ten basic principles of the UN Global Compact for ethical business practices and, in 2013, released its action plan on business and human rights, in line with OECD guidelines that have been widely criticised for being ineffective. Congress further notes that the by failing to develop enforceable policies on corporate conduct the Government could be considered to be in violation of articles 1, 3 and 56 of the UN Charter of Human Rights and also the International Covenant on economic , social and cultural rights.

Congress agrees that:

a) GMB should join the United Nations Global Compact and affiliate to the LCID (Labour Campaign for International Development), an independent organisation affiliated to the Labour Party and use our influence to pressure Labour politicians into taking action that will contribute to the eradication of global poverty.

b) GMB should encourage the Labour Party to endorse the Global Compact and commit to establishing an action plan that will work towards holding UK-based companies accountable for their behaviour overseas.

c) GMB should lobby the UK Government and Opposition to appoint a suitably qualified official, preferably with a trade union background, to represent the UK at the UN Global Compact International; establish a legal framework whereby victims of negligence or misconduct by multinational companies domiciled in the UK can seek redress; and to ensure that corporations breaching accepted standards of human rights, are excluded from procuring public services.

G36 SECURITY BRANCH  
*Southern Region*

**291. GLOBAL WORKERS' PROTECTION**

This Conference notes the secrecy around the proposed EU/US Free Trade Deal and fears the effects on UK employment, employment rights and UK standards. This conference calls on the GMB, through the TUC, to work with US unions on a joint position to protect both EU and US workers.

SHEFFIELD MCP & LIGHT BRANCH  
*Yorkshire & North Derbyshire Region*

**292. CALL FOR GLOBAL PEACE, EQUALITY AND PROSPERITY**

This Conference recognises that in the pursuit of peace and civil liberties we sometimes have to engage in dialogue with those we would not normally want to be associated with or have discussions with. This Conference empowers the National Executive to speak to whoever it deems necessary to help bring peace and reconciliation around the globe. This Conference trusts the National Executive's judgment and supports any dialogue it undertakes in its endeavour to bring peace, equality and prosperity to troubled nations of the world.

BRISTOL PUBLIC SERVICES BRANCH  
*Wales & South West Region*



# NATIONAL EQUALITIES CONFERENCE MOTION

## **293. FEMALE GENITAL MUTILATION**

That This GMB Congress calls on this Central Executive Committee to campaign against the inequality that women and young girls have to endure when they are forced to go through the traumatic and horrendous procedure for Female Genital Mutilation.

FGM does not only have deep rooted inequality between the sexes, it also violates a person's right to health and to be free from cruelty and torture, in extreme cases FGM violates the right to life.

It is estimated that 66,000 women and girls have undergone FGM in England and Wales and 24,000 girls under the age of 11 are at risk of undergoing it, despite the fact that it has been illegal in the UK since 1985, no one has ever been prosecuted.

Let us put a stop to this practice and be the voice that stops it.

Congress call upon the Central Executive Committee to campaign and put a stop to FGM in the UK and worldwide.

NATIONAL EQUALITIES CONFERENCE

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# COMMERCIAL SERVICES SECTION

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# COMMERCIAL SERVICES SECTION

## MOTIONS

### **CS1. SIA LICENCE FEES – TAX ON JOBS FOR LOW PAID WORKERS**

This conference calls upon the Commercial Services National Committee (CSNC) and the National Officer to continue to campaign against employers in the Security Industry passing the cost of SIA licence fees onto low paid workers.

Employers like G4S are using the changes to prop up their profit margins in these tough economic times, saving money for them and their customers whilst passing all the costs onto hard working low paid workers.

GMB must continue to keep up the pressure and fight against these charges – which is a tax on jobs for low paid workers.

G36 SECURITY BRANCH  
*Southern Region*

### **CS2. ATTACKS IN THE SECURITY INDUSTRY**

This conference congratulates the work carried out by GMB in terms of the introduction of the SafeGuard campaign.

This conference also congratulates the GMB attacks committee within the G4S Telereal Trillium contract on raising awareness introducing the zero tolerance charter, lapel cameras and better reporting systems.

However, more work needs to be done to ensure we get the GMB message out, reduce attacks and organise the issue of reducing violence across the whole of the security industry.

One officer injured is way too many, any injury to one is an injury to us all.

We need to campaign, protect and organize our members in the security industry to ensure standards improve.

G36 SECURITY BRANCH  
*Southern Region*

### **CS3. LIVING WAGE IN THE SECURITY INDUSTRY**

This Conference calls upon the Commercial Services National Committee (CSNC) and the National Officer to explore all avenues to mount a national campaign for the living wage and London living wage across the security industry.

In recent years due to the market pressures, we have seen a 'race to the bottom' in many cases, often resulting in a greater use of National Minimum Wage (NMW) rates, low pay and pay freezes.

Despite the high standards of service delivery our members provide and the constant threat of violence they are often subjected to, Security Officer roles continue in the main to be low pay and poor terms and conditions.

We call on the CSSC to mount a campaign for all government contracts and blue chip companies that buy security provision to insist that employers delivering the contracts pay no less than the living wage.

Contract specifications need to be priced at a sustainable level that delivers a living wage.

G36 SECURITY BRANCH  
*Southern Region*

#### **CS4. LIVING WAGE**

This Conference campaign by Commercial Services “Security” for living wage implementation, due to low wages within the “Security Sector”, especially in the North East, which is prevalent to other parts of the country.

G50 - GENERAL SECURITY BRANCH  
*Northern Region*

#### **CS5. SIA LICENCE – CHANGES TO REGULATIONS**

This conference requests that GMB CSSC and our negotiators use every political leverage to ensure that the ConDem Government deliver on the new security regulations.

After consigning the SIA to the bonfire of quangos, they were forced to set up a review of future licensing and not dismantle anything until 2015.

GMB has been at the forefront of the arguments and these negotiations.

The new regulations should make the cost of licensing less of a burden to individuals and will for the first time introduce business licensing, which GMB have campaigned for many years.

All these changes can be brought about under secondary legislation, but one of the key powers to prosecute requires a change in primary legislation.

This branch is seriously concerned that there is no real commitment from this government to ensure primary legislation is brought in, so that the SIA still have the power to prosecute.

It is vital the SIA retains such powers if we are to stamp out illegal activities and keep the rogue and cowboy employers out of our industry.

G36 SECURITY BRANCH  
*Southern Region*

#### **CS6. LICENSING OF IN-HOUSE SECURITY OFFICERS**

This Congress recalls that when the Private Security Industry Act was being debated in Parliament, some MPs didn't want in-house included in the proposed regulations – perhaps they were being lobbied by certain parties with other interests.

In 2013 the Security Industry Authority announced again, that licensing requirements will not be extended to include in-house Security Guards. Some companies such as the Co-Op essentially creating organisations like Aegis to circumvent the legislation; this is a loophole that must be closed.

