

GMB Congress 2017 – Progress Report on Carried and Referred Motions and Rule Amendments



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 Department/ CEC Committee/ Section National Secretary for discussion on action to be taken and as necessary, bring reports and proposals to the CEC.

In accordance with Motion 7 “Report on Passed Motions” carried at Congress 2015, this Report shows the current progress on the 163 Congress 2017 motions (140 Carried, 23 Referred) 2 Rule Amendments, 16 CEC Rule Amendments and CEC Statements, Charters and Special Reports which were agreed in Plymouth. Existing Policy Motions should form part of work programmes and campaigns

Key to abbreviations for Lead Responsibility

BWP	Branch Working Party
EPO	Executive Policy
EQU	Equality Department (National)
ERT	External Relations & Training (National) incorporates Political, Training, Communications Departments
EUROPEAN	European Dept
INTERNATIONAL	International Dept
F&GPC	CEC Finance & General Purposes Committee
FINANCE	Finance Director
GS	General Secretary
HS&E	Health, Safety & Environment Department (National)
LEGAL	National Legal Department
NAU	National Admin Unit
NEF	National Equalities Forum (c/o National Equality Department)
NMT	National Office Management Team
NOT	National Organising Team
PENSIONS	National Pensions Department
REG SECS	Regional Secretaries
RMA	Retired Members Association
SMT	Senior Management Team
SNS	Section National Secretaries (ALL) or (CS) Commercial Services Section, (MANU) Manufacturing, (PS) Public Services
YMN	Young Members Network (c/o National Equality Department)

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

	Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
REPORTS TO CONGRESS				
General Secretary's Report (including Progress Reports from the National Women's Taskforce and the Branch Review Working Party)	Carried	GS, SMT, BWP	Report shows Region and Departmental Actions and includes reports from the Branch Working Party and the last report from the National Women's Taskforce	Progress: The Branch Working Party will continue to meet and the recommendations of the Women's TaskForce are being discussed by the SMT
CEC Special Reports				
Financial Proposals Report (containing CECRA5-7)	Carried			Progress: Rules have been amended accordingly
The Introduction of Reserved Seats for Equality Strands on the Central Executive Council and Regional Councils (containing CECRA8-16)	Carried	SMT		Progress: : This has been discussed at SMT, Guidelines issued to Regional Secretaries and discussed at CEC
CEC Special Report on Insecure: tackling precarious work and the Gig Economy	Carried	SNS (All) ERT (Political)		Progress: part of ongoing work. GMB's motion to TUC Congress 2017 covered insecure working. There is also an insecure work Group who are looking at policy on agency workers and zero hours with a view to progressing recommendations in the Congress Report including the planning of a "Gig economy" Summit
CEC Special Report on Energy	Carried	SNS (CS)		Progress: GMB has submitted evidence to the Public Accounts Committee's inquiry into Hinkley Point C The Commercial Services Section continues campaigning for the building of at least six more nuclear power stations, in accordance with GMB policy, supporting a balanced and sustainable energy mix of renewable and non-renewable sources. Work is on-going with the developing shale gas industry to ensure the highest possible health and safety standards alongside strong union structures and organisation.
CEC Special Report on Brexit and Beyond-Protecting GMB Members' Futures	Carried	SNS (All) European		Progress: This was subject of discussion at the TUC Conference 2017 and a Brexit Working Group has been formed to look into the impact of Brexit on GMB industrial sectors and our members

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				GMB is working with a group of manufacturing federations (MTRA) on issues relating to future UK trade policy and we expect work to be broadened beyond trade in the future to wider Brexit issues. GMB has responded to Government white paper on future trade policy in November 2017 and worked with (MTRA) on a separate joint response as well as with other trade justice organisations and the TUC on other submissions. GMB's European officer gave evidence to the Public Bill Committee on Taxation (Cross border Trade) Bill in January 2018, and gave evidence on the Trade Bill to the Scottish Parliament Finance & Constitution Committee on 25 th April 2018 raising GMB concerns for our members' jobs and the security of their industries which we consider threatened by current Government trade policy proposals. GMB has established a Brexit working group involving CEC members to steer our policy and campaigning work on Brexit, and the European and International officer are working with the Sections to map industries and monitor impact across sections and regions. GMB Scotland has commissioned a research report on impact on its members in Scotland. GMB press released a letter to Government insisting it publishes the 58 impact assessments it has, but is refusing to put in the public domain. GMB European officer met with TUC and BEIS officials in February 2018 and made proposals for future UK participation in European Works' council structures post Brexit.
CEC Special Report on Pensions	Carried	PENSIONS SNS (All)		Progress: The Department continues to work towards the recommendations as covered in the report. Additional to this we have prepared a newsletter in conjunction with the Equalities department outlining the Supreme Court ruling on the equalisation of spousal benefits for same-sex partners. Progress: The newsletter has been distributed
Review of GMB Rep Training	Carried	ERT (Training)	Recommendations for action following a comprehensive training review to look at all aspects of the	Progress: Work continues to progress the Report <ul style="list-style-type: none"> • Course provision provided by Shrewsbury College across

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			training we provide to our activists, workplace and branch representatives	<p>Southern, Northern, Birmingham and Wales/South West is now underway</p> <ul style="list-style-type: none"> revised IST guidance launched for Officers and the Quick Start Guide for reps in October Materials are being written and trialled for the 10 day new rep induction course New induction course for reps has been introduced from January 2018 A web based Learning Management System (LMS) is being trialled in 3 Regions (SO, SW, SC) from January 2018 Continue to run ad hoc webinars Launch supplemental e-learning modules in January 2018
CEC Statements				
CEC Statement on Mental Health at Work	Carried	HS&E		<p>Progress: The National HS&E Department has met with the External Relations Department to begin to map the actions needed to fulfil the CEC Statement.</p> <p>Carl Parker is examining the existing training offered on mental health, with a view to identifying and sharing existing good practice before any new materials are developed.</p> <p>The Political Department are developing links into the Labour Party Campaigns on Mental Health and Homelessness, and identifying opportunities for campaigning activity such World Mental Health Day and World Suicide Prevention Day. The existing GMB Mental Health and Young Members Campaigns are already taking much of this work forward.</p> <p>Many of our demands found their way into the 2017 Labour General Election manifesto, but we continue to lobby for a new Mental Health at Work Act, and a motion to this end was passed at the 2017 Young Labour Conference.</p> <p>We have also worked with the National UK Hazards Campaign and Hazards Magazine to give greater focus on mental health issues over the next year.</p>

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				<p>Affiliation to the Time to Change campaign needs to be agreed by the General Secretary/SMT. An opportunity is being sought to have this discussion to determine what actions we can pledge to. This should be easily agreed and affiliation is on track for 2018.</p> <p>The National HS&E Department continues to promote the importance of good mental health practice. We participate in the HSE Stress and Mental Health Summit, and continue to be involved in negotiations with employers and Government on the issue.</p> <p>We also published our guide on handling situations where colleagues threaten suicide, timed for World Suicide Prevention Day</p> <p>The period since Congress has largely been a time for planning and developing our ideas. 2018 should see a number of these enacted as our plans and strategies are implemented.</p>
CEC Statement on the NHS	Carried	SNS (PS)		Progress: We continue with our campaign as set out in the CEC statement on the NHS
CEC Charters				
CEC Charter for Housing	Carried	ERT SNS (Manu)		<p>Progress: Much of the campaigning will be covered by National Political Department.</p> <p>In terms of the charter demands on linking government housing strategy with industrial strategy and the need to create more manufacturing jobs is linked with GMB motions on the brick industry. The manufacturing Section has continued to work with the Ceramics Federation and the brick industry to press the need to use UK made bricks in any housing strategy. The National Officer, Steve Kemp has continued to lobby and apply political pressure at ministerial and MP level, to highlight issues regarding the brick industry and the negative impact on jobs, if any Housing strategy is not aligned with a robust industrial agenda that delivers for workers, industry and local communities. Though the making and supply of raw materials</p>

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				and the wider supply chain associated with new house building projects, through to the job opportunities created by the construction industry. The Section will continue to build on this campaign into 2018.
GMB WE CARE Campaign Charter on Social Care	Carried	SNS (PS)		Progress: We have launched the “we care charter” and started pay surveys.

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UNION ORGANISATION: Congress					
1	Congress Procedures (LO)	Carried	EPO, GS Dept	Asks that all Congress delegates are provided with a copy of the CEC Position on their Region's Congress motions ahead of delegation meetings	Following the endorsement of the CEC Position at their March Meeting, the GS Department will provide this information to Regions as requested. Progress: We will change Congress documentation to ensure that Regional delegations receive a copy of the CEC Position for their Region's Motions to Congress 2018
2	Save More Time For Congress Delegates To Speak (SW)	Carried	EPO, GS Dept	Motion asks for congress programme planners to look at timings and give consideration to the number of external speakers to ensure that delegates have a full opportunity to speak	Progress: This will be taken into consideration by programme planners once the 2018 Motions come in.
UNION ORGANISATION: General					
5	Rule Book Terminology (SC)	Carried	SMT, CEC Finance & Structures Review	Asks for a consultation to be taken to look at the terminology in the GMB Rule book in relation to GMB Regions and devolved nations	This should be considered by the CEC Finance & Structures Review Group which should have been established following Composite 1 carried by Congress 2016. This Group is set up to examine our internal financial, operational and organisational structures, including existing regional constituencies Progress: GMB Scotland are working on this then will report to the General Secretary. Work should be completed in early 2018 Completed
8	Apprentice GMB Organisers (LO)	Referred	SMT	Asks for consideration of creating a GMB apprenticeship scheme open GMB activists in order that they gain experience and can aspire to become regional organisers	This was referred to consider how we best use the apprenticeship levy and need to keep our options open as to how we do this. Also, we understand the need to help reps gain the experience and development needed to become officers and there may well be more effective ways of achieving this than apprentice officers Progress: Apprenticeships are not currently available for union organisers and we the SMT are exploring other possible uses.
9	Improvement Of Technology within the GMB Union (SW)	Carried with Qualification	ERT (Comms) NAU	GMB should monitor, review and look at ways of using new technology to better service and communicate with	This was agreed with a qualification that the union has already embarked on an ambitious programme to upgrade our electronic communications capacity. This includes a completely new

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				members particularly those in fragmented workplaces	<p>website with regional portals and providing the necessary resources to allow a significant enhancement to our digital contact with members and with the wider public.</p> <p>Progress: We are preparing to commission a 6 month digital project, which will provide a much needed reinvigoration of the website and app, introducing a new platform – there will be input both from regions and national office colleagues We have met with a number of regions, including Wales & South West and Midlands & East Coast to discuss digital innovation – as well as with NAU to discuss technological improvement across the union to ensure we are fit for the 21st century</p> <p>Progress Having embarked on a national digital development project, we are now preparing to launch a fully redeveloped national GMB website, campaign platform and My GMB user areas for reps and members. We have continued to innovate with social media, email and video to communicate in new and more effective ways with members – and we will continue to adapt our communications to ensure they are fit for the 21st century.</p>
10	Full Media Advertising Campaign (NW)	Carried with Qualification	ERT (Comms)	Calls for a full and high media campaign using TV radio and media advertising to make all aware of the campaigns and work of GMB	<p>The motion was agreed with a qualification that although the CEC supports campaigns to promote GMB but this form of advertising is costly and does not specifically target people in workplaces and industries where we organise. Also, the methods should be determined as part of a wider communications plan that fits within budgets.</p> <p>Progress: We have had meetings with external providers, including video makers and other experts to discuss opportunities to promote GMB across different channels .We are currently assessing options to ensure national advertising is well targeted and cost-effective</p> <p>Progress: We have used strategic and cost-effective advertising via social media to bring GMB to new audiences and to aide recruitment at employers - from Amazon to Asda. Our approach has been to ensure our advertising is carefully budgeted, well-targeted and grows the union by linking to industrial and political goals.</p>

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11	Don't Buy The S*N Rag – The Real Truth (NW)	Carried	SMT, NMT	Asks for continued support for NW Region's longstanding campaign against the Sun newspaper and that we have no media contact with the Sun. Also that the paper is not sold or brought into any GMB organised conference or meeting.	Progress : The Region continues to highlight this at all conferences
UNION ORGANISATION: Recruitment & Organisation					
12	Social Media Campaigning and Organising (SW)	Carried with Statement	NOT ERT (Comms)	Recognises the challenges in reaching out to young members who are not in traditional workplaces. Asks to adopt a digital campaign to attract and recruit young members into GMB	This motion was carried with this statement: The use of modern means of communication is highly important in building a union for the 21 st century; especially as social media is used by both young and old, and is relied upon by many in the Gig economy seeking work. Many areas of the union embrace the use of social media, such as Facebook, Whats App, Twitter and other less well known apps. However we are aware that using social media such as Facebook can cause problems given its relatively open nature. Some branches, GMB committees and workplaces use closed Facebook groups as a means of communication. GMB support the use of all appropriate media to reach our members and encourage new members to join and our National Communications Department use social media to communicate to members and the public, and continue to actively explore a wide range of options for communications. Progress : GMB are looking at linking this to a digital organising agenda Progress : We will shortly be launching a new GMB website and digital organising platform that will enhance our ability to organise across different media platforms – and reach out to young people. GMB is more active and present across social media platforms, growing our audiences, likes and followers and harnessing these platforms for recruitment, campaigning and member support.
13	Update Workplace Organiser's Toolkit (YO)	Carried	NOT, EQU	Recognises the importance of the Workplace Organisers Toolkit issued as part of GMB@Work to assist new reps in recruitment and organising. However it needs to be updated	We will consult with national and Regional Equality officers on the best way to revise the Toolkit and deliver the training. Progress : National Equality conference 2018 will focus on equality organising with a view to developing a new organising strategy for equality. New materials will be produced as a result of

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				particularly on Equalities.	that. This motion has also been forwarded to the NOT for input and action. Progress: The new strategy is being presented at Congress 2018. New materials will be produced in the coming year.
14	Membership Retention (SW)	Carried with Statement	NOT, SMT	Motion recognises the need to recruit new members but also importantly to have strategies in place to analyse the reasons why members are leaving and put systems in place to limit this.	The motion was agreed with a statement that the National Organising Team (NOT) and the Senior Management Team (SMT) have made membership retention a key target for developing an effective union fit for the 21st century. Keeping the members GMB has is as important if not more important than the recruitment of new members. GMB needs to recruit around 70,000 members per year in order to stand still. Workers are changing jobs more often, moving around the country more often and the phenomenon of an employee staying in a single employer for their working life has declined. The challenge for a 21st century union is demonstrating relevance to workers who no longer identify with a single employer, or job. The NOT and the SMT have undertaken a review of practices used by different Regions to maintain existing members, and are developing “best practice” to roll out to all. The strategy should be aimed at ensuring that members are contacted at the earliest possible time after their membership has been cancelled Progress: work is being done to look at developing best practice on retention of members, in order to slow down the rate of turnover. A report has been sent to the Senior Management Team for their consideration.
15	Active Members (YO)	Existing Policy	NOT	Calls on GMB to apply equal effort to persuade members to become active and take on post holder roles which are vital to service, organise and recruit members.	This continues to be part of longstanding GMB policy as outlined in the CEC Special Report on GMB@Work to Congress 2006 Progress: The Young member organisers, the Lead National Organiser and the Head of Training met and developed training modules aimed to achieve this aim. A one day training school was held on 24 November 2017, involving around 50 young

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					members, facilitated by Mel Bartlett, Ross Holden and Kevin Brandstatter. The vast majority of those present had yet to take up positions within GMB, but many expressed a desire to get more involved.
16	How Best To Protect Our Members (YO)	Carried with Qualification	NOT, SNS (All)	Congratulates the success of ASOS and UBER campaigns at a time when the government are diluting the efficacy of the unions. Asks that we prioritise all efforts to identify workplace issues and campaigns which highlight the effect of the Governments draconian policies and report these to regions and branches	GMB campaigns are constantly kept under review to ensure that they are delivering better organisation and improving membership levels, as befits any union seeking to be fit for organising in the 21st century. The motion was agreed with a Qualification that It is the responsibility of GMB Organisers and lay members at all levels, to highlight workplace issues which can lead to union growth. The National Sections, Regions, Organisers and branches already identify potential employers and workplaces; and work is being undertaken to map employers and consolidate our membership throughout the country and provide information that can be used in collective bargaining and organising campaigns and this is being shared with Regions. However this work should be a two way communication process as branches are also required to submit Branch Development Plans (Rule 35) which include plans for recruitment and campaigns to grow the union: Progress: This is now part of GMB mainstream campaigning.
17	Industry / Business Specific Cross-Regional Organising Framework (MI)	Carried with Qualification	SNS (All)	Asks for a framework and terms of reference of support, resources and training to improve lay member co-ordination and organisation of industry/business specific combines across regional boundaries and structures. We should circulate examples of best practice	The establishment of sector/industry and business specific structures is being developed across GMB and there are good examples of this already in existence in employers in the utilities industry and the public services, retail and elsewhere. These structures allow members who identify with one another through their employer, or through their job role to work together to provide strength and solidarity, which can improve the bargaining position and organisation of the GMB. The motion was agreed with a Qualification that future development of such structures is dependent on a flexible approach recognising that there is no "one size fits all", as employers, industries and sectors have unique attributes which GMB needs to take account of in developing these new structures. Progress: SNS (All)

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UNION ORGANISATION: Finances & Contributions					
23	Regional Finances & Autonomy (LO)	Referred	SMT	Need to ensure that regional finances and autonomy should always be preserved, maintained and enhanced. There should always be consultation and agreement with Regional Committees, CEC and Congress for all proposed revisions of regional funding and autonomy. This will ensure transparency and full participation in the decision making process.	The Motion was referred to the CEC pending the outcome of work that the Senior Management Team are carrying out with an external independent company advising on our financial structures. Progress: The SMT have on-going discussions to look at our finance structures
25	Political Funding (LO)	Referred	SMT	In order to build political organisation within Regions due to the increase in elections and by-elections, the Motion calls on the CEC to increase regional political fund allocations. The Motion suggests at least double the amount without increasing contribution rates.	The Motion was referred for further investigation into funding for regional political activity Progress: This is on-going.
26	Mileage Rates - Lay Members (LO)	Referred	F&GPC	Many officials and lay reps incur expenses for time spent on representation and accompanying rep duties. The Motion asks that GMB pays at least the HMRC rate of 45p per mile and not the current 35p per mile.	The motion has been referred to the CEC Finance & General Purposes Committee to review in the light of the overall expenses system and to assess the potential cost. Progress: It was agreed to check what other employers pay, although the CEC F&GP Committee did not feel that GMB representatives were out of pocket with our current system. Progress: Submitted in 2018 Finance Report
28	Register GMB With HMRC (MI)	Carried with Qualification	F&GPC	In order to assist our low paid members, GMB should register with HMRC so that GMB members might receive tax relief on their contributions	GMB policy is that all union contributions should be tax deductible: the current system benefits better paid professional workers at the expense of other workers. The motion was agreed with a Qualification that we have been unable to achieve acceptance onto the register by HMRC, but a further application is now being prepared. Progress: This asked for GMB to be included on the HMRC register which would enable members to receive tax relief on contributions. Allan Wylie reported that he was developing an

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					application with a firm of accountants. He did warn that the application process was not swift. Progress: Will also be in discussion this Congress 2018
Comp 1	Review of GMB Contribution Rates (Motions 29,30,31,32) (SW,NW)	Referred	F&GPC SMT	GMB members are under pressure, they face increasing prices and pay freezes or pay restraints in the workplace. They are concerned that the two tier GMB membership contributions are too rigid: they are not reasonable or flexible and there is no direct link to the ability to pay at a time when members are using contribution levels as a criteria by which they join (or leave). The motion asks for the CEC and the CEC Finance Committee to conduct a review of our contribution structure and look at additional tiers that may be suitable to low earners or casual workers. The review should also consider new rates such as family membership or a concessionary rate to reflect length of membership. The Review should report back to Congress 2018 with their findings and recommendations	The CEC does not believe that lower contribution rates would automatically aid recruitment generally, although promotional rates are available to meet special circumstances. Pay-related scales have been rejected by Congress several times in the past because of the big increases they would entail for some members. The Motion was referred as it is worth reviewing our contribution structures regularly and seeking evidence and views on the impact of lower contributions from across the union. Progress: The CEC F&GP Committee received an LRD report on contributions including a survey of insecure workers' contributions in other unions. The Committee noted that, in general, GMB contributions are lower than those in many comparable unions, and the Committee will continue to debate contributions in the run up to Congress. Progress: Contribution Rates will be discussed in the Finance Report at Congress 2018
UNION ORGANISATION: Union Benefits & Services					
50	Call for Home Office Support for Renewal Of Visas (LO)	Referred	LEGAL	Calls on the GMB to campaign for support on the 28 day guideline for renewing a work visa. If a members renewal is submitted after the 28 day time limit, they are dismissed from work. This dismissal falls outside of employment law as they are categorised an illegal worker.	Amendments to the Immigration Rules which came into effect from 24 November 2016, removed the 28 day grace period and replaced it with more restrictive provisions of 14 days. This grace period gave employers a window during which they could carry out investigations and establish if dismissals were necessary once the grace period is over. Under the old system the employee retained the right to work while the Home Office decision is pending. However under the current Rules with a reduced period,

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					employers can dismiss workers within a shorter time frame. GMB should support the call in the motion for the reinstatement of the 28 day Rule for those who “overstay” but would ask for the motion to be referred for further investigation on a possible "campaign". Progress: The Legal Department will approach the Shadow Home Affairs and Business teams via the External Relations Department (Political) on the issues of the renewal of work visas and unfair dismissal as raised in the Motion and report back to the CEC with any recommendations.
51	Organisation of Welfare Rights within the GMB Structure (MI)	Carried (CEC Opposed)	SMT	GMB should develop welfare rights within our organisation. This issue has become important within the community and requires a structure to be developed in order that we can affiliate with organisations to assist us in this role.	The motion was opposed as a similar motion was submitted to Congress in 2016 (Motion 302: Advice Support) asking for the Union to provide advice to the “needy and vulnerable- this was withdrawn by the Region. Providing advice on welfare rights to communities and the public is primarily the role of the Citizens Advice Bureau who have trained advisors and specialists. The motion asks for GMB to take on this role but we are unsure as to what the Branch means by “develop welfare rights within our organisation”? Firstly, we are unsure as to what the resource implications might be, secondly, GMB does not have the skills or expertise to offer this service to the general public nor would it fit necessarily in our structures. Furthermore, we are unsure whether this would increase membership. The motion asks us to affiliate to organisations to assist in this and GMB already affiliates to the Child Poverty Action Group (CPAG) a welfare rights organization. In addition, we offer a limited service to our members as Regions have access to a CPAG welfare rights handbook but it must be stressed that this is a highly specialized area which may require casework etc. Progress: This is on the Agenda for discussion at the SMT Meeting of 18 Jan 2018.
UNION ORGANISATION: Education & Training					
Comp 2	Funding for the Future of Trade Union Education (Motions 53,54,55) (BI,LO)	Carried with Qualification	SMT ERT (Training)	Trade union education is being attacked and its future is uncertain due to cuts in Government funding.	The information is factually incorrect – half a million reps haven't been trained – there may have been that many places taken on courses. The motion was agreed with a Qualification that we need

