

SELF-TEACH GMB DEMOCRATIC STRUCTURE



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USER GUIDE NOTES

Dear Member,

The GMB is a member led union that has a democratic election process with regards to selecting and electing members of the union in to positions that enables the members to run the union.

This following slides have been designed to enable any member of the union to unravel and understand the union's democratic procedures through the vehicle of a series of organised self-teach slides that hopefully will simplify the process and procedures and will also educate you with regards to the GMB rule book.

Once you begin the process you will always start and return back to slide 3 at each point of the process. On slide 3 it is recommended that you click onto hyperlink 1, open it and digest the information, also research the rulebook information by using the page number and the rule numbers contained in the rule book which is provided as part of this process. After completing this section and also sections going forward please click on the post-it note in the bottom left hand corner and this will take you back to the main chart.

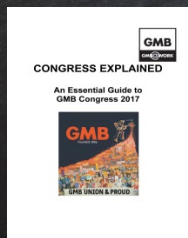
The next phase is to click on, on the main chart hyperlink 2, workplace reps, once you have digested this information you are now able to either continue clockwise via the member's route or anticlockwise via the employee route following the same process you have used for hyperlink 1 and 2. Both these routes will bring you to hyperlink 7, Congress which is the ultimate governing procedure of the union. Decisions agreed at congress are normally by the vehicle of a Regional/Branch motion. Guidance on motions can be found contained in hyperlink 7.

To assist you with completing the activities using the Rulebook, you may want to click on the Rulebook and print a copy off from slide 3.

To assist you with completing the activity number 7 using the Congress explained booklet, you may want to click on and print a copy off.



Making & Implementing GMB Policy



GMB MEMBERS

- GMB members belong to a general union and any employee/worker can join
- There are a number of ways you can join: online application, application form paper version, over the telephone - check off (deducted from wages) direct debit (direct from bank account)
- Subscriptions are:
 - Grade 1 £13 per month
 - Grade 2 £7.59 per month
 - Promotion rate £4 per month

Please read:
Rule Book – page 9-11 rule 6 and 7

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



WORKPLACE REPS

Members select/elect workplace representatives:

- Trade Union and Labour Relations Consolidation Act 1992
 - Safety Representatives and Safety Comminute Regulations 1997
 - Trade Union Learning Representative Employment Act 2002.
- ❑ Shop Stewards deal with industrial relations discipline/grievance, terms and conditions negotiations
 - ❑ Health & Safety Reps deal with workplace inspections, hazard identification, accident investigation
 - ❑ Trade Union Learner Rep deal with lifelong learning, interviews/learning needs questionnaire analysis, negotiate on learning with employer and external providers.

Please read:

Rule Book – page 49 rule 43

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



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REGIONS

- Yorkshire & North Derbyshire Region, Neil Derrick
- Midlands & East Coast Region, Andy Worth
- North West & Irish region, Paul McCarthy
- GMB Scotland, Gary Smith
- Birmingham & West Midlands Region, Joe Morgan
- South West & Wales Region, John Phillips
- Southern Region, Paul Maloney
- London Region, Warren Kenny
- Northern Region, Billy Coates

Please read:

Rule Book – page 27-32 rules 19-25

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



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BRANCH

Every member belongs to a Branch, every Branch has the following:

- Branch Secretary, Branch President term of office 4 years.
- Branch Auditor 1 per Branch with less than 100 members, 2 Auditors above 100 members.
- Branch Equality Officer
- Branch Young Member's Officer
- Branch Race Officer
- Branch meetings, 4 per year
- Branch commission/accounts 4 per year

Please read:

Rule Book – page 39-48 rules 35 - 42

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



REGIONAL COUNCIL

Branch Nominates:

- Nominate by 28th February every four years
- Elect by 15th April in each year of election
- Meet twice per year
- Delegates 1 per Branch
- Regional President

Please read:

Rule Book – page 27-31 rules 19 - 22

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



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REGIONAL COMMITTEE

Elected from Regional Council

- Branches elect to Regional Council
- Term of office is 4 years
- Regional Committee meet monthly, 12 delegates

Please read:

Rule Book – page 30 rule 21

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



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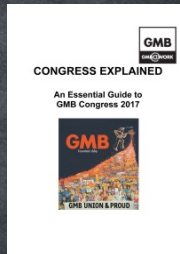
CONGRESS

Congress is held annually delegates from all 9 regions are elected by members of the region, motions from regions required prior to January each year, rule change congress every two years, motions must be under rule, not existing policy, not a rule change, if not a congress rule change year, agreed by the region, not conflict with existing rule book, be exact in its intent and content, proposed and seconded, submitted in writing, submitted to CEC prior to congress, lay member delegates - not employees, 1 delegate per 1500 members, sections commercial services, manufacturing, public services.

Please read:

Rule Book – page 12 & 13 rule 8 and 9
& Congress explained booklet

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



CENTRAL EXECUTIVE COUNCIL

The Central Executive Council is made up of lay member delegates (not employees) elected by members regionally.

The Central Executive Council is responsible for management of the union between Congress and works with the General Secretary and Treasurer to ensure good governance of the union.

- The term of office is 4 years
- Must be regional council members
- CEC meet 6 times bimonthly.

Please read:

Rule Book – pages 14 - 19 rules 10 - 13

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



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GENERAL SECRETARY & TREASURER

Managed by Central Executive Committee

Term of office 5 years, elected by members, currently Tim Roache

Potential next election date 2020

Rule Book - Page 19 & 20 Rules 14 and 15

National President

National Vice President

Please read:

Rule Book - Page 18 & 19 Rules 12 and 13

[Click here
to go
back to
main chart](#)



REGIONAL SECRETARY

Is accountable to the Regional Committee, Regional Council and Central Executive Council.

- 9 in total
- 1 per region
- Employed under contract
- No term of office

Please read:

Rule Book – page 31 rule 23

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



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REGIONAL ORGANISERS

- Employed under contract
- Elected by the membership of the Region at Regional Council
- Officers are elected within a 5 year maximum period
- Approved by Central Executive Council

Please read:

Rule Book – pages 23 - 25 rules 17a - 18

[Click here](#)
[to go](#)
[back to](#)
[main chart](#)



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