The London Security Branch calls on GMB Congress to be fully supportive of a unilateral licensing of security personnel that carry out the same “licensable activities” and believe that it is unacceptable and certainly not in the long term public interest, to sustain a potential two-tier system, where fully trained, qualified, CRB checked and licensed contract Security Guards could be required to work alongside colleagues that meet none of these criterion because they are known under a different title or are in-house employees.

By allowing such a two-tier system, we are providing a potential “bolt-hole” for those undesirable individuals who have failed the licensing process elsewhere. The London Security Branch calls on the GMB to lobby the SIA, to put a business case to the Home Office justifying the inclusion of in-house regulations.

GMB LONDON SECURITY BRANCH  
*London Region*

### **CS7. CUTTING RED TAPE WITHIN THE SECURITY INDUSTRY AUTHORITY**

This Congress agrees that regulation does not have to mean burdensome red tape. Some of our GMB members are licensed static security officers based on zero hours contracts or casual contracts within the security industry. Some licensed static security officers are required competencies for security officer training that allow officers to work as door supervisors. At present, licensed door supervisors can work as licensed static security officers, but licensed static officers cannot work as licensed door supervisors.

The GMB London Security Branch is a strong supporter of the Regulator, and feel both sadness and frustration when attending security conferences and listen to senior practitioners outlining serious operational difficulties that they are now facing because they cannot find a point of contact within the SIA both available to them and capable of understanding specific security issues.

The London Security Branch calls on GMB, it is time for legitimate challenges to be laid before the SIA and Government. We need to cut red tape in Parliament and address such issues or they will not go away.

GMB LONDON SECURITY BRANCH  
*London Region*

### **CS8. LIVING WAGE IN RETAIL SECTOR**

This Conference is called upon to ensure that we have negotiation rights to enable us to be paid a living wage within the Retail Sector. This is in line with GMB policy.

A15 ASDA BRANCH  
*Birmingham & West Midlands Region*

### **CS9. ZERO TOLERANCE**

This Conference is called upon to ensure that our members are treated with dignity and respect. We demand a zero tolerance policy within ASDA STORES. All too often our members are subjected to abuse from members of the public. The company have refused this request. Please support.

A15 ASDA BRANCH  
*Birmingham & West Midlands Region*

### **CS10. PROTECTION FOR AIRPORT WORKERS**

This Congress deplores the increase in physical and verbal assaults by travelling passengers on airport staff and insist that all airport operators, and airlines alike, do more to protect their staff in Stansted Airport.

STANSTED AIRPORT BRANCH  
*London Region*

### **CS11. EXPLOITATION OF THE WORKFORCE IN STANSTED**

This Congress deplores the introduction of a 25 hour week contract to staff of Swissport Stansted Ltd.

This involves staff to work up to 44 hours a week on a 17 week rolling period, bank hours and not being paid overtime for additional hours.

Pay is Passenger Services Agent £6.90 per hour and Ramp Agent £7.20 per hour plus a small amount of shift pay.

Take Home Pay £800 - £900 per month

The scope of earning additional pay.

STANSTED AIRPORT BRANCH  
*London Region*

### **CS12. RECOVERY VEHICLES**

Congress agrees to lobby the Department of Transport to ensure that all recovery vehicles comply with necessary legislation for the safety of the public and employees of the AA alike.

X99 AA BRANCH  
*Southern Region*

### **CS13. PROFESSIONAL DRIVERS COMMITTEE/BRANCH REVIEW**

This Conference calls upon the National Committee to review the working of the Professional Driver Branches (PDB) and the Professional Drivers National Committee in order to improve communication to GMB members employed in the trade across the country.

We ask Regions to appoint Regional delegates from the trade to participate in the National Professional Drivers Committee. These delegates should have the full support of the region in order to help improve feedback and information to members and enabling them to effectively represent regional views.

Professional Drivers face changes and increased pressures as a result of new legislation and working practices. The GMB needs a strong Professional Driver Section to reflect and represent member views at a national and regional level in many forums. The key to this is two-way communication and sharing of good practice.

Q22 BRANCH  
*North West & Irish Region*

### **CS14. HIRE DRIVERS LICENSING RESPONSIBILITIES**

Conference at present licensing authorities set down rules for drivers standards and behaviour. This should be replicated for operators and staff, very often the business owners so that all concerned with the business carry the same responsibilities in order the drivers do not carry an unfair level of responsibilities and can be wrongly or unfairly disciplined.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

### **CS15. HENDON COLLEGE SYLLABUS**

Congress agrees that the laws relating to private hire and taxi legislation should be re-introduced to the Hendon Police College where they were once part of the syllabus.

Currently there is a high level of physical and verbal assaults towards drivers and/or their passengers which needs to be challenged.

This would best be done if the Policeman on the beat was once again fully informed of the Private Hire and Taxi Drivers professional responsibilities.

GMB PROFESSIONAL DRIVERS BRANCH  
*London Region*

### **CS16. PENSIONS BILL**

This Conference condemns the coalition Governments' move to undermine statutory pension protections enjoyed by many workers in the electricity industry and the voting rights many of our gas members have under their Defined Benefit Pension Scheme rules. The statutory protections and voting rights were hard fought and they have helped protect our members' interests in the Gas and Electricity Defined Benefit Pension Schemes.

The coalition are making this attack under the Pensions Bill as part of the move to a single tier state pension. This Congress believes the move by the coalition represents the thin end of the wedge in attacking pensions in the privatised energy sector.

Congress recognises that GMB was the only union that argued and lobbied to defend Gas Defined Benefit Pension Scheme voting rights. However, Congress is dismayed that the Labour front bench made no effort to defend voting rights for those in the Gas Defined Benefit Pension Scheme.

Congress calls on the national union to continue to publicise the potential impact of changes being implemented under the Pensions Bill for members of Defined Benefit Pension Schemes in the gas and electricity sector. Moreover, Congress calls on the national union to continue to fight hard to defend the protections many of the members still enjoy as part of the Gas and Electricity Defined Benefit Pension Schemes. We also demand that a future Labour Government commits to respecting the voting rights and statutory protections that many of our members still have.

C91 COVENTRY NO.3 BRANCH  
*Birmingham & West Midlands Region*

### **CS17. REAL APPRENTICESHIPS WITHIN THE UTILITIES SECTOR**

This Conference notes the challenges presented in the Utility Services Sector arising from an ageing field-based workforce.

Apprenticeships offer a practical and properly structured career path which can attract young people into this industry, and serve to address the skills deficit encountered by employers.

Investing in apprenticeships makes clear business sense, and should be an integral part of a clear strategy designed to both bridge the gap as qualified and experienced people leave the industry and support and develop a new generation of artisans.

Conference therefore agrees to promote the value and necessity of training activity amongst employers within the Utilities Sector.