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				In order that the trade union movement continues to organise and grow, our reps need to be properly trained and we need to maintain the TUC education programme, keep the Trade Union Studies Units open, protect jobs and reinstate the national TUC education programme at Level 3. We need to campaign for the continuing of a full TUC education programme and that the TUC continues to fund the full programme until Government funding can be reinstated	to do what is best for our reps and members and that will be a mixture of doing our own training with our own people plus using colleges where appropriate. We cannot unreservedly support colleges at the expense of our training needs. Also, we cannot protect the jobs of college tutors – only colleges can do this and they will make decisions in light of the funding cuts. Maintaining current levels of college provision would mean TUC affiliate unions making up any shortfall and this may not be the best use of union funds. We need to work with colleges and the TUC to find the best way forward. Progress: Arrangement now in place with Shrewsbury College which has secured TU Education funding across 4 Regions. The remaining Regions have similar arrangements with local colleges. GMB continues to be represented at TUC Union Education Officers meetings by Carl Parker, where this matter is regularly addressed. This will be tabled for discussion at the next meeting.
56	TU Education (BI)	Carried	ERT (Training)	Asks GMB to ensure that Trade Union Education remains classroom based and up to level 3 to ensure full interaction with other reps. Online training doesn't suit all workers	We aspire to train our reps to the highest possible level and understand that online training can only be supplemental to “real world” training. Progress: The training review (see above) will ensure that reps are fully able to carry out their role. GMB will continue to ensure that level 3 training is available via both our internal programme and through TUC and other external provision.
57	GMB Charter For Education & Training (NW)	Carried	ERT (Training)	Worker training is under attack with the removal of funding and reduced resources. Our members need to access quality accredited training through partnerships with providers and colleges. The motion asks the CEC to develop a Charter for Education and Lifelong Learning and to campaign to highlight the impact of Government changes.	A suggested charter would give us a clear statement of our approach to worker education. Progress: This has been discussed by the National Learning Committee and a strategy will be developed at a joint meeting in November of REOs, ULF Project Workers and the National Learning Committee. We will soon be launching a universal Lifelong Learning offer to provide discounted and free courses available to members. Progress: 5 out of our 9 regions currently provide welfare benefits advice and assistance as does Unionline nationally. Through the SMT we are looking to develop this further and are

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					looking into our affiliation to Child Poverty Action Group (CPAG)
58	A Voice For Apprentice Workers (NW)	Carried	ERT (Training)	The journey of an apprentice is a transaction between the training provider and employer and is decided without consultation with the learner. Asks the National Lifelong Learning Committee to lobby and identify ways in which workers and potential apprentices be given a voice and input before their apprenticeship starts.	Ensuring apprentices have a say on their apprenticeships is important provided this is done through GMB. Progress: Carl Parker and Colin Kirkham are meeting the National Secretaries to develop our strategy around apprentices by introducing a GMB apprentice kite mark for employers, developing an apprentice network and ensuring that apprentices form part of our organising and bargaining agenda. This should be launched before the end of 2017.
59	Access To Schools And Colleges (BI)	Existing Policy	ERT (Training)	In order to inform and educate college leavers the importance of belonging to a trade union, motion asks for the ability to allow GMB Lay Delegates and officers into schools and colleges to give guidance and support with the problems that occur in every day working life.	We have longstanding policy as debated at Congress 2005 Motion 293 "Education" and Congress 2008 Composite 7 "Trade Union Education in Schools" for young people to be educated on the responsibilities, roles and benefits of trade unions and the trade union movement. The issue is with the sheer number of resources that would be required to visit all schools and colleges. We hope that through our Young Members Network and social media campaigns, our message comes across.
60	Dyslexia And Training (BI)	Carried	ERT(Training) EQU	In order to encourage, inspire and support our reps, we should provide suitable training courses, based at GMB offices, for GMB representatives who are dyslexic in line with the 2010 Equality Act.	Tutors already ensure that anyone with dyslexia is able to play a full part in GMB courses and we will continue to do so, including equality proofing any new materials emerging from the current review of rep training. As already identified, we may need to work with expert bodies and issue guidance as agreed by Congress 2016 in Motion 94 which called for more support for workers with "hidden" disabilities such as Dyslexia. Progress The National Training Officer is working on stock training that can be customised and delivered in regions. Yellow screens have been purchased for congress papers (as a white background can increase difficulty of reading written text).

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				The Communications Team ensure that the font's used in GMB communication are accessible.

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UNION ORGANISATION: Equality & Inclusion

61	Equality in the Workplace (SW)	Existing Policy	EQU	GMB has a wide, diverse membership and has placed equality at the core of everything we do. We should encourage members from our equality groups to become more active within the union	As decided by the National Equality Forum, a key priority is to encourage, develop and support Regional based strand equality groups. Most regions have based women's groups and LGBT+ groups are beginning to get established <u>Progress</u> ; Most regions have active self-organised groups who help engage equality stands in the union. Most regions now have active women's and young members groups and more self-organised groups are forming across regions. Reserved seats on the CEC and on Regional Councils will help make our democratic structures reflective of our membership and give ensure all stands are heard at every level of our organisation. For more information on how GMB is making equality mainstream please refer to the Congress 2018 Special Report- National Equality Organising Strategy.
64	Branch Equality Funds (YO)	Existing Policy	EQU	GMB has been at the forefront in its campaigns and fight for equal rights and we recognise the work done at all levels on Equalities. We should continue to stand up for those under attack because of their race, sex, sexuality, disability. All GMB branches should have an Equalities Fund to support these equality campaigns and initiatives.	Congress 2016 agreed the establishment of a Branch Equality campaigning Fund and the process for using and realising this will be circulated to the Regions.
68	GMB Young Members Network Budget (BI)	Referred	GS, NEF	As an equality strand, the GMB Young Members Network has been running for several years and is active and organised in all Regions. It should be given its own transparent part of the National Equalities budget so it can actively carry out its aims and objectives and maximise the effectiveness of the 'Recruit,	Motions 68,70 Young Member activity is currently led by two members of National Office staff and budgetary control for Young Member activity should be nationally led, under the National Equality Department The CEC supports the principle of properly managed funding to support Young Member activity, including the Young Member Summit.

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				Organise and Retain' Campaign. There should also be a separate budget for the annual Young Members Summit instead of trying to claim expense from a host region. Congress agrees that a set structure should be agreed for regions to pay each year towards the annual Young Members Summit.	These two motions have been referred to the National Equality Forum to draw up a programme to achieve this. Progress: Discussions are taking place with the Young Members' Network. Funding for the YM Summit has been guaranteed as a National spend by the General Secretary.
70	Funding to Support Young Members (BI)	Referred	GS, NEF	In order to raise the profile of GMB and our Young members, CEC should finance young members groups at regional level. This separate funding will enable young members to recruit, educate and encourage more activists, initiate and sustain campaigns pertinent to the issues of young members, and allow regional young member strands to focus on long term campaigns and actions rather than fundraising.	A working group has been set up to address strand financing. National funding for the YM Summit has been guaranteed. Progress: Whilst this group are finalising plans, a Young Members budget code has been set up to track spending and effectively allocate a suitable budget in future. Over the past year, there has been a significant increase in the investment GMB has made in young members; from the staff resource allocated to new training schools available around Durham, Tolpuddle and Summit.
Comp 3	Governance, The National Women's Taskforce And Its Recommendations (Motions 71,72) (SO,NW)	Carried with Qualification	SMT	We are concerned about the underrepresentation of women in the structures of the GMB and as a result of a CEC Special Report to Congress, the national Women's TaskForce was set up to look at identifying and removing any barriers. Female membership continues to grow and the situation persists. Work should continue on this until women are equally represented at all levels of the union and calls for full implementation of outstanding recommendations of	The motion was agreed with a Qualification that the Women's Taskforce to continue "until such time that women are equally represented at all levels of the union, including SMT". This is impossible, impractical and unworkable. The Women's Taskforce was established over three years ago to do a specific piece of project work and much progress has been made in removing some of the barriers to the development and progress of women within GMB. The Taskforce has reached its natural conclusion but although the Taskforce as a body will no longer meet, future (and outstanding) work on developing women within GMB will continue and become mainstream and integral to all that we do. Our culture is changing for the better, but that will only be achieved by good and progressive management with the

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				the TaskForce.	right commitment. Progress: the first National Women's Conference was held in Liverpool on 6 November 2017
73	Older Women in the Workplace (SC)	Carried with Qualification	EQU	We need to develop workplace policies to support women in the workplace and also ones that recognise the increasing numbers of older women in employment. We also need to prepare recruitment and training materials that highlight the role that women play in the workplace and the importance of trade unions.	The motion was agreed with a Qualification that these are part of recommendations within the National Women's Taskforce and that work will continue with the National Equality Department Progress GMB held our first Women's Conference in 2017, which launched the Women's Charter. A number of regions have been working on Menopause related campaigns, which we will develop into a 'best practice; toolkit nationally. Progress: Some training materials are available at request from National Office, and if members/regions have useful resources they are happy to share they can send them to the Equality Department for circulation.
74	Women Against the Trade Union Act (SW)	Carried	SMT, NEF	The sustained attack on trade unions through the Trade Union Act has had a detrimental impact on trade unions ability to organise women. The motion calls for a campaign to raise awareness to encourage the growth of activists and self-organised groups within the GMB. We also need to raise awareness of the importance of facility time.	A GMB Motion to the TUC Women's Conference covered the importance of organising Women. GMB has a programme of developing and establishing active Regional women's groups leading to a national Women's conference where these issues can be developed. Progress; GMB held our first women's conference in 2017, which focussed on organising and the equality bargaining agenda. The GMB Women's Charter was also launched at this conference. Throughout the year, GMB has used social media to highlight success stories and the relevance of trade unions alongside developing a training course to help young members talk about GMB and why trade unions matter. As a new equality organising strategy is developed the actions from this motion will be included.

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75	Gender Equality – Tackling Poverty (LO)	Carried	EQU, ERT (Int)	Poverty is a gender issue and requires GMB to support the world-wide promotion of gender equality and the empowerment of women.	<p>One of the foundations of the GMB Equality through Inclusion strategy is the recognition that women have a disproportionate, negative experience in many walks of life, including poverty and the empowerment of women in the GMB is one of the key areas of work. The “worldwide promotion of gender equality” is a big ask but GMB can make a small incremental steps to encourage, supporting and empower women.</p> <p>Progress; The first National Women’s Conference is being held in Liverpool on 6 November 2017 and campaigning for gender equality is one of 3 key aims of the Conference</p> <p>Political: GMB political department submitted the protection and furthering of women’s rights during Brexit and within Foreign Policy as one of two of their policy topic choices to be discussed at Labour Party Womens Conference 2017. This included pushing for the end to insecure work which disproportionately affects women, reinstating equality impact assessments scrapped by the Conservatives and improved maternity rights.</p> <p>GMB has continued to highlight the disproportionate impact of cuts and austerity on women, and the impact that has on poverty in the media. This ahs include highlighting and supporting the Labour campaign on period poverty – which was led by GMB MP Paula Sherriff.</p> <p>We continue to campaign for equal pay for GMB women. In 2017, GMB also supported the UN Women campaign to end violence against women.</p>
Comp 4	BAME And Migrant Workers Post Brexit (Motions 78,79,80) (LO,BI)	Carried with Statement	EQU, European	The EU Referendum has fuelled divisive and inflammatory language to be used and for hostility to take place towards those perceived as migrants or asylum seekers. This has continued post Brexit and has	<p>Immigration, was and is the one of the central issues of the Brexit debate and it is likely to remain so in the future as UK negotiates the withdrawal from the EU and we will continue to campaign which will include a credit card size information on what action to take if a member is racially abused or is a witness.</p> <p>Progress; EQU: Information cards are being produced.</p>

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				become more visible in the press and media resulting in a significant increase in the occurrence and reporting of race hate crimes. If GMB is to be a progressive Union we should campaign to highlight the exploitation of BAME/ Migrant workers and encourage these workers to join and become trade union activists. In addition, materials should be produced to condemn the bigotry and hatred and give practical information where members can find support and advice.	<p>European: GMB continues to raise its concerns directly with Government and together through other organisations such as Hope Not Hate about the need for the Government to tackle this issue head on. GMB has raised this issue via section responses to Select Committees on Brexit including Food sector, where we highlight the importance of trade union organisation of workers and the need to end exploitation and undercutting in these low wage sectors as well as the need to give assurances to EU workers currently settled in the UK as well as UK workers working elsewhere in EU</p> <p>As part of developing an equality organising strategy, the NEF will run a workshop dedicated to organising BAME workers. Throughout the campaign to end exploitation on the Gig economy, GMB has highlighted the increased likelihood of BAME workers to be in precarious work, particularly on zero hours contracts, and specifically referenced this in the special report to congress on insecure work in 2017. Legal advice is currently being sought for migrant worker member about their rights post Brexit.</p>
82	Developing Campaigns for Community Cohesion (BI)	Carried with Qualification	EQU	All Regions and local officers should consider joint campaigns with churches, inter faith forums and other groups to support community cohesion	<p>Successful campaigns are those that have been able to establish links with community based organisations. Best practice and successful campaigns should include broadest links with community based organisations and where appropriate these should include faith groups. The motion was agreed with a Qualification that this should be dependent on the subject of the campaign and that the organisations do not contradict or oppose GMB aims, values and policy.</p> <p>Progress: GMB has seconded a member of staff to the Labour Party on a Community Organising role. Also information cards are being produced</p>
83	Oppression of Non-Binary People (BI)	Carried	EQU	Gender identity is an important factor in how individuals view themselves and are perceived by others. Prejudice exists which marginalises non binary people in society and in	<p>In 2015 a transgender workplace tool kit was produced and launched at a conference in National Office to commemorate Trans National Day.</p> <p>Terminologies are continually evolving and we can update the toolkit to include the new terminologies of 'non binary' and ask the</p>

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				the workplace and the motion calls on GMB to promote awareness of the issues faced by non binary workers and start a campaign to improve their working conditions to include unisex bathrooms, androgynous terminology and unisex uniforms	Regional Equality Forums to use the toolkit in their workplaces. Progress: A transgender workplace toolkit was produced in 2015. This is available on the national website. As terminology is often changing in this area, the toolkit will be updated as needed to ensure it is fully accurate.
84	Use of Honorifics (Titles) (SO)	Carried with Qualification	EQU	Regional LGBTI+ and Shout members are concerned that GMB are excluding members and potential members who may not define as Mr/Mrs/Ms. Members of the trans community sometimes prefer to use honorifics/titles which are non-gender specific. GMB should consider including an option on all forms used for transgender and non-binary people to self-define their own title and sex in addition to the options that are currently being used. The motion asks that this should be reflected on GMB membership forms..	The use of terminologies in equality matters have evolved and changed to take account of external developments. The motion was carried with the qualification that there is a cost implication for changes to the membership and other forms and that GMB should develop a project to look at best practice. Progress: Discussions are being held with the National Equality Forum's LGBT+ lead Progress: A new 'Mx' category has been added to the membership system- each new member will have this as an option to choose when joining and existing members can request their region update their details to this title should they wish. This is reflected in the new membership forms and will be available online with the launch of the new website. On going discussions are taking place with the NEF's LGBT+ lead to see if this move is sufficient or if we need to consider the possibility of including other gender neutral titles.
85	Workplace Disability Policy (BI)	Existing Policy	EQU	Despite the introduction of the Disability Discrimination Act over 20 years ago, there is still a problem with discrimination in the workplace. GMB should support, inform and equip our activists to work with employers to develop disability friendly policies in GMB recognised workplaces.	This is in line with longstanding policy established by Motion 102 from Congress 2005 on "Employment of Disabled People". In addition as part of our work programme we will produce a model workplace disability agreement for activists.
86	Mandatory Disability Awareness Training (SO)	Carried	EQU	Disability awareness training should be mandatory in all workplaces. The training should cover the legal context	We will be producing a Model Disability Agreement that will include a strong emphasis on training in the workplace and this can be cascaded to Regional Equality Officers and equality

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				of disability and look at access to work, language and making reasonable adjustments for those with both visible and invisible disabilities.	activists Progress : This was the subject of a GMB Motion to the TUCs. Disabled Workers Conference
87	Disabled Rights (NW)	Carried	EQU	As highlighted by the Disability Rights UK (DRUK) report issued in January 2017 ⁶ as a result of Government cuts and the exclusion of disabled people's rights in policymaking. The UK is failing to comply with the International Convention on the Rights of Persons with Disabilities which it signed in 2009. The Government should follow the report's recommendations and make proper progress on disability rights and equality in society.	Disabled workers rights have been central to the GMB equality through inclusion strategy and we will continue to work with disability groups to raise awareness and reduce disability discrimination. Progress : Discussions are being held with the National Equality Forum's Disability lead
88	All GMB Offices Should Have at Least One Unisex Toilet (SO)	Referred	SMT, EQU	Gender segregation is becoming as much of an issue as racial segregation. In particular, toilets segregated on the basis of gender binary cause problems for many trans and non-binary members. We note that many organisations are starting to provide unisex toilets. The motion asks that there should be at least one unisex toilet in each GMB office.	GMB recognises that the nature of some practices can be discriminatory and whilst we appreciate the intention of the motion, the language used is a little inappropriate. The motion has been referred as the central proposal of providing unisex toilets in each GMB office should be subject to further consultation and review on the feasibility and cost implications. Progress : Discussions are being held with the National Equality Forum's LGBT+ lead
89	Disabled Toilets and Disabled Access (LO)	Carried with Qualification	SMT, EQU	The provision of accessible toilets and facilities for the disabled has failed in the UK as not all disabilities are visible. As a start, all GMB regional and national offices should comply with	Access for disabled people remains central in the GMB Equality through inclusion strategy and we will continue our work on recognising disability discrimination in all walks of life and campaigning on specific issues impacting on disabled people. The motion was carried with the qualification that the request for all Regions to adhere to minimum standards for disabled access

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				and go beyond the minimum standards set out under BS 8300. In addition, there should always be meaningful consultation with disabled organisations and groups for all Government policy making. Our ultimate aim should be to remove all barriers that the disabled face and allow self-defined disabled people full participation in their workplaces, communities and society.	should be processed through the Senior Management Team who will be able to consider compliance to the standards set out under BS8300. Progress: Discussions are being held with the National Equality Forum's Disability lead
90	Disabled Access at Football Grounds (YO)	Carried	EQU	Despite the popularity of football, many professional football clubs fail to provide adequate places for disabled fans at their stadia in line with the recommendations set out in the Accessible Stadia Guide which are only voluntary. Of the 20 Premier League clubs in England, only 3 have adequate places for disabled fans. GMB supports of the work of the Level Playing Field campaign group to promote disabled access to football and other sports stadia and calls for the Accessible Stadia Guide to be made compulsory.	Access for disabled people remains central in the GMB Equality through inclusion strategy. We can approach the Football authorities to ensure that grounds are fully accessible Progress: Discussions are being held with the National Equality Forum's Disability lead
91	Ratification of Istanbul Convention – Violence Against Women (LO)	Carried	EQU	The Istanbul Convention seeks to prevent and combat violence against women and domestic violence and sets out a legal framework to protect women and girls from all forms of gender based violence. The UK	Equality for women remains central of the GMB's strategy for equality through inclusion and we can write to the Minister for Women and Equalities on the matters raised in the Motion Progress: This was Ratified by the UK government in April 2017.

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				Government signed the Convention on 8 June 2012 but has not yet ratified it and progress has stalled. GMB calls for a campaign for full ratification	
Comp 5	Domestic Abuse in the Workplace (Motions 92,93) (BI,BI)	Carried with Qualification	EQU	<p>Statistics prove that 1 in 4 women and 1 in 6 men will be a victim of domestic abuse in their lifetime. Workplaces should be a safe haven but there are increasing instances of people suffering abuse in their workplace which should not be seen as 'part of the job'. This is happening across all sectors with the highest numbers recorded daily in the care sector and emergency services which affects staff morale. GMB calls for zero tolerance across all sectors. GMB should create a domestic abuse charter and work with employers to break down taboos, ensure employees are aware where they can get support and we should campaign to make domestic abuse at work policies mandatory.</p>	<p>A number of motions on raising awareness of violence and abuse at work have been previously passed by Congress but these have been sector specific, and our campaigns have accordingly focused on higher risk occupations (security, NHS, education). Given the on-going impact of austerity measures we are likely to see further increases in abuse at work, so a co-ordinated campaign to organise workers is timely. The motion was supported with the qualification that we cannot be constrained into just a 'Zero Tolerance' approach to campaigning. Zero Tolerance is only meaningful if we can actually enforce it, and in most workplaces we cannot easily do that. Demanding action is a given, but we need the widest possible range of approaches and should not be limited to a single method. We support the call for a Charter and this should not prove too onerous and would allow a specific hook for campaigning and organising activity.</p> <p>Progress: Tackling Domestic Abuse was a key topic at Women's Conference 2017, with a lay member led presentation/workshop and discussion from the floor on why domestic violence is a workplace issue.</p> <p>A toolkit is currently being produced.</p>
Comp 6	Cuts To Domestic Abuse Support Services (Motions 94,95) (LO,LO)	Carried with Qualification	EQU, F&GPC	The Government has made cuts to funding for women's refuges and other specialist and dedicated domestic abuse services which save lives. We should increase awareness of the impact these government cuts	GMB opposes all forms of domestic abuse and a model agreement on Domestic Abuse was launched at the National Equality Conference 2017 which is available on the GMB National website. Those who attended the Conference will be contacted to provide progress on regional activities in this area and we will continue to raise awareness of the issue and the impact of cuts to

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				have on women and families and lobby the Government and MPS to address this. We should affiliate to Sisters Uncut and circulate information to regions and branches and encourage GMB Regions to support local domestic abuse services	<p>services. We will continue to raise awareness of the issue and the impact of cuts to services. The motion was carried with the qualification that the requests for affiliation to Sisters Uncut should be referred to the CEC Finance & General Purposes Committee to ensure that they are in line with the aims and values of the GMB.</p> <p>Progress: EQU: As above.</p> <p>Parliamentary questions have been tabled, asking the government to lay out clearly what provision there is for support for domestic abuse, and this issue has been raised with the Labour Shadow Team at the National Policy Forum.</p> <p>London Region co-ordinated a response to the government consultation cuts to short term supported housing (refuges) for women.</p> <p>F&GP: The Committee asked for further information about this group.</p> <p>Progress: F&GP has asked Equality Department to contact Sisters Uncut to find a way forward to work together.</p>
99	Time to Change (SW)	Carried with Qualification	HS& E	We should campaign to get the "Time to Change" campaign which has been successful in Wales up and running and get employers signed up to pledges to end the stigma and discrimination faced by people with mental health problems.	<p>Time to Change is a very worthy campaign, which is supported by many large employers. GMB could look to sign the employer pledge, though there has been some criticism of Mind, who are one of the leaders of Time To Change, as being too timid in not actively opposing the Government's Work Capability Assessment. The motion was carried with the qualification that Time to Change is already a national campaign – it is not restricted solely to Wales.</p> <p>Progress: We aim to formally sign the TTC Pledge after World Mental Health Day on 10th October 2017, or as soon after this as can be arranged.</p>
Comp	Mental Health	Carried with	HS& E	GMB are concerned with the rise in	A substantial body of motions on mental health has been passed

