

GMB Congress 2015 – Progress Report on Carried and Referred Motions



Following Congress, the CEC agrees who should have the lead responsibility for following through the decisions carried at that Congress. Motions are normally referred in the first instance to the appropriate CEC Committee/ Section National Secretary for discussion on action to be taken and as necessary, bring reports and proposals to the CEC and/or other appropriate Committees.

In accordance with Motion 7 “Report on Passed Motions” Carried at Congress 2015, this Report shows the current progress on the 165 motions (141 Carried, 23 Referred, 1 Emergency Motion) and 1 Rule Amendment which were agreed by Congress in Dublin.

Key to abbreviations for Lead Responsibility

BWP	CEC Branch Working Party (set up by Congress 2013)
COMMS	CEC Organisation Committee- National Communications Department
EP	CEC Organisation Committee - Executive Policy
EQUALITY	CEC Organisation Committee- National Equality Department
F&GPC	CEC Finance & General Purposes Committee
FINANCE DIR	Finance Director
GS	General Secretary
HS&E	CEC Organisation Committee- National Health, Safety & Environment Department
LEGAL	CEC Organisation Committee- National Legal Department
NEF	National Equalities Forum (c/o National Equality Department)
NOD	CEC Organisation Committee- National Organising Department
PEIC	CEC Political, European & International Committee (for European Office, National Political and International Departments)
PENSIONS	CEC Organisation Committee- National Pensions Department
REG SECS	Regional Secretaries
SMT	Senior Management Team
SNS (ALL)	All Section National Secretaries
SNS (CS)	Section National Secretary, Commercial Services Section
SNS (MANU)	Section National Secretary, Manufacturing Section
SNS (PS)	Section National Secretary, Public Services Section
WTF	National Women’s Task Force (set up by Congress 2013)
YMN	Young Members Network (c/o National Equality Department)

If you require further information on the progress of any GMB Congress 2015 motion, please e-mail: policy@gmb.org.uk

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
7	REPORT ON PASSED MOTIONS (LO)	Carried with Qualification	EP SNS (ALL) ALL NAT OFFICE DEPARTMENTS	Produce a written report on all motions carried at Congress	GMB Executive Department will chase Regions, sections, Departments and CEC Committees for progress on actions of Congress Motions and post regular activity reports on the GMB National website in the secure members area
UNION ORGANISATION: General					
13	WORKERS' MEMORIAL DAY (YO)	Carried with Qualification	HS&E, SMT	GMB National & Regional offices to observe a minute silence on Workers' Memorial Day in commemoration of workers killed or injured at work	GMB National Health & Environment Department will look at innovative ways of marking International Workers' Memorial Day as part of the CEC Special Report. Two suggestions we are exploring are to hold Regional H&S Forum meetings and training sessions on the day, and to purchase a bell for each GMB Office to ring at 11 am on the day itself. The National Health & Environment Department have circulated a model speech that can be used by activists and officers at public Workers Memorial Day events. They would welcome any suggestions from Members on further ways to mark the day.
14	MONUMENT TO WILL THORNE (LO)	Carried	PEIC	Asks GMB to erect a monument to Will Thorne	To be raised with the GMB group of MPs.
15	ELEANOR MARX DAY (SW)	Carried	SMT, COMMS	Establish the 16 January as Eleanor Marx Day, commemorating the life and contribution to the Labour movement and the GMB.	The CEC Organisation Committee referred the motion to the Women's Task Force for ideas. This was discussed at the Women's Task Force Meeting in October 2015 and it was suggested to initiate a Women's award for achievement and commitment in the area of Women's political voice/ education/ organising. This was agreed by the General Secretary. The award was launched on 16 Jan 2016, the birthday of Eleanor Marx and closed on 31 March (day she died). The TaskForce received 11 regional nominations and judging was done by national members of the Women's Task Force. The first winner will receive a fitting award at Congress 2016.
16	INTERNATIONAL WOMEN'S DAY (SO)	Carried	FINANCE DIR	Calls for International Women's Day and the Retired Members Association to be mentioned in the Union diary.	This had already been implemented for the 2016 GMB diary. Note the CEC Qualification was that the RMA is not a section, and all RMA members are already members of an industrial section. However, RMA should be mentioned in the diary, with contact details.
17	RETIRED MEMBERS' ASSOCIATION (LO)	Carried with Qualification	FINANCE DIR		
20	ESTABLISH A GMB OR TUC RADIO STATION (LO)	Referred	COMMS	GMB to conduct a feasibility study with a view to establishing a GMB TV or radio channel.	The CEC Organisation Committee October 2015 meeting reported that BECTU and other unions had looked into this initiative but with little success.

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21	CAMPAIGN FOR PRESS AND BROADCASTING FREEDOM (LO)	Referred	F&GPC	Seeks affiliation to the Campaign for Press and Broadcasting Freedom.	Following the discussion of a Report provided by the Head of Communications, The CEC Finance & General Purposes Committee agreed in February 2016 that the aims and objects of the organisation were broadly in line with GMB's and agreed to affiliate at the cost of £450.
22	BANNER THEATRE'S 40TH ANNIVERSARY APPEAL FOR CORE FUNDING (BI)	Carried with Qualification	REG SECS (ALL)	GMB to show solidarity to Banner Theatre by promoting and providing regular support and contribution towards core funding at a national level and encourage Regions and Branches to do the same locally.	It was agreed that whilst GMB Birmingham and West Midlands Region have been proud to support Banner in the past, it is better to maintain the Regional focus rather than necessarily involving the union nationally.
23	SPONSORSHIP OF ENGLAND WOMEN'S FOOTBALL TEAM (YO)	Referred	F&GPC	Asks for sponsorship of the England women's football team.	A letter was sent to the Football Association who responded with the cost of sponsorship which was outside our normal sponsorship range. GMB will continue to work with Regions to identify opportunities for GMB to get involved with women's sport. Some GMB Regions already sponsor women's football teams such as the Doncaster Rovers Belles and the Sheffield FC Ladies teams.
UNION ORGANISATION: Recruitment & Organisation					
C1	GMB YOUNG WORKERS ORGANISING STRATEGY (Motions 24, 25) (SW,BI)	Carried	NOD, YMN	Composite calls for ways on how to attract young 16/17 year olds to GMB and the union movement and how GMB can effectively recruit, deploy and train its young activists.	NOD: Discussions are underway with the National Young Members Network via the National Equality Officer on an overall strategy. Specifically the YMN are seeking to organise national days of organising action targeting Next and SSP – a major food retailer in Railway Stations, Airports and Retail Parks – promoting our £10 per hour living wage. The GMB Young Members Network (YMN) met on Saturday 30 th January 2016 to discuss their organising strategy as a result of the adoption of this composite motion. A draft was submitted to the National Organising Team in April 2016 for discussion.
26	TUC MEMBERSHIP (LO)	Carried	NOD	GMB to work with TUC on addressing 'shrinking' levels of union membership and rebuilding union membership giving consideration to those workers not in traditionally organised industries.	Following initial discussions with the TUC Organising Department no further progress has been made. Some years ago the TUC wound up its Organisation Sub Committee of the General Council leaving no current forum within its structures to discuss and assess affiliates performance on membership growth, tactics and policies. The TUC Organising Department advise it is unlikely this group will be re-instated but have suggested an informal meeting of affiliates Heads of Organising are convened to go some way to meet the requirements of

					this motion. Discussions continue but may well need to involve GMB TUC General Council members
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27	EMPLOYMENT AND TRADE UNION RIGHTS (NW)	Carried with Qualification	NOD, LEGAL COMMS	Call for GMB for combined trade union support & action to put pressure on the Scottish parliament, Welsh & Stormont Assemblies and Ireland to coordinate a campaign to promote the benefits of trade union membership and the rights of everyone to be acknowledged in Industrial law and the right to a well paid job.	<p>Legal: In July 2015 the Government published the Trade Union Bill 2015 and associated proposals on agency workers and picketing. These proposals will have a major impact on workers' human rights to associate, freedom of assembly, and the ability to engage in lawful industrial action. The Bill seeks also to regulate trade unions by banning check-off in the public sector, reduce public sector facility time, and restricting union political funds. Alongside these proposals are plans to increase the power of the Certification Officer to intervene in unions' affairs. GMB has responded to oppose these proposals as being unnecessary and disproportionate, and a violation of human rights. We have responded to the public consultations on thresholds in important public services, agency workers, and picketing. We are working with the Political Department as the Bill and associated regulations pass through Parliament, and we jointly submitted written evidence on the Bill to the House of Commons Public Bill Committee. We are briefing Officers on developments. In line with our policy of opposition to fees for tribunal cases we made a written submission alongside the TUC to the Justice Select Committee on Tribunal Fees.</p> <p>NOD: A number of actions have been organised and conducted by GMB national Office, several Regions and young members in concert with BFAW, UNITE and USDAW over the Winter on joint campaigns around Fast Food Workers rights, against zero hours, to promote the £10 an hour union living wage and in opposition to the TU Bill. COMMS: Ongoing reporting on work of the union and its campaigns and negotiations on pay and conditions.</p>
28	FACILITY TIME (LO)	Carried	NOD	GMB to promote the benefits trade unions bring the workplace.	This motion assists and strengthens our work already underway in Public Services in particular defending and promoting facility time. Discussions continue with Sections and Regions and specifically in relation to our work to defend facility time from the specific attack within the TU Bill. As part of the 2016 Trade Union Bill campaign, TUC published research (February 2016) on the benefits to employers of having Trade Union Reps. This research will be used to produce a guide for use in regions

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32	ORGANISING AGENCY WORKERS (SO)	Carried	NOD	GMB to recruit all workers, employed directly or through temporary agencies	No central data exists on the GMB membership system on the levels of membership employed directly by employment agencies. An exercise to secure this information should be considered but would be costly and complex. Discussions with Regions continue but several confirm that their existing operational policy currently complies with the aim of this motion – that agency workers in workplaces are organised alongside directly employed workers.
UNION ORGANISATION: Representation & Accountability					
42	NATIONAL SHOP STEWARDS NETWORK (BI)	Carried with Qualification	REG SECS (ALL)	Asking GMB to affiliate to NSSN	GMB are not opposed to working with NSSN. There is existing policy from Motion 18 in 2014 that national affiliation is not the answer. Branches can support and get involved as they see fit and we will work with NSSN in areas of mutual interest.
UNION ORGANISATION: Finance & Contributions					
C18	BRANCH ORGANISING AND EQUALITY FUND (Motions 47, 383) (LO,NEC)	Carried with Statement	BWP, NEF F&GPC	Calls for the establishment of a Branch Activity and Equality Fund, made up from a levy on branches.	BWP: The General Secretary reported that the CEC view on this motion was to apply a levy on all branches to help campaigning activity and build links with community organisations, however this was an emotive issue in some areas and a wider discussion within the CEC Finance & General Purposes Committee, National Equality Forum, Regional Committees, and the Branch Working Party was required to determine what this levy would be used for. It was agreed to continue to discuss this matter at future BWP meetings F&GPC: The Committee determined that whilst there are funds in many branches, that is by no means universal, and other levies exist. The committee asks the NEF to submit a plan for how these funds might best be used. NEF will be meeting on 12 May 2016 to discuss this
50	TO STOP THE 10P – 14P INCREASE IN PETROL PRICES (YO)	Referred	SNS (CS)	Stop petrol retailers from unfair practice of putting prices up higher in coastal areas than in towns	Congress agreed to investigate this problem further so that suitable pressure can be put on the petrol retailers and so the motion was referred. The Commercial Services Section intends to undertake research into this issue
62	REDUCTION IN ANNUAL MEMBERSHIP OF GMB UNION BY ANNUAL SUBSCRIPTION IN ADVANCE	Referred	F&GPC	Called for the CEC to investigate cost saving to members by annual subscriptions	The motion was discussed at the February 2016 CEC Finance & General Purposes Committee Meeting. It was determined that the facility to pay annually by direct debit already exists – members can chose to pay on any one of three dates in any month. As evidenced by the debate at Congress, there is opposition to the

