



GET MORE INVOLVED!

ORGANISE

BUILD

WIN

**NHS PAY
JUSTICE**



HOW TO BE MORE ACTIVE WITHIN GMB

UNION STRUCTURES

GMB union reps are people who believe in standing up for fairness and helping other members in their workplace. They come from a variety of backgrounds and positions in their workplace.

GMB reps usually take on the role of both Workplace Organiser (Shop Steward) and Health and Safety Rep. Whatever role you take on, GMB will be here to support and train you.

We are always looking for new reps and activists to get involved. This means helping to organise and build the GMB in their workplace whilst upholding GMB values.

These are:

- Always being there for our members and having their best interests at heart.
- Encouraging all workers to come together in solidarity and to stand up for themselves.
- Not being afraid of tackling the issues that matter to our members.
- Promoting fairness, equality and justice.
- Ensuring the trade union and labour movement is a force that will fundamentally transform work and society in the interests of working people and their families.

It is not always clear to GMB members exactly how they do that though. So here is a very brief guide on what you can do to get more active within GMB union structures.



WHAT YOU CAN DO TO GET INVOLVED IN GMB

There are many different things that reps can do to get involved in GMB, but in the main, it boils down to these key areas.

- Help to build a strong, effective union in the workplace.
- Help members get their workplace problems sorted out.
- Keep GMB members informed of what is going on and passing information back to GMB.
- Play an active role in GMB through your Branch.
- Attend the reps training facilitated by your Region.
- Support regional and national campaigns and attend conferences and events.

USEFUL CONTACT DETAILS

Being a rep in the GMB, means being part of a team. Make sure you note down the contact details of all other relevant postholders who you will be able to work with on campaigns and speak to for support.

- Other reps in your workplace.
- Other reps employed by the same employer but based at other sites.
- GMB Regional Organiser.
- Branch Secretary.
- Branch President.
- Local GMB or Regional Office.



WHO & WHAT?

We often refer to job roles and functions within the GMB – but not everyone knows who they are or what they do.

Branch	A group of GMB members in a particular area or workplace. Every member belongs to a Branch and it is the way in which members can participate in the democracy of GMB.
Branch President & Branch Secretary	The GMB members who are elected to run the Branch.
Regional Committee	A committee of members within the region. Speak to your Regional Organiser about when the NHS committee in your region meets and how you can get involved.
National Committee	An elected committee consisting of delegates from each of the 9 Regions and led by the National Officer. A Chair is elected. The committee determines national campaigns and GMB positions on current issues specific to the sector. In the NHS we currently have the National NHS Advisory Group and the National Ambulance Committee. We will shortly be establishing a National Nurses Committee.
Congress	The annual meeting of delegates from GMB Branches that decides the unions policies.
Facilities and/or Recognition Agreement	The agreement between GMB and your employer that sets out how the relationship between GMB and your employer will work. You should make sure that you have a copy of this agreement.



General Secretary	The GMB Officer who is elected by the whole of the membership to run the union.
Regional Education Officer	The GMB Official responsible for organising reps training in your region.
Regional Organiser	The GMB Officer responsible for looking after a number of workplaces within the region and the reps and members within them.
National Officer	The GMB Officer responsible for looking after the sector at a national level.
Regional Secretary	The GMB Officer responsible for running the union in your region. There are 9 regions across the UK.



BE ACTIVE IN YOUR WORKPLACE

This is where you spend most of your time and is therefore where you can have the biggest impact.

Some suggested actions for you to consider:

- Read the Recognition Agreement and / or Facilities Time Agreements between GMB and your employer (your Regional Organiser will give you a copy). Understand what rights you have in the agreement to help you carry out your role.
- Use a survey to talk to members and potential members about what they want from their union. Make a list of who the GMB members are and who isn't. Ask the non members to join.

Make sure GMB noticeboards in your workplace are up to date. You can make your own newsletters and bulletins, or contact your branch or Regional Organiser for up to date materials. If you haven't got a notice board ask your Regional Organiser about getting one.

BE ACTIVE IN YOUR BRANCH

Find out from your Branch Secretary when the next branch meeting is. Try to attend so that you can meet other GMB members and activists and share your ideas and experiences.

If you can't attend your branch meetings, speak to your Branch Secretary about other ways you can get involved.



DOs & DONTs

DO:

- Ask questions.
- Ask for help when you need it.
- Be bold on behalf of our members.
- Be as well informed as you can be.
- Be supportive of our members.
- Be confident and assertive – you have over 600,000 GMB members behind you!
- Expect (and insist on) managers and members to be respectful.

DON'T:

- Sit on a problem – there's always someone who can help and advise you.
- Take everything at face value – look behind the obvious and find out what's really going on.

Join the campaign today!

[GMB.ORG.UK/NHS](https://www.gmb.org.uk/nhs)

**NHS PAY
JUSTICE**