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7	(Motions 96,97,98,100) (NW,BI,YO)	Qualification/ Statement		mental health incidents in the UK and note an increase in male suicide and young people experiencing mental health problems. However the Government continues to cut funding to community groups. GMB supports the Labour mental health programme and we can use this to have a high profile campaign which calls on the Government to prioritise mental health awareness in society and also within the workplace. The GMB Mental Health @Work guide is a start but we should have a programme of training for our reps to become Mental Health First aiders who spot symptoms and support our members.	over the past few years, many of which have concerned the development of campaigns and the delivery of training for members. The CEC Statement allows for a clear position to be given on the issue, particularly in regard to training and spells out our key planned campaigning activities. GMB does not have the internal expertise to deliver mental health first aid, and we do not have the resources to purchase such training, but we should be educating our activists and members to demand that their employers provide this specialised training and awareness for all workers. Also, we acknowledge increased instances of mental health issues in social care, we are not experts in recognising the range of symptoms and we would want to work with the Labour campaign and other specialised mental health organisations to signpost for our members. Progress We are in discussions with colleagues on securing a date when all relevant parties are available, and hope to achieve this before the end of December 2017
Comp 8	Supporting Labour Party Campaigns (Motions 101,102) (YO,BI)	Carried	HS& E	Trade unions continue to fight against social injustice as our values of solidarity extend beyond the workplace. GMB have been active in working and supporting Labour campaigns on issues such as mental health and homelessness and we should be official supporters.	Motion 177 agreed at Congress 2016 confirmed our support for this Labour Campaign and we have hosted a Conference on this. In addition, GMB hosted the first Labour Campaign on Mental Health at a conference in Jan 2017. This was driven by the GMB Young Members Forum so we fully support this campaign. Progress : In practice GMB already work closely with both groups, but HS& E will be meeting with Political Department after Labour Party Conference to determine how formal affiliation can be achieved.
EMPLOYMENT POLICY: Health, Safety & Environment					
104	Government Tells Employers They Can Override GP's Fit Notes (SW)	Carried	HS& E	In accordance with the Government guidance on the "fit note", our members are being forced back to work as Occupational Health Advisers are overriding GP's decisions which means no entitlement to sick pay and	The guidance to GPs from the Government was changed in 2013 to permit employers to effectively overturn the fit note, as it was classed as 'advice' rather than being legally binding. It is clear that this is unacceptable, and could easily result in an injured or ill worker exacerbating their condition. GMB will challenge such decisions whenever they are made and

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				possible disciplinary action if they do not return to work. This has an effect on our members' health and well-being especially with regards to mental health issues. This guidance should be repealed.	look to campaign for an immediate revocation of this particular piece of Government policy Progress: The Department will be writing to both Shadow Work and Pensions Secretary Debbie Abrahams and Shadow Health Secretary Jon Ashworth to request a joint meeting to clarify and if necessary change Labour Party policy on this issue.
105	Work Related Stress (SW)	Carried	HS& E	Work related stress is a significant problem faced by many workers who then attribute their sickness absence to other reasons. The HSE should address this problem as sickness absence statistics then do not reflect the true problem. Companies should be carrying out risk assessments including any changes in work patterns and workloads and looking at the root cause of absences and not sending workers to occupational health.	Employers are already required to risk assess the causes of work-related stress under the Health and Safety at Work Act 1974, and the Management of Health and Safety at Work Regulations 1999. Guidance from the HSE makes it clear that one of the elements of the risk assessment process under their Stress Management Standards is to assess the management of change, demand and control, which are ultimately the aspects that under consideration here. We are already campaigning for employers to perform risk assessments on work-related stress, and so in many respects this is already existing policy. We support the sentiment of the motion, and it would complement our current activity around work and mental health Progress: the Department will continue our campaigning and work on the issue, including asking the Industrial Injuries Advisory Council to consider reclassifying work-related stress for eligibility for Industrial Injury Disablement Benefit, which would greatly assist wider compensation claims.
106	Electronic Tracking Devices (SW)	Carried	HS& E	GMB are concerned with the increased use of workplace employee monitoring using electronic tracking devices. We should campaign to ensure employers follow good practice and act legally and produce guidance on workplace surveillance to ensure that workers know their rights.	There have been a number of motions passed by Congress concerning surveillance and monitoring at work (Motion 72/Congress 2009; Motion 29/Congress 2014; Motion 182/Congress 2014; Motion 160/Congress 2015). It is clear that this is an area of increasing concern, especially for those working in sectors such as logistics, professional drivers and retail. Other unions have produced guidance, and very good guidance is available from the Labour Research Department, therefore it should not prove too difficult to develop a workplace guide

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					Likewise a campaign demanding that employers comply is also timely and could assist with organising and recruitment in a number of sectors. Progress: The Department is drafting guidance though is a slow process as this is not an area covered by health and safety law, and the legal and technological picture is constantly changing.
EMPLOYMENT POLICY: Pensions & Retirement					
109	Pension Arrangements for Women (LO)	Existing Policy	PENSIONS	We support equality for women in all forms of pension arrangements. The transition arrangements for the non-state pension that have been translated into public sector pensions and some private sector pension schemes have brought poverty to some and with no chance of addressing the issue.	We are opposed to the unfair impact that women have felt from the increase in state pension age. Fighting for equality within pensions and supporting WASPI are both existing policy plus there will be updates on both these matters in the CEC Special Report on Pensions 2017. Progress: on-going work
EMPLOYMENT POLICY: Rights at Work					
121	Scrap The Trade Union Act (NW)	Carried with Qualification	NMT, LEGAL	GMB condemns the Trade Union Act as the biggest attack on trade unions in decades and we should continue to challenge this and other anti-union legislation. There needs to be a new framework of law including: a right to organise, a right to bargain collectively with statutory support for sectoral collective bargaining and an unequivocal right to strike.	GMB has long standing policy to oppose anti-union legislation imposed by successive Governments going back to the 1980's and 1990's. More recently Congress has carried a number of Motions on the issue for example Composite 11 "Anti-Trade Union Laws" carried by Congress 2005, Composite 2 "Trade Union Rights ad Anti Trade Union Laws" carried by Congress 2014, plus Motions 126 "Trade Union Laws" and Motion 127 "The Right to Strike" carried as existing policy at Congress 2015. This Motion is broadly in line with the CEC Statement on the Trade Union Act 2016 in opposing the Act, and calling for its repeal. The main provisions in the Act will come into force on 1 March 2017. All unions are keeping a watch for possible challenges to aspects of the Act but this is likely to be a long term strategy and may be affected by the position in Europe and the future of the Human Rights Convention in the UK. The CEC would naturally wish to support the call for a new framework of law to support collective rights for example the introduction of statutory support for sectoral

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					<p>bargaining, but the motion was carried with a qualification that the CEC may wish to explore the issues further before adopting policy. Academic organisations such as the Institute of Employment Rights have published a Manifesto for Labour Law (this includes the proposal for sectoral bargaining) and CLASS have published materials around the issue. The Motion is in this way a useful contribution to stimulating the debate on the labour law frame work for the future. The CEC may wish to comment on the Act generally given its significance and the fact that much of it will be in force by June 2017.</p> <p>Progress: The Department will approach the Shadow Business team via the External Relations Department (Political) Department to establish the grounds for a future framework of collective labour law. Work on reviewing labour law is on-going together with protecting members and the union from the threats posed by the Act.</p> <p>Legal Update: Labour Party Conference 2017 carried Composite Motion 4 Workers Rights (seconded by GMB) which includes a call for the repeal of the Trade Union Act and the anti-union laws introduced in the 1980's and 1990's</p>
122	Trade Union Act in Wales (SW)	Carried	SMT, ERT (Political)	<p>We welcome the decision of the Welsh Government to pass a Bill through the Welsh Assembly that will dis-apply sections of the Trade Union Act. The NHS, Education Sector, Local Government and the Fire Service are examples of devolved Public Services which are therefore the responsibility of the National Assembly for Wales. If the Bill is passed by the Assembly, the imposition of an overall support threshold of 40 per cent on strike ballots, provisions on trade union facility time and conditions on payroll</p>	<p>We would support this as a welcome move to limit some of the harsher aspects of the Act in Wales.</p> <p>Progress: Wales are in the process of passing their version of this Bill.</p> <p>Progress: The National Assembly for Wales passed a Bill in July 2017 that will protect devolved public services in Wales from the UK Government's Trade Union Act.</p>

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				deductions for trade union membership, commonly known as check-off, will be repealed. We call on the CEC to support this and campaign for similar legislation to be introduced within other devolved administrations.	
123	Restoration of a Regulated and Institutionalised Labour Market (SO)	Carried with Qualification	LEGAL	<p>We support the restoration of a regulated and institutionalised labour market:</p> <p>That it should be a criminal offence for employers and managers to impede or obstruct the human rights of workers to combine and secure collective bargaining in their workplaces. All workers in unionised workplaces regardless of their country of origin should be covered by the collective agreements secured by these workers.</p> <p>That all workers regardless of their country of origin should be covered by all employment legislation and that the practices of agencies and employers to casualise workers should either be outlawed or regulated</p>	<p>The threat to freedom of association is presented not only by the state. There is also the threat posed by employers. The Motion addresses the issue of employer interference in these rights generally and specifically in respect of migrant labour. The Motion proposes criminal sanctions for such interference. As the CEC will be aware the blacklisting litigation highlighted weaknesses in existing legislation and calls have been made for such conduct to be regarded as an aggravated breach of labour market regulation and attract criminal penalties (including imprisonment). In addition existing legislation on the protection from victimisation of workplace representatives falls short of the more comprehensive requirements of ILO Recommendation 143 (The Workers' Representative Recommendation 1971). As with Motion 121 the Motion is a useful contribution to stimulating the debate on a future labour law. The CEC will support the argument that there should be effective sanctions on employers for such interferences highlighted by the Motion and the motion was agreed with a Qualification that the CEC may wish to explore the issues of criminal penalties in the context of an overall approach to a future labour law further before adopting policy.</p> <p>GMB has longstanding policy against the casualization of workers.</p> <p>Progress: The Legal Department will approach the Shadow Business team via the External Relations Department (Political) to address the victimisation by employers of workers seeking to organise collectively.</p> <p>Legal Update: Labour Party Conference 2017 carried Composite Motion 4 Workers Rights (seconded by GMB) which includes a call for workers rights, recognition and collective bargaining</p>

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Comp 9	Changes to Employment Tribunal Processes (Motions 125,126,127) (SO,SO)	Carried	LEGAL	GMB opposes the Government's proposals to use an online portal system to digitise the Employment Tribunal process as this will act as a further barrier to accessing justice. GMB also oppose the Government's plans to delegate judicial ET functions from judges to caseworkers	This is directed at plans to increase the use of on-line technology to determine employment tribunal claims and to delegate decisions from judges to case workers. These proposals are set out in a joint public consultation paper issued by the Ministry of Justice and the Department for Business, Energy, and Industrial Strategy in December 2016. GMB responded to the consultation opposing the proposals and incorporating the points raised in this composite. Progress The Legal Department responded to the public consultation on these proposals objecting to the measures proposed in early 2017. The Government indicated that it intended to proceed as soon as Parliamentary time allowed and to introduce secondary legislation which would be the subject of further public consultation. These have not to date been published. Since then the Supreme Court ruled in July 2017 that employment tribunal fees were unlawful and as a result the future of the employment tribunal system is very much in issue as the number of claims being made is starting to rise to pre-fee levels. The Department will report further to the CEC in 2018.
128	Taxation of Injury to Feelings Compensation (SO)	Carried	LEGAL	We support that any government legislation to tax awards for injury to feelings in discrimination and other employment disputes should be abolished. The government is legislating / has legislated so that compensation for injury to feelings in employment disputes e.g. discrimination and whistleblowing cases is henceforth taxable. Injury to feelings can only generally be awarded where there is medical evidence to show that an individual has suffered damage – mentally or physically. The government's legislation to seek to recoup any part	Termination of employment payments up to £30,000 are usually not subject to tax. The Government proposes that from April 2018 there should be new rules in place to the effect that any payments for "injury to feelings" should not receive the benefit of the £30,000 exemption that usually applies. This head of damage usually arises in discrimination cases and whistleblowing cases. This follows on from conflicting judicial decisions and recent consultations conducted by HMRC and HM Treasury. This does appear to be a harsh move since the awards are generally relatively modest and are designed to compensate the individual for damage suffered Progress: The Legal Department will approach the Shadow Business team via the External Relations Department (Political) to seek the best way in which to reverse the position so that injury to feelings compensation is not taxable. A further report will be provided to the CEC in 2018

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				of such damages is immoral, especially when any such awards have been calculated to compensate an individual for the damage they have suffered.	
129	Justice & Employment Tribunals (LO)	Referred	LEGAL	We should campaign for Employment Tribunal decisions to be exempt from Limited Liability protection for Directors of companies going into receivership.	The CEC are aware of the longstanding problem of enforcement of tribunal awards against employers who go into receivership so that recovery of the full amount of compensation awarded may prove difficult because the employer can hide behind the “veil of incorporation” and the Redundancy Fund will only pay limited aspects of an award. Motion 148 raises a similar problem in a slightly different context. There is value in the Union reviewing the rules on insolvency matters with a view to adopting policy that would ensure greater protections for employees. Progress: The Department’s work on reviewing the rules on insolvency is on-going. The Department aims to report back to the CEC in 2018. Recent case law decisions in the so-called “gig-economy” highlight the extent of employment protection avoidance and the new systems being developed to deny workers their basic rights including hiding behind limited liability on insolvency.
130	Small Claims Limit (YO)	Carried	LEGAL	We note that 95% of all PI claims are valued under £5000 and that the civil court system for accident claims is based on the principal that if a person is injured and it’s not their fault any legal fees for a lawyer are paid by the person responsible for the injuries. The government plans to increase the small claims limit up to £5,000 so that victims of injury will have to pay for the legal help they need from any compensation or fight the insurers on their own. We should oppose this increase in the small claims limit	GMB has long campaigned against proposals to increase the small claims limit for personal injury cases from £1,000 to £5,000 first proposed by the last Labour Government, the Coalition Government, and now the present Tory Government. The union has responded to past public consultations on the issue and has already responded via UNIONLINE to the present proposals. Progress: In July 2017 the Ministry of Justice stated that the Civil Liability Bill (part of the Queen's speech in June) will include rises in the small claims limit for personal injury claims. The plan is to increase the small claims limit for road traffic accident claims to £5,000 and for all other personal injury claims to £2,000. The aim was we understood to introduce these changes by October 2018. The proposals have met with widespread opposition and at

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					<p>present appear to be in abeyance. The Department is seeking information from the Shadow Justice team on the present position bearing in mind that Motion 130 called for opposition to any increase in the small claims limit and for GMB sponsored Labour MPs to act in accordance with the motion. The Department will report further to the CEC in 2018.</p> <p>In December 2017 the Parliamentary Justice Select Committee announced it had launched a short inquiry into the subject to be carried out early in 2018.</p>
Comp 10	Zero Hours Contracts (Motions 131,132) (LO,YO)	Carried	SNS (All) ERT (Political)	<p>GMB has continued to expose the increasing casualisation of the workforce, the use of zero hours contracts across all sectors with reduced pay, terms and conditions and the unjust treatment of these workers. These contracts disproportionately impact particular workers including BME workers who have a high instance of engaging in agency working.</p> <p>GMB should continue to raise awareness of the loopholes which allow employers to exploit those on zero hours contracts and issue guidance to branches on working with employers to eliminate</p>	<p>This captures our continued work to expose these unscrupulous employers and enhances our current policy by identifying the increase of these insecure contracts due to the gig economy and calls for action on branches to identify these employers for further naming and shaming.</p> <p>This was also covered by the CEC Special Report on Precarious Work and the Gig Economy</p> <p>Progress: GMB Political department called on the end to the scourge of insecure work, including zero hours contracts, to be discussed and upheld at Labour Party Womens Conference 2017. It was put forward as one of two priority topic choices by GMB.</p> <p>This issue will on on the agenda at the Labour party National Policy Forum in February and GMB delegates will be raising the points contained in this motion</p>
133	Zero Hours Contracts (NW)	Existing Policy	SNS (All) ERT (Political)	<p>The scourge of modern employment is Zero Hours or Low Hours Contracts. GMB should oppose the use of these insidious employment practices and call upon our GMB sponsored MP's to relentlessly raise questions in the House of Commons to expose them for what they actually are.</p>	<p>We have been at the forefront of campaigning to end the use of zero hours contracts and other forms of precarious work and we will continue to expose this unfair exploitation of working people. This will also be covered by the CEC Special Report on Precarious Work and the Gig Economy</p>

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134	Employment Rights Zero Hours Contracts (BI)	Existing Policy	SNS (All) ERT (Political)	GMB should campaign for zero hours contracts to be abolished in the first term of a labour government	We have called for the Labour Party to support our campaign and abolish Zero Hours Contracts as debated by Motion 129 “Zero Hours Contracts” carried at Congress 2013, Motion 63 “Zero Hours Contracts” carried at Congress 2014 and Motion 133 “Zero Hours Contracts” carried at Congress 2016. We will ensure that the current Labour Party Campaign manifesto includes this pledge and our policy on Zero Hours working will also be covered by the CEC Special Report on Precarious Work and the Gig Economy
136	Agency Workers Employment Rights (LO)	Carried with Qualification	SNS (All)	Agency workers are being encouraged to take annual leave entitlement as paid time; this paid time is being added to wages in employees’ hourly rates which are spread over the financial year. This artificially increases workers hourly rates and could potentially hide the fact that an employer is not actually paying the minimum/living wage. This practice should be outlawed and we should insist that employers allow their agency staff to take annual leave and the rest.	The Motion is asking that GMB investigate how wide the practice is of employment agencies putting workers under pressure to accept not having annual leave in exchange for a higher hourly rate, and if needed to campaign against it. The issues raised sounds like a ruse to deny proper holidays to agency workers. The motion was agreed with a Qualification that any subsequent campaign will depend on how much evidence can be obtained and how widespread the practice is. Progress: There is an insecure work Group who are looking at policy on agency workers and zero hours with a view to progressing recommendations in the Congress Report including the planning of a “Gig economy” Summit
137	Umbrella Companies (SW)	Existing Policy	SNS (All)	Umbrella companies continue to be used within the construction and other industrial sectors. Treasury reforms introduced in April 2016 have resulted in a financial disadvantage being placed on workers forced to operate under umbrella companies. These forms of non-standard employment need to be stopped in order to make sure workers can exercise their employment rights, understand their employment status and freely access other employees	This is not just limited to one sector which was debated and carried by Congress 2016 Motion 136 and also discussed at the 2016 Manufacturing section Conference (MF20) and by Motion 157 Congress 2015 “Umbrella Companies” which was against bogus self-employment generally and called for legislation to end the use of such companies. Our policy is to demand that contractors employ workers directly and not allow umbrella companies to take on the role of the employer. We have made numerous submissions to parliament on these citing examples in construction. 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.

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				benefits such as, auto-enrolment pension system. Legislation is needed to ensure workers are not exploited by being forced into this form of employment where the distinction between employer and employee is not accurate and transparent.	In addition there are also 5 construction Charters with individual local authorities in Yorkshire Region based on the same principles. In the Engineering Construction sector, it is intrinsically built into the National Agreement (NAECI) to prevent such arrangements. Recently in our agreements with the Hinkley point C nuclear power station, umbrella companies have been explicitly outlawed and banned from operation. After the campaign in Wales, the Welsh Government has 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. Following Congress last year, GMB have been working with Unite the union who amalgamated with UCATT to fight this abominable blight in the UK.
138	Foster Care And Bogus Employment (YO)	Carried	SNS (PS)	We should campaign for the end to bogus employment practices within local authority foster care and ask that Councils recognise that although not defined by statute as employees, foster carers are treated as employed. Even where Councils allow foster carers to seek employment separate to their foster care commitment the requirement to be available at all times whilst caring for a child makes separate employment impossible. Holiday allowances, respite and 52 week payments should be enshrined in all local authority foster care agreements.	Foster carers provide a vital public service but are often not recognised for the work they do. The motion takes our policy further arguing that foster carers are treated as employees. GMB has been leading the way in campaigning for better rights, terms and conditions for foster carers. Progress: The Section is in discussion with Rachel Harrison at the Yorkshire Region to look at a member survey and closer working
140	Discrimination Of The Lower Paid Young Workforce (LO)	Carried	Young Members Forum SNS (All)	In order to seek justice for our young workers, we recognise the London Region Equality Group's campaign for equal fair pay to young workers and support a national campaign and	As well as a regional campaign, there is a specific National Young Members Network campaign on the inequality of pay for young workers and wage differentials: "Wages Not Based On Ages". They have petitioned parliament, made submissions to DWP and highlighted young worker issues on the age discrimination within

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				petition of Parliament	<p>the minimum wage framework in Parliament during Living Wage week. The campaign links with the wider union's £10NOW campaign in its aims for fair pay for all and it is also driven by GMB's policy of ending age differentials in pay. Although a campaign exists, the call for national support will allow the Young Members Network to take this initiative further.</p> <p>Progress This matter was covered in the GMB National response to the Low Pay Commission and featured in their Report.</p> <p>Progress: The National YMN have been further supported in their campaign from National Office, holding a nationally coordinated campaign day in May, calling for the abolition of age banding in the NLW. Campaign packs were sent to every region from National Office and the campaign will also be visible at congress. Although the YMN are lobbying parliament in different ways, the YMN decided against a parliamentary petition due to its limited scope and inability to engage the public with GMB long term.</p>
141	Non Payment Of National Minimum Wage (LO)	Carried	EPO	We continue to be concerned that many workers Wage in catering, cleaning, care and many other low-paying sectors of the economy are still being paid less than the National Minimum Wage and the National Living. Employers are also failing to pay holiday pay. GMB should make this abuse of low-paid workers a major campaigning issue and produce detailed advice and guidance to help low-paid workers to fight for fair pay	GMB has continued to highlight any abuses in non-payment of the National Minimum Wage and we regularly give annual evidence to the Low Pay Commission where abuses are reported to us. In February 2017, HMRC named and shamed 359 businesses failing to pay the NMW and for the first time this included employers who failed to pay the National Living Wage. However in line with the motion, the Office for National Statistics has calculated that 362,000 jobs did not pay the NMW in April 2016 so the employers who are on the list are just the tip of the iceberg. There is a role for trade unions in reporting minimum wage abuse as we are ideally placed to help promote and support a robust and efficient system and the Low Pay Commission have recently acknowledged this third party role. We are working with HMRC and BEIS on some targeted work. Although the

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					Government has issued guidance on calculating the minimum wage, the call for GMB to develop advice and guidance targeted at low paid workers is feasible Progress: This was included as part of GMB submission to Low Pay Commission 2017
142	Low Paid Workers Tips (LO)	Carried	EPO, ERT (Comms)	Unfair tipping practices should stop- workers should receive 100% of card tips/service charge and no less than the real living wage or fall in line with our £10 per hour campaign. The London Region campaign should be made a national campaign in conjunction with other Trade Unions, relevant organisations and the Labour Party.	We have made submissions to Government consultations on fair tipping practices but have yet to see what the Government proposes to do about this. We are still disappointed that the latest list of employers who have been named as not paying the minimum wage include companies who have been underpaying workers using tips to top up pay which is illegal. Although the motion is In line with the London Region current campaign, a call for a national campaign is worthy of support Progress: This has been discussed at TUC NMW Enforcement Meeting and we have asked The Government Department BEIS for an update
144	Internships (SW)	Existing Policy	EPO, ERT (Political)	It should be a legal requirement that all internships are fairly paid	Motion 76 carried by Congress 2010 highlighted the exploitation of unpaid internships and our current policy position was determined by Congress 2012 with Motion 83 "Internships" which called for minimum rights for interns including the right to minimum wage. Under national minimum wage legislation, whether or not someone is entitled to be paid depends on their employment status, whether they are a "worker" or an "employee". There is no set definition of an internship and unlike apprenticeships, internships are not directly regulated by any one body or statutory scheme, aside from general employment protections. Our policy is that as with apprenticeships, internships should be proper schemes and not exploited. Although what the motion is asking for is existing policy, this practice continues to persist with interns used as cheap or free labour. Progress: This was included as part of GMB submission to Low Pay Commission 2017
145	Holiday Pay (NO)	Carried with Qualification	SNS (All)	Many employers are still failing to include regular overtime earnings,	Existing GMB policy is to support members in arguing for overtime payments to be included in holiday pay. Case law has not yet

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				when calculating employee's holiday pay resulting in the underpayment of our members. We should support members wishing to bring legal claims for underpaid holiday pay to Employment Tribunals	reached the stage where all overtime payments are included. Since the case of Bear Scotland in 2014 with its restrictions on the ability to make legal claims due to the 3 months linking provisions, and Government Regulations passed to reinforce the restrictions and to prevent civil claims, union strategy has generally been directed at resolving matters industrially. Litigation can be used to support this where it is appropriate talking account of various factors such as the prospects of success, the value of claims, and the evidence to support them. The CEC will naturally wish to support members in this situation and the motion was carried with the qualification that an assessment has to be made of the cases rather than an automatic legal case support which the Motion appears to propose. This would potentially create liabilities and obligations for the union and restrict rule book authority to exercise discretion when considering legal cases. Progress: Each Region/National Department to identify and pursue cases.
146	Sick Pay from Day One (MI)	Carried	SNS (All)	GMB should campaign for sick pay from day one in all companies where GMB has recognition.	This is in line with our policy on rights from Day 1. We have advisory policy from Motion CS1 which was carried at the 2010 Commercial Services Section Conference calling for the abolition of the 3 waiting days and for Sick Pay to be paid from Day 1. Progress: GMB continues to campaign for sick pay day 1 and does so on local and national bargaining agenda.
Comp 11	Pregnancy and Maternity Related Discrimination (Motions 149,150) (LO,NW)	Carried	EQU	GMB are concerned in the rise in employers using pregnancy and the maternity period to discriminate against women. Women on maternity leave are not consulted properly and employers are not carrying out workplace risk assessments. In addition, women of childbearing age are treated differently. GMB should increase awareness of maternity and pregnancy rights and provide guidance on challenging this	Since the rise in tribunal fees, there has been an increase in discrimination against expectant mothers in the workplace. We launched a Model Agreement on Pregnancy and Maternity in the workplace at the National Equality Conference 2017 and will make this available on the GMB national website. Progress: A workshop was held at GMB Women's Conference 2017, alongside a model agreement for pregnancy and maternity which is now available on the GMB website and has been forwarded to the National Secretaries.