	(MI)				idea of better-off members who can afford annual contributions receiving a discount, and in the current low interest rate environment there is no financial justification for a significant discount.
UNION ORGANISATION: Benefits & Services					
65	UNIONLINE	(SW)	Carried with Qualification	SMT	<p>Ensure procedures are in place to ensure Branch Secretaries are informed when claims are submitted and are kept updated on the progress of the claim</p> <p>At UnionLine, all claims are logged onto a central case management system which Regional Legal Officers have access to. The CEC Qualification was that it is important that successful cases are widely communicated and will consider further enhancements to review communications with Branches as part of the continual development of Union systems. Work on building our IT and management systems is in progress to ensure more detailed information is available to Regions. After making a commitment to keep branches informed about their members cases, Unionline has been in contact with the Information Commissioner's Office over potential data protection issues. The ICO notified us that we could not do so due to data protection concerns. Therefore, there are problems with what the motion is asking for as this relates to confidential information been accessed. Unionline are now working on a branch newsletter which will broadly supply information about big wins and news, plus legal updates. UnionLine is committed to finding ways to add new services which will add real value to members and their families to improve our services and to help officers recruit.</p>
C2	TCU MONEY (Motions 67,68)	(YO)	Referred	F&GPC	<p>Calls for the Thorne Credit Union, now known as TCU Money, to be renamed GMB Money Ltd.</p> <p>In October 2015, members of the CEC Finance & General Purposes Committee stated a preference for the name "GMB Credit Union". At their February 2016 meeting they determined that the union was happy for this body to change its name to GMB Credit Union, on the basis that the CEC is able to appoint two non-executive directors who would provide feedback to the CEC Finance & General Purposes Committee</p>
69	GMB LIVING WAGE CONTRACTS	(YO)	Carried	SMT	<p>When awarding contracts to companies supplying goods or services to our union, GMB should take account of whether the company pays the living wage.</p> <p>GMB Regions will consider Living Wage implications where possible when contracting companies to supply goods or services to GMB</p>

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UNION ORGANISATION: Education & Training					
71	ADDED SUPPORT FOR THE GLI SUMMER SCHOOL (SW)	Carried with Qualification	NOD	Call for GMB to work with GLI to provide bespoke course for the education of activist and seek methods of joint working for mutual benefit.	A report is being finalised to formulate the proposal to assist the GLI with funding and integrate their programme with GMB Summer Schools. The report will cover how the GLI work will fit in with GMB's educational needs. This matter will be considered by the CEC Finance & General Purposes Committee at their meeting in July 2016
73	ULF PROJECTS FUNDING (NW)	Carried	NOD, SMT	GMB to work alongside TUC Unionlearn to lobby the Government to provide adequate funding to sustain UnionLearn.	Funding has been announced for 2016/17 and GMB will be running funded projects in a number of Regions. There have been substantial cuts to the funding not only for GMB projects, but also to the overall budget allocated to Unionlearn. Although the Government has made commitments to maintaining some funding to Unionlearn, GMB remains concerned that the funding may reduce. The GMB Group of MPs have been kept informed and we have asked them to highlight these funding cuts in Parliamentary debates and in their constituencies. We need to ensure the continuation of the funding that has helped thousands of workers to obtain the essential skills they need in numeracy and literacy. GMB ULF Project Managers and relevant Regional Education Officers are discussing a lobbying campaign with the National Political Department to be launched shortly
74	NATIONAL LEARNING COMMITTEE (YO)	Referred	NOD, SMT	GMB to establish a National Learning Committee to drive the learning agenda forward.	This motion has been referred for further examination as there are cost implications in the proposals of the motion. Six out of our 9 regions have an active ULF funded project which is nationally co-ordinated in Yorkshire Region. A detailed proposal was presented by the National Project Director (Colin Kirkham) and discussed at the SMT Meeting on 14 April 2016 who agreed for a National Learning Committee to be set up.
76	HE LEARNING FUND (MI)	Referred	F&GPC	Calls for a higher education learning fund for members.	The CEC Finance & General Purposes Committee noted that the union's resources could not cover quite such an ambitious project. There was a modest fund available for GMB use at Ruskin College, and this will be applied for educational use. However, GMB does not wish to return to a large-scale bureaucratic national system. Help for HE students should be a matter for individual regions.

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78	MENTAL HEALTH AWARENESS (BI)	Carried with Qualification	HS&E, EQUALITY NOD	Call on the Govt. to campaign for mental health awareness in the workplace. Call for GMB reps to be able to recognise, give guidance and support to members.	<p>HS&E: This is an area of wide concern within and beyond GMB. Mental health is a highly specialised subject, and we must be very careful to ensure that our members and Health and Safety Representatives are not placed in positions where they are expected to give advice or tackle mental health issues. We will work collaboratively within GMB across the organising, equalities and health & safety department to ensure that our approach is joined up, consistent, and will not place members at added risk to their own mental health. There are clear links to the wider stress management agenda, and this will be a key topic of discussion in meetings with Shadow Mental Health Minister Luciana Berger, HSE, and other interested parties. We were pleased with the focus on mental health from Jeremy Corbyn, and this may force greater action from the current Government. This motion is not a ‘task and finish’ action – we will be campaigning on mental health for many years to come.</p> <p>NOD: Work is underway to develop plot training materials for workplace organisers covering both these areas. NOTE that the GMB Member Magazines for Winter 2015 contained tips and advice on mental health issues in the workplace. EQU – At the National Equality Conference 2016, in Cardiff, mental health was a key subject. Actions include:-1) launch of new workplace briefing on Mental Health 2) workshops for all delegates 3) Luciana Berger MP addressed the conference. A new GMB booklet was launched at the 2016 National Equality Conference in Cardiff</p>
79	YOUTH TRADE UNION EDUCATION (SW)	Carried	EQUALITY YMN	Young Members Network to promote and deliver education on the history and role of Trade Unions to those in full time education and publish training materials	The Young Members Network have met with the National Training officer with a view producing training materials..
80	BULLYING IN THE WORKPLACE (NW)	Carried	NOD	Develop training modules to train stewards on recognising bullying in the workplace	Work is underway to develop plot training materials for workplace organisers covering both these areas. The National Training Officer is currently updating new training modules on welfare rights, bullying, transphobia, domestic violence and surveillance at

					work as a result of action on Congress decisions. A Zero Tolerance Statement was agreed as part of the Womens TaskForce Report to Congress 2014 is this is now part of all training courses
UNION ORGANISATION: Equality & Inclusion					
81	BRANCH EQUALITY OFFICERS (MI)	Carried	EQUALITY	Campaign for statutory recognition of Branch Equality Officers and in the interim make all BEO's shop stewards	GMB have campaigned vigorously on statutory recognition for workplace equality reps (branch equality officers) along the lines of workplace Health and Safety reps. A presentation was given to the Labour Party Equalities Committee, as well as lobbying the Shadow Minister for Women and Equalities – Kate Green MP and Shadow Minister for Business Ian Murray MP. The GMB spokesperson addressed a fringe meeting held on the subject at TUC Congress. The Minister for Women and Equality Nicky Morgan & the Minister for Business, Innovation and skills, Sajid Javid have also been contacted.
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82	TO CAMPAIGN FOR PAID TIME OFF FOR EQUALITY REPRESENTATIVES (SO)	Carried	EQUALITY	Campaign to get equality reps the same rights to time off as H&S reps	GMB have campaigned vigorously on statutory recognition for workplace equality reps (branch equality officers) along the lines of workplace Health and Safety reps. A presentation was given to the Labour Party Equalities Committee, as well as lobbying the Shadow Minister for Women and Equalities – Kate Green MP and Shadow Minister for Business Ian Murray MP. The GMB spokesperson addressed a fringe meeting held on the subject at TUC Congress. The Minister for Women and Equality Nicky Morgan & the Minister for Business, Innovation and skills, Sajid Javid have also been contacted.
83	PROTECTING UNION EQUALITY OFFICERS' RIGHTS (LO)	Carried with Qualification	EQUALITY	Campaign, promote, protect and ensure that Equality Officers are aware of their rights in the workplace	GMB have campaigned vigorously on statutory recognition for workplace equality reps (branch equality officers) along the lines of workplace Health and Safety reps. A presentation was given to the Labour Party Equalities Committee, as well as lobbying the Shadow Minister for Women and Equalities – Kate Green MP and Shadow Minister for Business Ian Murray MP. The GMB spokesperson addressed a fringe meeting held on the subject at TUC Congress. The Minister for Women and Equality Nicky Morgan & the Minister for Business, Innovation and skills, Sajid Javid have also been contacted.
87	WHAT'S THE RIGHT AGE FOR A YOUNG MEMBER IN THE GMB UNION? (MI)	Carried with Statement	EQUALITY YMN	Carry out a study to determine the correct age of a Young Member and report back to Congress 2016.	The CEC Statement was that following Congress 2014 Motion 32 "Raising the age of young members" was referred to the Young members network and the NEF, both groups have considered this matter and have endorsed the proposed change. The CEC has also accepted the recommendation of a change of age from 27 to 30 which was endorsed by the Organisation Committee. GMB data has shows that there are 31,808 members under 27 years and 53,297 members under 30 years – a difference of 21,489 who will now be defined as a young member.

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89	DUAL DISCRIMINATION(SO)	Carried	EQUALITY	Call for S14 of the Equality Act on dual discrimination to be implemented	Section 14 is aimed at situations where people are discriminated against because of a combination of protected characteristics. The absence of a right to bring discrimination claims combining protected characteristics has been a problem for some time and at present a person alleging combined discrimination must bring separate single strand claims in respect of each protected characteristic. Claims like this can be difficult to prove and may not reflect the reality of the discrimination experienced. The Labour Government had intended to bring section 14 into force in April 2011, but the Coalition stopped this so section 14 is not yet in force and the provision has not been repealed. However, with the return of a hard line Tory majority Government in May 2015 reform is unfortunately unlikely in the near future
90	CHILDCARE AND EQUALITY (NO)	Carried	EQUALITY	Amend the Equality Act to ensure employers conduct gender equality audits of ALL staff (in senior management positions)	The nature of work has increasingly become insecure, temporary and aggressively exploitative with the introduction of fees for taking a case of discrimination to an employment tribunal has been prohibitive. Support for members with caring responsibilities, particularly childcare would encourage greater and better participation in the workplace. A survey of caring responsibility of members at Asda was conducted and a key priority for the NEF is going to caring responsibilities, including child care responsibilities
C3	SUPPORTED EMPLOYMENT FOR DISABLED WORKERS (Motions 91, 93) (YO)	Carried	EQUALITY	Support Remploy workers- Look at the Co-Op model to reintroduce supported employment. Place a statutory duty on all local authorities to provide meaningful employment for disabled people.	Many local authorities ran supported employment opportunities for many years and these have all but disappeared since the Tory's austerity measures and the closure of the 54 Remploy Factories is well documented. GMB has supported the establishment of 2 such workplaces giving employment to ex GMB Remploy members with varying degrees of success. GMB continues to support supported employment opportunities for disabled people within the UK. We continue to campaign for proper funding by government and local authorities.
92	RE-OPENING OF WORKPLACES FOR DISABLED PEOPLE (NW)	Carried	PEIC EQUALITY	Calls on the Government to provide funding to reopen workplaces for disabled people	A response was received to a letter GMB to the Parliamentary Under Secretary of State for Disabled People to highlight this issue and request that disabled workplaces are reopened. The response was not positive and therefore the issue will be taken forward within the Labour Party's National Policy Forum.