WALES & WEST UTILITIES BRANCH  
*Wales & South West Region*

### **CS18. INVOLVING OFWAT EMPLOYERS**

This Congress agrees that the GMB puts pressure on the incoming Government to ensure that OFWAT involve employees as stakeholders to have their say on pensions and job security.

THREE VALLEYS WATER BRANCH  
*London Region*



# MANUFACTURING SECTION

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# MANUFACTURING SECTION

## MOTIONS

### MF1. ANTI WAR

#### Congress notes

- That war of any kind has the deepest and most profound effect on the working class
- Trade Unionism has a background of working for peace and international socialism

#### Congress further notes

- Weapons produced in the UK are often used in atrocities around the world. Recently it was widely acknowledged that British companies sold industrial materials to Syria which could have been used to produce chemical weapons.
- In 2011 the government spent 30 times more on arms research and development than it did on renewable energy ((UK Research & Development spending on arms was £1,560 million in 2010/11 (BIS, SET Statistics 2012) while R&D for renewable energy was £50.3 million in 2011 (International Energy Agency, R&D Statistics))
- The recent proposed job cuts by BAE highlight the need to shift investment from the arms trade to renewables

#### Congress resolves

- To lobby government for stronger regulations around arms dealing
- Lobby government to reduce defence spending
- Any money saved on defence spending to be invested in to a sustainable manufacturing strategy that will produce jobs and prosperity
- To use our links to the Labour party to get them to commit to investing in more sustainable jobs for our skilled workers who currently work in this industry – offshore wind power will require purpose-built equipment employing similar skills to the shipbuilding industry

M27 LB MERTON BRANCH  
*Southern Region*

### MF2. CONTACT AND THANKS FOR EX REMPLOY WORKERS

This Conference we call on this union to formally thank Remploy workers and the consortium for the hard work that happened over the years of fighting for Remploy. Also that respect is given and appreciation is given from the union as a national body and allow ex Remploy to continue to be involved in the GMB and wider union movement and not forgot and that the union keeps in regular contact with these members.

REMPLOY YORKSHIRE BRANCH  
*Yorkshire & North Derbyshire Region*

### MF3. DISABLED WORKERS

This Conference calls upon the CEC to organise a campaign to force the Government to create a new nationalised company whose sole purpose will be to create workplaces and provide both Government and private contracts on a non-profit basis, to employ disabled workers in particular ex Remploy and disabled ex Armed Forces service men and women.

B16 BRANCH  
*North West & Irish Region*

#### **MF4. CO-OP'S FOR REMPLOY WORKERS**

This Conference calls on the GMB to make it policy and give it all the necessary support to ex Remploy workers in setting up workers co-ops where for this to become union policy to support these essential tools in support of these ex Remploy workers.

REMPLOY YORKSHIRE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **MF5. FUNDING CUT TO EX REMPLOY MEMBERS**

This Conference we call on the GMB and the CEC to campaign on the latest treatment towards Remploy workers, the withdrawal of funding that was committed to in the support package that hasn't been used is being took back by the DWP. Where we are told the case worker will end in May 2014 which will give former Remploy workers more barriers to gain future employment. There are 2 main pots of funding available.

The first is Community Support Fund, £8m to help DPULO's (Disabled People User Led Organisations) fund 'activities' for ex-Remploy workers. Mainly charities have had money which is used, normally indirectly, for different events. I have attached the DWP update on its usage. There is a further DWP initiative to 'strengthen' DPULO's and allow a second bite of the cherry to large charities who can afford to fund upfront and then claim back. This is available up to 2015 and is called the 'Facilitation Fund'.

The second fund stream is an 'individual pot' allocated through each ex-Remploy workers' assigned JC+ case worker. This is an elusive pot of money, I personally have had my branded work wear £200 and one tank of fuel £60 and nothing else. The 'individual pot' is supposed to be around £1800 each, but unless people have been really pushy, most of it has not been accessed; this is the money which is being stolen back by the DWP. We believe it should be ring fenced and rules of how and what it is used for as even the job centre case workers don't really know.

To first concentrate on the 'individual pot' and on the support for ex-Remploy in some cases this money is to make reasonable adjustment's people, many of whom sadly still do not have employment. We call on the GMB at all levels of the union to campaign for this to be reinstated to ex Remploy members made redundant in 2012 and for those made redundant in 2014 so that the support packages are continued. We need to campaign with Treasury, and MP's and a commitment from an incoming Labour government such as what will happen to the ex-Remploy employees when the case worker support is withdrawn in May 2014? Where what is happening here is what we suspected would happen.

REMPLOY YORKSHIRE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **MF6. GROWTH WITHIN UK MANUFACTURING**

This Conference calls upon the CEC to lobby Parliament and MP's for Government to invest in manufacturing to encourage growth and employment within this Sector.

MOTIL PLASTICS BRANCH  
*Wales & South West Region*

#### **MF7. UK R & D/MANUFACTURING**

Colleagues, 2013 saw further announcements of large multinationals moving work from the North West & Irish Region to the South or from the UK.

This Condem Government must protect these highly skilled jobs.

Instead we see them support their cronies at all levels.

Congress, this must stop.

M96 BRANCH  
*North West & Irish Region*

#### **MF8. PAY - MANUFACTURING SECTION - FURNITURE**

This Conference calls upon the Section to consider their position when negotiating the NLA for terms and conditions of employment. Our members continually have very small percentage increase and as a consequence, look forward to the National Committee on behalf of the members negotiating a substantial pay rise for 2014. This pay rise needs to be inflation busting, due to the current economic climate. The industry as a whole is starting to see an improvement in most sectors within the manufacturing of furniture, and this should be reflected in the pay that is being offered.

LONG EATON CFTA BRANCH  
*Midland & East Coast Region*

#### **MF9. MAINTAINING SHIPBUILDING IN PORTSMOUTH**

Congress believes that despite government rhetoric, engineering and manufacturing in the UK continues to decline and that the announcement by BA and of its intention to end shipbuilding in Portsmouth is further evidence of that fact.

Congress feels that government should recognize the enormous part that shipbuilding has played across the south coast of England for many, many years, of not only creating thousands of jobs and training opportunities for young people, but also contributing billions of pounds in exports to the British Economy.

Congress therefore calls upon the CEC to use everything within their power to ensure that the Prime Minister does not renege on the promise he made in an open letter "to maintain shipbuilding in Portsmouth" and that any future government is also committed to maintaining shipbuilding activity in Portsmouth and the south coast.

Z42 SOUTHAMPTON NO.1 BRANCH  
*Southern Region*

#### **MF10. EVERYDAY LOW PRICES DELIVERING EVERYDAY LOW WAGES**

This Conference deplores the effects of supermarket power on conditions for workers employed along supermarket supply chains in the UK. Pay and working conditions are negatively affected as supermarkets squeeze suppliers for goods at lower prices or relocate in search of cheaper products. The major food retailers exert undue pressure on suppliers, causing job losses and pay cuts in food processing companies that cannot produce goods at the prices the supermarkets wish to pay.