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				discrimination and produce a code of good practice to support women. The Government should stop charging women £1200 to take a pregnancy discrimination claim to tribunal and extend the 3 month time limit for new mothers to bring a claim.	
151	Outdated Dress Code (BI)	Carried	EQU	The Government should substantially increase the fines of firms for enforcing discriminatory dress codes.	A model workplace Agreement on dress codes will be launched and made available on the GMB National website and we will approach the Minister for Women and Equalities on the issue of enforcement Progress: A GMB delegate seconded a motion at the 2017 TUC women's conference. Progress: A number of GMB MPs, such as Gill Furniss and Paula Sherriff raised this with Ministers in 2017. The Government continues to believe that the existing legislation and status quo is adequate to protect workers - predominately women - affected by this issue in the workplace. Labour have called on the Government to undertake its own review into the lack of compliance among employers on discriminatory dress codes and how greater equality in the workplace can be achieved.
INDUSTRIAL & ECONOMIC POLICY: Commercial Services					
Comp 12	ASOS (Motions 152,153,154) (CEC,LO)	Referred	SMT	Despite GMB Yorkshire Region's on-going high profile recruitment campaign over 2 years, Community signed a secret sweetheart deal with ASOS/XPO logistics in January 2017 for all staff to have free Community membership for 6 months then after 6 months staff could opt out. We call on Community to back out of this deal and failing that TUC should expel Community for these underhand tactics. The principle being that workers still have a right to choose	As mandated by the CEC, the General Secretary used the TUC Disputes procedure to support our members in ASOS. Following a decision of the TUC Disputes Procedure, Community were given three months to withdraw from the agreement and cease recruitment activity. The CEC agreed to Refer action on this motion to review their position after the 3 months determined by the Award Progress: This is still part of TUC disputes procedures.

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				their own trade union.	
157	Utilities Contractors (LO)	Carried with Qualification	SNS (CS)	<p>Contractors often undermine the terms and conditions of our direct labour members in the water industry, due to their inferior pay, terms, conditions, pensions and health and safety. These contractors are often brought in to work alongside our members or members are TUPE'd to these contractors.</p> <p>A national forum for contractor workers in utility companies should be formed and there should be a national campaign targeting these contractors to organise, gain recognition and to improve their pay and pensions to stop the utilities from seeing these contractors as an easy way to attack our members' pay and conditions.</p>	<p>These are the issues many contractors face when working in larger companies. Whilst directly employed workers have had the benefit of secure work, access to better union organisation, and better terms and conditions, contractors have been on lesser terms in order to cut costs of the larger companies. The increase in use of contractors with poor union membership and recognition has also affected the terms and conditions of directly employed workers, undermining their bargaining rights and abilities particularly in the water industry.</p> <p>This motion asks for better union organisation within the contractor workforce by way of targeting these workers for recruitment, for employer engagement and ultimately with a forum in order to share information.</p> <p>The motion was agreed with a Qualification that any forum is dependent on the union density, the number of activists, and our ability to get release for reps across the membership in this sector. At present we may not be able to field a strong team of activists to achieve all that is laid out in the motion, but it should be the ultimate aim.</p> <p>Progress: A meeting with representatives from all GMB Regions has been arranged for January 2018 to explore the feasibility of a Contractors' Forum and how we can better organise this important and growing group of workers.</p>
159	In-House Security Personnel must be Licensed (LO)	Carried with Qualification	SNS (CS)	<p>There are many In-house security officers working in schools and supermarkets without DBS checks. The Private Security Industry Act 2001 stipulates that if a person provides a licensable activity in connection with any contract then he or she requires a licence to do so. Currently, in-house security staffs are not required to have a licence. In the light of public interest and</p>	<p>This motion clearly asks for all Security Guards/Personnel be licensed under the SIA, and has identified types of employers who have avoided paying for this licensing by having them 'in house'. GMB has had issue with supermarket employers using this loophole, and using untrained workers to rotate on security jobs, as well as having other responsibilities in store.</p> <p>The motion was agreed with a Qualification that the motion references schools without explaining why. If schools employ dedicated security guards then they should of course be SIA licensed, however all workers in schools go through rigorous background checks through DBS and the safeguarding of children</p>

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				consistency, we should challenge and lobby for in-house security guards to be SIA-badged in line with the Act, the same as contract officers.	is paramount in this Progress: We continue to lobby politically and through the SIA for the required change in legislation that is unlikely under this government. The Commercial Services Section continues to keep the pressure on companies with GMB recognition to licence their in house security.
160	Changes of Restrictive SIA Licence Rules (SC)	Referred	SNS (CS)	There should be changes to the SIA licence rules wherein a holder/applicant of a SIA licence has their licence revoked/rejected even if they receive or have a minor police caution or conviction.	This motion is asking that all minor police cautions and convictions should not automatically mean that security guard licenses should be revoked. The motion is being referred as there is concern as to the generalisation and blanket use of wording for cautions and convictions. GMB and security reps have worked with government and the SIA for many years to professionalise the industry, and checks on criminal convictions have been a central part of this. A reasonable list of cautions and convictions which would not affect the integrity of the role of a security officer would have been useful for this motion. Progress: GMB continues to pressure on the SIA to ease the process of licence application and renewal however recent changes have made this process more onerous, The Commercial Services Section has built the decisions from this motion into the drive to professionalise the Security industry.
161	Cutting the Red Tape within the Security Industry Authority (LO)	Carried with Qualification	SNS (CS)	The profession with the help of GMB needs to be able to debate technical operational security issues with SIA staff. However there is a problem with finding suitably qualified staff within the SIA capable of understanding the specific security and technical issues affecting our members. Regulation does not have to mean burdensome red tape. Currently, licensed door supervisors can work as licensed security officers, but licensed officers cannot work as licensed door supervisors.	This highlights some of the frustrations that members in the security industry have faced in seeing their efforts in working on important reforms not being put into effect. GMB has campaigned hard for the introduction of licensing and regulation for the security industry and will continue to push the argument with the government and SIA to ensure that the licensing regulations remain fit for purpose in maintaining public safety. We should support members in security pushing this agenda, and picking up the campaign with the government and SIA once again. The motion was carried with the qualification that there remains an issue with using the term 'red tape' in this context, as it implies a watering down of regulation which is used by those looking to undermine health and safety in particular. GMB would only ever

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				<p>seek to improve regulation and policies to make the working environment safer for our members. The second and important qualification is that the distinction in the requirements is about controlling access on licensable premises. Therefore any move to a single license would need to ensure that vetting and training were set at the appropriate levels, to ensure public safety and deliver the proper training and support for officers.</p> <p>Progress: GMB continues to pressure on the SIA to ease the process of licence application and renewal however recent changes have made this process more onerous, The Commercial Services Section has built the decisions from this motion into the drive to professionalise the Security industry.</p>
<p>Comp 13</p>	<p>Fair Living Minimum Wage and Improved Working Conditions for Self-Employed Drivers (Motions 162,163) (LO,LO)</p>	<p>Carried with Qualification</p>	<p>SNS (CS)</p> <p>GMB Private Hire drivers face poor working conditions; there should be access to nutritious subsidised food and proper rest and exercise facilities. With the onset of driverless cars, private hire drivers should also seek to learn new skills. In addition, GMB should also lobby that these self-employed drivers should be paid a fair living wage</p>	<p>The issue of a Fair Living Wage for private hire drivers is existing policy covered by motion 147 "Private Hire Minimum Fares" as agreed by Congress 2013. However whilst recognising that measures to improve pay and conditions for private hire drivers are needed, we are concerned we may not be able to achieve the intended aim. Without a universal minimum fare, there is a risk that some authorities could set a local minimum fare below the level needed to give drivers a living wage, and in some localities drivers might even struggle to make the minimum wage. This motion asks our Full Time Officers to negotiate for better terms and conditions for professional drivers. There are some recognition agreements with some employers in the trade. However in the main, most operators do not have a form of a recognition agreement. The answer to these problems that many experience, is to join GMB, and gain recognition agreements with Taxi operators where rates can be negotiated and agreed. The motion was agreed with a Qualification that GMB is not in a position to accept that Driverless Cars are the best solution, as by their very nature threaten the livelihood of our members in the Private Hire and Taxi industry.</p> <p>Progress: We have and continue to work extensively on seeking these improvements. GMB have raised public awareness on this</p>

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					matter, and have raised with DfT, Task and Finish group, MP's etc. We will continue to campaign on this important issue, not least through the on-going campaign for worker status for Uber drivers.
164	Driver Benevolent Scheme (LO)	Referred	F&GPC, SMT	In order to benefit all diver members, a national scheme should be introduced to replace the existing benevolent scheme which is not operating in all regions.	The Motion was referred so that the CEC could consult with regions and design any scheme in such a way that none of the important features of the individual and different regional schemes are lost. Progress: F&GPC: Currently this was available in a number of regions, and it was agreed to establish which regions did not have such a fund. Progress: The FGPC advised that eight regions have funds and the remaining Regions are actively considering one so no necessity for a national scheme.
165	London Living Wage for Workers at London Heathrow Airport (LO)	Carried with Qualification	SNS (CS)	GMB support and have campaigned to support expansion of Heathrow Airport and we welcome the Government's decision to continue with this expansion which will create thousands of jobs and apprenticeships. In line with the Davis Commission report, Heathrow Ltd should be a model employer and should specify that all contracted workers at London Heathrow Airport should be paid the London Living Wage.	The expected expansion of Heathrow should ensure that more jobs will be created within the airport, from directly employed operational workers, to those employed in franchises in the aviation industry and retail services. Campaigning for a living wage around such a significant piece of infrastructure in London should also help and encourage living wage campaigns in the other UK airports, especially those close to London. The motion was agreed with a Qualification that GMB is already committed to campaign for a Living Wage at the airport on a local level but it should be reiterated that the living wage we should be achieving at least £10 p/h (higher than the London Living Wage in the Motion). Therefore this would commit GMB to recruiting and organising non-unionised workers in an effort to achieve this. Progress: Our London Region continues to campaign and raise these issues and are starting to see some success. Nationally GMB has raised the matter with London Heathrow Airports, who are also pressing companies on the airport to implement the London Living wage.
INDUSTRIAL & ECONOMIC POLICY: Manufacturing					
Comp 14	Employment of Disabled People and Supported	Carried with Qualification	SNS (Manuf)	There is a decline in employment opportunities for people with	This outlines the difficulties the supported employment sector has faced with cuts in funding and asks GMB to develop policy for

	Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
Employment (Motions 168,169) (YO, NW)			<p>disabilities due to Government cuts to supported employment placements. GMB should be proud of their work with Remploy. GMB should campaign and work with the Labour Party to create a new modern vision for work for disabled people which includes a subsidy for social enterprises such as Enabled Works of 50% of the living wage.</p>	<p>supported employment for disabled workers and to present this policy to the next Labour Government to seek to influence and shape the Labour Party policy and manifesto in this important area. The motion was carried with the qualification that supported employment employers can only be successful with subsidies, negating any possibility that they can be profitable in their own right. GMB should however be working with the shadow Labour team on this issue to put together a coherent strategy on supported employment for the next election manifesto. What the motion is asking for is an important piece of policy. GMB and activists in the supported employment sector should begin campaigning for better conditions immediately and present solid policy to the shadow Labour Government Minister for DWP . Through the supported employment industrial sector, work should be developed immediately to ensure GMB has a robust political strategy and a campaigning agenda in order to challenge this government to deliver a joined up and properly funded system that delivers quality jobs through the supported employment route.</p> <p>Progress: A new national activist group has been established, which six regions are currently participating in and as such the inaugural meeting was held on 19 July 2017. The group have identified a number of key areas to develop campaign work and discussions will also link into the Disability Equality Stand to ensure consistency on GMB policy areas, on the following initiatives:</p> <ul style="list-style-type: none"> • A GMB political campaign "Agenda for Success" • A members/ reps guide on "Hidden Disabilities" • To establish a framework for "GMB Disability Coaches" <p>In addition the Section Manufacturing Campaign, "We're Making It" has a core demand to government and industry to develop a more diverse workforce, including people with disability. The Section is also undertaking work on apprenticeships, and the need to create accessible apprenticeships to allow disabled workers to access long term quality employment. Work is being undertaken to incorporate this standard into the new GMB quality</p>

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
					kite mark for apprenticeships, with a view to get employers and training providers to sign up to these.
171	The Parker Report (SW)	Carried	SNS (Manuf)	GMB supports the recommendations of the Independent Parker Report into the country's national shipbuilding strategy. We support the importance of the UK naval shipbuilding industry having a sustainable long term future and seek to develop and introduce a coherent strategy.	Our CSEU Reps and members give their full support to the Parker Report Progress: The National Shipbuilding Strategy has now been published and the Government has now announced the plan to procure the first batch of five new Type 31e General Purpose Frigates with the first ships set to be in service by 2023. They could be built in a way which could see them shared between yards and assembled at a central hub. Also, prior to the report being published; in July the Ministry of Defence announced that a contract to build the Type 26 frigates, which was fully expected, has been signed. The £3.7 billion deal will secure around 1,700 shipbuilding jobs in Scotland and 1,700 further jobs throughout across Britain until 2035. Given this, in the context of the motion, arguably it now places the "UK naval shipbuilding industry on a sustainable basis for the long-term future". However, we as a union have slammed what we see as a real missed opportunity over the Government's failure to secure the 3 Royal Fleet Auxiliary (RFA) ships. Sir John Parker's shipbuilding review urged the Government to better understand the socio-economic benefits of awarding non-warship building work to UK shipyards, such as the RFA ships. In our view, by failing to heed those warnings and taking the RFAs to international tender, the Government has missed a golden opportunity to deliver sustainable prosperity to UK shipyards, the wider supply chain and the communities they support. We have also cited the hypocrisy of Michael Fallon in that he said in a BBC Radio 4 interview when questioned about the national shipbuilding strategy, that we need to get back to making things then puts these ships out to international tender. Therefore, the conclusion would be that we have been successful in part with this motion but a campaign will continue over the RFA's. This also directly impacts on Motion 174 in terms of continued campaigning on the 3 RFA Ships. Also, unless priority is given for the socio economic reasons set out in the Parker

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
					Report on the RFA work, failure to do so could result in this work going overseas. If so, this will leave a number of shipyards in a potentially vulnerable situation, therefore increased pressure to increase commercial shipbuilding will need to be applied in line with motion 172.
172	Commercial Shipbuilding in the UK (NO)	Carried with Qualification	SNS (Manuf)	GMB should campaign for the return of a viable commercial shipbuilding industry especially post Brexit where we will not be bound by EU directives in the shipbuilding sector	It is important that shipbuilding in the UK is a diverse and innovative industry. It is an industry which employs a vast array of skills and communities have been built around the industry. The motion was agreed with a Qualification that it is not just EU directives which have stunted the growth of commercial shipbuilding. There has been an issue with the large shipbuilding companies depending only on government defence contracts which has made UK shipbuilding a political football, allowing for the debate on the UK defence fleet to put jobs in the industry at risk. Their refusal to diversify over decades has meant that work has been cut back, and communities built around the industry have been affected detrimentally. Progress: None reported to date
173	North Sea De-Commissioning (SC)	Carried	SNS (Manuf)	Recent estimates associated with fields across the UK Continental Shelf mean an increasing financial burden will be placed on the Treasury in the form of Tax refunds to Oil and Gas companies, potentially as much as 75% of the out-turn costs. We support the "Status, Capacity and Capability of North Sea De-Commissioning Facilities" report commissioned by GMB Scotland. UK taxpayers will be liable for a significant share of the North Sea de-commissioning costs over the next 40 years. There should be an urgent focus in three key identified areas - Life of Field Extension,	We support the findings from the GMB Scotland report and should be fully committed with the focus on the three key areas of Life Field Extension, Decommissioning Execution, and Job Retention. It is imperative also that work be carried out by the UK and not let go to other countries that operate in the North Sea as this is at the expense of taxpayer's money. Progress: This is in effect a 20 year programme. The Government has set up a body Oil & Gas UK, which has power to attend meetings without invitation and if there are any plans to shut down power at any given installation, they can also stop this and ensure any given operator maximizes economic recovery; they can also fine operators. Plans are now in place initially to meet with our own commercial services section as there is an overlap with the work the manufacturing section does on decommissioning and the energy section of commercial services. After this the intention is to meet with the Labour Shadow Team.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				Decommissioning Execution, and Job Retention. We support every effort to extend the life of North Sea Fields and sustain production and maintenance jobs. GMB calls for the UK and Scottish Government to bring forward an urgent investment programme to get UK and Scottish Ports and fabrication yards “decommissioning ready”, allowing the country to compete for a “market share” it will ultimately pay for.	Our focus will be on jobs and communities rather than any technical points. However, it will also focus on best value for taxpayers who will currently pick up these costs given that then Chancellor George Osborne removed the burden from operators in terms of tax breaks.
174	Defence Industry in Scotland (SC)	Carried	SNS (Manuf)	We recognise the vital importance of the defence industry in Scotland and the need for support and long term planning. There are thousands of directly employed jobs in the Aerospace, Defence, Marine and Sector in Scotland, including nearly six thousand jobs supported by defence shipbuilding on the Upper Clyde and nearly four thousand jobs in the Firth of Forth. We support the “Defence Industry in Scotland” report commissioned from the Fraser of Allander Institute at Strathclyde University. This is in conjunction with the Parker Review of naval shipbuilding in the UK which calls for UK shipyards to work together to build world-leading defence ships for export. We call on the UK Government to make clear commitments to the defence shipbuilding sector and commit to	This references a GMB report commissioned to assess the number of jobs in the defence shipbuilding industry. Therefore GMB supports and is committed to the defence ship building industry and this report offers useful information on jobs involved with the industry. It is asking for government to fully commit to what it promised before the 2014 Scottish Independence referendum, which we should be pressing government on. Progress: See response to motion 171 above. Add to this the first Aircraft Carrier has been on sea trials and has now entered its home port in Portsmouth for further work. A more detailed programme of maintenance and refit is awaited at this stage.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				build support vessels and refit aircraft carriers as promised to shipbuilders on the Clyde in advance of the 2014 referendum on Scottish independence	
176	TATA Speciality Steels (YO)	Existing Policy	SNS (Manuf)	<p>We have consistently campaigned with our sister Unions to save the future of the British steel industry. We welcome the purchase of the Speciality Steel division of Tata Steel by Liberty House Group. This has given our members job security. However we need to ensure that our members the terms and conditions are preserved in all subsequent negotiations. We will continue to defend our members</p>	<p>This was debated and carried by Motion 156 "Save our Steel Industry" carried at Congress 2013 from the same Branch. We also highlighted this at TUC Congress 2016 where GMB members attending Congress in support of our Steel Industry. We will continue our campaign in the Sector and include this in our Manufacturing Strategy going forward.</p> <p>Progress: GMB along with its sister trade unions in the Steel Industry, has been instrumental in putting together a response to the Government's recent study on "Future Capacities and Capabilities of the UK Steel Industry". The steel employers in the UK have committed to increased capital expenditure, also to better supply chain engagement and increased research and development. As a result of this, GMB and its sister union's gave their endorsement to the draft Government proposal 'Steel Sector Deal' at a meeting with Greg Clarke Secretary of State on Thursday 7 September at the Business Enterprise & Industrial Strategy (BEIS) offices. This will now be the subject of wider Government Cabinet discussions. However, on the basis there is now an agreed consensus between BEIS, the trade unions and the steel employers, GMB is now hopeful that a government strategy paper that commits to the long term future of the steel industry will be published soon. On the terms and conditions aspect of this motion, there has been no imposition of reduced terms and conditions.</p>
177	Support the UK Brick Industry / Build Houses (BI)	Carried with Statement	SNS (Manuf)	We note the huge contribution GMB members have in the production of bricks in the UK and we need to ensure its future. The Government needs to stop imported bricks and GMB needs to campaign for quality	<p>This is in line with our general policy on revitalising the housing sector and our new campaign on a manufacturing and Industrial Strategy. A statement to Congress outlined the Campaign</p> <p>Progress: The Section has written to all GMB reps MP's who have a brick plant in their constituency stating clearly what GMB</p>

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				jobs in the housing sector and associated supply chains and a substantial increase in building social housing	<p>policy is on the brick industry and what needs to be done to assist the industry. A letter is also being written to Ruth Smeeth MP who is the chair of the PLP Manufacturing Section to request a meeting with the Section National Secretary and GMB reps to discuss the brick industry and other matters.</p> <p>The Section will also write to LGA and ask for a meeting with them to go through what we believe should happen re Social House building (this will be in line with the recent GMB statement on Housing)</p> <p>* A lobby of parliament or with key figures within the Labour Party is a possibility.</p> <p>* Potentially work with the Ceramic Federation on bricks and the state of manufacturing wholesale.</p> <p>* Work on the European aspect given the Brexit situation.</p> <p>* The building supplies industry did meet with Ruth Smeeth and lobbied in support of the industry. This was with the industrial sector committee with reps from Wienerberger, Monier Redland and Forterra.</p>
178	London Living Wage for all Food Factory Workers in London (LO)	Carried with Qualification	SNS (Manuf)	Food production workers have been exploited by low wages despite the huge profits of the companies. All London food processing workers should receive at least the London Living Wage.	<p>This addresses the issue of low paid work in the food industry and combined with the expense of living in London. The motion was agreed with a Qualification that the GMB living wage is £10 p/h and above, and would expect any campaign taking place on this matter to use this as a benchmark.</p> <p>Progress: This is part of the Bargaining Agenda</p>
179	Scotch Whisky Industry (SC)	Carried	SNS (Manuf) RS GMB (Scotland)	The Scotch whisky industry is the biggest contributor to the UK's balance of trade in goods with billions in exports and thousands of jobs in rural and isolated communities. Continuing uncertainty over the outcomes of the UK-EU Brexit negotiations are creating uncertainty in this industry. Brexit has implications for Excise Duty and for	<p>This offers a sound campaign for the union to get behind with information on the importance of the Scottish Whisky industry. Recently, GMB has written to the Scottish Secretary David Mundell calling on the UK Government to bring in a Nissan-style deal to protect the Scotch whisky industry after Brexit. It would be helpful for this to be debated so that best practice can be shared with other sectors of the union membership</p> <p>Progress GMB Scotland have made great strides in this vital</p>