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94	DISABLED MEMBERS (SO)	Carried	SMT EQUALITY	Asks all GMB Regions, Branches and the TUC, to make careful plans for accessibility and do everything possible to enable all members to attend and participate when organising groups of members to attend major demonstrations.	Every effort is made to ensure that there is full access to public demonstrations for people with disabilities and we work closely with TUC on this. Furthermore, GMB will ensure that members are made aware of these arrangements. eg National Demonstrations and lobby of Parliament on the TU Bill.
95	VIOLENCE TO DISABLED PEOPLE (LO)	Carried	EQUALITY	Increase awareness of vulnerability of disabled people and incidences of disability hate crime.	Home Office statistics reveal police recorded 2508 reports of disability hate crime in 2014-15 an increase of 25% on the previous year, however many hate crimes against disabled people goes unreported. We have written to the CEO of the Equality and Human Rights Commission asking for any actions they may have taken.
96	FOR ALL REGIONS TO HAVE A GMB SHOUT! GROUP (SO)	Carried with Qualification	EQUALITY	Ensure all GMB Regions have a Shout! Group to support LGBTI members.	The CEC Qualification was that with the support and encouragement of the NEF, a number of regions now have active "Shout" groups. Existing structures already exist and all regions should be encouraged to support LGBTI activists to develop Regional Shout groups under the umbrella of Regional Equality Forums. A total of 5 regions now have a Shout group.
97	FOR GMB TO SUPPORT THE ALBERT KENNEDY TRUST (SO)	Referred	F&GPC EQUALITY	Calls for financial support for the Albert Kennedy Trust	The February 2016 Meeting of the CEC Finance & General Purposes Committee agreed to a one-off donation of £300
98	AFFILIATION TO SCHOOL'S OUT (LO)	Referred	F&GPC EQUALITY	Calls for affiliation to School's Out	The February 2016 Meeting of the CEC Finance & General Purposes Committee agreed to affiliate at £200
99	DOMESTIC ABUSE IN THE LGBT COMMUNITY (LO)	Referred	F&GPC EQUALITY	<ul style="list-style-type: none"> • Calls support for Broken Rainbow • Campaign with groups to show solidarity • Lobby MPs to ensure that specialist services remain open. 	The February 2016 Meeting of the CEC Finance & General Purposes Committee agreed to a one-off donation to Broken Rainbow of £250.
100	DOMESTIC VIOLENCE WEB PAGE ON THE GMB WEB – SITE (BI)	Carried	EQUALITY	Create a page on the GMB National Website to provide information and resources on domestic violence	The Department is in the process of updating the National GMB website with information on domestic violence which could be very useful for members wanting help. A booklet for reps was launched at the National Equality Conference 2016

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EMPLOYMENT POLICY: Health, Safety & Environment					
104	END COMPULSORY WORSHIP IN SCHOOL (YO)	Carried Card Vote (177 For 166 Against)	EQUALITY SNS (PS)	Call for an end to compulsory worship in schools- use school assemblies to foster a collective identity	Public Services: The Section is in discussions with teacher unions to understand the implications and details Equality: Working with Public Services Section
107	HEALTH & SAFETY EDUCATION (LO)	Carried	HS&E	Call to lobby Gov. to include Health & Safety in the school's national curriculum	National Health, Safety & Environment Department have engaged with the Personal Social Health and Economic Education (PSHE) Association to discuss the addition of health and safety to curriculum. With the liberalisation of education through free schools, there are now a number of avenues to recognise the issues and add them to lesson plans. As a result we will be talking to the Public Services Section to ensure we make the appropriate contacts. We will also be writing to Nicky Morgan at DfE regarding this, and will look to meet with new Shadow Education Secretary Lucy Powell to influence Labour policy.
108	HEALTH AND SAFETY IN CALL CENTRES (NW)	Carried with Qualification	HS&E	Call to lobby for change in H&S law to ensure all call centre staff are issued with their own headphone and mic set. The practice of sharing must stop	National Health, Safety & Environment Department have identified a number of trade associations with an interest with call centres – the Call Centre Management Association (CCMA) and the CCA - and are looking to arrange meetings with these. They are also talking to Unison, Unite and PCS about a joint approach from unions with members in call centres. Finally, National H&E Department have contacted HSE's Local Authority Unit for a clear definition of their enforcement approach to call centres and will be following this up with a formal letter.
109	ASBESTOS – THE HIDDEN KILLER CAMPAIGN (MI)	Carried (CEC position was Oppose)	HS&E	Pressure Gov. to give adequate budgets to HSE to promote 'Asbestos – The Hidden Killer' campaign, And take action against employers who flaunt laws.	This motion made a number of demands, which will be taken in turn: “Congress calls upon the GMB to look again at the Asbestos – The Hidden Killer campaign.” - GMB remains a part of HSE's Asbestos Forum, where policy and the campaign is discussed. The General Secretary is also able to influence campaign direction to a degree by virtue of his role on the HSE Board. “We ask the CEC to put pressure on the HSE to kick start their Asbestos – The Hidden Killer campaign.” HSE resurrected the Hidden Killer campaign in 2013, following three years of negotiation with Cabinet Office to receive permission and funding.

					<p>Unfortunately, the revived campaign focused on the self-employed and small businesses, and was more concerned with using protective equipment rather than the identification and removal of asbestos by qualified competent professionals. GMB has not criticised the campaign, but will not actively support it in its current form.</p> <p><i>“We want to put pressure on the Government to give adequate budgets to the HSE to promote this campaign and take action against employers flaunting laws with bigger fines”</i> – The General Secretary (Paul Kenny) continually pushes for prosecution of negligent employers at Board meetings; we will also write to the Minister responsible for Health and Safety, Justin Tomlinson, outlining our demands and requesting to meet with him to discuss in person.</p> <p><i>“We want this to be the headline story on the HSE website”</i> – We cannot deliver this. We will however ensure that asbestos retains a high profile on the GMB website.</p> <p><i>“We want the GMB to push for advanced TUC training for workplace Health & Safety Reps”</i> – Funding for Safety Representative training is under threat due to government cuts, so additional training may not be deliverable. We will be speaking to Liz Rees at UnionLearn to explore options, and will be considering this in looking at GMB health and safety training as part of the CEC Special Report. <i>“We want posters, leaflets, and TV advertising”</i> – We will work with the press department to develop new poster, and are developing a new leaflet on asbestos management. This is currently in draft form. We will also update and reprint the GMB asbestos guidance in time for GMB Congress 2016. We will develop material for GMB TV on YouTube, as the cost of national television advertising would eat the Departmental budget for several years in one go. We will also seek to place adverts in relevant publications such as Hazards Magazine and The Morning Star, centred on Action Mesothelioma Day 2016</p> <p><i>“We want this campaign to have started within a month of the end of the GMB Congress in the summer of 2015”</i> – Many of these activities were commenced at GMB Congress in Dublin once the motion was passed, though in reality our campaigning activity will not cease until asbestos has been completely eradicated from the UK.</p>
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112	TIGHTENING OF WORKING TIME REGULATIONS (MI)	Referred	HS&E	GMB to campaign to cap night workers' hours to 8 hours maximum.	The European Working Time Directive is currently under review by the European Commission, and GMB submitted a consultation response March 2015. We will be writing the to the Government departments with responsibility for Working Time policy (DWP/BIS) detailing the specific concerns raised in the motion. However, concrete change is unlikely to occur until the EC Review (which is largely deregulatory) concludes.
113	STRESS (MI)	Carried with Qualification	HS&E LEGAL	Call on GMB & TUC to run a campaign calling for stress to recognised as a H&S issue that is covered by a specific law.	Health & Safety: National H, Safety & Environment Department are already heavily involved in joint campaigning with the TUC on stress-related ill-health. While there is no realistic prospect of an Act of Parliament on work-related stress, we do believe that the current voluntary Stress Management Standards should become a set of regulations. We will be writing to the Work and Pensions Secretary Iain Duncan Smith to push for this. and will be organising a meeting with Shadow Mental Health Minister Luciana Berger. Finally, a detailed briefing has been launched Legal: We are supporting the Health and Environment Department on the legal aspects of the Union's campaign on stress at work..
115	EFFECT OF DRUGS ON WILDLIFE (YO)	Referred	SNS (MANU) SNS (CS) HS&E	Concern that expelled pharmaceutical drugs are having an impact on wildlife and there's a concern for humans too. GMB to call on pharmaceutical companies to produce drugs with a shorter life and for water companies to alter the treatment of water to ensure that drugs are removed from water before it enters the food chain.	Health & Safety and Manufacturing: The National H&E Department needs to carry out more research, which may need GMB to engage experts in this field. In the first instance the Department will be working with National Officer Stuart Fegan to identify the key trade associations. We have so far identified the Chemical Industries Association, Association of the British Pharmaceutical Industry (APBI) and International Federation of Pharmaceutical Manufacturers & Associations (IFPMA). We will also be writing to DEFRA to outline our concerns on the issue, and will seek to meet with Shadow Environment Secretary Kerry McCarthy. Commercial Services: The Section is working with Manufacturing Section and Health and Safety Department on this issue, and will support the lead section if necessary. Initial discussions have taken place between departments

EMPLOYMENT POLICY: Pensions & Retirement

116	RETIREMENT AGE (MI)	Carried with Qualification	PENSIONS	Bring retirement age back to 65 with the qualification that there must be a choice and that no one should have to work until they drop	The GMB National Pensions Department will raise this issue in any appropriate consultation – there has not been any appropriate consultation to date. Discussed this issue with the former shadow pensions minister and will again discuss this with the new shadow pensions minister in January 2016.
119	DEFINED CONTRIBUTION SCHEMES IN ENERGY & UTILITIES (BI)	Carried with Qualification	PENSIONS SNS (CS)	To look to improve DC provision within the energy and utilities sector which was qualified to cover all those within DC	<p>Pensions: The GMB National Pensions Officer met with ASDA representatives to discuss DC provision, delivered Training in North-West Region which highlighted the possible changes that could be made to DC and met with ISS and sent a joint trade union letter requesting improvements. The National Pensions Officer intends to:</p> <ul style="list-style-type: none"> • Met with British Gas Customer Reps • Roll out pensions training to each GMB region • Launch a joint campaign that would improve United Biscuit employees' DC pension • Investigate the possibility of improving Matalan's DC pension • Through other negotiations explore possibilities to improve British Airways DC scheme <p>Look to hold a review of all National Officers employers pension arrangements to look at places to improve Will continue to explore any and every opportunity to improve DC pension provision.</p> <p>Commercial Services: The Commercial Services Section is supporting the Pensions Department to gather information on DC schemes in GMB recognised companies. National Officer, Mick Rix and Pensions Officer Keir Greenaway are currently campaigning on the DC scheme for distribution workers in Wincanton. To date, a stewards briefing session has been conducted with British Gas around how they can campaign for better conditions associated with their DC schemes. Keir attended the Commercial Services Section Meeting on 7 December 2015 to outline his intention to actively campaign on DC schemes not just in the Energy and Utilities sector, but across the Section, which was supported by the Committee supported.</p>