Congress calls on the Government to legislate to curb the market power of all the major British supermarkets and to insist upon the highest ethical standards for workers employed by companies throughout the supply chain.

V15 BRANCH  
*North West & Irish Region*

#### **MF11. OPENING OF SOME COAL MINES**

The UK has large reserves of coal, of which only a small portion is used. In fact, at the moment the UK's needs for coal is not being fulfilled, and we are importing more than we are producing.

We therefore call for the GMB to start a campaign to re-open some closed mines to help increase production, so we could lower our dependency on imported coal and start exporting to other countries to help the economy.

ANWICK & MID LINGS COMMUNITY BRANCH  
*Midland & East Coast Region*

## **MF12. IMPORTANCE OF CEMENT INDUSTRY**

This Conference welcomes the publication of the Mineral Products Association's, Cementing the Future and recognises the strategic significance of cement to the UK economy and society. Conference further recognises the employment the industry generates throughout the UK. Conference notes that cement is a critical ingredient in concrete which is the most-used man-made material in the world and which helps to provide the UK's roads, railways, homes, schools, hospitals and much more that the UK's modern society depends on. Conference further notes that cement and concrete will be essential to the construction of the UK's future low carbon economy when the material is used in new power generation capacity including concrete gravity bases for off-shore wind towers. This Conference further recognises that the cement industry contributes approximately £1 billion per year to the wider mineral products industry which in turn accounts for £9 billion of the UK economy and supplies other industries with a value of £400 billion, as set out in the Mineral Products Association's publication, Make the Link. Conference calls for Government to match the employment that the Industry brings with the investment required to ensure that the UK's infrastructure, jobs and income are enhanced.

T25 NEWCASTLE AND NORTH TYNE GENERAL BRANCH  
*Northern Region*

## **MF13. ENTREPRENEURIAL OUTRAGE**

Congress finds it unbelievable that one man, billionaire Jim Rafferty entrepreneur, head of the Swiss based company INEOS can bring the whole of Grangemouth to a halt with all its potential disastrous consequences, with absolutely no recrimination or condemnation from across the Government from front bench.

Let us for one minute compare that with the hysteria they demonstrated when working people are fighting for their lives.

BARKING BRANCH  
*London Region*

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# PUBLIC SERVICES

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# PUBLIC SERVICES

## MOTIONS

### **PS1. CAMPAIGN FOR BRITAIN'S PUBLIC SERVICES**

This Conference calls upon all sections of the Labour Movement, including Labour MP's, to step up campaigning in defence of Britain's Public Services.

Conference Notes

1. The determination of the Coalition Government to sell off our Public Services.
2. Their readiness to do so, even when as in the case of the Royal Mail and East Coast Rail Service. The publically run service is returning a healthy profit to the Treasury.
3. Their willingness, as in the case of the Defence Support Group has put even our national security in jeopardy.
4. Their strategy in the case of our N.H.S. of replacing co-operative care for the benefit of patients by competitive privatisation for the benefit of private shareholders.

Conference Notes – that keeping our Public Services Public is:

- A/ More economical in that it doesn't require users and other taxpayers to subsidise dividends for private shareholders.
- B/ More accountable in that the standard of service is ultimately the responsibility of a Minister in the House of Commons, rather than an unelected private board with no responsibility at all to the public at large.

Conference therefore calls upon our C.E.C. to step up its campaigning for the public ownership of vital public services, including not just those mentioned above, but also others which are needed to provide basic requirements, such as water, energy and housing.

Z48 SUNDERLAND 1 ENG BRANCH  
*Northern Region*

### **PS2. GMB'S CONTINUOUS FIGHT/LOBBY RE-GOVERNMENT AND LOCAL GOVERNMENT LEADERS**

This Conference agrees to continue to fight/lobby the Government and Local Government leader with regard to cuts to Public Services which disproportionately affect the poorest and most vulnerable members of the community. GMB should fight for proper consultation for the Unions with the Government and Local Government Managers on viable alternative solutions to indiscriminate cuts.

PLYMOUTH & DISTRICT BRANCH  
*Wales & South West Region*

### **PS3. CONTINUING THE CAMPAIGN AGAINST PUBLIC SERVICE CUTS**

This Conference recognises and appreciates all that the GMB has done with the TUC National Campaigns against Westminster Government cuts to Public Services. However, as the current rhetoric from Government is that more years of the same is coming, we call upon GMB to increase such National Campaigns with a particular emphasis on how these harsh cuts is adversely affecting women and the more vulnerable in our communities.

We are asking for an increase in campaigns, having witnessed the first stage of the impact of cuts, which are predominantly hitting part-time female workers in areas of Public Services such as Schools and



Community Care; recognising that Education and Community Care budgets are the targets for many Local Authority cutbacks.

RHONDDA CYNON TAFF  
*Wales & South West Region*

#### **PS4. PUBLIC SECTOR PAY**

Conference notes that Public Sector workers have borne the brunt of the Coalition's austerity measures. Hundreds of thousands of jobs have been lost, there have been pay freezes and pay cuts and an erosion of living standards.

Conference believes that enough is enough and resolves to organise a fightback. Conference recognises that the only time Public Sector workers have ever achieved a decent pay rise was as a result of a campaign which included industrial action. Even under previous Labour Governments Public Sector workers have been treated as second class when it comes to decent pay. The current Labour leadership offers no crumb of comfort to Public Sector workers as recent pronouncements make it clear that if elected, Labour would carry on the austerity measures started by the Tories and Lib Dems.

Conference calls for a vigorous campaign in conjunction with other Public Sector Unions to convince the membership that a decent pay rise has to be won, it will not be given. Conference agrees that a co-ordinated campaign of industrial action properly organised and funded through a national levy of Public Sector members will give the membership the confidence that their aims and aspirations can be achieved.

L33 BRANCH  
*North West & Irish Region*

#### **PS5. PUBLIC SERVICES**

This Conference recognises that since 2010 our Public Services have been decimated leaving many local councils slashing jobs and services.

We know our Labour Councillors did not get elected to sack workers, cut pay and working conditions as they are now doing.

Conference calls on Labour leadership to pledge to reverse these attacks. To invest in Public Services by taxing the richest in society and their vast profits.

BARNSLEY GMB BRANCH  
*Yorkshire & North Derbyshire Region*

#### **PS6. SUPPORTING LOCAL GOVERNMENT WORKERS PAY AWARD CAMPAIGNS**

This Conference supports our members' aim of negotiating a decent pay award. For too long have they had to endure a series of pay freezes followed by a below inflation pay award.