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				VAT payable in other markets and will see the UK lose tariff reductions unless transition arrangements are put in place. We support GMB Scotland's campaign to protect the jobs of GMB members and we ask that UK and Scottish Governments work together to secure the export market.	sector. GMB Scotland officials and European officer met with Scottish Whisky Association in April 2018 to discuss Brexit impact on the sector and implications of Government trade policy, agreeing to work together on issues of mutual benefit. SWA and GMB gave evidence to Scottish Parliament evidence session on Trade Bill on 25 th April 2018.
180	Tied Pubs and the Scottish Brewing Industry	Carried	SNS (Manuf/ CS)	We note the provisions of the UK Pub Code Regulations 2016 and the powers of the Pub Code Adjudicator, which GMB was instrumental in campaigning for, do not apply to Scotland and therefore we welcome the campaign by GMB Scotland and the Scottish Licensed Trade Association to secure overdue reform of the Scottish tied pubs market. Whilst the Scottish tied pub market is substantially different from that in other parts of the UK, many of the same issues arise. The Scottish pub market should not be more vulnerable to the expanding tied pub model without the protection of a statutory pub code or tenants having access to full market option if they choose. We call on the Scottish Government to support Scottish tied pub tenants,	GMB has publically supported this campaign as highlighted in a recent press release. Pubcos can trap pub tenants into selling produce that is not necessarily produced in the UK and in this case Scotland. We should support this motion to not only continue our support for Pubco tenants/landlords but also campaign on the wider implications for the beer brewing industry Progress This is essentially a campaign being led by GMB Scotland. GMB Manufacturing Section continues to look at any Brexit impact across the wider drinks sector, where we are seeing negative impacts on job security as employers look to reposition themselves in a ever increasing tough commercial market place and the increased costs of raw materials. Commercial Services: The Commercial Services Section is in regular contact with GMB Scotland to ensure any support that can be given from National Office is forthcoming. Neil Bibby MSP's consultation on tied pub reform recently closed, with GMB Scotland amongst others submitting their responses which can found here:

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				workers in the Scottish brewing industry, and consumer choice by supporting a statutory pubs code for Scotland as proposed by Scottish MSPs.	http://www.protectourpubs.scot/survey-responses/#!/organisations In the New Year 2018, we will be supporting the campaign again industrially and politically to carry forward the case for legislative change in Scotland
INDUSTRIAL & ECONOMIC POLICY: Public Services					
181	Positive Approach to Public Service Delivery (SW)	Carried with Qualification	SNS (PS)	Despite facing common challenges the devolved Scottish and Welsh Governments have created a more constructive approach to public services delivery than the UK government. Both devolved governments have established structures which enable regular on-going workforce engagement and trade union participation. We should promote and share good practices and outcomes and that GMB experiences in Scotland and Wales are more widely shared, evaluated and understood. This should help support in the long term a more positive approach, irrespective of changes in the political climate.	The CEC would be receptive to promoting good practice from devolved governments to apply to campaigning in the public sector. The motion was agreed with a Qualification that evidence should be collected and presented to the CEC by GMB representatives working within those devolved governments in order to promote such best practice. Progress: The National Secretary has met with the Political Officer in Wales, attended a conference and has started discussions with the Welsh Government Minister
182	Ethical Procurement (SW)	Referred	SNS (PS/ Manuf)	With more use of external contracts as a response to austerity cuts, more Public Sector employers are using contracts to run all or part of the services. We ask that the procurement procedure should be ethical and include: no zero hour contracts, commitment to the Living Wage, mandatory access to the relevant pension scheme, travelling	This asks for the education and training of activists in the public sector. The motion has been referred as it would be appropriate to define which activists would be eligible for training. In addition, such training if required, should be requested through Regions Progress: PS: The National Secretary is to discuss this with the National Training Officer Manufacturing: In addition to work being undertaken within specific manufacturing industries, the sections "We're Making It" Campaign has procurement at the heart of our GMB demands "buying for Britain" where GMB are calling for a clear commitment

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				expenses and time included, no umbrella Companies (direct employment only) and no black listing company to be awarded any contracts. We urge that information and training be given to all activists so they can influence the procurement process.	that future Government procurement will support UK manufacturing. It's time for a new way of thinking. GMB believes that Government procurement must take account of the impact of spending decisions on jobs and local communities. Equally this principle also follows through to our demands about creating supply chains that work and deliver for local communities.
Comp 15	Exposing Scotland's Austerity Shame and Communities Fighting Back (Motions 185,186) (SC,SC)	Carried	RS (GMB Scotland)	GMB should continue to defend public service workers pay and conditions. Under austerity measures, the Scottish government has cut local government budgets affecting the provision of public services to communities. We support GMB Scotland's activist led campaigns to oppose Scotland's Austerity shame. We challenge politicians to "walk a mile in our shoes" and call on the Scottish Government to oppose austerity and stop passing on these cuts.	We support the effort of workers and this campaign which is gaining momentum in Scotland. Progress GMB Scotland continues to campaign to defend all members, both private and public sector hit by austerity.
187	End Of 1% Pay Constraint Within Public Sector (SC)	Carried with Statement	SNS (PS)	We are opposed to the unfair pay constraint imposed on the Public Sector and call for it to be removed	This is an ongoing high profile Pay Pinch Campaign Progress: The Pay Pinch Campaign remains a high Profile and we await Budget announcements on November 22
188	Stop forcing ambulance workers to work past their shift finishing time! (NW)	Carried with Qualification	SNS (PS)	Our NHS ambulance workers are under stress, we need to stop forcing them working past their shift finishing time. This is having a detrimental effect on their health and wellbeing	It is widely acknowledged not just within GMB but in the wider public that those in the Ambulance service work incredibly hard and that it is an incredibly tiring job. Often our members are in physical conditions that should negate them from being fit for work, but they continue because they care for those in need. The motion was agreed with a Qualification that the motion suggests we campaign to reduce emergency calls given to crews, without any other campaign options. We could not credibly campaign to reduce emergency calls as that could put many people at risk. The issue lies in the lack of resource provided to

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
					the service in terms of staffing levels and vehicles in particular. Progress: This is to be discussed with the GMB Ambulance Committee
189	NHS Workers (BI)	Existing Policy	SNS (PS)	The constant privatisation and underfunding of the NHS has impacts on workers as they are under pressure with pay freezes and changes in terms and conditions. We call for a campaign to fight for better conditions	NHS Privatisation was most recently discussed in 2016 m237. There have been a number of motions before then which deplores the privatisation of the NHS. 2011 C21 also covers the issue which was during the first year of the Coalition Government Progress: Continues to be an on-going campaign Secretary
Comp 16	Strategy for NHS Workers (Motions 190,191) (YO,SO)	Referred	SNS (PS)	NHS workers are facing low staffing levels, low morale and increased work related stress. GMB should hold a health conference to bring together NHS workers, politicians, campaigner and employers to develop a clear policy and strategy to stop this bullying and harassment of hardworking members.	The suggestion of holding a health conference is being referred to the Public Services Section National Committee to deliberate the practicalities of holding a Conference specifically for this issue. It should also be noted that it is Section Conference year in 2018 which might be a more appropriate time to debate this. The NHS undertake a staff survey each year and the GMB can review how we factor the survey results into this campaign. In addition, we have previously undertaken surveys on this issue and therefore this will remain an on-going Campaign. Progress: For discussion within the Section
Comp 17	Challenging the Exploitation of Social Care Workers (Motions 192,193) (YO,NO)	Referred	SNS (PS)	The involvement of the private sector has factored in a cost element and workers in Social Care continue to face poor pay and working conditions. There is high turnover of staff and a culture of underpayment of the NMW in the Care Sector. We call upon an incoming Labour government to ensure local authorities have funds to provide residential, supported and sheltered accommodation and home care. Those working in the care sector should be paid the living wage, have fair terms and conditions of employment and access to	The motion is supported with the CEC Charter on Social Care which sets out our key demands in line with the 2016 CEC Special Report. The motion is being referred so that we can assess the validity and practicality of seeking out 'test cases'. There is more value in developing organising strategies within the care sector to increase membership levels, gain improvements to recognition agreements, and put pressure on government to make improvements to the sector. Progress: In line with the CEC recommendation, the Section are engaging in a consolidation exercise with HC-One, which is our largest recognised care provider. We are also seeking to improve and extend our current recognition agreement to include any other acquisitions by HC-One.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				recognised training. We need to highlight and challenge the exploitation of workers and organise regional conferences to bring together Care Sector members.	
195	Collective Bargaining for Schools and Academies (SO)	Carried with Qualification	SNS (PS)	Many school academies, or multi academy trusts continue to follow the pay and terms and conditions of the local authority therefore any changes in pay scales or terms and conditions relating to LA schools effects our members in Academies but they are not included in the consultation. In the interest of sectoral bargaining to cover school support staff, we should encourage, and where possible require, employers who share the same pay scales and T&Cs to formally combine to form a joint employer side negotiating team.	This suggests a new direction which would permit flexibility in future bargaining so that all education staff are covered. This would work if the standalone or local academies would buy into this where they are within the local authorities structures. The motion was agreed with a Qualification that a National MAT would have different pay scales across its business depending on which authority it is placed and it would make pay and terms and conditions more complex. Therefore, it is agreed that there should be a way that flexibility is permitted in future bargaining but we have to think carefully how this is achieved Progress: Action is currently under review due to staffing issues
196	The Use of Inappropriate Appraisals for Support Staff (YO)	Carried with Qualification	SNS (PS)	Schools are using the teacher's appraisal policies for support staff which is not what they were designed for and detrimental to our members who are at risk of being taken through a capability process. There needs to be a national campaign to highlight the issues and pitfalls of this and we should promote an effective Continuing Professional Development (CPD) programme relevant to their role in school.	GMB has examples where appraisal schemes are in place for support staff so would support this. The motion was agreed with a Qualification that we should be careful about using Teacher appraisal as these are linked to pay and support staff appraisal schemes are not. We need to develop best practice and a clear policy in this area which we could do through our GMB Schools Committee. Progress: A discussion has started with GMB National Schools Committee
197	Two-Tier Approach to Disciplinary and Grievance Policies (YO)	Carried	SNS (PS)	There are two-tier Disciplinary and Grievance Policies in schools which more support staff being suspended	We support equality of treatment for all our members and this motion highlights the unacceptable two tier disciplinary process which is being run for support staff.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				from schools pending an investigation. This is unfair as it doesn't happen for other schools staff All schools staff should be treated the same.	The Public Services Section continue to highlight these injustices and this motion would give us a policy position. Progress: Action is currently under review due to staffing issues
198	The Institutional Bullying of School Support Staff In Schools (YO)	Carried with Qualification	SNS (PS)	There is a rise in the bullying of our support staff in schools with these staff being harassed or attacked on a daily basis. Not all school anti-bullying policies include support staff. There should be a campaign to name and shame these bullies and take them through tribunals	GMB is opposed to all forms of bullying and harassment and we have campaigned to stamp out bullies in all workplaces. We support the issues raised and the motion was carried with the qualification is that tribunals are not the appropriate forum for this as their role is to enforce employment law. Instead we would seek to work with schools on developing and implementing effective and robust anti-bullying policies and continue to support and represent our members through legitimate grievances Progress: Action is currently under review due to staffing issues
199	Highland Council's Lack of Provision for Children With Additional Support Needs (SC)	Carried	RS (GMB Scotland)	Following a round of budget and funding cuts to schools, there is a lack of support for children with additional support needs as many workers have had their jobs and hours cut . This has resulted in an increase in reportable violence at work incidents because fewer staff are available to deal with pupils needs. We should put pressure on Governments to ensure that education is fully funded to provide the level of care and support these children need to fulfil their lives and future potential	This is a well-constructed argument which although it is broadly in line with our policy on fully funding education would allow us to carry out a local campaign so worthy of debate. Progress: GMB Scotland have an on-going high profile campaign over cuts in the Highlands and Islands.
200	Administration of Medication in Schools (LO)	Carried with Qualification	SNS (PS)	The administration of medication and medical complications some children have in our schools has now reached a stage where nurses, more than	This is in line with our current policy carried by Congress 2011 Motion 138 "School Support Staff contractually forced to administer medication to Pupils" where similar issues were highlighted.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				ever, are needed. These duties should not be added into school support staff job. We call for a campaign to provide schools with the funds needed to employ nurses	We remain opposed to schools support staff carrying out procedures as these should be done by medical professionals. The motion was agreed with the qualification that it seeks to go further and call for school funding for nurses to be employed. We would support this initiative, however without fair funding for the NHS and the right funding for schools, it would be difficult to implement this provision but we will continue to campaign on this Progress: In previous years some work has been done on this issue but due to staffing issues within the Section, there is no further update
202	Dudley Council's Plans to Scrap School Crossing Patrols (BI)	Carried with Qualification	SNS (PS)	We should not put the safety of our children at risk and we should campaign against Dudley Council's plans to scrap school crossing patrols announced in November 2016	There have been examples of other local authorities cutting the school crossing service, one example being Wandsworth council in 2012. The motion was agreed with a Qualification that this is likely a national issue and information should be gathered to determine if this is a campaign that can be more broadly applied. Progress None reported
204	Workplace Stress – Budget Cuts – Real Cost Saving (Or Not) (SW)	Carried	SNS (PS)	There is a knock on effect and a human story behind the Government's austerity measures and cuts in Public Services. With reduced staffing levels, our members under continual workplace stress which impacts their health and wellbeing and this also impacts on the safety of the public.	This gives an example of cuts in the public services, particularly in the emergency services, police, fire and ambulance the impact of which is not just detrimental to the GMB members serving as police support staff, but also to the general public whose lives might be at risk. The impact of higher workloads in areas such as the call centres which handle emergency calls leads to significant levels of stress, and is similar to the situation on ambulance and fire call centres. Progress: A National survey has been issued to all postholders within public services
INDUSTRIAL & ECONOMIC POLICY: General					
208	Industrial Strategy (NO)	Carried with Statement	SNS (All)	There is no mention of the role of key social partners such as Trade Unions in the Governments Green Paper on Industrial Strategy and we call on the Government to clarify where trade unions fit within this framework. We also call on the Labour Party to	There is general debate and consultation on the Government's Industrial Strategy for the UK however the Green Paper pays little mention on the involvement and role of Trade Unions. GMB will continue to campaigns and revitalise our strategy in Manufacturing but also incorporate other sectors which will both improve the quality of jobs and the UK economy. We will work with the Labour Party rather than wait for the Government to invite

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				clearly state its policy on industrial strategy	us around the table. It may be useful to make a statement on our Manufacturing Strategy
209	Productivity & Automation (MI)	Carried with Qualification	SNS (All)	GMB should investigate the threat of job losses, due to mentions of productivity and automation in the Government's autumn statement	<p>The Government's approach to raising productivity was outlined in the November 2016 Autumn Statement and this would form their Industrial Strategy. We welcome a debate on the impact on jobs, but this implies that some jobs losses are due to productivity which is not necessarily the case. The motion was agreed with a Qualification that we are aware that automation and digitalisation can result in job losses but we are working on long term plans for our Industrial and manufacturing strategy.</p> <p>Progress The GMB Manufacturing Section continues to call for higher productivity in order to close the gap with the UK's European competitors but there needs to be infrastructure in place for this and investment.</p>
210	Free Movement of Labour (NO)	Carried with Qualification	ERT(Political)	The motion notes the increasing inequality in the economy which it seems to blame on an influx of labour causing a driving down of wages. The motion calls on the Labour Party to regulate all aspects of labour conditions with relation to this free movement of labour	The Motion does not address the role of unscrupulous employers setting worker against worker by under cutting and exploiting workers with impunity and even actively recruiting workers from low wage economies. We know that the free movement of labour was a key issue and a deciding factor in the EU Referendum especially in the North. Employers will continue to seek low wage labour post EU exit and we need to oppose any such new models and proposals. We now need to await negotiations following Article 50. We also need to ensure that the Labour Party monitors closely the development of future trade arrangements with EU and calls for strong and binding labour clauses relating to movement of workers in future trade arrangements post EU exit. Whilst free movement of workers in EU is likely to be removed post EU exit, trade agreements will likely contain clauses relating to movement of workers. However the motion was agreed with a Qualification that it is calling for in looking at "all aspects of labour conditions" is GMB policy, everything GMB does is "to promote or support legislation in the interests of our members especially those laws

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					relating to the legal rights of trade unions, industrial health, safety and welfare, social and economic welfare and environmental protection” (GMB Rule Book 2.6) Progress Labour in their manifesto are committed to proper regulation of the Labour Market which is vital and would achieve the aims of this motion.
Comp 18	Equality and Free Movement of Labour & Capital (Motions 211,212) (YO,LO)	Carried with Qualification	ERT(Political)	Post Brexit, the emphasis has been on the free movement of labour without any mention of capital. We need a debate and a campaign for labour to have the same right to free movement as capital.	Whilst concentrating on the free movement of people, Referendum debates neglected discussions on the Free Movement of capital which is also an EU Principle and fundamental to the proper functioning of the EU Single Market. The motion is calling for Labour and Capital to be treated equally, presumably for both to enjoy free movement. Though free movement of workers may be removed post EU exit, the movement of workers will likely be included in future trade arrangements with the EU in some form in line with GATS mode IV. The UK government does not want to restrict movement of Capital and is actively moving to maximize this globally. GMB’s role is to influence movement of capital and labour that is based on benefit of the many not the few and which creates and economic model removing exploitation and inequality Progress: None reported to date
213	Offshoring Jobs (SC)	Carried	SNS (All)	The offshoring of jobs undermines the job security of millions of UK workers in all sectors and damages communities. Unions need to be at the forefront of all announcements and oppose all forms of offshoring.	Although we have longstanding policy generally opposing the offshoring of jobs, and have publicised the effect this has on our members’ jobs and the economy, the motion’s reference to the Energy Sector would allow us to develop a sectoral position for our energy workers. Progress: None reported to date
214	Taxpayers Having to meet the Costs of Bailing Out The Banks Again (SO)	Carried	ERT(Political)	In order to avoid a repetition of the crash in 2008, we should study the proposals from Mervyn King to avoid the taxpayers having to meet the costs of bailing out the banks. This calls for the Bank of England to adopt the role of Pawnbroker whereby	This has been prompted by the release of Lord Mervyn King’s book “The End of Alchemy” in March 2016 whereby he proposes that the Bank of England becomes a “Pawnbroker for All Seasons”. The proposal does not ultimately stop banks creating money. Instead, it ensures that banks can always repay all their short-term depositors on demand, with the help of the Bank of England. If used in a certain way, it could give the Bank of

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				banks are able to borrow money from the central bank against assets.	England better tools to regulate the degree of money creation by the banking system, and could even be used as a transition to a banking system where banks are unable to create money. But, in its current form it still leaves the power to create money in the hands of banks and is unlikely to prevent them financing large debt-fuelled bubbles in housing, amongst other problems. Congress debated the banking crisis in 2011 together with the CEC Special Report: A Fresh Way Forward for the UK Economy and this is a new approach which could be debated as an alternative. Progress This is an integral part of our on-going political campaigning.
INDUSTRIAL & ECONOMIC POLICY: Taxation & General					
215	Abolition of Upper Limit on National Insurance Contributions (SO)	Carried with Qualification	ERT(Political)	We should support the removal of the upper limit on NI contributions and use the funds raised to fill the budgetary gaps within the NHS	This highlights the inequality of high earners on the Upper Earnings Limit who in effect then pay a lower rate on earnings above the threshold. GMB supports making NI contributions fair and progressive for all but although well meaning, the motion was carried with the qualification that we are unsure how the money could be used to just fund the NHS, as NI payments are currently “ring fenced” to pay for the NHS as well as Unemployment benefit, Sickness and disability allowances and the state pension. This is also in line with a similar proposal carried at Congress in 2008 which called for all workers to pay the same percentage of National Insurance (Motion 163 National Insurance Deductions). Progress We have encouraged Labour to include this.
217	Panama Papers on Offshore Anonymity (SO)	Carried with Qualification	ERT(Political)	The Panama Papers exposed the sheer scale of the world’s wealthy elite who use shell companies and other tax evasion methods to hide the assets of beneficial owners and many UK based law firms and accountants were identified. We call on Parliament to use criminal law to deal with these matters.	This refers to one of the biggest leaks, the Panama Papers, which exposed a number of tax regimes. This is in line with our current policy that offshore and tax havens cost the Treasury billions. We continue to call for their abolition (Congress 2009:140) and we have supported campaigns to bring these tax havens under UK regulation (Congress 2011:160). The motion was carried with the qualifications that it condemns the Labour Party for failing to act but the Tories are equally to blame and have done little in Government to prevent these

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					practices. Furthermore, it calls for criminal law to be used to tackle illegal tax havens but this already happens. Progress: GMB Labour Party conference delegates were given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue. The 2017 Labour Manifesto gave a commitment to give HMRC the resources and skills required for tackling tax avoidance and evasion.
219	Inequalities in Taxation of Public Service Providers (YO)	Carried	SNS (PS)	NHS organisations are setting up “arm’s length” private organisations to hive off parts of the NHS to themselves. We recognise the damage privatisation is doing to the NHS and call on the government to look at tax legislation, particularly VAT and corporation tax with a view to close loopholes which allow private companies favourable taxation conditions over public service employers.	Although the call to look at taxation and tax legislation is in line with existing GMB policy there is a merit to debating this at Congress in line with the whole debate on funding for the future of the NHS Progress: None reported
220	Seasonal Business Rates for Coastal Areas (LO)	Carried with Qualification	ERT(Political)	We should campaign for a reduction in business rates in coastal holiday towns whose income is based on the full one year annual business rate but where income is over a shorter period. Many coastal town businesses rely on the tourist industry, which is reducing in British coastal towns forcing small businesses to close. Business rates should be charged based on the income of these small businesses and not the measurement of the property so as to keep the small businesses running to the benefit of	This is a “live issue as the Government is reforming Business rates and at the time of writing (pre-Budget) we are unaware of any concessions that may be given to small businesses or regions. The motion was agreed with a Qualification that we are unsure as to whether any concession would address the income of small businesses. The 2017 Labour Manifesto contained a commitment to reform and review the whole business rate system.

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				local people.	
POLITICAL: General					
221	Ensuring GMB Members enter Political Life (YO)	Existing Policy	ERT (Political)	Parliament and our Local authorities should reflect the communities they represent. GMB encourages members to run for political office be that council or as an MP and we have a set programme. There should be more information to encourage workplace activists. Also all GMB sponsored Councillors and MP's actions should reflect GMB policies and tie in to current GMB campaigns.	<p>It is vital that politics and politicians reflect and represent the communities and people they serve. GMB's CEC Special Political Report 2012 made connecting our members with politics a priority, which we continue to pursue.</p> <p>In recent months there has been a series of joint projects between Public Services Section and the Political Team to ensure GMB is organised politically in local government. We have longstanding policy calling for more "working class" MPs and we have set up programmes and mentoring schemes to assist GMB members wishing to run for public office</p> <p>PROGRESS: The political department has been working with regions to support GMB members standing for political office – primarily those seeking to become Labour parliamentary candidates, but also members standing for councils. This work has included a national training course for members thinking of applying for parliamentary selection, a taster session for reps in the North West and Irish region on what is involved in being a councillor and how to get elected, as well as the intensive work of running campaigns for GMB members in the Labour parliamentary selection process. The results of this work have been very positive so far. In May we saw many GMB activists elected to councils and through the course of the parliamentary selection process, candidates working with national office have won every contest.</p>
222	Female MP's Fear over Rise in Threats (BI)	Carried	ERT (Political)	In the light of Jo Cox's death, there needs to be better protection for our women MP's and the police force to take any threats more seriously.	We agree that the abuse, threats and bullying faced by MPs is completely unacceptable. Progress We continue to lobby for the safety of women MPs to be significantly tightened. Legislation is currently being planned.
223	Anti-Corruption in Health (BI)	Carried	ERT (Political)	In the light of anti-corruption and bribery legislation (Anti-Bribery Act	It is unacceptable for MPs to take money from private health care companies who benefit directly from the privatisation of our NHS.