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
120	PENSION PASSPORTS (YO)	Carried	PENSIONS	Asks for improvements in how pensions from different employers are linked to make sure people do not lose touch with previous employers' pensions.	The National Pensions Officer has asked ISS to transfer current pensions pots to their new scheme. The National Pensions Officer intends to continue to follow developments within the industry and where possible call for this link between pots to happen
121	DEFINED CONTRIBUTION PENSIONS AND ILL HEALTH RETIREMENT COVER (SO)	Carried	PENSIONS	Calls for ill health provision within DC pension provision.	The National Pensions Department will endeavour to incorporate ill health provision when negotiating DC pensions
122	ADVICE FOR MEMBERS WITH DC PENSIONS (SW)	Referred	PENSIONS SMT	Calls for access to financial advisers for those within DC provision to be consistent across regions. This was referred.	Discussions have taken place between UnionLine, the National Pensions Department and the Senior Management Team on the extent and use of Independent Financial Advisors in GMB Regions and it was agreed to end referrals of GMB work to IFAs. The National Legal Director is monitoring this issue
124	PENSION RIGHTS FOR ALL (NO)	Carried	PENSIONS	Calls for GMB to try to put a stop to any employer getting out of providing a pension	GMB National Pensions Department reported that we put a strong response in asking for the restrictions to be lifted in our response to the last consultation on Auto-Enrolment. The GMB National Pensions Department has met with the Labour Shadow Pensions Minister and we will make lifting the restrictions in Auto Enrolment a priority.
EMPLOYMENT POLICY: Rights at Work					
C4	MODERN VOTING METHODS FOR INDUSTRIAL ACTION BALLOTS (Motions 129, 130) (SW,MI)	Carried	LEGAL	Calls for GMB to nationally campaign against any back-door way of restricting the right to strike for: <ul style="list-style-type: none"> • change in legislation with the objective of members being able to participate in industrial ballots • Implementation of alternative voting methods aimed at increasing worker participation in the ballot process. 	In July 2015 the Government published the Trade Union Bill 2015 and associated proposals on agency workers and picketing. These proposals will have a major impact on workers' human rights to associate, freedom of assembly, and the ability to engage in lawful industrial action. The Bill seeks also to regulate trade unions by banning check-off in the public sector, reduce public sector facility time, and restricting union political funds. Alongside these proposals are plans to increase the power of the Certification Officer to intervene in unions' affairs. GMB has responded to oppose these proposals as being unnecessary and disproportionate, and a violation of human rights. We have responded to the public consultations on thresholds in important public services, agency workers, and picketing. We are working with the Political Department as the Bill and associated regulations pass through Parliament, and we jointly submitted written evidence on the Bill to the House of Commons Public Bill Committee. We

					are briefing Officers on developments. We have registered the Union's opposition to the introduction of the general 50% turnout threshold for ballots and the additional 40% vote threshold in important public services. We responded to the public consultation on thresholds in important public services. Alongside the TUC and other unions we have called for the introduction of modern voting methods including this as part of our joint written submission with the Political Department to the House of Commons Public Bill Committee. The Government remains resistant to this but we will continue to demand a voting system that aims to increase worker participation in the ballot process by way of electronic voting methods.
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
135	THE NOTION OF "SOME OTHER SUBSTANTIAL REASON" (SOSR) (LO)	Carried with Qualification	LEGAL	Calls for GMB to lobby Gov. to delete or amend the notion 'Some other substantial reason' in order employers fully discharge undertaking and employment rights are fully protected.	GMB has long called for the reform of unfair dismissal law. The Motion highlights an important loophole that allows employers to justify dismissals of workers refusing to agree to unfavourable changes to contract terms such as cuts in pay. This can arise in the ordinary course of business and where business transfers occur. The law gives too much weight to employer discretion and disregards workers' rights. With the return of a hard line Tory majority Government in May 2015 reform is unfortunately unlikely in the near future, but we will continue to press for progressive changes to employment and labour law, working with the TUC and the Labour Party through the Political Department.
136	TUPE REGULATIONS (SO)	Carried	LEGAL PEIC	GMB to make national and European level change to legislation to provide further protection to staff in this regard.	Legal: GMB has a long-standing policy to call for share transfers to be included within TUPE since its introduction in 1981. The acquirers of share capital will often take on significant elements of the management of the company whose shares they have purchased. However, the exclusion of share sales applies even where the intention of the employer is to avoid the operation of TUPE. In the UK the necessary relevant legislative power already exists to provide for the inclusion of share sales even though they may not be covered by the European Directive. This is by virtue of section 38 of the Employment Relations Act 1999. In 2001 the DTI (as was) decided not to proceed to activate the section by way of new regulations. With the return of a hard line Tory majority

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
138	EXPLOITATION OF THE WORKING POOR BY ZERO CONTRACT HOURS (SO)	Carried	SNS (ALL)	Opposes zero hours contracts, calls for a 12 hr minimum income guarantee contract paid at NMW	This is in line with GMB opposition to zero hours contracts and the minimum income guarantee is in line with our “Make Work Pay” policy. This is also part of an on-going campaign within Public Services.
142	FAIR PAY FOR ALL (NW)	Carried with Qualification	SNS (ALL)	Calls for commitment to fair pay, crackdown on tax avoidance and evasion and reform of company law	<p>The motion was carried with the qualification that GMB campaigns for a living wage of £10 an hour as this is the rate where most people can start to live free of in work benefits and tax credits. Achieving the churches and charities chosen “living wage” of £7.85 per an hour would be a big advance in earnings for many GMB members and potential members – if working hours can be maintained. But this wage rate still condemns our members to a life on benefits even with a job and must be seen as a step towards a living wage and not a ceiling on our members aspirations. As part of the campaign this motion calls for on tax evasion GMB should go further and campaign on all forms of Corporate Welfare – in particular highlighting the fact that every employer paying either the Minimum Wage or the current “living wage” is receiving large subsidies from the taxpayers for their wage bill. GMB continues to call for a large increase in both minimum and living wages.</p> <p>Public Services: The Section is looking into research into how this applies to our current arrangements</p>
145	A FAIR LIVING WAGE FOR ALL (BI)	Carried with Qualification	SNS (ALL)	All union negotiated payclaims should be for a minimum of £10 an hour as standard. Call for the Government to replace the NMW with a legally enforceable £10 Living wage	<p>The motion was carried with the qualification that the call to replace the National Minimum Wage with a National Living wage is aspirational. GMB negotiators aspire to help our members begin to live free from state handouts while in work and so aim to achieve £10 per hour for a full working week as soon as is practicable. However the nature and detail of every new pay claim is for the local members and workplace organisers affected to decide upon. This is on-going work and GMB continues to campaign for a Living Wage members can live on.</p> <p>Commercial Services: Officers in the Security sector have been in negotiations with companies who contact out security workers and who fail to factor in costs for the Living Wage and there are plans to stage demonstrations across the country to name and shame these companies. Officers in the Section have adopted the</p>

					GMB £10p/h living wage in pay negotiations. The National Officer for Security has launched a Living Wage pledge card for the Security industry particularly targeting security guards as part of ongoing organising campaigns for these workers. Public Services: Looking to undertake research as to how this applies to our national agreements
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
146	LIVING WAGE (BI)	Carried with Qualification	PEIC	Campaign for all workers earning less than the Living wage to be exempt from National Insurance Contributions	A response has now been received to a letter GMB wrote to the Secretary of State for Business, Innovation and Skills to ask whether the government will change policy regarding the living wage and paying national insurance. The response was not positive and therefore the issue will be taken forward within the Labour Party's National Policy Forum.
147	BALANCING THE BOOKS (SC)	Carried	PEIC	End minimum wage employers being subsidised by tax payer	A letter has been written to the Chief Secretary to the Treasury to highlight the problem of tax credits subsidising company profits and asking what the Government's policy is to end this practice.
150	REGULATION 10 – AGENCY WORKERS REGULATIONS (SO)	Carried	PEIC LEGAL	GMB to campaign all legal, political and industrial means to close the Swedish Derogation loophole and to gain justice for agency workers.	PEIC: GMB's European officer has been working with MEPs who have written to the EU Commission demanding progress on the TUC complaint and action to remove the loopholes undermining agency workers' rights. The Commissioner advised MEPs that they were analysing the case. We are awaiting an update from TUC on any communication from EU Commission LEGAL: The TUC complaint on the Swedish Derogation was submitted to Europe in 2013. We understand that the European Commission is gathering information from practices in other EU countries and further developments on the complaint are awaited. With the return of a hard line majority Tory Government in May 2015 unfortunately change in the UK is unlikely at present, particularly with a referendum on Europe looming and the election of a hard line Tory majority Government, but we will keep the CEC advised of developments. We will continue to work with the TUC and the Labour Party to campaign for the removal of the derogation and to gain justice for agency workers.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
153	CHANGES TO THE LAW ON EMPLOYMENT AGENCIES (YO)	Carried with Qualification	LEGAL	Campaign to change current legislation of employment businesses and agencies.	Agency workers are particularly vulnerable to exploitation. The Motion highlights the need for greater control of agencies through licensing and enforcement. With the return of a hard line Tory majority Government in May 2015 such improvements are unlikely in the near future, but we will continue to campaign for justice for agency workers working with the TUC and the Labour Party through the Political Department. The vulnerability of agency workers is further highlighted in relation to industrial action. Since 1973 employment agencies have been prohibited from providing agency workers to cover the duties normally carried out by an employee on strike or to cover the work of an employee reassigned to carry out the work of a striking employee. The Government is seeking to remove this restriction with the intention clearly being to allow employers to bring in agency workers as cover. We have registered our opposition to this and responded to the public consultation.
155	HOLIDAY ENTITLEMENT OF AGENCY WORKERS (BI)	Carried	LEGAL	Call for the GMB to lobby to enforce the correct entitlement of holiday days where the number of days exceeds the current national minimum.	The Motion highlights a real issue, particularly for agency workers covered by the Swedish Derogation and Pay between Assignment Contracts. The UK Regulations and BIS Guidance should be amended to make it clear that agency workers are still entitled to equal treatment in respect of holiday where the number of days exceeds the current statutory minimum. Some lawyers and employers argue that holiday pay equals pay and is therefore caught by the Derogation. Other agency workers should still be entitled to equal treatment on holidays including top up. We are continuing to work with industrial officers in order to address these issues alongside our legal service providers on the best way forwards in particular cases. We are working with the TUC and the Labour Party through the Political Department to secure the appropriate clarification though in the present political environment in the UK this is likely to be difficult to achieve in the near future

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
157	UMBRELLA COMPANIES (BI)	Carried	LEGAL	Call for GMB to campaign to support any legislation brought in to end the iniquitous practice of umbrella companies.	In April 2014 changes were made as to how employment agencies and payroll companies could employ workers in construction. The plan was to shift workers from being classified as self-employed to PAYE. But instead workers were given little option than to work through umbrella companies. The features of umbrella companies are highlighted by the Motion. The union has been working industrially to limit the spread of such arrangements as illustrated by the charter signed by North West & Irish Region regarding construction in Liverpool which has a clause built into it. In Engineering Construction it is intrinsically built into the NAECI agreement to prevent such arrangements. The Welsh Government announced a ban on the use of such arrangements. We will continue to work with the TUC and the Labour Party to address the issue within construction and to ensure that they do not spread to other sectors of the economy, though with the election of a hard line Tory majority Government in May 2015 this will be difficult.
159	PATERNITY PAY (LO)	Carried	LEGAL	GMB to call on the Gov. to end the cap on maternity pay, paying the employee their full rate of normal pay.	As both Ordinary Paternity Pay and Additional Paternity Pay are capped at a low flat rate, many men cannot afford to take the time off. Take up of additional paternity has been particularly low (additional paternity pay has been replaced by shared parental leave as of April 2015). The Union is campaigning to improve the position in order for men to take more time off to spend with their children. We aim to build on the commitment given in the Labour Party manifesto 2015 to double paternity leave from two to four weeks and increase the level of pay to the equivalent of a full weeks' work paid at the National Minimum Wage as we believe this still falls short of the necessary financial safety net to ensure that men take the time off. We are working with the TUC on this issue who have also called for an increased level of paternity pay.
160	UNLICENSED SURVEILLANCE (LO)	Carried with Qualification	LEGAL	GMB to campaign for the ICO to adopt a proactive approach on employers who are abusing CCTV and data log systems.	The Motion was carried with the qualification that the ICO carries out regular audits of public authorities and can do advisory visits to workplaces by written request but the motion's call for them to conduct audits of all workplaces which is not practical and not within their remit. North West & Irish Region had an article on your rights for Workplace Monitoring in the Winter 2015 Edition of

					<p>“Fusion”</p> <p>GMB Birmingham & West Midlands had an article in the Winter 2015 edition on a victory at JCB where through pressure from GMB, they shelved plans to install CCTV Cameras in one of their factories</p> <p>The Union threatened to ballot for industrial action after management installed 10 CCTV cameras on the shop floor without consultation. The company claimed that the cameras were being installed to monitor health and safety. However, the union’s concern was that they were being used to spy on workers. The ballot was called off after the company agreed to withdraw the cameras and consult in the issue. This highlights the most effective response to the issue is trade union action. We have raised the matter with the TUC as with rapidly advancing technology this remains an area of general concern. In November 2015 the Labour Research Department published an excellent guide for trade union reps with practical examples of trade union responses on this challenging subject.</p>
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
INDUSTRIAL & ECONOMIC POLICY: Commercial Services					
162	CASH IN TRANSIT ATTACK (LO)	Carried	SNS (CS)	Continue to campaign to reduce attacks on couriers, removal of parking restrictions, and safer procedures for security staff	<p>This motion called specifically for 4 points to be addressed with this issue; asking GMB to continue to campaign on;</p> <p>a) removal of parking restrictions in City, town centre areas</p> <p>b) safer area and procedures to transfer of cash for banks and retail outlets</p> <p>c) fast tracking arrangements in dispensing cash and safer routes for delivery and collections</p> <p>d) faster police response.</p> <p>GMB is committed to continue to improve the conditions of workers in this industry. These four specific points will be raised with all National Reps committees in their respective companies from the sector. In addition it is worth noting that, GMB and G4S in particular continue to have very proactive monthly risk meetings. Best practice will be drawn out to establish this in other companies. Currently, there are trials being carried out for the use of ‘body cams’ in G4S, to record incidents, and use as deterrence. This absolutely remains a key area of work for GMB.</p>