L09 L.B LAMBETH BRANCH  
*Southern Region*

#### **PS7. LIVING WAGE**

This Conference notes that the very successful living wage campaign which the GMB Union has been at championing. Conference believes that it is quite wrong that there should be such a disparity between the legally enforceable minimum wage and a wage that people can actually live on. Conference calls on Local Authorities throughout the rest of England to pay the National Living Wage and in so doing, joining the many Councils in England and all in Scotland who already pay the National Living Wage.

D43 DURHAM COUNTY LA BRANCH  
*Northern Region*

## **PS8. ESTABLISHMENT OF A MAXIMUM NATIONAL WAGE**

This Conference will endorse a campaign for a Maximum National Wage to apply to all Public Services and all businesses that are wholly or partly funded by the taxpayer.

This wage should be a multiple of the wage of the lowest paid worker in the business.

B90 BRANCH  
*North West & Irish Region*

## **PS9. NHS AND SOCIAL CARE**

This Conference notes:

1. The Coalition Government has broken two major commitments on the NHS. David Cameron promised that there would be "no more top-down reorganisations." He broke this promise by implementing a massive reorganisation costing an estimated £3 billion. The Coalition also committed to maintaining NHS funding in real terms. Independent assessments have demonstrated that this promise was also broken.
2. NHS funding being transferred to Local Authority Social Care is reducing the capacity of the NHS still further, and is also being double counted.
3. As a result of these cuts, Leeds Teaching Hospital Trust is being forced to cut at least £140 million from its budget resulting in the loss of hundreds of staff, including doctors and nurses.
4. The Government has escalated the process of outsourcing NHS services to private providers through the provisions of the Health and Social Care Act.
5. This process regrettably gathered momentum under the last Labour Government, though Shadow Health Secretaries John Healey and Andy Burnham have stated that Labour allowed the involvement of the private sector in the NHS to expand too far.
6. Funding cuts to Local Authorities mean Social Care for vulnerable people is increasingly underfunded and outsourced.
7. The so-called savings achieved by outsourcing of Social Care services are based on low pay through the Minimum Wage and Zero Hours Contracts, and inadequate staffing levels and training. Many GMB members in the Commercial Services Section are employed on these terms and conditions.

This Conference believes:

8. The NHS should be properly funded to reflect the needs of the increasing proportion of older people, advances in treatments and technology and fair pay awards for hardworking and dedicated NHS staff.
9. There should be greater co-ordination between NHS and Social Care.
10. The process of marketization and privatisation of NHS and Social Care should cease and be reversed.

Conference resolves to:

11. Urge the Labour Party to make a genuine commitment to protect NHS funding to enable proper care to patients and fair pay to staff, and to cease and reverse marketization and privatisation of NHS and Social Care.
12. Support the policies propounded by Andy Burnham relating to "whole person care" to ensure co-ordination of NHS and Social Care around the individual, and to place the local commissioning of NHS services in the hands of democratically elected and accountable local authorities.
13. Urge a future Labour Government to repeal the Health and Social Care Act.

LEEDS GENERAL BRANCH  
*Yorkshire & North Derbyshire Region*

### **PS10. SAVING THE NHS**

Congress notes the NHS is under attack like never before, facing the biggest threat since its inception.

The policies of this Tory-led Government are designed to fragment and destroy the NHS as we know it, breaking it up piecemeal and handing large parts to the private sector.

The crisis in the NHS is a funding crisis, manufactured by the Tory Coalition.

Legislation, such as Clause 118 of the Care Bill, the so-called "Hospital Closure Clause" is being drafted in the wake of Government defeats as in Lewisham to allow them to force through unpopular policies and hasten their plans to break-up the NHS.

GMB have played a leading role in defending the NHS, particularly with our involvement in the "Save our Hospitals" campaign and the "Stop the NHS Sell-Off in Cambridgeshire" campaigns.

Congress resolves to:

- Continue to expand on GMB NHS campaigning, organising and recruitment.
- Strengthen links with local Labour Groups and call on them to support NHS campaigns making this central to the 2015 Election campaign.
- Call on the Labour Party to commit to the cancellation of PFI debt and for direct government funding.
- Campaign for increase in NHS funding.
- Ask all branches to write to and arrange a lobby of their MPs calling on them to secure the long-term future for the NHS and ask them to commit to a GMB pledge to oppose privatisation of any service and to call for increased funding.
- Work with other Unions and the TUC to hold a National Demonstration in defence of the NHS in London in 2014.

ISLINGTON 1 & HARINGEY BRANCH  
*London Region*

### **PS11. NHS**

This Conference is appalled at proposals in NHS England's Funding Review of Allocations to alter health funding formulas which would divert funding away from areas of poor health outcomes to areas with better health outcomes. Conference notes the long-standing political and scientific consensus that economic deprivation is a major indicator of healthcare needs. Conference further notes that life expectancy can vary by as much as 11.5 years in different parts of England. Conference calls on the Government to resist any further moves to divert funding away from areas of high deprivation in future funding allocations and to oppose the proposals being consulted on in NHS England's funding review of allocations. Conference calls on the Labour Party to give a clear commitment that it will reverse such funding allocations as part of its Programme for Government in 2015.

G13 GATESHEAD LA BRANCH  
*Northern Region*

### **PS12. NHS**

This Conference notes that the Secretary of State for Health suffered an embarrassing legal defeat after the Court of Appeal judges ruled he had acted illegally in deciding to cut accident and emergency and maternity services at Lewisham Hospital. Conference is disgusted that the Coalition Government has changed the rules to give the power to any hospital administrator appointed in England to dismantle hospital services arbitrarily. Conference believes that this is a blatant attempt to sneak through a

fundamental change to the way decisions are made about local hospitals making a mockery of local scrutiny and democracy. Conference calls on the Government to reverse its decision and for The Labour Party to commit to scrapping such rules should it be elected in 2015.

N39 NORTH WEST DURHAM AHA BRANCH  
*Northern Region*

### **PS13. NHS CAMPAIGNS AGAINST CLOSURE AND OUTSOURCING**

GMB Southern region has recently had a big success in Lewisham in preventing the local NHS trust board from outsourcing their procurement contract to SERCO. This follows the huge success of preventing Jeremy Hunt from closing the A and E department at Lewisham hospital.

Both of these campaigns were run in conjunction with a number of other groups including local community and campaign groups as well as individual users of the hospital and other interested parties. The campaign to prevent privatisation involved Lewisham people before profit, save Lewisham A and E and South East London keep our NHS public. There was a large turnout of GMB members and the public to the board meeting letting the board know that the people were opposed to outsourcing.

What both of these campaigns show is that when the GMB works closely with the community and other interested groups we can not only achieve our objectives but also raise the profile of the GMB so that GMB are seen as the major campaigning union and the union on their side of the public too.