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			2010) we have serious concerns over the involvement cabinet ministers and members of parliament who have links with health care companies and GP's premises. This ought to be raised in Parliament.	Where these links exist, they should be exposed. Progress: None reported to date
224	U-KIP a Dangerous Opponent (BI)	Existing Policy	ERT (Political)	We should continue to challenge, campaign and organise against the rise of U-Kip whose views and values go against those of the Labour Party. UKIP is a threat and must be tackled head on. GMB will never back down against bigotry, hatred and racism. Only a Labour government will ever truly deliver the change working people need – GMB will campaign with Labour to see off UKIP at every level of government. This has been debated following the 2015 Election at Congress 2015 with Composite 10: UKIP which called for a sustained campaign to challenge the politics of hate by counteracting UKIP's policies
POLITICAL: The Labour Party				
225	Labour Party (YO)	Existing Policy	ERT (Political)	As a major union, GMB should get behind Labour Leader Jeremy Corbyn and help him become the next Prime Minister. We should share information about the common policies and positions which Jeremy Corbyn and GMB share. Motions 172,173 and 174 carried by Congress 2016 called for GMB to support Jeremy Corbyn as he was elected overwhelmingly by members and supporters and we will work with him to elect a Labour Government in 2020. GMB were at the forefront in supporting candidates in the snap 2017 General Election and we were successful in getting GMB members elected to Parliament who we continue to support. PROGRESS- GMB has worked hard to get good trade union candidates, including many GMB members, selected as parliamentary candidates. It is in these constituencies that Labour needs to win to form a government and GMB's work in making sure there are candidates well equipped to win is just one example of how we are supporting the Labour Party under Jeremy Corbyn's leadership.
POLITICAL: Labour Party Constitutional Issues				
229	Reinforcing Equalities in the Labour Party (So)	Carried with Qualification	ERT (Political)	We call on the Labour Party to follow the approach taken to the previous anti-Semitism enquiry to investigate all equalities issues in the Party. An We oppose any discriminatory comments and actions but what the motion is asking for is a matter for the Labour Party to deal with through their internal processes. The motion was agreed with a Qualification that this matter will be

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				investigation should take place and action be taken against all members of the Party found to hold discriminatory attitudes towards any group protected by the Equality Act 2010.	<p>raised with the Labour Party Equality Officer.</p> <p>Progress: GMB representatives on Labour's NEC have supported moves for stronger action to combat antisemitism. In addition, GMB delegates to Labour Party Conference 2017 voted in favour of the following change to the party's rulebook, which passed:</p> <p>“ No member of the Party shall engage in conduct which in the opinion of the NEC is prejudicial, or in any act which in the opinion of the NEC is grossly detrimental to the Party. The NEC shall take account of any codes of conduct currently in force and shall regard any incident which in their view was motivated by hostility or prejudice based on age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; or sexual orientation as conduct prejudicial to the Party: these incidents shall include but not be limited to incidents involving racism, antisemitism, Islamophobia or otherwise racist language, sentiments, stereotypes or actions, sexual harassment, bullying or any form of intimidation towards another person on the basis of a protected characteristic as determined by the NEC, wherever it occurs, as conduct prejudicial to the Party. Any dispute as to whether a member is in breach of the provisions of this sub-clause shall be determined by the NCC in accordance with Chapter 1 Clause IX above and the disciplinary rules and guidelines in Chapter 6 below. Where appropriate the NCC shall have regard to involvement in financial support for the organisation and/or the activities of any organisation declared ineligible for affiliation to the Party under Chapter 1.II.5 or 3.C above; or to the candidature of the members in opposition to an officially endorsed Labour Party candidate or the support for such candidature. The NCC shall not have regard to the mere holding or expression of beliefs and opinions.”</p>
230	The Role Of Constituency Labour Party TU Liaison Officers (SO)	Carried	ERT (Political)	The role of affiliated trade unions in the Labour Party is vital in rooting the party in the real life experience of	The role of trade unions within the Labour Party is vital. It is right that trade unions should have voting rights on CLP executives and that all CLPs should have a responsibility to engage properly

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				<p>working people. The move by some Constituency Labour Parties to hold open meetings has weakened the role of delegates from affiliated unions at constituency level. We should support and encourage CLPs to develop active Trade Union liaison officers and look to put in a rule change to the Labour Party that under Chapter 7, Clause VIII.2, the TU liaison officer becomes a voting executive officer of the CLP. We should also encourage improvement of processes for the notification to CLP secretaries of TU delegates</p>	<p>with trade unions in their area through formal structures and processes</p> <p>Progress: this is something that GMB will formally raise during the Labour Party Democracy Review process and which we will seek support for from other unions and the wider Labour NEC. The Democracy Review is expected to give a final report in summer 2018 for Labour Party rule changes to Labour Conference in autumn 2018.</p> <p>PROGRESS- GMB has called for this position during the democracy review consultation and has ensured that the joint union response through TULO has also included it as a demand.</p>
Comp19	Labour Party Disciplinary Procedures : The Chakrabarti Report (Motions 233,234) (LO,SO)	Carried with Qualification	ERT (Political)	<p>GMB endorses the spirit of the recommendations of the Chakrabarti Report relating to internal discipline in the Labour Party, and urges the Labour Party to draw up and adopt a consistent, wider and improved disciplinary policy and procedure.</p>	<p>We would generally support the principles outlined in the motion however the motion was agreed with a Qualification that the introduction of a legal panel could be costly and further brings external bodies into the decision making process of the Labour Party.</p> <p>Progress: GMB representatives on Labour's NEC supported the adoption of the Chakrabarti Report including action to combat anti-Semitism. In addition, GMB delegates to Labour Party Conference 2017 voted in favour of the following change to the party's rulebook, which passed:</p> <p><i>No member of the Party shall engage in conduct which in the opinion of the NEC is prejudicial, or in any act which in the opinion of the NEC is grossly detrimental to the Party. The NEC shall take account of any codes of conduct currently in force and shall regard any incident which in their view was motivated by hostility or prejudice based on age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; or sexual orientation as</i></p>

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
					<i>conduct prejudicial to the Party: these incidents shall include but not be limited to incidents involving racism, antisemitism, Islamophobia or otherwise racist language, sentiments, stereotypes or actions, sexual harassment, bullying or any form of intimidation towards another person on the basis of a protected characteristic as determined by the NEC, wherever it occurs, as conduct prejudicial to the Party. Any dispute as to whether a member is in breach of the provisions of this sub-clause shall be determined by the NCC in accordance with Chapter 1 Clause IX above and the disciplinary rules and guidelines in Chapter 6 below. Where appropriate the NCC shall have regard to involvement in financial support for the organisation and/or the activities of any organisation declared ineligible for affiliation to the Party under Chapter 1.II.5 or 3.C above; or to the candidature of the members in opposition to an officially endorsed Labour Party candidate or the support for such candidature. The NCC shall not have regard to the mere holding or expression of beliefs and opinions.</i>
POLITICAL: Democracy & Const Reform					
236	Scotland's Constitutional Future and Full Devolution of Labour Rights and Workplace Protections (SC)	Carried	RS (GMB Scotland)	We note the results of the EU Referendum across the country and particularly the aim of the Scottish Government to achieve a differentiated settlement with the EU and the UK government following Scotland's vote to Remain, but the UK's vote to Leave. We note calls for a second referendum in Scotland. We call for a full debate on the distribution of power in the UK, , including by the establishment of a UK Constitutional Convention. The people in Scotland have a right to choose their own constitutional future with our key responsibility is to	This is in line with the excellent work currently being done by GMB Scotland Progress The work in Scotland in ongoing as the motion requests .

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				advance the interests of working people over any party political or constitutional position. We call for full powers over employment law and health & safety be devolved to Scotland.	
237	No Break Up of the UK (SC)	Referred	RS (GMB Scotland)	GMB should remain committed to no break-up of the UK, either by Scotland, Wales, Northern Ireland or indeed England becoming an Independent Country. Our nations need to be united to save jobs UNITY is STRENGTH used to be GMB motto, let it now be our watchwords.	This has been referred to members in GMB Scotland Progress: The possibility of an imminent independence has receded at the moment. GMB Scotland will finalise a position on any referendum as and when required
POLITICAL: Honours					
240	The Civil Honours System (LO)	Carried	ERT (Political)	There should be a change in the civil awards system as the present system is unfair and complicated. If a civil award is offered the recipient has to either accept it and go to the award ceremony or decline it and receive no award. People should not be penalised for not wanting to go to the ceremony. Many of our members do incredible work worthy of honour without prejudice so as an alternative, we propose an equivalent "Peoples' awards" to the current OBE, MBE and CBE.	The civil honours system is intended to reward service but many of those who should be honoured in such a way would feel uncomfortable with the current process, especially with the notion of Empire. All of those who have given time, effort and service should be eligible to be honoured – a People's Award would provide a credible alternative. This can be fed into the Labour party policy making process via the National Policy Forum at the appropriate time.
POLITICAL: Immigration and Migration					
241	Immigration (NW)	Carried	EQU	We recognise the contribution and benefits that immigrants have given to the UK and call for a campaign to	The issue of immigration will be with us for some years to come and given the rise in race hate crime, it is important to set the right balance and tone for this debate. We will produce a glossary

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				counter the negative propaganda spewed out by most of the mass media.	of common terms to be cascaded to Regions for action and we will continue to negative propaganda. Progress: Throughout the GMB's response to Brexit, GMB has been clear that migrant workers contribute vastly to the economy and that any problems with resources and wages are due to a broken system that allows employers to exploit workers. GMB also supported the '3 Million' campaign to secure rights for EU nationals who already live on the UK.
POLITICAL: Racism & Fascism					
244	Humanity And Racism (YO)	Carried with Qualification	F&GPC, EQU	GMB is proud of our Union's history and involvement in campaigning against racism The current political climate, has given rise to an increase in hate crimes so we should continue to stand up to all forms of racism. We ask to affiliate and work with MEND (Muslim Engagement and Development) which is a grass roots based, helping the local communities come together and educate and empower people to challenge hate in all its forms through positive channels	The issue of racism and in particular attacks on Muslims is likely to with us for the foreseeable future and islamophobia will be highlighted in our work on challenging race hate crime. The motion was agreed with a Qualification that the request to affiliate to MEND will need to be referred to the CEC Finance & General Purposes Committee to ensure that they are in line with the aims and values of the GMB Progress: The CEC F&GP Committee asked for further information on MEND. Progress:
Comp 20	Fighting Fascism And Hate Crime (Motions 245, 246, 247) (SC,SO,YO)	Referred	EQU	Following the EU Referendum, there has been an increase in far right attitudes expressed by the media and politicians where the main targets being attacked are migrants and Muslims. We call on sister unions and organisations such as Hope Not Hate, Unite Against Fascism and	Brexit and the election of Donald Trump has ushered in the age of 'bigotry and intolerance' which is diametrically in opposition to the values of the GMB. Unfortunately, some members will be subjected to racist behaviour and we will take all opportunity to oppose such behaviour and highlight the importance of decency and tolerance. This motion is being referred to the training review to consider if this can be included in the activists training programmes.

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				Show Racism the Red Card to counter scapegoating, promote an inclusive agenda and ensure that all political representatives govern in a responsible and fair manner. We also call on GMB training to be provided to fight this fascism and hate crime and that GMB uses our social media to present factual information.	Progress: We have taken a seat on the board of HNH and donated to HNH in the post-referendum period specifically to tackle hate crime. GMB supported the Stop Trump rally.
POLITICAL: European Union					
253	Brexit (NW)	Carried with CEC Special Report	SNS (All) European	We should campaign to get the Labour Party to uphold and fight for ALL employment rights and terms and conditions that workers have gained from Europe to be included in any exit plan. We should also educate members on what is at stake and campaign to make sure members are aware of the disaster if we lose our rights. .	This is in line with the CEC Special Report and the CEC Statement post-EU referendum agreed in September 2016. However, it is important that GMB takes this campaign beyond the Labour Party to Parliament and Government to defend these rights. Progress: GMB has provided several briefings to the leader and shadow ministers, and the Labour Leader has made various statements including at Labour Party conference 2017 committing the party to protecting and promoting employment rights in post-Brexit Britain. GMB is also working with TUC and unions across EU to ensure that protecting these rights is an integral part of any future relationship with the EU to ensure there is no downwards competition in this crucial area. The European officer has spoken at several GMB and other trade union events highlighting the amount of rights that are at stake and the need for us to protect them. The issue has been raised in our response to UK Government trade White Paper and is an integral part of our ongoing involvement in evidence sessions on trade policy. GMB is supporting amendments to the EU Withdrawal bill that aim to secure protection of employment and social rights post Brexit.
264	Brexit (NW)	Carried with CEC Special Report	SNS (All) European	In order to protect our Manufacturing jobs, we need to ensure that UK Manufacturing is not affected by the Brexit leave negotiations.	Progress: GMB is mapping companies and sectors within manufacturing to assess the likely impact. Similar work is ongoing across certain regions. GMB has been working with a group of manufacturing federations on issues relating to future UK trade policy, which is vital to our manufacturing sector. We have also

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					<p>responded to a number of select committee calls for evidence in relation to certain sectors regarding Brexit (Food and Aerospace).GMB raised the importance of the Government protecting UK manufacturing in future trade policy as part of our response to the Government White Paper consultation on future of UK trade and in subsequent evidence sessions in the Public Bill committee on trade. GMB also submitted a written response on the Trade Bill to the Scottish Parliament. and also gave evidence in Scottish Parliament in April 2018.GMB European officer and GMB Scotland officials met with Scottish Whisky Association to discuss the impact of Brexit on the sector in April 2018. SWA also gave evidence at the Scottish Parliament session. GMB has also campaigned for the protection of regulatory standards where they are crucial to the market access and competitiveness of key UK industries (and therefore our members' jobs) for example REACH chemical regulations. Employers are also calling for their protection.</p>
265	Brexit – Duty Free (SO)	Carried	SNS (All) European	<p>The Maastricht Treaty, The Single European Act and the creation of the Internal or Single Market ended the sale of Duty Free Goods for travellers within the EU. We wish to see the return of Duty Free</p>	<p>We recognise that Duty Free sales provide valuable revenue streams which support vital infrastructure to our Shipping, Ferries, Airline and Airport businesses and benefits to GMB members in these industries. We further recognise the impact this might have on other sectors and membership of GMB if issues are likely to be traded off against each other in the negotiations.</p> <p>Progress: GMB has made clear its position at TUC Congress that the status quo of a flawed Single Market membership once out of EU is not acceptable to our members. We need to look towards a future relationship that protects and promotes jobs and employment rights and standards for our members including looking at advantages of the new situation in terms of job increases via duty free and customs. The GMB has established a Brexit working group on this issue and we are working with MPs who have done work in this area. GMB was centrally involved in meetings with Keir Starmer in March when he visited the port of Dover, highlighting the complete lack of preparedness of Government for the impact of changes at border controls and</p>

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
					customs/tariffs and related increase in administration. GMB has cautiously supported Labour Party proposals for a customs union post Brexit, and will work to ensure it does not undermine this motion.
273	Opposition to the Comprehensive Economic and Trade Agreement (LO)	Carried	SNS (All) European	We should reaffirm our opposition to the Transatlantic Trade and Investment Partnership (TTIP) and agree a similar position opposing any UK involvement in the Comprehensive Economic and Trade Agreement (CETA) recognising it as a clear threat to workers' rights and public services".	The motion is in line with existing policy on TTIP (Congress 2015 Composite C14 – motions 266/267), and provides helpful specific reference to our position and that of TUC on CETA. GMB were one of the signatories on a letter opposing CETA but despite this on February 15th the European Parliament voted to ratify CETA Progress: GMB raised its concerns about CETA and other liberalising EU trade deals in its response to the Government White Paper on Future UK trade policy in November 2017 and subsequently in giving evidence to the Public Bill committee in January 2018 and Scottish Parliament written evidence in February 2018 and verbal evidence in April 2018. We continue to work with EU trade unions and with TUC and other Trade Justice organisations to prevent the final ratification of CETA although a proportion of the Agreement is already in operation. GMB has raised its wider concerns about CETA and other EU trade agreements urging against their use as models for future UK trade policy with either EU or wider global partners.
SOCIAL POLICY: General					
275	Abolishment of 'sucker lists' (MI)	Carried	ERT (Comms)	Lists are being compiled by fraudulent tele-marketers and sold to the highest bidder and our most vulnerable members are being "scammed" as a result. GMB should spearhead a UK wide campaign to urge the Government to intervene and make the compiling, selling and misusing of 'sucker lists' illegal.	GMB are opposed to all forms of fraudulent operations set out to deceive the general public and this is an example of one of those scams. There are around 300,000 people on a so called "sucker" list held by the National Trading Standards. Although this matter is normally dealt with by local trading standards offices many of those are under resourced and only 1 in 10 people on these lists have been warned that they are at risk of being defrauded. Although worthy of debate as it could affect any of our members, we would need to carefully consider what a campaign might look like. Progress: We are conducting initial research, mapping and alliance building around the issue of Sucker Lists ahead of initiating campaign activity

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					Progress: We have established dialogue with Friends Against Scammers, through which we are able to gain access to resources, training and support for staff, reps and members – and which we will continue to make available where there is need and demand
280	5p Carrier Bags (LO)	Referred	SNS (Manuf)	Since the Government introduction charging 5p for plastic carrier bags some manufacturers have closed down resulting in GMB members becoming unemployed. We call for a a campaign to get these charges withdrawn.	Work has been carried out since last congress to identify members in this particular industry in order to ensure that they are not adversely affected by these charges. Manufacturers so far that have closed down as part of this (though it has also been recognised that overseas production of these bags has also affected UK based manufacturing) have not been GMB organised workplaces. The motion has been referred to continue our research and mapping into this industry in order to protect our members whether the charge continues or not. Progress There is no further update, the Section continues to keep a watching eye on this issue.
281	Cemetery Spaces Crisis (BI)	Carried	EPO	Cemetery space will run out within 20 years. Alternative burial methods are being explored as society has become more open to different ways of disposing of the dead. Some of these are environmentally friendly We should promote awareness of this looming crisis and to ask members to consider different ways of disposal of their bodies.	The public are probably already aware that cemetery space is running out and the crisis is largely due to our ancient burial laws which ban exhumation. More people are being cremated than before and an increasing number opt for “green burials” in meadow and woodland sites or in biodegradable shrouds or caskets. The City of London has one solution, to re-use graves that are at least 75 years old and the Scottish Parliament also passed a law in March paving the way to re-use graves. The motion is merely calling for more awareness so although a sensitive issue, we have no formal policy on this Progress: information has been sent to the Region
282	Garden Waste Collection Charges (LO)	Carried	SNS (PS)	Garden waste has always been collected as part of refuse collection, which is already being paid for through the Council Tax charges. Many councils now charge for the	This highlights the absolute necessity for local government funding to be increased, so that cost cutting/fund recuperation practices such as this can be avoided. It should be incorporated into the overall policy on local government funding.

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				collection of garden waste which puts a financial strain on communities.. Financial demands with extra added pressure will see families on low income or no income struggling to meet these demands. We call on the Government to abolish these charges as we are already paying for them through council tax.	Progress: Part of the Pay Pinch campaign to get public services fully funded
SOCIAL POLICY: Justice					
283	Cammell Laird Strike 1984 (NW)	Carried	LEGAL ERT (Political)	We call on our Labour MPs to ask Government: "Why have you not apologised for the jailing of 37 GMB members in 1984 for a month in top security Walton jail, on top security "I" wing for 23 hours a day, for carrying out legitimate trade union activity in defence of jobs and the shipbuilding industry, as per the demand of the European Court in 2014", and further:- to seek compensation for all those who were denied redundancy payments for supporting the strike.	Some demands raised have been fulfilled: Four Labour MPS tabled a question in the House of Commons. The Justice Minister Phillip Lee was reported as saying that he would look into the cases if he was still in the job after the General Election and the Labour Party has included a reference to the Cammell Laird campaign in their manifesto: "Labour will hold public inquiries into historic injustices. We will open inquiries into Orgreave and blacklisting. We will release all papers relating to the Shrewsbury 24 trials and the 37 Cammell Laird shipyard workers." Progress: Following the raising of the matter in Parliament on 31 October 2017 by the Labour MP for Oldham and Royton, the Parliamentary Under Secretary for Justice, Dr Lee, has invited the MP to set out the issues and he will arrange for officials from the Ministry of Justice to meet with him (Hansard 31 October 2017).
284	Justice For The Innocent (YO)	Referred	LEGAL	We also believe that those accused but not convicted of crimes should also receive support & justice as all too often their job and families suffer. It is a principle of UK Law, that those accused of crimes are presumed are innocent until proven guilty and so should receive support. In addition, victims of crime also deserve support & justice.	This appears to address a number of wider social policy issues in the field of the criminal justice system: Arguing that remand in custody should be a last resort, Remand centres should be locally based, a reversal of the closure programme of a number of magistrates and other local courts and a degree of employment and income protection for those awaiting trial and subsequently found to be innocent. We would wish to support the objectives of the Motion in respect of the aim for a humane criminal justice process and reversal of the courts closure programme but we are unsure as to whether any of the requests are either practical or

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					realistic for us to achieve and so we would need to seek further information. Progress: The Legal Department will approach the Shadow Justice and Business teams on the matters raised including the frustration of contract and income protection issues raised by the Motion and report to the CEC in 2018.
285	Jail Without End (LO)	Carried with Qualification	LEGAL ERT (Political)	IPP (Indeterminate Sentence for Public Protection) became law in April 2005 and this was designed to protect the public from serious offenders, whose crimes did not merit a life sentence. A number of UK prisoners are being held with no release date despite serving their minimum sentence, because of an “absurd” law which has since been repealed by Parliament. We call for a retrospective retraction for every prisoner on IPP with those who are a real threat to society or those with mental health issues receiving a revised sentence fitting to their crime. (Note the motion has many examples)	GMB has members in both the prison and probation services. Whilst there may have been some merit in the original policy for the protection of the public, the policy could only have worked if the prison and probation services had been properly funded in order to allow for fair and effective assessment. Prison overcrowding and a lack of resources for the prison and probation services have had a significant impact on the position. However the underlying policy and the call for a retrospective retraction for every prisoner on an indeterminate sentence are complex and sensitive matters of criminal sentencing policy that are outside of the union’s normal area of expertise. The union can support a demand for proper resources in these areas but the union would not be in a position to support the very fact specific matters raised in the motion which are more appropriate for experts to consider. Progress: ERT: GMB LP conference delegates where given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue. Legal: The Department will approach the Shadow Justice team regarding the matters raised by the Motion and report to the CEC in 2018. In May 2017 the union affiliated to the Howard League for Penal Reform. For information the House of Commons Library published an informative Briefing Paper on Sentences of Imprisonment for Public Protection in October 2017 which is available publicly.
287	Stronger Legislation and Maximum Sentence for Animal Cruelty (SW)	Carried with Qualification	LEGAL ERT (Political)	The current animal welfare laws in the UK are inadequate, and that the penalties for cruelty are too lenient. We call for a campaign for a change	The Animal Welfare Act 2006 provides powers for local authorities and police to investigate and take action in cases of suspected cruelty. Under the Act, the maximum penalty for causing unnecessary suffering is a fine of £20,000 or six months