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
164	G4S SECURE SERVICES RECOGNITION AGREEMENT (SC)	Carried with Qualification	SNS (CS)	Call to renegotiate G4S agreement with the removal of the no strike clause	The motion was carried with the following qualifications: It refers to the 2006 recognition agreement for G4S Guarding. GMB has made every effort to renegotiate this agreement but the company is resisting any change to the clause referred to. The motion is correct to call for the "no strike" clause to be deleted. However, the motion is incorrect in suggesting that GMB members are meekly submitting to having their terms and conditions worsened and not fighting G4S over their proposal to stop paying the SIA licence fee. It is also inaccurate to state that "no fight with G4S can be won whilst the no strike clause exists". GMB members win against their employers by getting organised, growing the Union, campaigning on issues and negotiating improvements. This is at the heart of GMB@Work and applies as much to (G4S) security workers as to any other group of members. Section Response: A new recognition is being negotiated with G4S with the hope of agreement being reached by March 2016.
165	SIA LICENSE FEE REFUND (SO)	Carried	SNS (CS)	Lobby SIA on new licencing regime to introduce a refund on licence for those leaving the industry	Section Response: The issue of refunds was raised with the CEO of SIA in November 2015. Whilst there was sympathy with the principle, the SIA have advised that the cost of the license is absorbed in the cost of processing the license and the various vetting and checks that are part of that process. So a refund would technically not be able to be administered as there isn't money sitting in a three year account (which is the term of the license) moreover the cost to the individual is attributed to the cost of actually processing a license. However the SIA have shared GMBs aim to reduce the cost and burden of the licensing for individuals. We are still pushing for a reduction of costs that will come on stream when business licensing is introduced. This should have come in during last Parliament. It requires change in primary legislation to the Licensing Act, but the Tories didn't timetable it in business, so it fell off the agenda. If business licensing comes in, it will shift the cost burden to the employer leaving the individuals hopefully paying a much lower annual registration fee. However in the meantime the SIA will be moving to electronic processing of licenses with the large employers moving to this in

					February 2016. GMB have continued to push for reduction in individual license costs as cost will be stripped out of the processes. The SIA anticipate there will be a reduction 2016/17 but this is not yet a confirmed position and at this stage we don't know what the reduction if any will be. GMB will continue working to ensure that the cost burden is reduced as far as possible for our members whilst recognising that a refund arrangement will not be achievable.
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
168	HEALTH AND SAFETY (SO)	Carried	SNS (CS)	Protect members in the breakdown and recovery industry. Call on VOSA and DfT to look into safety of workers	This motion refers to the safety of roadside workers, particularly in the breakdown and recovery industry, submitted by the AA Branch. The Section has made contact with the Regional Organiser responsible for this branch to discuss the best form of action, particularly regarding contact with VOSA.
169	MARKS & SPENCER – MORE SHARKS THAN ANGELS (SO)	Carried	SNS (CS)	Despite M&S being a member of ETI, it still has unethical practices. Motion calls for us to raise our concerns with the Global Union Federations	Commercial Services Section will be working with GMB International Officer on this issue and will be raising not only the bad practices of Marks and Spencer's, but also the ineptitude of the Ethical Trading Initiative. Contact is currently being made with sister unions, and the Global Union Federations.
INDUSTRIAL & ECONOMIC POLICY: Manufacturing					
171	SHIP BUILDING (SW)	Carried	SNS (MANU)	Calls on a campaign to ensure that UK Government places shipbuilding orders and contracts in British dockyards.	Shipbuilding Campaigning has been on-going and has been successful with a British Shipyard winning an order in excess of 200 million pounds to build a polar Research Ship this is against strong opposition from Europe and the Far East.
172	WOMEN IN MANUFACTURING (SW)	Carried	SNS (MANU)	Notes the skills gap and the under representation of women, call on CEC to consider best practices to get more women into manufacturing	This motion called upon the CEC and GMB to consider best practices in encouraging manufacturing employers to attract, retain and advance female ability and talent. As part of researching this issue contact has been made with key stakeholders in the Furniture Industry using our industrial relations machine. GMB has also researched S.T.E.M (Science, Technology, Engineering, Manufacturing) related organisations proactively encouraging women and girls in education into the Manufacturing Industry. We have a number of employers where we have recognition who have signed up to the 10 steps agreement which has a unique

					focus on developing and encouraging women in manufacturing and S.T.E.M Industries. GMB will be approaching employers who are signatories to 10 steps to obtain best practice information to help us organise our women members and support them working in Manufacturing. This is an on-going project.
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
174	A FAIR WAGE FOR SKILLED WORKERS IN THE WOOD INDUSTRY (MI)	Referred	SNS (MANU)	Campaign for a fair wage for skilled workers in the wood industry. Call for the BFM to establish a proper minimum wage	This motion was referred to the Section National Committee on the basis that many of our current employers within the industry do not follow the National Labour Agreement and in fact pay well above what is the base line set by national negotiations with the British Furniture Manufacturers (BFM). Our bargaining in individual companies with local workplace representation is far more rewarding in terms of results for pay and conditions for our members where we have more bargaining power within the workplace.
175	TATA SALE OF LONG PRODUCTS TO KLESCH (YO)	Carried	SNS (MANU)	Call on the Government to defend the British steel industry and call on Klesch and Tata to make a statement of support	On December 23 2015, Tata Steel announced their intention to enter exclusive negotiations for the potential sale of its Long Products Europe business to Greybull Capital. GMB are part of the negotiations and renewed our call on the UK Government to ensure that they play a full part in securing a level playing field to enable this essential industry to survive and thrive. The Section reported that this has been a highly emotive time for all and the sale is still on-going with a different party interested, we will continue to press the UK government for a responsible buyer to be found. After a long drawn out progress Tata Steel agreed a sale of the Long products business to Greybull Capital who is a family investment Business. This was welcomed by GMB as we were genuinely concerned about Klesch's Reputation.
INDUSTRIAL & ECONOMIC POLICY: Public Services					
184	PUBLIC SERVICE USERS (NO)	Carried with Qualification	SNS (PS)	Motion asks for consideration to be given to users of public services and supports the Public Service Users Bill	The motion was carried with the CEC Qualification that the motion supports the Private Members' Public Services (Ownership and User Involvement) Bill introduced in the Commons in July 2014. The Bill's purpose is to "Promote public ownership of public services; to introduce a presumption in favour of service provision by public sector and not-for-profit entities; and to put in place mechanisms to increase the accountability, transparency and

					public control of public services, including those operated by private companies.” The Bill would not put an end to outsourcing but would require the public authority in question to give due consideration to any in-house bids. The Bill might help move the debate around public services in a better direction and so is worthy of support. The qualification is that the Bill would also require the government to make regulations prioritising bids by not-for-profit entities and social enterprises, as well as those from public authorities. GMB supports public-sector provision over provision by not-for-profits or social enterprises. The latest Bill had its 2 nd reading in January 2016 and this is part of on-going work in the Section.
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
186	WAG! INVEST IN LOCAL AUTHORITIES (SW)	Carried	SNS (PS)	Motion calls for pressure to be applied to Welsh Government to stop cutting local government spending and instead invest in local authority services. It also calls for curbs on the wasteful use of consultants by local authorities.	Motion is in line with GMB policy on austerity and sets out clear and proper policy for Wales. GMB continues to call for increased funding to be made available by the Westminster Government and the Section is in discussion with GMB Wales and South West Region on action.
187	OPPOSE THE PRIVATISATION OF CHILDREN'S SERVICES (SW)	Carried	SNS (PS)	Motion expresses alarm at Tory-Lib Dem measures to open up child protection and other children’s social services to private-sector companies, and calls on the CEC to alert Parliament to the dangers.	GMB supports the concerns expressed in the motion. Even if private companies have to bid for contracts through not-for-profit subsidiaries, the Tory-Lib Dem changes are unacceptable. GMB supports in-house delivery of public services, and nowhere more so than in such a core area of public responsibility. The Section is assessing where our members are affected before looking at a wider campaign
198	NURSING MEMBERSHIP (LO)	Carried	SNS (PS)	Urges the CEC to lobby the government to consider asking the NHS to pay the registration costs of NHS professionals.	There are a number of regulatory bodies for the NHS, including the Nursing and Midwifery Council where the annual registration fee rose from £100 to £120 in February. The NMC is funded by this fee. In recent years the government provided a short-term grant, but the NMC says it is now required to cover its own costs. GMB supports the concerns in the motion that nurses are not in a position to afford this price hike and it is not unreasonable to expect the government/NHS to cover part or all of such fees. This is part of an ongoing public Services campaign

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
201	DESPITE PHYSICAL ATTACKS NHS MENTAL HEALTH TRUST STILL INSIST ON HAVING PERSONAL PHOTOS AND DETAILS ON NOTICE BOARDS (MI)	Carried with Statement	SNS (PS)	Motion identifies with the increasing problem of serious attacks on staff by patients with intent to seriously harm. The NHS Trusts continue to insist that zero tolerance notices offer sufficient protection and have resorted to threats of disciplinary action against staff who refuse.	GMB will always see to protect our members and we are raising this issue with the employer.
202	YOUTH IN THE N.H.S. (SC)	Carried	SNS (PS)	Motion asks GMB to ensure that any young NHS worker gets the same training as all other staff, at least in interpersonal/ 'soft' skills.	This motion is in line with our policy. Apprenticeships key priority for the NHS and the Section will continue to raise this issue in policy discussions with the relevant employers.
204	AMBULANCE SERVICE STAFF (NO)	Carried	SNS (PS)	Motion "deplores the culture ... of missed meal-breaks and late finishes" within English NHS Ambulance trusts.	GMB agree that NHS workers are working harder to keep services going in the face of unprecedented demand and Tory-Lib Dem under-funding and mismanagement. The Section has launched a campaign for fair banding across the Ambulance Service. GMB Supported the BDA in their motion at TUC Congress 2015 on Workplace Health and may consider working with them further
INDUSTRIAL & ECONOMIC POLICY: The Economy					
212	AUSTERITY AND THE IMPACT ON WOMEN (YO)	Carried	EQUALITY SNS (PS)	Motion notes how women have been disproportionately affected by austerity cuts. Motion urges the Government to work with community groups and TUs to campaign against cuts to services and raise awareness of how redundancies in LG have a negative impact on women	Public Services: GMB has continued to campaign to defend our members against these government attacks and this motion is in line with work we are doing within our community and equality groups to highlight the effects of austerity on our members and their families. In addition we have highlighted these issues through the trade union movement as GMB President Mary Turner moved the GMB motion to the TUC Women's Conference 2013 and also spoke at the TUC Congress 2013 (moving Motion 62) on how austerity measures have had a disproportionate effect on women. The Section continues to ensure this has a high priority and is at the research planning stage. Equality: We continue to highlight these issues and raise awareness

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
INDUSTRIAL & ECONOMIC POLICY: Social Justice					
219	TRANSFER OF WEALTH (MI)	Carried	PEIC	Motion calls on the Government to stop the wealth transfer of the country to the super rich This motion echoes the sentiments of the trade union movement that the Coalition's tax and welfare policies have resulted in the transfer from the poorest to the better off, refuting the Chancellor of the Exchequer's claims that the country has been "all in it together". Those with the lowest incomes have been hit the hardest	GMB continues on-going campaigning to ensure those on low incomes are not disproportionately impacted by the Government's policies.
221	BRITISH VALUES IN THE WORKPLACE (SO)	Carried with Qualification	SNS (ALL)	Motion highlights that the rich and powerful speak about "British values" (e.g fairness, decency) but they don't live up to those values themselves (through their tax-dodging, exploitation of workers etc).	The "British values" we recognise are solidarity (including international solidarity), social justice, inclusion, equality, a fair day's pay for a fair day's work, individual liberty including freedom to combine in a trade union, etc; The CEC Qualification was that GMB will continue to champion such values; and that the rhetoric of "British values" must not be either empty rhetoric from company bosses living in tax havens or the political allies of such bosses, and above all must not be used to pander to anti-immigrant prejudice or to stigmatise minorities. Public Services: Planning for this is in place via the TUC Heart Unions campaign Feb 2016
INDUSTRIAL & ECONOMIC POLICY: Taxation & General					
C6	TAX AVOIDANCE and CUTS TO CORPORATE WELFARE (Motions 223, 225) (LO)	Carried	PEIC	Motion highlights cases of tax avoidance by top politicians. It highlights that working people and the poorest had no part in causing the economic crisis, they should not be paying for it. Multi-national companies should not be paying wages so low that the taxpayer has to subsidise them through tax credits.	To be raised in Labour's National Policy Forum. The GMB European office is working with MEPs in the TAXE Committee to develop stronger EU wide measures for tackling tax evasion and avoidance, and has called for their work to be extended..