L17 LB LEWISHAM BRANCH  
*Southern Region*

### **PS14. FUNDING THE CARE SECTOR**

This Conference agrees that the main problems throughout the Care Sector is that it has been privatised and fragmented to various providers making it a minefield to regulate. This was highlighted in 2011 with the collapse of the main provider in the country, Southern Cross. Their dire financial situation and their questionable professional ethics, left thousands of vulnerable elderly residents with no home and an uncertain future.

The Care Sector is underfunded, undervalued and is a national disgrace for the most vulnerable people in the sector that it serves.

The solution would be for a full independent review to take place drawing on the knowledge and experience of those who work in the sector, those stakeholders in the sector and their representatives.

We call on Congress to commission such a report, which in turn would lead to stricter controls and regulation around finance and Local Authority funding.

The Government talks about Dignity in Care, but where is it when it comes to funding?

C40 CARE SECTOR BRANCH  
*Birmingham & West Midlands Region*

### **PS15. SOCIAL CARE HOMES**

This Congress welcomes Ed Miliband's decision to charge Baroness Kingsmill with the responsibility of overseeing an enquiry into the exploitation of social care.

Conference notes the appalling events that led to the jailing of three care workers by Preston Crown Court in 2013 and the closure of Orchid View Care Home in West Sussex following a scandal in which nineteen residents died, five as a result of poor levels of care according to the Coroner.

Congress also recognises the appalling situation in the private sector in the community where zero hours contracts, 15 minute visits, non-payment of travelling time and other methods that skimp on care while maximising profit, compromise elderly, dependent adults relying on the service.

Understaffing, low-pay, poor conditions, lack of training, exploitation, migrant labour are all methods used to minimise outlay while at the same time maximising income through charging exorbitant outrageous costs for the client and their families.

Congress therefore instructs the CEC to ensure that the GMB submits a report to the Kingsmill Enquiry into social care, making the following points.

- Private organisations operating for profit are not conducive to providing first class care for elderly vulnerable adults.
- That a statutory democratic public body like the NHS or a Local Authority should have the responsibility and resources for providing such resources.
- An understaffed, underpaid demotivated workforce is not conducive to providing first class care.
- Financial resources to ensure adequate staffing, properly trained and qualified with effective agreements with decent pay and conditions.
- Strict legislation is enacted to ensure that policies relating to staffing levels, qualifications and procedural obligations are legally enforced.

LONDON CENTRAL GENERAL BRANCH  
*London Region*

#### **PS16. CARE FOR THE ELDERLY**

This Conference calls on the GMB to campaign for legally enforceable staffing levels in Care Homes.

Following the Keogh inquiry, the Government has issued guidance on NHS staffing levels. The same guidance needs to be applied to the whole of the care sector, not just the NHS.

MIDLAND HEALTHCARE BRANCH  
*Midland & East Coast Region*

#### **PS17. LIMITING THE GROWTH OF FREE SCHOOLS AND ACADEMIES**

This Conference calls upon the GMB to campaign through the work of its Executive to persuade the Labour Party of the need to include in its Manifesto for 2015, the limitation of the growth of free schools and academies, and to remove their right to employ unqualified teachers.

SCUNTHORPE DISTRICT & APEX BRANCH  
*Midland & East Coast Region*

#### **PS18. ACADEMIES**

This Congress calls on a future Labour or Labour led Coalition Government to introduce legislation which will allow academy schools to be brought back under local authority control in the same way that any other previously outsourced contract.

CAMBRIDGE 2 BRANCH  
*London Region*

#### **PS19. ACADEMY CONVERSIONS**

This Conference agrees to campaign to alter current Government legislation that stipulates that once a school has become an Academy, it cannot revert back to being maintained.

The current legislation does not take into account failing Academies or schools forced to become Academies. This we believe goes against the parents, staff and wider communities' democratic rights and so needs addressing.

If a maintained school fails Ofsted, lots of additional support is being put into that school by the local authority who have a better understanding of the school's needs, for example, geographical knowledge. Local Authorities also have proven track records of supporting schools to improve their performance, achievements as well as pupil and staff welfare. Can this really be done by forcing a school to become an Academy, whose sponsor is based in London but the school is in the heart of the Black Country?

S85 SANDWELL COMMUNITY BRANCH  
*Birmingham & West Midlands Region*

#### **PS20. FREE SCHOOLS**

Conference is gravely concerned that apparent benefactors and patrons of so-called free schools are able to benefit financially, directly or indirectly, from contracts awarded to them or to their companies. Conference notes that a company of the Conservative vice-chairman Alan Lewis, who is a patron of the Kings Science Academy in Bradford, is being paid almost £6 million over 20 years to lease the land on which the academy was built with £10 million of public money. Conference further believes that such deals are not just against the public interest but involve a clear conflict of interest. Conference calls on the Government to scrap Free Schools and also calls on The Labour Party to commit as part of its 2015 manifesto to ensure that no more Free Schools will be allowed to be set up.

G13 GATESHEAD LA BRANCH  
*Northern Region*

#### **PS21. OPPOSING CUTS TO TEACHING SUPPORT STAFF**

This Conference supports our members who face government cuts in schools. We should not allow our members in schools to endure any attacks upon their roles by ideological driven agendas.

L09 L.B LAMBETH BRANCH  
*Southern Region*

#### **PS22. SCHOOL SUPPORT STAFF**

This Conference recognises that there are over 350,000 teaching assistants employed in England and appreciates the immense value they bring to classrooms and schools across the UK. Conference believes that this group of workers perform an incredibly diverse and complex mix of roles in schools. Conference is appalled at the approach of this Coalition Government to education in general and school support staff in particular. Conference calls on the Labour Party to reaffirm its commitment to school support staff as part of its manifesto for the 2015 General Election and we call on the Labour Shadow Education Team to celebrate the essential work that support staff bring to the daily life of schools.

G13 GATESHEAD LA BRANCH  
*Northern Region*

#### **PS23. SCHOOL SUPPORT STAFF TERMS AND CONDITIONS**

Congress is requested to campaign and lobby the Labour Party to implement legislation if elected to Government in 2015 to ensure that School Support Staff have equivalent terms and conditions to that of Teachers in that they should get paid for 12 months of the year and not term-time only, spread over 12 months.

NORFOLK PUBLIC SERVICES BRANCH  
*London Region*

#### **PS24. NATIONAL SUPPORT STAFF PAY STRUCTURE**

This conference is appalled when the School Support Staff Negotiating body was abolished by Gove in 2010. This body was created to ensure that a national pay structure was to be secured for the 899,000 support staff currently working throughout the country.

Due to the fact that schools can set their wages for staff, workers employed by schools face a lottery for a fair wage. Teaching Assistants for instance can be paid from £11,000 to £21,000 for the exact same position dependent on the school they work for. This unequal pay affects all roles for support staff working within schools.

This conference therefore asks for a negotiating body to be reinstated so that a National Pay Structure can be applied to all support staff for fair and equal wages for all in despite of location, authority, head teacher or school.