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				in the law to ensure that offenders are dealt the punishments that their cruel crimes deserve	<p>imprisonment, or both. In addition, the court can impose post-conviction penalties on anyone found guilty of causing unnecessary suffering to an animal by disqualifying anyone from having any influence over the keeping of animals for as long as the court see fit. The motion notes that the law is failing to protect animals and is not adequately enforced.</p> <p>The motion was agreed with a Qualification that whilst this is a new policy area for us, we might need to work with other animal welfare organisations.</p> <p>Recent campaigns and a Labour MP's Private Members Bill to be tabled on 24 February 2017 have all called for the current law to be amended and the term of imprisonment increased to 5 years at the very least, bringing it in line with other serious criminal offences</p> <p>Progress: ERT: GMB conference delegates were given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue. Support for this motion has been tweeted - highlighting the campaign by RSPCA on animal welfare laws.</p> <p>LEGAL: Progress: The Department can report that in September 2017 the Government announced plans to increase sentences for animal cruelty in England. This will bring England into line with Northern Ireland (animal cruelty sentencing is a devolved matter). This will include a maximum sentence of up to 5 years in prison from the current 6 months maximum. The Scottish Government has given a similar indication. Draft legislation for consultation is awaited at present.</p>
SOCIAL POLICY: NHS, Health & Health Issues					
288	Investment in NHS (SW)	Carried with Statement	SNS (PS)	The NHS is facing an increasing deficit which will result in cuts to services and staff. Staff already experience low morale, increased workloads and an inability to provide the high quality care that patients need. We need to lobby the	<p>This has been covered by the updated CEC Statement on the NHS</p> <p>Progress: Part of an ongoing NHS campaign</p>

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				Government to increase short and long term investment in the NHS and recognise the important links between health and social care and the need to invest in both.	
290	End NHS Privatisation (BI)	Existing Policy	SNS (PS)	GMB should campaign to end NHS privatisation and restore a comprehensive free NHS for the future.	As identified in the 2014 CEC Statement on the NHS. An updated CEC Statement to Congress 2017 will pull together our policy and strategy on the NHS.
Comp 21	Closure of National Health Service Beds (Motions 292, 294) (YO,BI)	Carried with CEC Statement	SNS (PS)	Closing community hospitals beds has had a negative impact on the NHS putting pressure on hospitals and staff waiting for beds in other hospitals. We should campaign to stop these closures and look at the resources.	This accurately describes a decline in service and essential healthcare due to the reduction in the number of beds provided in hospitals. There is data to support this, and GMB will highlight this in our campaigns and materials and have referred to this decline in service the updated CEC Statement on the NHS Progress: GMB are regularly highlighting this in the media and with the Labour Party
295	NHS Internal Competition (BI)	Existing Policy	SNS (PS)	GMB should abolish internal competition for NHS services.	This was identified in the 2014 CEC Statement on the NHS. An updated CEC Statement to Congress 2017 will pull together our policy and strategy on the on NHS.
296	Mental Health Services (BI)	Existing Policy	SNS (PS)	GMB should campaign for a fully funded mental health service with the emphasis on helping young people and others who need immediate help and assistance.	Motion 249 agreed at Congress 2016 was carried with Qualification on this issue. GMB welcomed the government's pledge to invest £1bn a year into mental health budgets by 2020, but also calls for a fair funding service for the Mental Health Services budget which is in line with GDP. The CEC believes that this motion therefore falls within existing policy
297	Mental Health (BI)	Referred	SNS (PS)	GMB deplores the cutbacks in the General Practitioners Mental Health budget and we urge GMB to pursue a reversal of this trend.	Following the Spring Budget in March 2017, NHS England has held back £800m from its 209 Clinical Commissioning Groups (CCGs) to be diverted to help stabilise NHS Finances. This money had been earmarked to improve mental health services and will now directly affect patient care. In addition to this, record numbers of GP practices are closing due to a combination of GPs retiring, practices merging or GPs and their teams no longer being able to cope with growing patient demand without the

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
					necessary funding and workforce to deal with it. Although GMB opposes any cut to NHS funding, this is part of a bigger debate on how we can afford a modern health and care system and we would seek to refer the motion to be dealt with and researched by our Public Services Section National Committee Progress: GMB are regularly highlighting this in the media and with the Labour Party
Comp 22	NHS Cuts, Privatisation and the NHS Reinstatement Bill (Motions 298,301,302) (BI,SO,YO)	Carried with Qualification	SNS (PS)	The founding vision of the NHS as providing a cost effective, universal free health service has been systematically eroded with the Health & Social Care Act creating a commercial model where Clinical Commissioning Groups develop Sustainability and Transformation Plans which have cut funds and privatised the NHS by stealth. We should campaign to reinstate the founding vision and work with other other unions to fight STPs that propose cuts and privatisation. We should affiliate to the Health Campaigns Together” and support calls for national action on the NHS.	We remain opposed to STPs and will continue to campaign against them where they result in cutbacks, reduction in number of hospital beds, a provision of social care, or a closure of A&E departments should be resisted by the broadest possible coalitions. Our updated CEC Statement on the NHS clarifies our position. The motion was agreed with Qualifications that we cannot draw up campaigns which call for industrial action but we will continue to oppose STPs and any privatisation of the NHS. In addition all requests for affiliation are referred to the CEC Finance & General Purposes Committee to ensure that they are in line with the aims and values of the GMB. Progress: An STP briefing has been issued
300	NHS (YO)	Existing Policy	SNS (PS)	The Government appears to continue unopposed in its rampant privatization; Tory policies have had a devastating effect on the NHS be it staff or patients. We call on unions to join with the Labour Party and all other campaigners to fight this privatisation at any and every opportunity.	As identified in the 2014 CEC Statement on the NHS. An updated CEC Statement to Congress 2017 will pull together our policy and Strategy on the on the NHS
304	Hospital Parking Charges (BI)	Existing	SNS (PS)	We should lobby government on the	

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
		Policy		outrageous cost of parking at hospital sites across England- including disabled parking. These are revenue earners and some hospitals are giving this money to private companies to run the car parks. Any money should go back into patient care.	
307	Hospital Car Park Charges (YO)	Existing Policy	SNS (PS)	We call on the Government for a reduction of car park charges at NHS sites.	Composite 20 from Congress 2009 called for the abolition of car parking fees at hospitals in NHS England which was carried. An update to this policy came from motion 217 in 2014 which suggested GMB campaign for an hour of free car parking in hospitals. This would bring down the cost of parking in the long run, and be free for stays less than an hour.
311	NHS Bed Sores (NW)	Carried with Qualification	SNS (PS)	The Quality Care Commission, NHS, care professionals and organisations need to address the challenge of bed sores and its impact on people. These bodies should include scrutiny of bed sores within their quality assessment of care homes and NHS establishments as this will help to identify poor practice and the failure of quality care. There also needs to be proper training to care workers and hospital staff. To reduce this unnecessary burden on people and costs to the NHS.	This motion highlights an issue occurring in hospitals which should be a preventable ailment. It would be within GMBs ability to raise this issue with the CQC. The motion was agreed with a Qualification that the issue also lies with the imbalance in staff to patient ratio, which has meant that with the shortage of staff on wards patients are unfortunately missing out on some essential care. As part of the on-going campaigning to improve the NHS and social care industry an increase in staff levels is essential to reduce such unnecessary and life threatening conditions. Progress:
312	Prostate Cancer (SW)	Carried	EQU	We note that prostate cancer is the most common form of cancer amongst men and trans women in the UK. We call should support Prostate Cancer UK and promote awareness in GMB communications, in particular publicising PSA testing. In addition we should campaign for national	Although we have current policy on this: Congress 2012 (m195) "Prostate Cancer Awareness" calling for more awareness and Congress 2015 (m309) "Prostate Cancer Screening" asking for a national screening programme for all men over 50 years of age, this motion makes our policy broader by mentioning that this should also apply to "trans women". As a result of our policy many of our negotiators continue to encourage employers to include prostate screening in their health

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				screening programmes for prostate cancer to be implemented across the UK.	and wellbeing programmes and for employees to be made aware of the benefit of screening. In addition, at GMB Congress 2016, GMB Midland & East Coast Equality Forum won an Equality Award for their innovative campaigning around protections for the terminally ill at work and raising prostate cancer awareness and GMB North West and Irish Regional Equalities Forum are also running a campaign to highlight Prostate Cancer. To further our publicity, we could ensure that the new GMB National website has a reference to the work we are doing to support this initiative. Progress: A link to Prostate awareness has been added to the GMB website. The National Research and Policy Officer/Political Officer are looking for ways to raise this issue politically. The Director of External Relations and Training has contacted Prostate Cancer UK to look at areas where joint work or awareness raising may be appropriate.
313	Idiopathic Pulmonary Fibrosis (LO)	Carried	SNS (PS)	Idiopathic Pulmonary Fibrosis (IPF), a fatal lung disease in on the increase especially in industrial areas and has devastating effects. We should lobby the Government to commit more resource for research and improved medical care pathways and ask for Labour Party support.	Idiopathic pulmonary fibrosis (IPF) usually affects people over the age of 50 years and is slightly more common in men than women. There could be an occupational link or a link to smoking. This appears to be a worthy campaign and note that a number of London Hospitals already have research programmes and awareness groups. A recent presentation by the key charity in this field to an All Party Parliamentary Group highlighted the lack of data being recorded for patients so NHS England are unaware of how many people have this disease and so are not fully supported. Progress: No action reported
SOCIAL POLICY: Social Care					
314	End The Social Care Crisis (YO)	Existing Policy	SNS (PS)	The social care sector needs immediate action. A combination of	The issues raised in the motion were covered and debated in the Congress 2016 CEC Special Report on the Care Sector in

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				the availability of adequate social care facilities, increasing costs and, cuts in local authority funding have led to so-called bed blocking in hospitals, leading to further pressure on the NHS. There are also problems with staff turnover in the sector. We call for increased government funding and a rethink on how care is provided. There also needs to be a more holistic approach to social and health care in order to solve the crises in both	addition the motion itself is not calling for any action (!)
315	Spending On Social Care (NO)	Carried with CEC Charter	SNS (PS)	GMB policy is for a taxpayer funded social care provision however the Government continues to use local government funding regime to direct resources to the sector. Government has a duty to ensure that the elderly and the vulnerable are not left to the mercy of the market when they need help the most and the 2011 Dilnot Commission Report recommended urgent steps to rectify structural problems within the sector. We call on Government to urgently increase resources for provision of affordable care and support within the sector and ensure that the sector does not continue to be characterised as a low wage sector.	The motion refers to policy outlined in the 2016 CEC Special Report on Social Care funded from taxes and this is part of an on-going national debate on the funding of Social Care. The CEC Charter to Congress 2017 summarises our key demands and campaign Progress: The Charter has been launched to Regions and members and discussions around this are taking place
319	Funding For Care Homes (SW)	Existing Policy	SNS (PS)	We ask the Government to fund Local Councils so they can provide Care homes at a reasonable cost to those in need, rather than allowing Private enterprise to grow rich at the expense	As carried by Congress 2005 Motion 317 AND Congress 2009 Motion 123. A CEC Charter on Social Care to Congress 2017 will also be covering this Progress: The Charter has been launched to Regions and members and discussions around this are taking place

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				of the elderly and vulnerable.	
Comp 23	Funding For Social Care (Motions 317,321) (NW,NO)	Carried with CEC Charter	SNS (PS)	GMB policy is to provide social care out of taxation, free at the point of use and properly funded as a service. We should work with the Labour Party to bring social care budgets within the NHS and consult with our members in social care on what needs to be done.	There is value in having our members speak with the Labour Party directly if organised by GMB. The budgeting aspect of both motions is something that can be discussed with the Labour Party, and could be made into policy for the next election manifesto. Progress: Reps will be surveyed in order to gauge a perspective on this
SOCIAL POLICY: Education & Training					
Comp 24	Cuts To Schools Funding (Motions 322,323,324) (SO,BI,LO)	Carried with Qualification	SNS (PS)	The current fair funding formula of cuts to schools budgets are unfair and putting a strain on schools in inner cities and in deprived areas. This is being done together with cuts to teachers pay and terms and conditions. We should campaign for possible strike action to combat these changes and put pressure on redistributing the Treasury money back to our schools.	This highlights the unfairness of the current system of school funding where funding formulas give different weights to different factors, meaning that different schools, even within the same area, receive different levels of per pupil funding. We are opposed to these funding cuts. The motion was carried with the qualification that we can't call for a national campaign for strike action in schools especially in the light of stronger provisions laid down in the Trade Union Act. We will continue to support local campaigns and calls for strike action where our members are facing threats to their jobs and massive cuts to school budgets. Progress: We are regularly using opportunities in the press and politically to raise this. We are a member of "Stop the Schools Cuts" funding campaign and regions have been given details where these cuts are taking place
325	Academisation Legislation and Scrutiny (BI)	Existing Policy	SNS (PS)	We should use our influence within the Labour Party to support a change of legislation surrounding academisation of schools to ensure that failing academies are able to be taken back to local education authorities. This includes writing to The Secretary of State for Education and actively mounting a campaign at	GMB have longstanding policy of our opposition to the academisation of schools and we continue to raise this on all platforms. This has been debated by Congress at Congress 2011 C23 "opposition to Academies" and Congress 2013 Motion 178 "Academies"

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				all union levels.	
326	Lasting Olympic Legacy Versus Sold Off School Playing Fields (LO)	Referred	SNS (PS)	Participation in sport is important for children. The Coalition Government's commitment to have a lasting Olympic legacy following the 2012 London Games is in tatters due to the continual selling off of school playing fields. We need to work with councils and Government to stop the sale of playing fields and restore the lasting Olympic legacy	A solid, sensible and relevant motion but we need to seek referral to be clear about the facts. We would need evidence of playing fields being sold, & how prevalent this is. Also, the land has probably already gone back to the DofE, so might be impractical. Progress: None reported to date
327	Oppose Government Proposals On Faith Schools (YO)	Carried	SNS (PS)	Education should be inclusive not exclusive. All pupils should be exposed to different cultures and belief systems. The easiest way to do this is to have pupils from different backgrounds mixing together and learning from each other. Education should break down barriers between people of different faiths and beliefs; not reinforce them. We oppose the proposal, in the government green paper "Making Schools Work for Everyone", to abolish the 50%t cap on pupil entry to faith schools. The cap was there to ensure diversity and prevent ghettoisation. The removal of the cap will allow faith schools to be filled with pupils exclusively from its own faith group instead of preventing ghettoization.	GMB is committed to inclusive, non-sectarian education that encourages toleration, mutual respect and integration, as opposed to religious segregation and exclusivity. A debate at Congress would facilitate this. Progress: We continue to lobby Govt on this and to get Labour to abolish any cap.
328	Safety In Schools (LO)	Carried with Qualification	SNS (PS)	Many of our inner cities children are victims of school gate stabbings. GMB	This is a sensitive issue and we are sadly aware of stabbing instances across most of our Regions. The motion was agreed

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				should campaign for the provision of home to school transport services across all local authorities, to deliver our children safely to and from school.	with a Qualification that the motion puts forward a suggestion of school transport but it is unclear how this might work in practice and there is no funding available for this. Some of our members provide walking buses and some schools have staff to patrol school gates but the issue is a wider social one which although GMB can highlight, we are unsure how we could deliver what is being asked. Progress: We are encouraging Labour to look at this but funding is the issue.
329	Adult Learning (NO)	Carried	SNS (PS)	This Government has cut budgets and resources for post education adult learning. If the UK is to make a success of Brexit, it is vital that a fresh approach with requisite resources for adult learning must be urgently made available and the disastrous cuts reversed. We call on the Government to address this gap in adult skills	We support the principle that the Government should support adult learning. Progress We are lobbying Govt through our PS Section and politically.
330	Unemployment and Training (LO)	Carried with Qualification	ERT (Training)	We should campaign for the abolition of unemployment in favour of training or retraining and for this to be modular and funded by industry levies.	The unemployed should be supported back to work through training and GMB has a proud record of facilitating this. The motion was agreed with a Qualification that it should be funded by Government and not necessarily by means of a levy. Levies can have unintended consequences such as employers diverting money spent elsewhere to pay for the levy. Progress Carl Parker is working with the Politics team to establish how to progress this.
SOCIAL POLICY: The Energy Market					
335	Increasing Utility Costs (SW)	Existing Policy	SNS (CS)	The elderly are still dying or admitted to hospital with ailments linked to damp and cold housing. Many have to choose between eating and keeping warm. We should support charities and implement a campaign to prevent thousands of older people in the UK suffering needlessly and to lobby the	This motion is in line with MOTION 229 "COMBATING FUEL POVERTY" carried at Congress 2014 and other longstanding congress policy dating from 2008. GMB remain opposed to energy companies making large profits when as fuel prices rise, more households find themselves in fuel poverty. The motion is correct that there are various organisations campaigning against fuel poverty which GMB could support (some of which we already do) and we continue to work to eradicate this. We have

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				Government to make homes more energy efficient, starting with the poorest and most energy inefficient homes.	highlighted the failing energy market on various platforms and have called for suppliers to genuinely offer low cost social tariffs, levying a windfall tax on energy companies and using this revenue to provide financial assistance to the neediest households. Progress: The Section continues to campaign in accordance with existing policy. We have opposed the proposed merger of Npower and SSE as this will reduce competition and “cartelise” further the energy sector to the disbenefit of bill payers – especially the elderly. We will be meeting with the Shadow Minister in the New year to explore further ways to campaign jointly with the Labour Party.
SOCIAL POLICY: Housing					
336	Funds for Social Housing (SW)	Carried with CEC Charter	ERT (Political)	Congress 2014 adopted a clear programme for investment in social housing to alleviate the crisis of soaring rents, poor conditions and rising homelessness. Successive Governments have failed to provide decent homes. There needs to be a change in the approach to house building to allow councils to borrow money and lend this to housing associations. We should lobby Government to relax investment cuts so that LGPS funds can be invested in housing infrastructures.	We support the urgent need to build new homes and our 2014 Housing report and CEC Charter 2017 continue to call for this. The alternative solution in the motion of by using pension funds is already part of the CEC Special Report and Charter and we would be happy for investment in infrastructure with assurances that this is in the best interest of the scheme members). Progress: GMB LP conference delegates where given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue. The NPF will be discussing Housing as a way of tackling inequalities in Health which will form part of a wider consultation with the Labour Party.
337	Future Housing Benefit Crisis (BI)	Carried with CEC Charter	ERT (Political)	There is a housing crisis across the UK which may get worse under Brexit as the construction sector contracts. There needs to be a mass building of state-subsidised private homes for purchase at sub-market rates to avert in years to come an astronomical increase in Housing Benefit claims	The CEC Special Report 2014 and 2017 Charter highlight that the UK is still experiencing a housing crisis and in response to the Housing white paper, GMB have asked the Government to start building immediately Progress: GMB LP conference delegates where given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue. Progress: Commitments were also made in the Labour Party

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					Manifesto 2017 to an increase in the building of social housing.
339	Democratic Control of Housing (BI)	Carried with CEC Charter	ERT (Political)	All Housing Associations should be taken under democratic control within Local Authorities. All empty dwellings should also be taken over through compulsory purchase powers by the Local Authorities after being empty for a six month period; and Local Authorities should build houses year on year until the need has been exhausted.	The 2014 CEC Special Report on Housing addressed the need to build more social housing and we have debated that Local authorities already have the power to execute fines for any properties that are left empty for periods of three months or more both public, private, and including housing associations. GMB have been calling for properties left empty to be “transformed into homes for people and families desperately in need of decent and affordable housing and we could look at the issues raised in this motion in the light of the Housing White Paper which calls on compulsory purchasing of empty properties. The CEC Charter on Housing reaffirms our position Progress: GMB LP conference delegates where given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue.
Comp 25	Estate Regeneration (Motions 340,341) (SO,LO)	Carried with CEC Charter	ERT (Political)	GMB are opposed to social cleansing. We should support members in estates facing the threat of demolition. In cases of estate regeneration, we need to campaign for residents to have an independent say in decisions affecting their homes. Rents need to be social rents and advisors should be independent of landlords.	It cannot be right that social and council housing is demolished against the will of residents and without appropriate replacement stock. A ballot of residents would ensure that the offer on the table for those impacted would have to be fair and good enough to meet the needs of local people. The CEC Charter reaffirms our position Progress: GMB LP conference delegates where given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue.
342	Alternative Relief on Inner City Housing (LO)	Carried with CEC Charter	ERT (Political)	The Government should look into alternative areas for housing and invest in the old mining/distillery or in the communities that have suffered as a result of the closures. This would then free up properties in the inner city areas for social housing..	Investment in de-industrialised areas to stimulate the local economy and generate jobs and opportunities for local people is essential and the government could make a political decision to go down this route. The CEC Charter reaffirms our position Progress We continue to lobby Govt and the Labour Party on this. See 336
344	R.I.P. Social Housing (MI)	Carried with CEC Charter	ERT (Political)	The introduction of the benefit cap has had a detrimental effect on social housing. This cap will render more people and families homeless, due to	The overall benefits cap will have a huge impact where there is a lack of social or council housing. Although the motion does not call for any action it rightly states that private sector landlords could simply stop accepting those on benefits, choosing instead to

		Decision of Congress	Lead Responsibility	Summary of motion/key requests (Please refer to the full motion text if necessary)	Progress Update and CEC Position
				every Housing Association and Council landlord in the UK saying 'no' to DSS.	rent at higher rates in the private sector. This is a position reaffirmed in the CEC Charter. Progress Motion doesn't call for action.
345	Support for Homeless People (MI)	Carried with CEC Charter	ERT (Political)	There should be better support for homeless people in society by the provision of more and better housing, increased spending on social care and the removal of the stigma regarding homelessness.	Homelessness does not have to be a factor of 21st century Britain, but it is on the rise. Building more homes, investing in social care would ensure more people have a safe and decent roof over their heads. Not only is this the right thing to do, it is better for society and the economy in the long run. We continue to support campaigns to end homelessness and the call to support the Labour Campaign is existing policy as carried by Motion 177 to Congress 2016. The CEC Charter on Housing re-affirms our policy position. Progress GMB continues to lobby hard for more housing provision.
SOCIAL POLICY: Transport					
346	Yes to Rail Investment, No to HS2 (YO)	Existing Policy	SNS (Manuf/CS)	We should look into the benefits of the HS2 project as money could be better spent. Existing rail links should be improved and expanded. Freight services should be developed to take heavy loads off the road, helping to reduce carbon emissions and other pollutants. Better directed investment in rail would create jobs and opportunities, benefitting the economy at national and local levels. We call on the government to abandon HS2 and use the money to improve and expand existing links and, to promote rail freight.	GMB is committed to the improvement of all transportation links. Motion 210 of Congress 2012 "High Speed Rail" supports the decision to build HS2 but also supports the expansion of other rail links and HS2 not be the end of High Speed Rail links. In 2013 motion 289 was carried which called for the South West of England to not be forgotten in the infrastructure mix, which intimated a negative view of HS2. This motion does not offer any new reason to not support HS2, and does not take into account our balanced position on rail and transportation improvements.
347	GTR/Southern Rail Franchise should be Transferred to the Mayor of London (SO)	Carried with Qualification	ERT (Political)	The existing GTR/Southern rail franchise is a disaster and DfT has awarded the franchise to a company which fails to deliver a reliable service. GTR/Southern are operating under	Congress recognises that Transport for London has managed to improve overground rail services within the confines of the current system compared to previous franchises. The motion was agreed with a Qualification that GMB continues to support changes to the law so that all railways can be brought