				The motion agreed agrees to campaign for cuts to this corporate welfare	
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
224	EMPLOYERS' NATIONAL INSURANCE CONTRIBUTIONS – AVOIDANCE SCHEME (NW)	Carried	SNS (ALL) PEIC	Motion calls to campaign against employers using distorted arrangements to dodge National Insurance. Calls for GMB to campaign against this.	PEIC: Emailed the National Secretaries to offer to write to the DWP and Treasury in line with the PEIC's secondary responsibility for this motion. Public Services: Investigating if this practice applies within our sectors
INDUSTRIAL & ECONOMIC POLICY: Public Ownership and Control					
228	AN ALTERNATIVE TO RE-NATIONALISATION WITHIN THE WATER INDUSTRY (SW)	Referred	SNS (CS)	The motion recognises that the Welsh Water model of ownership is preferable to the private profiteering of private equity ownership model. It also correctly condemns the Cave report's recommendation to introduce increased competition into the water industry. The branch asks Congress to support this company model.	This motion was referred to GMB Water Forum to fully consider issues raised by the motion. This was discussed at their meeting in October 2015. The response from the GMB Water Forum representatives was that they were clear that GMB policy to renationalise was sound but recognised that public ownership takes many different forms, including amongst the publicly owned Water utilities already e.g. Northern Irish Water, Scottish Water and Welsh Water. The key aim of the motion and GMB policy overall was public ownership and delivery of Water to UK customers without the profiteering associated with the current private ownership structures. The Reps however were critical of the role played by industry regulator OFWAT in monitoring the industry. Any proposed move to public ownership cannot occur without reform of OFWAT and its approach to the industry. According to the National Audit Office report The Economic Regulation of the Water Sector, OFWAT could have better policed the profits Companies were making due to lower borrowing costs and corporation tax payments. It has also presided over an industry that has increased its' debt to levels so much that agencies are lowering Company credit ratings. All the while it has stood by as Water Companies have cut pension schemes, slashed workforce numbers and increased the health and safety risks to members. GMB Water Forum maintains that any progress towards public ownership requires simultaneous reform of OFWAT so that it takes into account the actual workforce who are delivering the improved services with less staff and who are bearing the brunt of 'efficiencies' such as reduced pay and pensions. The GMB Water Forum would also seek a route for worker consultation in the lead up

					to future recommendations from reform from the regulator in order to ensure the effect upon standards of service and workforce conditions are duly considered in the overall direction of travel.
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
229	NATIONAL GOVERNANCE OF WATER INDUSTRY (MI)	Carried	SNS (CS)	Asks GMB to ensure that the UK water industry is governed and managed to provide robust and safe standards for its employees, and the public	Reps from the Water Forum, Political Department, National Pensions Officer, and National Officer for Water will meet the Shadow Minister Barry Gardiner in early 2016 to discuss the issues raised in this motion, and to help with strategy to lobby government. A short report from this meeting will be produced to update members on the discussion.
C7	EAST COAST MAIN LINE AND THE RE-NATIONALISATION OF THE RAILWAYS (Motions 230, 231) (LO,SO)	Carried	PEIC	Deplores the reprivatisation of the East Coast line as it worked well under public ownership. Motion asks for GMB to raise this issue with the Government and urge them to re-nationalise all the railways	A response has now been received to a letter GMB wrote to the Parliamentary Under Secretary of State for Transport to highlight the issue and request the re-nationalisation of the railways. The response was not positive and so the issue will be raised in Labour's National Policy Forum.
POLITICAL: General					
C8	POLITICAL ENGAGEMENT AND ORGANISATION (Motions 233, 234) (SW,NW)	Carried	PEIC	Congratulates GMB on making our members politically aware and engage in political processes. It urges us to continue to encourage take up of political campaigning and education.	Building on the GMB 2012 political report to Congress, the Political Team continues to develop ways to encourage greater political involvement of GMB members. For example, political courses, seminars and conferences are run throughout the country.
235	GMB MEMBERS STANDING FOR PUBLIC OFFICE (LO)	Carried with Qualification	PEIC	Motion asks that minimum time period be set for length of time a member has been affiliated to the local Labour Party when standing for public office.	Length of GMB membership is taken into account when we endorse candidates who are standing for public office.
C9	MP's PAY RISES (Motions 237, 238) (LO,BI)	Carried with Qualification	PEIC	Asks CEC to campaign to oppose MPs getting above inflation rises over and above the public sector.	To be raised with the GMB group of MPs.
239	MPs AND COUNCILLORS' BEHAVIOUR (LO)	Carried with Qualification	PEIC	MPs should be accountable for their behaviour	This has been noted in our political process policies, and will be reviewed on a case by case basis.
240	WESTMINSTER PAEDOPHILE GROUP (LO)	Carried	PEIC	Congress concerned about this Paedophile Group and asks for the investigation to close as soon as	To be raised with the GMB group of MPs.

				possible	
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
C10	UKIP (Motions 241, 242) (YO)	Carried	PEIC	Campaign with community and political groups to challenge the politics of hate and support and publicise initiatives of the “Stand Up to UKIP” campaign.	During the General Election, GMB worked closely with TULO and the Labour Party to target UKIP and campaign against their policies. We continue to campaign against UKIP and have already met with Hope not Hate to co-ordinate plans in the NW. GMB European office continues to work with Labour MEPs to counter the anti-migrant rhetoric peddled by UKIP and far right EU parties, and to call for an end to exploitation and undercutting pay and conditions of migrant and posted workers in the planned EU Labour mobility package and to address this fully in the revision of the posted workers Directive launched in March 2016.
C11	REGIONAL GOVERNMENT (Motions 243, 245, 246) (SW,YO,NO)	Carried	PEIC	Calls on the CEC to support the Labour Party campaign for a new Constitutional Convention leading to a Regional Devolution of powers in English Regions	To be raised in Labour’s National Policy Forum.
244	PROTECT UK FROM EVERENDUM (SC)	Carried with Qualification	PEIC	Asks that GMB should not be split over the Scottish Referendum or any issue	This has been noted in regards to any future referendum that may take place within the UK.
POLITICAL: The Labour Party					
247	BRANCH AND LOCAL LABOUR PARTY (MI)	Referred	BWP PEIC	Calls to set up a working party to develop better relations between GMB Branches and local Labour Parties	BWP: The matter was raised at the Branch Working Party and the General Secretary reported that events have overtaken this motion because of the Trade Union Bill the Government are introducing. The impact of the Bill on Political Funds would mean GMB’s ability to direct resources to CLPs, as requested by the motion, would be curtailed. The General Secretary outlined options open to GMB to combat the impact of the Bill and its impact on the GMB Political Fund. In response to a request to re-introduce the Apex rule whereby 10% of the Political Fund is allocated amongst Branches to use locally to form relationships with CLPs the General Secretary advised that because of the diversity of branches across GMB not all support the Labour Party. However, any branch can apply for a grant from the Political Fund from their Region via the Branch Development Plan eg to build up GMB membership within the CLP.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
248	LABOUR BEING OPEN AND TRANSPARENT ABOUT THEIR SUPPORT OF THE UNIONS (LO)	Carried	PEIC	Asks the CEC to encourage Labour politicians to be open about their support of the Unions.	To be raised with the GMB group of MPs.
249	MINIMUM WAGE INCREASE (MI)	Carried	PEIC EPO	Campaign for increases in the NMW with an increase to £8 an hour by 2020	This was included in the GMB national response to the Low Pay Commission. Labour's Shadow Chancellor has now committed to a £10 minimum wage. PEIC: Labour's Shadow Chancellor has now committed to a £10 minimum wage.
250	LABOUR PARTY POLICIES (NO)	Carried	PEIC	Calls on the Labour Party to unveil their economic and taxation policies	Various taxation policies were announced during the run up to the General Election 2015, which included a Finance Bill that would close tax loopholes used by hedge funds and others.
POLITICAL: Labour Party Constitutional Issues					
254	LABOUR PARTY BRANCH STRUCTURE (BI)	Carried with Qualification	PEIC	Congress is concerned at the changes in constituency branch structures	A training package has been developed for TULO CLP candidates with specific information being sent to GMB delegates. Dialogue with TULO is continuing.
POLITICAL: Democracy & Const Reform					
258	EXTENDING THE HUMAN RIGHTS ACT (LO)	Referred	LEGAL	Call for GMB campaign for the Human Rights Act to be extended to the private sector that provides a public service.	The concern of the motion is that a narrow view of the meaning of public authority in section 6 of the Human Rights Act 1998 means that many private sector and voluntary sector of public services are considered to fall outside the scope of the Act. Thus there may be no obligation to comply with the rights and freedoms incorporated into domestic law such as the Right to Life under Article 2 of the European Convention. The Act refers to two types of public authorities – “pure” public authorities, which must act compatibly in all that they do, and those authorities which are under the obligation when discharging a “public function”. This has been a difficult area since the Act came into force and has been the subject of consideration on a number of occasions by the House of Commons and House of Lords Joint Committee on Human Rights. The area has also be the subject of judicial interpretation ranging from a broad to a narrow interpretation. Several alternatives have been considered in the past but have been considered to have too many

					risks of unintended consequences that might weaken protection. The use of some form of contractual term has been suggested. Much of the difficulty has arisen through restrictive judicial interpretation which is difficult to remedy. The Act itself is very much under attack by a hard - line Tory Government intent on restricting its application. We propose that further research on the way forward should be carried out with the TUC and the Labour Party and a further report back made to the CEC as soon as possible having regard to the vulnerability of the rights enshrined in the Convention in the UK.
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
259	EMANCIPATION DAY BANK HOLIDAY (YO)	Carried	PEIC	Asks for the Government to recognise Emancipation Day as a public bank holiday	A response has now been received to a letter GMB wrote to the Home Secretary highlighting the importance of making Emancipation Day a Bank Holiday, along with requesting that the Government implements this policy in line with America, Canada and the Caribbean Islands. The response was not positive and therefore the issue will be taken forward within the Labour Party's National Policy Forum.
POLITICAL: Immigration and Migration					
261	THE FEAR OF IMMIGRATION (SO)	Carried	PEIC NOD	Call for a proactive approach to dispelling the myths of immigration.	NOD: Hope not Hate are working with GMB Officers, the NOD and the Political Department to finalise training materials for a first pilot of "GMB Values" to be run in NW+I Region in Spring 2016 PEIC: Work has been done to ensure political education materials have included information about immigration, including in the run up to the 2015 General Election. GMB European office continues to work with Labour MEPs to counter the anti-migrant rhetoric peddled by UKIP and far right EU parties, and to call for an end to exploitation and undercutting pay and conditions of migrant and posted workers in the planned EU Labour mobility package and to address this fully in the revision of the posted workers Directive launched in March 2016