L16 L.B. GREENWICH BRANCH  
*Southern Region*

#### **PS25. TEACHING ASSISTANTS**

This conference is deeply concerned at the government's current consultation "Review of the efficiency in the school system" which seems to be encouraging schools to reduce the number of teaching assistants that they employ in favour of teachers.

GMB is running a successful campaign to show the government the vast public support there is for TA's in schools. Through this campaign we have heard many touching stories about how TA's really change lives.

This conference calls on the union to:

Continue leading a national campaign to make the government and the public aware of the valuable and professional role which TAs carry out.

To challenge the government when it uses demeaning language about TAs by referring to them as "a mums army".

To lobby the Labour Party to make a clear manifesto commitment to maintain TA numbers, and to return to the negotiation table to establish national terms and conditions for school support staff when they are next in power.

K14 KENT COUNCIL BRANCH  
*Southern Region*

#### **PS26. SCHOOL SUPPORT STAFF**

Conference is concerned and amazed that the Coalition Government has not been more forthcoming about the roles of School Support Staff. Conference believes that Support Staff, across the piece, but also those that are engaged in teaching support roles, are essential to the well-being and education of pupils and vital to work such as Special Educational Needs support. The fact that Michael Gove and his Advisers have been cavalier in the way in which they have approached this Group of Staff demonstrates to us that Support Staff are to this Government just an add-on to the numbers employed in Schools. The vast majority of Teaching Support Staff are Women and it would disproportionately affect Women at work if this Coalition Government failed in its duty to protect and enhance their terms and conditions of employment. This Conference calls on the GMB to continue to campaign vigorously for our Members in School Support Staff.

G13 GATESHEAD LA BRANCH  
*Northern Region*

#### **PS27. CLOSURE OF PUBLIC LIBRARIES**

This Congress calls upon the Government to stop the closure of our public libraries and to stop axing the existing librarians in favour of volunteers.

SOUTHEND ON SEA BRANCH  
*London Region*

### **PS28. CERTIFICATE IN KNOWLEDGE OF POLICING**

This Conference is concerned by the recent initiatives to make the acquisition of the Certificate in Knowledge of Policing compulsory for all potential recruits prior to application to become police officers.

Recent British history has taught us extremely important lessons about the necessity of its police service attracting recruits from all sections of society. We fear that the pre-requisite of a qualification which will cost the candidate around £1,000 to enroll, will adversely affect its ability to draw people from financially poorer backgrounds.

The GMB should canvass government to prevent this qualification becoming essential so that our police officers come from all sections of our society including the working class.

SOUTH WALES POLICE BRANCH  
*Wales & South West Region*

### **PS29. DEFENCE SUPPORT GROUP SELL OFF**

This Conference deplores the Government's intention to sell off DSG and put 2,800 jobs at potential risk.

This Conference calls on the CEC to work with other Trade Unions in the sector to stop this sell off to a private company.

GMB MID Lincs BRANCH  
*Midland & East Coast Region*

### **PS30. ENVIRONMENT AGENCY**

This Conference deplores the cuts made by Government to the Environment Agency in budgets and staff, which will lead to more communities being put at risks from flooding.

This Conference calls on the CEC to campaign for more investment for flood protection to protect jobs and communities.

GMB MID Lincs BRANCH  
*Midland & East Coast Region*

### **PS31. EMERGENCY RESPONSE AND THE BELLWIN SCHEME**

Congress demands the Government review the Bellwin Scheme for reimbursing local authorities expenditure when responding to emergencies.

At present, Local Authorities have to stomach the vast majority of the costs associated with emergency response and can only claim back a minimal amount of money from the Government.

The GMB agrees to campaign for positive change to the Bellwin Scheme as to remove an additional burden on Local Authority budgets, and in turn lessen the risk of cuts to jobs and services we all rely on.

LOWESTOFT BRANCH  
*London Region*

### **PS32. OLDER WOMEN**

This Conference look at management policy about the material clothing (polyester) our members have to wear.

Staff that have to wear this material are women of a certain age, hot in summer and cold in the winter and hell when our women members are having a hot flush.

We have in our working lives had to wear the given uniform at the work place.

What we need to look at is who is wearing polyester.

GLASGOW NURSES BRANCH  
*GMB Scotland*



### **PS33. TEMPORARY CONTRACTS**

This Conference is asked about Temporary Contracts why are there staff in the N.H.S. on contracts that reflect the post and the hours that are worked, they are offered part time contracts and then that can be increased with working overtime.

What we ask is if they have the hours that can be worked then they should be offered a permanent contract.

GLASGOW NE & SW HEALTH SERVICE BRANCH  
*GMB Scotland*

### **PS34. DEEPEST CUTS TO DEPRIVED COMMUNITIES**

Congress is deeply concerned at the recent report drawn up by Paul Wood veteran Treasurer of Newcastle City Council. This demonstrates beyond doubt the biased and partisan funding of local authorities with the Councils in the most deprived areas suffering cuts averaging 25.3% compared with only 2.54% in the 10 least deprived areas.

It came as no surprise that most of the hardest hit are Labour areas and that of 14 Councils that are receiving an increase 13 have Tory MPs.

Congress agrees that every effort shall be made by both the Trade Unions and the Labour Party between now and the election to highlight this most punitive policy in contradiction of their public claims that those with the broadest shoulders should bear the largest burden.

HENDON BRANCH  
*London Region*

### **PS35. AGGRESSIVE INCOME TAX AVOIDANCE**

This Conference notes with concern the increasing use of aggressive income tax avoidance that is as damaging if not more so than any benefit fraud. The coalition Government is always informing us that we are all in this together and therefore everyone must contribute to the financial shortfall experienced in the UK.

Congress therefore instructs the CEC to use all its powers to seek that those employed in the public sector are paid under the PAYE system of payments. To ensure this is facilitated, we must campaign making it a legal requirement that Local Authorities list in their yearly record of councillors expenses the total money paid into any aggressive income tax avoidance schemes. Government also needs to make sure this scheme is adopted for monies paid to any of its civil servants.

Congress also instructs the CEC to campaign to get Government to change any necessary legislation to make all private employers to list in their annual company accounts any monies that are paid into aggressive tax avoidance schemes.

W50 WELLINGTON BRANCH  
*Birmingham & West Midlands Region*

### **PS36. OUTSOURCING OF SERVICES**

This conference deplores the continued outsourcing of public services. The recent scandals of outsourced services require thorough investigation. Examples of this are G4S supplying (or rather not supplying) security for the Olympics, to Serco and G4S for overcharging the taxpayer for electronically monitoring criminals.

There is no appetite in the vast majority of the media, to monitor and report on the very poor value for money, the taxpayer receives from these outsourced services.

It is proposed that the TUC sets up a unit, to investigate outsourced services. A confidential helpline is to be set up, so any abuses can be reported without fear of reprisals from the employer.