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				<p>the instruction of the DfT in a bid to undermine workers' rights and passengers' safety.</p> <p>The resolution to the current dispute and for a reliable train service in London and Southern England is for the Southern Metro and Suburban train services to be transferred to the Mayor of London.</p> <p>We also demand that the Prime Minister sacks Chris Grayling MP the Secretary of State for Transport for writing to the previous Mayor of London saying he did not want to transfer any more services in London to the Mayor in case a Labour Mayor was seen to run them better than the Tory Government</p>	<p>back into public ownership to deliver more regular services and fairer fares and ticketing for passengers.</p> <p>Progress: the Mayor of London has called for commuter routes to be brought under TfL control. The decision is in the hands of the Secretary of State for Transport.</p>
348	London Underground Staffing Levels (LO)	Carried with Qualification	ERT (Political)	<p>With reference to Motion 250 debated at Congress 2014 which on the closure of London Underground ticket offices, we should look at the last paragraph: "Congress calls on the GMB not to support any Labour Mayoral candidate unless they pledge not to implement these draconian cuts or reverse them". We therefore call on GMB to remind the Mayor of London of this policy and ask him to implement this. We condemn his lack of support to colleagues in the rail unions taking industrial action in order to provide a better safer tube service for all".</p>	<p>The motion reaffirms our existing policy to support the retention of ticket offices and the protection of these jobs. Although we are aware that TSSA members voted to accept the deal reached with the Mayor of London and that some jobs were saved, there are still closures and more jobs being lost. We acknowledge that we should not support Labour mayoral candidates who are not in favour of the closure of ticket offices.</p> <p>The motion was agreed with a Qualification that this is an issue for TSSA and transport unions whose campaigns we will continue to support.</p> <p>Progress: the dispute on LU ticket offices has been resolved in the immediate term by the review the Mayor of London carried out, which did result in ticket offices being closed, but also created 325 new roles for station staff. GMB will continue to provide support to sister unions fighting for a high quality and safe London Underground system.</p>
350	Drivers CPC Training (LO)	Referred	SNS (CS)	Drivers CPC training is currently	Where GMB is organised in companies which employ LGV

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				<p>undertaken by all professional LGV drivers to maintain their commercial licence. Payment for time and training is interpreted by individual employers as to who (employee/employer) pays for the time training.</p> <p>We should campaign to insist that employers pay their CPC time and training in line with all other types of training that they are required to do as work related training.</p>	<p>drivers, companies pay drivers their CPC costs. It is possible this occurs where GMB is not organised.</p> <p>The motion is being referred to identify companies where GMB has some presence in order to build a campaign for organising and resolving this matter</p> <p>Progress: As part of the Collective Bargaining Agenda we are campaigning with all those employers with whom we have recognition for the Companies to meet the full cost of CPC training and accreditation.</p>
Comp 26	Cross Border Taxi Hire (Motions 351,352) (LO,YO)	Carried	SNS (CS)	<p>We support amendments to the 2015 Deregulation Act which allowed drivers unlicensed in local authority jurisdiction to carry out work that was pre booked and that in effect stops licensing authorities from carrying out their work and local drivers from earning a reasonable living. We need to campaign and lobby for a reform in the taxi laws to end this cross border hiring</p>	<p>This loophole has been exploited by cab-hailing apps such as Uber and GMB has raised concerns over this. In the press recently GMB National Officer, Mick Rix said the company behind the cab-hailing app was “acting with impunity” across the UK, where it was increasingly “spreading its tentacles” into smaller towns and cities. The deregulation of the market and the arrival of Uber had “opened up a real hornets’ nest” all over the UK, where 40,000 Uber drivers now operate in more than 25 towns and cities. Last month, Southend council found that two cab drivers it had previously stripped of their licences were using the Uber app to pick up passengers in the area. Tony Cox, Southend council’s cabinet member for transport, said the legislative loophole had left the local authority “impotent to protect the public”. Councillors in other local authorities have also complained that Uber drivers who do not fulfil the authority’s specific licensing requirements – such as minimum vehicle age and successful completion of a knowledge test for the area – can still operate legally in their jurisdiction with a licence from elsewhere.</p> <p>Progress: Publicity and materials were issued for the “Save Our Taxis national day of action at TUC Congress 2017 and also at Labour Party Conference 2017.</p> <p>Progress GMB continues to be very active on this matter. Protest days have been organised across England and Wales, and at the TUC Congress and the Labour Party, with a number of GMB</p>

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					drivers taking an active part. We have raised the matter with MPs and one has agreed to put forward a private Members' Bill. We have a seat on the Task and Finish group under the auspices of the Minister for Transport which we have put forward our views on this matter, as well as directly lobbied the DET.
353	Blue Badges (BI)	Existing Policy	EQU	We continue to be concerned over the actions of local authorities in the changes they have made to the applications for both new and renewal of disabled members blue badges. The Councils insist that these should be completed online but libraries have limited access to cameras for taking photographs or the facilities for scanning in the photograph and other documents that are required by the local authority to enable them to award a blue badge. We ask GMB to take this up with local authorities to either provide full facilities at libraries or to provide facilities at local authority contact points together with a local authority employee who can assist with all aspects of renewal.	We have committed support to those who need Blue Badges in motion 294 from Congress 2016 "CHANGES TO THE DISABLED BLUE BADGE APPLICATION" on the changes to the application process. This year's motion specifically refers to the facilities needed to apply for Blue Badge which should be available at local authority premises. Unfortunately, not all our members have access to online facilities and many libraries are closing. Motion 294 does say however "Conference calls upon the CEC to pursue a campaign aimed at ensuring fairness and equity in all aspects of the application scheme relating to the provision of a Blue Badge." This arguably is a statement that can encompass the issues contained in this motion.
INTERNATIONAL					
362	Humanitarian Crisis (LO)	Carried with Qualification	International	We are concerned about humanitarian crises in conflict areas and deplore any action by a standing army or other armed group which deliberately targets, or takes insufficient care to ensure the safety of, civilians; healthcare personnel and healthcare facilities; and deplores any	The motion calls for GMB to help avert humanitarian crises and hold relevant bodies to account in conflict areas. The motion was carried with the qualification that our ability to do so are limited but we can support the sentiment Progress: We shall continue to lobby institutions and governments where appropriate but, as a trade union, our influence in this endeavour is limited.

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				use of white phosphorus, neurotoxic gasses and anti-personnel mines as weapons in urban environments. We call on GMB to lobby to ensure each party in a conflict allows for free passage of medical supplies to the victims and hold to account those who prevent access to healthcare.	
363	Refugees – Dismantling Of Calais Camp (LO)	Carried with Qualification	International	<p>The refugee crisis is a real humanitarian crisis but it is also a trade union issue. We note the destruction of refugee camps in Calais with all refugees dispersed throughout France.</p> <p>The real situation and current plight of the refugees is not being reported. It is only from voluntary organisations on the ground in Calais that we learn that many of the refugees are not housed in shelters but are out on the streets sleeping rough. There are laws implemented prosecuting anyone seen helping the refugees. Refugees live in dire conditions and many have lost contact with their family and friends. There is no clear information on the child refugees and where or who is caring for them. We call on GMB to work with organisations to highlight the plight of these refugees and offer our support and solidarity.</p>	<p>Some of this Motion is current policy as debated in Motion 195 “Solidarity with Refugees” referred at Congress 2016 which asked us to support solidarity with refugees. GMB have taken part in demonstrations in support of refugees rights including UN Anti-Racism Day events.</p> <p>We support the thrust of the motion and it updates our 2016 position as the migrant camp in Calais has now been dismantled and the inhabitants dispersed.</p> <p>The motion was agreed with a Qualification that we recognise that although there is renewed support across the union to offer aid to refugees what we can achieve is limited but we will continue to work with like-minded migrant, and anti-racist organisations.</p> <p>Progress: With the closing of the Calais camp, there is effectively little we can do outside of supporting NGOs in the refugee field</p>
365	Human Rights In Turkey (SW)	Existing Policy	International	We continue to be concerned with the Governments’ view that the Turkish President is ‘an important NATO ally’,	This motion does not ask us to do anything and falls within our current policy remit to support civil society groups in Turkey who

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				and the extent to which Britain may go to with future trade deals. Whilst acknowledging that a deeper trading relationship might help the securing of British jobs, there were clear human rights abuses during the attempted coup and the perpetrators must be brought to justice. Recep Tayyip Erdogan has been an autocratic leader who has silenced anyone who has opposed him, and his presidency prevents the achievement of political and social freedom in Turkey. We agree that trade relations with Turkey should not be at the expense of breaches of human rights, and that the British Government should ensure that Turkey upholds its human rights obligations as a condition of developing a post-Brexit trading agreement.	are struggling against the dictatorial tendencies of President Erdogan. The CEC agreed a motion at their December 2016 Meeting to call on the EU to freeze its accession process with Turkey, acknowledges President Erdogan's suspension of democracy and calls for full democracy and civil rights to be restored in Turkey Progress: Fringe Meeting at TUC Congress 2017 where we seconded a UNITE Motion
366	Set The Kurds Free (SW)	Carried with Qualification	International	The Kurdish people have come close after both World Wars to achieving real independence. Iraq's Kurds show that they have the economic and democratic viability to be able to gain independence, yet Turkey and Iran particularly remain opposed to an independent Kurdistan carved out of Iraq. We agree that the Kurds have earned a country of their own, but the US and its Western allies continue to oppose independence due to fears it could destabilise the Middle-East	The motion was carried with the qualification that Congress should note that the Kurdish leader, Abdullah Ocalan is not arguing for secession from the existing political borders but rather for peaceful coexistence within the existing states of Iran, Iraq, Syria and Turkey. It is therefore not correct to say that the US and its allies are opposing the creation of an independent Kurdistan but, depending on political expediency in a rapidly changing environment are, at best, ambivalent about a self-governing Kurdish entity in Syria. "Allies" in this context does not include Turkey who are hostile to any manifestation of Kurdish independence wherever it may be. Therefore we should support the Kurds in their struggle for self-determination, but without

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				area. We call upon GMB to support the right of the Kurds to govern themselves.	specifically calling for an independent Kurdistan Progress GMB is a protagonist of the 'Free Ocalan Campaign' and we shall be sending officers on delegations to Kurdistan next year.
367	Stop British Bombs Falling On Yemen (YO)	Carried with Qualification	International	The inhumane bombing of Yemen is a national disgrace. The bombs are made and supplied by British companies breaking Arms Trade Treaty. We call on GMB to lobby and apply pressure to halt the supply of arms to the Saudi led coalition.	Generally we should be calling for an end to the supply of arms and weapons. The motion was carried with the qualification that as a general trade union, we also have members involved in manufacturing these arms therefore it would point us in a difficult policy position as it would impact our members jobs Progress : The appalling treatment of the Yemeni people by Saudi Arabia; the lack of coverage in the UK press and the part played by the British government in allowing the export of arms that are subsequently used to massacre civilians is a disgrace. GMB members are involved in the manufacture of these arms and the appropriate national officer and/or the General Secretary will have to make a judgement call on how to react.
368	Qatar 2022 World Cup (NW)	Carried with Qualification	International	Migrant workers in Qatar working on preparations for hosting the 2022 FIFA World Cup have been subject to appalling workers' rights violations and poor working conditions since the country became host in 2010. Many workers have died from work-related incidents and before a ball is kicked, many more will die. Qatar's "kafala" sponsorship system is akin to modern slavery as migrant workers cannot change jobs or leave the country without their employer's permission. In 2016, Qatar announced it ended this system, though the ITUC and Amnesty International have reported that reforms leave the existing system of	The motion asks us to step up our activities and campaign against slave labour in Qatar. The motion was carried with the qualification that it is difficult to see what more we could do. Building and Workers International (BWI) is the global union federation for building workers and they are heading up the global campaign, which we subscribe to, along with the ITUC and UCATT. Progress : GMB LP conference delegates where given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue.

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				exploitation intact. GMB has raised awareness of this issue but these conditions continue. We call on GMB to develop its work on this issue with a high-profile awareness campaign in the UK leading up to the tournament and support a full ILO inquiry into Qatari labor law and the treatment of migrant workers	
369	Us President's Travel Ban (LO)	Carried with Qualification	International	We note the signing of an Executive Order by the US President banning entry from seven majority Muslim countries into the US. GMB should stand up against this ban and work with GMB backed MP's to not allow a platform for the US President at least while the ban remains in force. We also need to ensure that any members affected by this travel ban are give information and guidance through resources for members such as UnionLine.	The motion criticises the Trump ban on Muslims and asks us not to allow him a platform in the UK while the ban is still in force. The situation may well change before Congress in which case we may need to revisit the motion. The motion was carried with the qualification that we do not have the expertise to give information or guidance on members affected by a travel ban, this tends is the role of the Foreign Office. Progress: GMB LP conference delegates where given briefing notes from the political department on the issue and suggested points to raise with Shadow Cabinet Ministers on this issue.
MOTION FROM EQUALITY CONFERENCE					
370	Inequalities Of Working Dogs And VAT	Carried with Qualification	EQU	There is no VAT payable for the food for dogs classified as working Dogs but owners who have Guide Dogs, Guide Dogs for the Blind and other dogs for the disabled, have to pay VAT. Guide Dogs for the Blind, have a campaign, to lobby the Government, to make them aware that these ARE working dogs. We call on GMB to campaign for equality for these types of dog owners, not to pay VAT for food and lobby all MSP's/MP's, to have the	Guide Dogs for the Blind Association confirm that their dogs are classified as "working dogs" as are other "assistance" dogs. We were advised that in order to qualify for VAT exemption, specific food just for these dogs would have to be manufactured therefore the costs of developing such specialist products would ultimately be higher than the rates paid for food procured for the dogs. Therefore as currently stands, organisations are paying the best total price available for the products appropriate for their dogs. However they continue to be in extensive dialogue with HMRC around ways to address the VAT costs of dogs. The motion was carried with the qualifications that it calls on GMB to campaign on this but a) the campaign mentioned in the

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				legislation changed, to allow VAT free food for ALL working dogs.	<p>motion is not a current one but one used nearly 7 years ago and b) we have been advised that Guide Dogs for the Blind would not be looking to campaign on this issue themselves but continue speaking to HMRC. Therefore whilst we fully support equality for all dogs and support the good work done by various charitable organisations, there are limitations as to what GMB can do on this issue</p> <p>Progress The Director of External Relations and Training and NEF lead of disability have written to the responsible Minister asking for an update and for the policy to be implemented.</p>
RULE AMENDMENTS					
RA398	Rule 49.1 Strike Benefit (BI)	Carried	F&GPC, RULE CHANGE (Executive Officer)	Asks for Strike benefit to increase from £10 a day for 10 weeks (the limit being £50 a week) to £30 a day for 10 weeks (the limit being £150)	The GMB Rule Book has been amended to reflect these Rule Changes.
RA399	Rule 49.1 Strike Benefit (BI)	Carried	F&GPC, RULE CHANGE (Executive Officer)	Asks for Strike benefit to increase from £10 a day for 10 weeks (the limit being £50 a week) to £30 a day for 10 weeks (the limit being £150)	The GMB Rule Book has been amended to reflect these Rule Changes.
CEC RULE AMENDMENTS					
CECRA1	Rule 8.4 Congress of the Union	Carried	RULE CHANGE (Executive Officer)	All delegates must be fully financial members. Each region will be entitled to send one delegate for every 1,500 financial members, as stated in the membership figures for the previous September. These delegates will be selected in line with clauses 5, 6 and 7 of this rule.	The GMB Rule Book has been amended to reflect these Rule Changes.

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CECRA2	Rule 8.5 Congress of the Union	Carried		For 90% of delegates, each branch of a region may nominate one member to stand for election as a delegate to represent the region at the Congress. These nominations must be sent to the regional office no later than 31 December. The region will then print and issue lists during the third week of January, setting out the name and branch of each candidate. The closing date for voting will be 28 February. The candidates who receive the largest number of votes will be elected.	
CECRA3	Rule 8.7 Congress of the Union	Carried		Each branch will be invited to nominate one further member to be considered by the Regional Committee in appointing delegates under clause 6 of this Rule, and in appointing delegates to make up any shortfall in the delegation following the election process in clause 5 of this Rule. In making these appointments, the Regional Committee may also consider members recommended by other committees, forums or post-holders within the Region.	
CECRA4	Rule 56.3 Fatal Accident Benefit	Carried		Rule 56, Clause 3 Delete " b while they were insane "	
CECRA5	Rule 45.1 Contributions	Carried with CEC Financial Proposals Report		Increase from £3 to £3.05 Increase from £1.75 to £1.78 Insert " Members who join on or after 1 March, 2018 will pay £3.06 a week if they opt in to the political fund and £3.05 if they do not, and be classed as	

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				<p>grade-1 members, unless they are:</p> <ul style="list-style-type: none"> • part-time members employed for 20 hours or less; • young people under 18; or • recruited as being unemployed; <p>in which case, they will pay £1.79 a week if they opt in to the political fund and £1.78 if they do not, and be classed as grade-2 members.”</p>	
CECRA6	Rule 45.2 Contributions			<p>Increase from £3 to £3.05 Increase from £1.75 to £1.78</p>	
CECRA7	Rule 63 Political Fund			<p>Insert new rule on political fund as agreed by the Certification Officer</p>	
CECRA8	Rule 10.4 Central Executive Council	Carried with CEC Special Report on Reserved Seats	RULE CHANGE (Executive Officer)	<p>4 To carry out any part of its business, the Central Executive Council can appoint committees. It may give any of these committees as much responsibility to carry out its business as it feels necessary. In carrying out this business, the committee will act on behalf of the Central Executive Council, and must keep to the relevant conditions of these rules as if it were the Central Executive Council. The committees will make decisions on behalf of the Central Executive Council, who, except where it says otherwise, must give its approval. The committees will be made up of at least one member of each section, at least one woman elected to a women's reserved seat, at least one representative elected to a race</p>	

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				reserved seat, and at least one representative elected to either a young members reserved seat or to a disabled reserve seat or to a lesbian, gay, bisexual and transgender reserved seat, and will always be made up of representatives from each region. The representatives will be appointed in whatever way the Central Executive Council feels is necessary. The committees will meet at the times and places decided by the Central Executive Council.	
CECRA9	Rule 11.3 Elections to the Central Executive Council			<p>Insert new clauses:</p> <p>3b Two members will be elected to national young members reserved seats of the Central Executive Council. One of the two seats under this clause will be reserved for women.</p> <p>3c Two members will be elected to national disabled members reserved seats of the Central Executive Council. One of the two seats under this clause will be reserved for women.</p> <p>3d Two members will be elected to national lesbian, gay, bisexual and transgender reserved seats of the Central Executive Council. One of the two seats under this clause will be reserved for women.</p>	
CECRA10	Rule 11.4 Elections to the Central Executive Council			<p>Clause to read:</p> <p>4 No member will be eligible to be nominated for election to a section seat unless they are a member of that section. Only women will be eligible to</p>	

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				be nominated for election to a women's reserved seat. Only members of a relevant racial group will be eligible to be nominated for election to a race reserved seat. Only members under 30 years of age on the first Tuesday of December in the year they are elected (or on the date of election if elected in a by-election) will be eligible to be nominated for election to a young members reserved seat. Members must be members of the region in which they are nominated. No-one can be nominated for election in more than one group. All candidates must have the relevant qualifications set out in rule 18.	
CECRA11	Rule 11.5 Elections to the Central Executive Council			Clause to read: 5 Each branch in a region may nominate members for general seats, the women's reserved seat, the race reserved seats, the young members reserved seats, the disabled reserved seats and the lesbian, gay, bisexual and transgender reserved seats. In line with rule 35.21 (Composite branches), only branches having members in a section can make nominations for that section seat. Only branches in Ireland can make nominations for the general seat under clause 2c, and these branches will not be entitled to make nominations for any other general seat. If a branch is entitled to nominate a candidate for	

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				election to any seat, it cannot nominate more than one candidate for election to that seat.	
CECRA12	Rule 11.6 Elections to the Central Executive Council			<p>Clause to read:</p> <p>6 Each member in a region will have one vote for each of the seats to be filled from that region. However, only members who live in Ireland will be entitled to vote to elect the general representative under clause 2c, and these members will not be entitled to vote for any other general representative. Each member of the union will also have one vote for each of the national race reserved seats, national young members reserved seats, national disabled reserved seats and national lesbian, gay, bisexual and transgender reserved seats.</p>	
CECRA13	Rule 11.8 Elections to the Central Executive Council			<p>Clause to read:</p> <p>8 Elections under this rule will be organised and held in line with by-laws issued by the Central Executive Council. These by-laws may say whether failing to keep to any by-law will disqualify a candidate from being elected. By-laws may define the racial group or groups (referred to here as 'a relevant racial group') whose members are eligible to be nominated for election to one or more of the national race reserved seats, or may define qualifying criteria for other reserved seats elected under clauses 3, 3a, 3b, 3c and 3d of this rule. The Central</p>	

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				Executive Council can amend or withdraw any by-law, as long as doing so would affect only the future conduct of current or future elections.	
CECRA14	Rule 19.4 Regions and how they are managed			Clause to read: 4 Members of the regional council will be elected every four years from nominations sent in by the branches in the region. Branches will only be entitled to nominate one member for each seat elected under this rule and rule 20, and will not have more than one representative for each seat elected under this rule and rule 20. Members who are nominated for election as section delegates must be members of the appropriate section and can only be nominated by a branch of their section. However, these nominations can be made by the appropriate section members of a composite branch in line with rule 35.21. Members who are nominated must have the necessary qualifications as set out in rule 18. Only members under 30 years of age on 15 April in the year they are elected (or on the date of election if elected in a by-election) will be eligible to be nominated for election to a young members reserved seat.”	
CECRA15	Rule 20.2 Reserved seats on Regional Councils			Re-number clause 2 as 2a Insert new clauses: 2b Two representatives will be elected to seats on regional councils	

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			<p>reserved for young members of the regional equality forum. Only young members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only young women members of the regional equality forum will be eligible to be nominated for election to that seat.</p> <p>2c Two representatives will be elected to seats on regional councils reserved for disabled members of the regional equality forum. Only disabled members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only disabled women members of the regional equality forum will be eligible to be nominated for election to that seat.</p> <p>2d Two representatives will be elected to seats on regional councils reserved for lesbian, gay, bisexual and transgender members of the regional equality forum. Only lesbian, gay, bisexual and transgender members of the regional equality forum will be eligible to be nominated for election under this clause. One of the two seats under this clause will be reserved for women, and only lesbian, bisexual and transgender women members of the regional equality forum will be eligible</p>	

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				to be nominated for election to that seat.	
CECRA16	Rule 20.4 Reserved seats on Regional Councils			<p>Clause to read: 4 As well as its nomination under rule 19.4, each branch in a region will be entitled to nominate one member to be elected under clause 1, one member to be elected under clause 2a, one member to be elected under clause 2b, one member to be elected under clause 2c and one member to be elected under clause 2d. A branch that has:</p> <ul style="list-style-type: none"> • a representative elected under rule 19; • a representative elected to a seat under clause 1; and/or • representatives elected to seats under clause 2 will not be taken to have more than one representative on the regional council under rule 19.4. <p>Elections to reserved seats will be held in line with rule 19.</p>	

Report produced by: Ida Clemo

If you require further information on the progress of any GMB Congress 2017 motion, please e-mail the National Policy Officers on: policy@gmb.org.uk