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
POLITICAL: Racism & Fascism					
C12	THE EDL AND ISLAMOPHOBIA (Motions 262, 263) (LO,SO)	Carried w/Statement	PEIC EQUALITY	Condemns fascist organisations such as EDL and calls on the union to form a working party to raise awareness and to support Unite against Fascism.	GMB continues to work with Hope not Hate and other anti-fascist organisations to further our campaigns to end discrimination against all minorities.
C13	THE GROWTH OF THE FAR RIGHT IN EUROPE (Motions 264,265) (LO)	Carried with Qualification	PEIC EQUALITY	Calls on Congress to work with anti-racist and fascist groups and ensure that GMB and the trade union movement have a work together at tackling anti-racism and fascism	GMB continues to work with Hope not Hate and other anti-fascist organisations counter the threat of far right political organisations. GMB European office continues to work with Labour and EU Socialist MEPs and EU trade unions to counter the anti-migrant rhetoric peddled by UKIP and far right EU parties, which is increasing following the recent attacks in Paris, threats in Brussels, and in the face of the growing refugee crisis. A related emergency motion was passed at ETUC Congress in September 2015 with our support.
POLITICAL: European Union					
C14	THE TRANSATLANTIC TRADE AND INVESTMENT PARTNERSHIP (TTIP) (Motions 266, 267) (YO,LO)	Carried with Qualification	PEIC	Recognises the work done by the union and calls for an active campaign to raise the profile of the effects of TTIP on the NHS. Also calls on the CEC to work with like minded groups to oppose TTIP	GMB has worked with the Trade Union Group of MPs in Parliament to raise the issue of TTIP. This has included various parliamentary meetings and also briefing notes being distributed to our parliamentarians. GMB's European office worked with Labour MEPs who voted against the European Parliament report on the agreement as it did not call for an outright ban on ISDS and meet our other concerns. Sadly they were not in the majority. The EU Commission has now proposed a replacement for ISDS – the International Court System which to us is ISDS by another name. GMB has raised its concerns further with input to the EU Commission in its preparation of the new EU trade strategy raising the same concerns we have about TTIP across a range of EU trade deals see: http://www.gmb.org.uk/about/gmb-in-europe/european-policy-issues/eu-trade-and-ethical-trading We also worked with TUC to strengthen wording of opposition to the trade deal in the ETUC Congress position in September 2015.

					We continue to work closely with other EU trade unions, our federations and with US trade union colleagues and global trade justice organisations in opposing the threats in the deal in a range of EU Commission, Parliament and other meetings related.
270	SOLIDARITY WITH GREECE (YO)	Carried with Qualification	PEIC	Recognises the austerity crisis in Greece and resolves to support and affiliate to the Greece Solidarity Campaign	GMB Co-signed an open letter in the Guardian at the end of June together with MPs and other unions calling for Cameron and other EU leaders to support debt cancellation for Greece at the EU Summit. GMB and TUC supported an Emergency motion at ETUC Congress in September on Solidarity with Greek workers. Affiliation to Greece Solidarity Campaign is on the basis of unspecified donation or standing order. This was referred to GMB Finance and General Purposes Committee for consideration but has been passed back to the Political Committee after the CEC Finance & General Purposes Committee April 2016 Meeting
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
SOCIAL POLICY: General					
271	THE CLOSURE OF BANKS IN VILLAGES AND TOWNS (LO)	Carried	PEIC	Asks GMB to campaign to keep banks open in rural areas.	A letter has been written to the Economic Secretary to the Treasury to highlight the importance of banks keeping their branches open and requesting clarification of Government policy.
C15	SUPPORT FOR PUBLIC LIBRARIES (Motions 272, 273) (SW,BI)	Carried	PEIC	Recognises the importance of libraries and calls to lobby the Labour Party and Government to preserve the Service and support groups opposing closures	A response has now been received to a letter GMB wrote to the Secretary of State for Culture, Media & Sport to highlight the importance of libraries and to ascertain what the Government is doing to protect libraries. The response was not positive and therefore the issue will be taken forward within the Labour Party's National Policy Forum and GMB's MP group.
274	ROYAL MAIL (BI)	Carried	PEIC	Asks the GMB to oppose the cherry picking of profitable routes without the companies agreeing to universal delivery and asks us to support campaigns to save protect the Royal Mail.	This issue was highlighted by GMB at TUC Congress 2015 where a Regional Secretary gave a speech. It will also be raised with the GMB group of MPs.
275	POSTAGE FOR OAP's (LO)	Carried with Qualification	EP	Campaign to establish a third class postage rate for OAPs. The qualification is to work with unions to stop the privatisation of postal services	GMB supported CWU at TUC Congress 2015 and seconded their "Peoples Post Campaign" motion. We will work to promote this campaign and work with CWU.

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278	FAIRNESS IN TRADING OFFERS (LO)	Carried	EP	Challenge the Office of Fair Trading to stop companies making offers to new customers better than those afforded to existing customers	Executive Department will look into the best avenue to action this motion
279	BBC BIAS (LO)	Carried with Qualification	COMMS	For the GMB to work with the TUC and other unions to ensure that the Trade Union and working class viewpoint is heard across the BBC.	National Communications Department noted that the BBC was under attack from the Government and we are supporting media unions. GMB spoke in support at TUC Congress 2015 on this
281	CHEWING GUM TAX (SO)	Carried with Qualification	PEIC	Proposes a tax on the manufacturers to reimburse local authorities for the cost of cleaning used gum.	A response has now been received to a letter GMB wrote to the Financial Secretary at the Treasury to highlight the damage chewing gum can cause and to suggest some form of taxation. The response was not positive and therefore the issue will be taken forward within the Labour Party's National Policy Forum.
282	INTERNET TRADE OF ENDANGERED SPECIES (NW)	Carried	PEIC	Calls on the Government to make the online sale of endangered species an offence.	To be raised with the GMB group of MPs and to be highlighted in Labour's National Policy Forum.
283	WILDLIFE SLAUGHTER (LO)	Carried	PEIC	Calls on the Government to condemn the Faroe Islands for slaughtering wildlife	A response has now been received to a letter GMB wrote to the Minister of State for Farming, Food and the Marine Environment to ask the Government to condemn the actions of the Faroe Islands. The response highlighted that the Government is continuing to express its opposition to the Faroese's hunts and will continue to do so.
SOCIAL POLICY: Justice					
285	PARDONS FOR HISTORICAL CONVICTIONS (YO)	Carried with Qualification	LEGAL	Motion call for an Enabling Act giving the Home Secretary the power to pardon those punished as a result of unjust laws no matter how long ago in the past.	The Motion was carried subject to a qualification in respect of the process and scope of pardons in the light of the present hostile political environment. The Motion addresses two issues, the specific issue of pardons for men convicted for offences relating to their homosexuality, and the wider issue of those convicted by unjust laws. The Protection of Freedoms Act 2012 provides a scheme whereby men convicted of offences related to their homosexuality can apply for their entire criminal records to be removed if the facts of their case would no longer count as a crime. This scheme goes further than the system of royal and statutory pardons, including the

					<p>one granted to Alan Turing as it removes the taint of criminality entirely and does not focus on sentence only whilst leaving the conviction to stand. The 2012 scheme goes further than the pardons granted to Derek Bentley in 1993 and the pardons given in 2006 to 306 men who were executed in World War One for desertion and similar offences. In these cases the conviction remains and only the sentence is addressed. Men convicted of similar offences in WW1 but without execution were not pardoned.</p> <p>The 2012 scheme is limited only to those who are alive and in this respect the Union will campaign for the scheme to be applied retrospectively. This would be consistent with the pardoning of Derek Bentley and the 306 men executed in WW1. The conviction of Alan Turing was one of an estimated 75,000 cases and as the Motion rightly points out they are as deserving as he was.</p> <p>The second part of the Motion in many ways reflects the core values of the union in fighting issues of social injustice every day. This was the theme of the debate at Congress and is illustrated by the union's support for justice for the Cammell Laird workers. However, given the nature of the system of pardons and the qualification regarding the use of Enabling Act at the time of a hard line Tory majority Government we are seeking further guidance on the way forwards.</p>
C16	<p>POLICE SPECIALIST TRAINING IN DEALING WITH VICTIMS OF RAPE AND SEXUAL ASSAULTS (Motions 290, 291) (BI,SW)</p>	Carried	SNS (PS)	Recognises the West Mercia Police campaign and calls on the CEC to lobby the Government to ensure police receive specialist training	National Officers are investigating this
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
293	<p>SLAVERY IN MODERN TIMES (SO)</p>	Carried	PEIC NOD	GMB should campaign and educate our members to spot and be aware of this issue	A letter has been written to Frank Field MP to support his campaign to end modern day slavery in the UK.
294	<p>ASSISTED DYING (SO)</p>	Carried	SNS (PS)	Concerned about protecting members who work in the Care Sector and calls for those members to be briefed if assisted dying becomes law.	The Section will consider the policy impact once it is announced

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
SOCIAL POLICY: NHS, Health & Social Care					
308	CANCER CARE (BI)	Carried	SNS (PS)	Calls on the CEC to lobby against the privatisation of part of the Cancer Care Program and ensures it remains within the NHS.	This is part of an on-going campaign
309	PROSTATE CANCER SCREENING (LO)	Carried	SNS (ALL)	Congratulates NW Region on their online petition but asks all GMB negotiators to ask employers to include workplace prostate screening in any health screening programmes	Public Services: The Section is conducting health & Wellbeing discussions with employers.
315	ARTHRITIS (SO)	Carried	HS&E	GMB to support campaigns designed to increase awareness of arthritis.	National H&E Dept will contact Arthritis Care, Arthritis UK and the National Rheumatoid Arthritis Society (NRAS) to develop new guidance on arthritis and work. They will work with the TUC and GMB Equalities Department to develop campaigning on the issue for 2016-17.
316	ANTENATAL FIRST AID (BI)	Referred	SNS (PS)	Calls on GMB to ensure that first aid courses are offered to all expectant parents and lobby Government and Local Authorities to make this policy.	The Public Services Section is seeking to undertake research in this matter
317	CHILDREN'S HEALTH CONCERNS (LO)	Carried	EP	GMB to support healthy eating campaigns especially those targeted at children	GMB intend to work with BDA (British Dieticians Association) on their "Work Ready" healthy workplace initiative and GMB seconded their motion to TUC Congress 2015
320	VOLUNTEERS IN SOCIAL CARE (SW)	Carried	SNS (PS)	Calls for social care to be adequately funded	This is part of an on-going campaign. A CEC Special Report is to be discussed at Congress 2016
SOCIAL POLICY: Young People					
322	IT'S TIME TO GIVE YOUNG PEOPLE THE RESPECT THEY DESERVE (YO)	Carried	EQUALITY	Highlights problems young workers face and calls for a campaign for policies that benefit young workers and	The Department is working closely with a number of Youth organisations, including Generation Rent. The issues facing young people will be raised continuously in our work. Some requests in the motion are existing GMB policies: NMW to be paid at 18, an increase in the apprentice rate and tailoring materials.
C17	MENTAL HEALTH SERVICES FOR YOUNG PEOPLE (Motions 323, 324) (LO,NW)	Carried	SNS (PS)	Calls on the Government to increase and ring fence funding of Child and Adolescent Mental Health Services and for all our MPs to attend all	This is part of an on-going campaign

				sessions which debate mental health issues	
325	EMPLOYMENT JOURNEY (SC)	Carried with Statement	EQUALITY YMN	Asks for GMB Scotland Employment Policy model “the Employment Journey” to be adopted across the union and work with TUC	The ‘Employment Journey’ model has been relayed to the Employment Rights Department of the TUC.
326	OBSTACLES FOR YOUNG PEOPLE IN OBTAINING AN INTERVIEW (LO)	Carried	SNS (ALL)	Urges all officers to ensure that employers selection processes are fair and relevant to young people	Public Services: The Section is looking to collaborate with our young members
SOCIAL POLICY: Education & Training					
327	DECIMATION OF EDUCATION (NW)	Carried	PEIC	Opposes the cuts to funding to FE Colleges	To be raised with the GMB group of MPs.
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
SOCIAL POLICY: The Energy Market					
334	DEALING WITH THE TWIN CHALLENGES OF CLIMATE CHANGE AND ENERGY SUSTAINABILITY (YO)	Carried	SNS (CS)	Calls on the Government to invest into the development of deep mined coal and carbon capture and storage (CCS)	This motion asked for GMB support in lobbying Government to support Carbon Capture Storage to extend the life of the coal industry in the UK. GMB were pleased to support the exciting CCS development being carried out by National Grid, part funded by Government, to ensure this. However, GMB had to publically slam the Government in November 2015 for axing the £1 billion fund to help develop CCS. GMB will continue to lobby government on this issue, as it is incredibly important for this technology to be developed.
335	FOSSIL FUELS (SW)	Referred	F&GPC	Calls for financial support for Trade Unions for Energy Democracy (TUED) from both TUC and GMB.	The International Officer produced a report for the CEC Finance & General Purposes Committee. At their February 2016 Meeting, the Committee considered the report and referred the matter to the Commercial Services Section to determine a position. The Section has responded however discussions are continuing between the International Officer and the Section
337	FRACKING (LO)	Referred	SNS (CS)	Asks for fracking to be stopped	This Motion was superseded by the acceptance of the CEC report on Fracking. No further action has been taken on this motion from the Commercial Services Section