Full investigations are to be carried out, using all available legislation, into the existing and proposed outsourced services. These should include conflict of interests, which is plain to see in the current National Health Service bidding process.

The unions should then widely publicise their findings and force government to take action.

X98 LFEPA BRANCH  
*Southern Region*

### **PS37. UNION RECOGNITION BALFOUR BEATTY**

Congress notes that Balfour Beatty Living Places (BBLP) has won a number of contracts in providing outsourced services to local councils, for example in Southampton and Wiltshire. Balfour Beatty Living Places (BBLP) is part of the Balfour Beatty group that was an active participant in the unlawful practice of blacklisting; alongside Carillion.

Congress notes with concern that BBLP has stated their intention not to recognize trade unions for collective bargaining on any council contracts.

Congress affirms its commitment to continue campaigning against the blacklist until all the companies involved own up, clean up and pay up. Workers who suffered discrimination due to blacklisting need to be fully compensated for their financial loss, distress and damage to reputation.

Congress believes that private sector companies seeking to bid for public sector contracts must honour existing recognition and collective bargaining agreements.

Congress condemns Balfour Beatty Living Places (BBLP) for their anti-union stance and resolves that GMB will seek to influence public authorities placing contracts for service delivery so that companies that refuse to recognize trade unions are disqualified.

W15 WILTSHIRE & SWINDON BRANCH  
*Southern Region*

### **PS38. PFI FUNDING USED FOR LOCAL GOVERNMENT & NHS ETC CONTRACTS**

This Congress supports an investigation into how contracts particularly those that are supported by PFI funds are awarded. It is common knowledge that all PFI funds have to be repaid to the lenders, mostly at huge levels of interest over many years, at huge cost to the public.

The public has the right to know, and have all the information regarding any contract penalty clauses that are agreed between the client and the contractor.

Commercial sensitivity is used to avoid telling us the truth as to how these contracts become almost impossible to withdraw from with the penalty clause capable of bankrupting the client.

This has been discovered with Norfolk County Council who now claims that withdrawal from building an incinerator in King's Lynn which was pushed through against the public's wishes will cost in excess of £90m, a jump of £70m from the original penalty of £20m. Surely, this clearly illustrates the need for openness.

KING'S LYNN NO 1 BRANCH  
*London Region*

### **PS39. INCLUSIVE PUBLIC SERVICES**

This Conference believes that all organisations who provide public services on behalf of the state, like private and voluntary sectors, should be bound by the same equality and human rights conditions and legal and contractual policies, as the public sector is with its staff and public it serves.

This Conference instructs the CEC to mount a campaign to protect the secular nature of public services and to endeavor to make sure that all public services are contracted out and run by religious bodies, adhere to the above belief of this Conference and don't hide behind the exemptions from the Equality Act, which allows them to discriminate in employment and the way they provide services and who they provide public services to.

GMB MID LINCS BRANCH  
*Midland & East Coast Region*

### **PS40. WELFARE REFORM**

Congress instructs the CEC to continue to campaign and highlight the inequities in the Coalition Government's Welfare Reform. These so called reforms are nothing more than an assault on some of the most vulnerable members of our society and many thousands of hard working families.

Congress is also concerned about the effects that these reforms will have on many of our members who work in Local Government Housing Benefits and Anti-Fraud Services.

The introduction of Universal Credit has left many Local Government workers uncertain of their future. The proposed centralisation of benefit services into the DWP will result in huge losses for staff currently working in Housing Benefit, particularly as the DWP has stated that TUPE will not apply to this group of staff.

Furthermore the proposed merger of Local Government and DWP Anti-Fraud services see another group of staff who face an uncertain future as they have been given no assurances about TUPE rights.

Congress instructs the CEC to continue to campaign on the effects of Welfare Reform on the most vulnerable members of our society.

Congress further instructs the CEC to develop a campaign to highlight and oppose the job losses amongst benefit and Anti-Fraud staff working in Local Government.

ISLINGTON APEX BRANCH  
*London Region*

### **PS41. DISCLOSURE & BARRING SERVICES CHECKS**

This Conference opposes the requirement on Councils in England and Wales to provide background checks on all staff and elected members through the Disclosure and Barring Services (DBS).

Conference acknowledges the need to provide these checks when necessary, when there is direct contact or access to information relating to children and vulnerable adults. It is the extension of this, to include checks on all staff and elected members under the pretext of protecting the "Public Services Network" ("PSN"). This will incur unnecessary and significant costs on local authorities already making cuts to front line services and staffing levels. This will give employers the opportunity to gather information on staff and potentially take action, even if the conviction has no relevance to the criteria set down by the DBS.

Please note that the DBS for England and Wales questions the validity of such checks outside the remit of protecting children and vulnerable adults meaning these will have to be provided by agencies located in Scotland or Northern Ireland.

FOREST OF DEAN BRANCH  
*Wales & South West Region*

#### **PS42. TENDERING OUT IN COUNCILS FOR EX REMPLOY WORKERS**

This Conference calls on the GMB to make it policy when tendering out is happening to make it part of the tendering process is to have a question in the tendering process of what support will be given to disabled people and ex Remploi workers and people working in supported employment in finding future employment. We need to make this GMB policy and fight for this in all councils where this comes under public procurement and regulation from Europe.

REMPLOY YORKSHIRE BRANCH  
*Yorkshire & North Derbyshire Region*

#### **PS43. TORY ATTACK ON TRADE UNIONS IN THE PUBLIC SECTOR**

This Conference opposes the Tory lead group calling themselves the Trade Union Reform Campaign (TURC). This right wing group are now above two years old and hell bent in finishing off what Maggie started by smashing the unions, thus ending the organisation of working people.

(TURC's) campaigns include

- No to tax payer funded trade activity.
- Commercial rents for unions' use of public buildings.
- Public bodies should not collect trade union dues.
- Scrap trade union modernisation and learning funds.
- Transparency of any public funding for trade unions.

Along with our local Labour councillors (who benefit from our support) and sister trade unions in public services we need to work together to oppose this group. This group needs stopping before it's too late.

C80 DUDLEY BRANCH  
*Birmingham & West Midlands Region*

#### **PS44. BUS DRIVERS' WORKING HOURS REVIEW**

Congress should lead the way in supporting bus drivers' demands to have their working hours reviewed and brought into line with EU legislation, as originally promised by John Prescott under the last Labour Government.

At present, drivers can be asked to drive for up to a fortnight, with only a 24 hour break legally required and up to 5½ hours continuously without a break.

A European Directive provides for an 11 hour daily rest for most workers on the grounds of health and safety, but for transport staff only "adequate rest" is required, which can be as little as 8½ hours.

The GMB should be urging the Labour Party to stand by its promises and get bus drivers hours urgently reviewed for the safety of drivers and passengers alike.

KING'S LYNN NO 1 BRANCH  
*London Region*