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
338	ANTI-FRACKING (MI)	Referred	SNS (CS)	Calls on the Government to prevent multi-national companies coming to the UK for fracking.	This Motion was superseded by the acceptance of the CEC report on Fracking. No further action has been taken on this motion from the Commercial Services Section
SOCIAL POLICY: Housing					
343	SINGLE HOMELESS CRISIS (LO)	Carried with Qualification	PEIC	Notes problems with affordable housing and calls for a campaign to build more social housing	The issue of homeless of single people has been sent around our GMB network of councillors to generate support and action.
347	HOUSING ESTATE REGENERATION (SO)	Carried	PEIC	Highlights concern of the current economic situation where local authorities are seeing housing land as a commodity and a way of easing the current cuts in their budgets by central government.	GMB continues to campaign for affordable housing. We are working closing with Labour's Housing Group and 'Our Homes – Our London' to defend our members' rights to affordable homes.
350	SELLING OFF OF SOCIAL HOUSING (MI)	Carried	PEIC	Condemns the wholesale purchase of social housing by foreign investors	This issue is noted in GMB's campaign for good quality, affordable housing. We are working closing with Labour's Housing Group and 'Our Homes – Our London' to defend our members' rights to affordable homes.
SOCIAL POLICY: Transport					
355	PUBLIC TRANSPORT COSTS (LO)	Carried	SNS (ALL)	Calls for GMB negotiators to emphasise in wage negotiations the impact on members of increased travel costs.	Public Services: In scope with discussions with employers
357	PUBLIC TRANSPORT DEFICIT IN RURAL AREAS (SW)	Carried	PEIC	Highlights the impact on both the rural community and specific groups in society of the huge recent cuts in local government subsidies to bus services, and calls upon the Government to ensure that Councils prioritise funding for vital transport.	A letter has been written to the Parliamentary Under Secretary of State for Transport to highlight the cuts to rural public transport and asking what the Government is doing to protect and promote public transport in rural areas.
358	THE SCOTTISH REFERENDUM AND BUS PASSES IN GREAT BRITAIN (SO)	Carried with Qualification	PEIC	Calls on the Government to allow concessionary bus passes to be used across all borders (England, Scotland and Wales)	A response has now been received to a letter GMB wrote to the Parliamentary Under Secretary of State for Transport to ask whether the Government will allow elderly and disabled bus passes to be used throughout the 4 nations of the UK. The response was not positive and so the issue will be raised in Labour's National Policy Forum.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
359	UNFAIR CHARGES (LO)	Carried	PEIC	Highlights a range of increasing costs that impact upon drivers and the travelling public alike and seeks support from GMB MPs.	To be raised with the GMB group of MPs.
360	MOTOR INSURANCE UNFAIR PRACTICE (LO)	Referred	PEIC	Expresses concern about insurance companies unfairly penalising motorists for matters beyond their control and asks GMB to address this in Westminster.	The Commercial Services Section is working with the Branch on the appropriate course of action
361	LOCAL AUTHORITIES & ILLEGAL PLYING FOR HIRE (NW)	Carried	SNS (CS)	Draws attention to the licensing anomalies in the taxi & private hire industry and calls for further work .	GMB will continue campaigning vigorously, as the motion requests, for the necessary changes to be enacted. The new Officer responsible for Professional Drivers will be in contact with the Branch and region to get an update and clarify the action most appropriate on this motion
364	ROAD TRANSPORT INFRASTRUCTURE (NO)	Carried with Qualification	PEIC	Notes the lack of maintenance and repair with the current road transport infrastructure and calls for public investment	To be raised in Labour's National Policy Forum.
365	MEDICAL FOR ALL HGV DRIVERS (LO)	Carried	SNS (CS)	Lobby to ensure that there is a standard fee to be introduced for GPs carrying out medicals for HGV drivers	The Section is intending to launch a campaign around this issue with the transport/distribution/haulage membership in the section. The National Officer responsible for this sector of workers, plans to initially survey the membership in this industry to get a wide spread picture of the issue, and see if there are any particular patterns to the costs of these medicals i.e. if there are any trends geographically. A draft of this survey has been written, with the intention to launch this campaign by the end of January 2016.
366	'GREEN' FUEL – SHIPPING (SO)	Carried	HS&E	Call for GMB and sister unions to lobby Gov. and the European Commission to help alleviate financial implications associated with using green shipping fuel by providing a subsidy.	The National Health, Safety & Environment Department are working with the Manufacturing Section to identify key interest groups, such as the UK Petroleum Industry Association, with whom we can lobby the relevant government departments (Treasury/DECC/DFT).

		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
367	SECOND RUNWAY AT GATWICK (SO)	Carried with Qualification	SNS (CS)	Motion makes a case for the benefits of building a second runway at Gatwick and calls on GMB to support this	<p>The Airports Commission 2015 did not recommend the expansion of Gatwick Airport, and instead recommended two options for the expansion of Heathrow. The report is currently with the Government, and a decision was due on the 22nd December 2015 on the proposed options. No decision was announced and the timeline has been pushed back until June 2016 whilst an Environmental Impact Assessment has been carried out for Heathrow.</p> <p>In the consultation period for the Airports Commission 2015 report on airport expansion in the South East of England, GMB supported both the expansion of Heathrow and Gatwick. Whilst the Airports Commission 2015 had the recommendation of Heathrow, Secretary of State for Transport, Patrick McLoughlin issued this statement on 10th December 2015;</p> <p><i>“The case for aviation expansion is clear – but it’s vitally important we get the decision right so that it will benefit generations to come. We will undertake more work on environmental impacts, including air quality, noise and carbon.” “We must develop the best possible package of measures to mitigate the impacts on local people. We will continue work on all the shortlisted locations, so that the timetable for more capacity set out by Sir Howard is met.” “At the first opportunity I will make a statement to the House to make clear our plans.”</i></p> <p>This suggests that Gatwick may still be an option for government despite the Heathrow recommendations. If this is the case then GMB will seek to engage with Gatwick Airport LTD, as has been done with Heathrow. Overall on this issue, GMB has been highly critical about the Government’s inability to make a decision on this extremely important infrastructure matter.</p>
368	INDIGNITY OF PHYSICALLY IMPAIRED PASSENGERS TRAVELLING THROUGH STANSTED AIRPORT (LO)	Carried	SNS (CS)	Expresses concerns about the “race to the bottom” with ground handling companies at UK airports and how this is adversely affecting passengers (at Stansted) particularly those with limited mobility, who suffer most from the lack of staff and facilities, and calls for GMB to	<p>GMB London Region won a victory at against discrimination by Ryanair at Stansted Airport refusing to let some of their disabled customers board their flights. This was featured in an article in the Winter 2015 London Region magazine “Candid”</p> <p>Contact has been made with London Region as to how best to tackle this issue. The success of the Stansted campaign could be used in other airports.</p>

				campaign on this issue.	
		Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update
370	PARKING ON PAVEMENTS (LO)	Carried without the Qualification	HS&E	Call for GMB to put safety first and campaign for a national ban on parking on pavements.	National H&E Department need to consider the implication of this motion in some detail. Demanding a blanket ban on pavement parking will present genuine health and safety challenges to members in certain sectors. This is particularly true of the Security sector, where we have campaigned for permission to park on pavements close to banks and shops specifically to reduce the risk of violent attacks. This may also present issues to members in the care, NHS and utilities sections. We strongly support the intention of the motion – pavements should not be impeded for those with mobility issues or using wheeled transportation – but we may need to adopt a nuanced approach so as not to create risks for those member groups previously mentioned.
SOCIAL POLICY: Welfare Rights & Services					
374	DWP TO WORK IN PARTNERSHIP WITH OTHER AGENCIES (NW)	Carried without the Qualification	EP	Support a campaign for DWP to work with other agencies to prevent the loss of benefits to vulnerable people	The Executive Department will contact the branch to discuss the best way to progress this motion
377	ACCESS TO WORK (LO)	Carried	PEIC	Motion highlights the deficiencies with the Governments Access to Work policy and calls GMB to lobby the Government for change	A letter has been written to Parliamentary Under Secretary of State for Disabled People to ask what the government is doing to improve the access to work policy.
378	EXPLOITATION – UNEMPLOYED WORKING FOR BENEFIT (NW)	Carried	PEIC	Calls for GMB to campaign for all work placements to be paid.	A letter has been written to the Minister of State for Employment highlighting that those undertaking work placements should be paid a wage instead of receiving their state benefits. The letter also highlights various companies which are benefiting from the current work placements..

	Decision of Congress	Lead Responsibility	Summary of motion/key requests	Progress Update	
INTERNATIONAL					
380	INTERNATIONAL TRADE UNIONS SOLIDARITY APPEAL (NO)	Carried with Qualification	PEIC	Asks for the trade union movement to strengthen links with the Pakistan Trade Unions, support those fighting for workers' rights in Pakistan and send messages of support.	Because the details of the solidarity appeal were not clear, the Branch was contacted via Northern Regional Office for clarification. It has now been established that the appeal is no longer relevant given the length of time that has elapsed since the attempt on Ghufraan Ahad's life. A request for financial support from Pakistan's Labour Education Foundation, who are known to GMB, has been passed to TUC Aid.
382	AFGHANISTAN (LO)	Carried	PEIC	Calls for GMB to urge the Government to work and finance a protection plan for women workers in Afghanistan	GMB is currently in discussions with Amnesty International to ascertain that their protection plan is still viable in terms of what the motion calls for. As of March 23 2016, the last communication from Amnesty International was that there is no indication that the women's project is still active
EMERGENCY MOTIONS					
EM1	SAVE THE BRITISH STEEL PENSION SCHEME (YO)	Carried	SNS (MANU)	Calls for GMB to support our members in Tata Steel and save the pension scheme	After strong pressure from GMB members we were successful in keeping the Final Salary Scheme open. However we face more difficult times ahead as Tata Steel have announced that all of their UK operations are up for sale.
RULE AMENDMENTS					
RA18	RULE NO 37 Branch Secretary (SO)	Carried (CEC Position was Oppose)	RULE CHANGE BWP	Rule Amendment to clarify the rules on members transferring branches	The GMB Rule Book has been amended
CEC STATEMENT					
	CEC STATEMENT ON FRACKING	Carried	SNS (COMM.SERVS)	The CEC statement was accepted by Congress. The statement outlined the complex issues the state of the UK energy mix, and gave insight into the relevance of gas, not only in homes, but in major industry. The statement set out the argument to keep the dialogue open on the issue of "fracking" and for Congress to not fall dogmatically on either side. Congress accepted that if shale gas is to be extracted in the UK, GMB will be the union which organises the workers in the industry.	

If you require further information on the progress of any GMB Congress 2015 motion, please e-mail: policy@gmb.org.uk

Report produced by Ida Clemo, Executive Policy Officer