

## GROWTH, ACCOUNTABILITY AND DEMOCRACY IN GMB

Total GMB membership has grown by 15% in real terms over the previous five years following the adoption of the GMB@Work national organising strategy in 2005.

GMB emerged from a deep financial crisis and the threat of merger in 2004/5 with a new leadership but fewer officers and resources than at any other time. Yet by spending less and asking more of GMB Workplace Organisers GMB has turned around decades of membership and financial decline.

GMB developed a single set of 38 policies and organising approaches simply based on a common understanding of what works and what doesn't. These have been adopted and implemented in all GMB Regions and GMB Sections. But the GMB@Work strategy has five fundamental organising principles which we promote to all GMB Officials and GMB Workplace Organisers.

**GMB's growth rate and the GMB@Work strategy have begun to fundamentally change the union. Four out of five members are now service workers, almost half are women, officials no longer sit on the CEC, sections have been reduced from eight to three and we have returned to an annual GMB Congress – all to focus on the core truth: that a growing GMB delivers for GMB members while a shrinking GMB lets members down.**

## GMB@WORK STRATEGY

- 1.** The workplace is the building block of GMB. It is at work, rather than in the community or in the media, that working people are most able to build the collective solidarity they need to tackle the injustice and inequality they face head on.
- 2.** Each GMB workplace is organised as if a ballot for industrial action was due. GMB need GMB members to be match fit and ready, but we also need our organisation in each workplace to be democratic, transparent and accountable every day.
- 3.** The employers have different interests than GMB members. It is GMB members' employers who are the cause of most of GMB members' problems at work and the Union's job is to stand up for and promote members' interests, not to bury them in partnership agreements.
- 4.** It is the process of industrial relations that builds a union. People don't join unions out of gratitude for what was done in the past but out of fear and anger for the present and hope for the future.
- 5.** People are strongest when they organise themselves. GMB members are encouraged to find their own solutions to the problems they face. GMB members in each workplace must have the power and authority they need to make decisions and officers must stop doing for members what they can do for themselves. Workplace democracy and organising must co-exist.

# SAY YES TO SECURITY AT WORK

As a GMB member you are much more **secure** at work because you are part of an **effective** union of 610,000 members. Whether you work full-time or part-time—whatever job you do—GMB can **help** you.

## HOW DO I JOIN?

Just fill in parts 1, 2 and 3 in the form below and hand it to your local GMB representative or post it to GMB, FREEPOST (WC2268), London SW19 4YY (you do not need a stamp).

## JOIN ONLINE AT [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

If you have any questions call GMB on

# 020 8947 3131

or email [info@gmb.org.uk](mailto:info@gmb.org.uk)

<b>FOR UNION USE ONLY</b>	Section <input type="text"/>	Branch No <input type="text"/>	Membership No <input type="text"/>	Date of joining <input type="text"/>
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## GMB membership application form PLEASE USE BLOCK CAPITALS

### 1 TELL US ABOUT YOU

Surname <input type="text"/>	First name <input type="text"/>	Title <input type="text"/>	Date of birth <input type="text"/>
Home address <input type="text"/>	Home Tel <input type="text"/>	Email <input type="text"/>	
Postcode <input type="text"/>	Mobile <input type="text"/>	I agree to abide by GMB rules Signature <input type="text"/>	
Date <input type="text"/>	We ask for your ethnic origins as part of our equal opportunities policy of improving services to all members Bangladeshi <input type="checkbox"/> / Black African <input type="checkbox"/> / Black Caribbean <input type="checkbox"/> / Black British <input type="checkbox"/> / Chinese <input type="checkbox"/> / Indian <input type="checkbox"/> / Irish <input type="checkbox"/> / Pakistani <input type="checkbox"/> / White <input type="checkbox"/> / Other: <input type="text"/>		

### 2 TELL US ABOUT YOUR JOB

Employer <input type="text"/>	Your job <input type="text"/>
Address where you work <input type="text"/>	How many hours a week do you work? <input type="text"/>
Postcode <input type="text"/>	Pay No <input type="text"/>
	Work Tel <input type="text"/>
	Pay Date <input type="text"/>

### 3 INSTRUCTION TO YOUR BANK OR BUILDING SOCIETY TO PAY BY DIRECT DEBIT



Please fill in the form and send to <b>GMB, 22–24 Worples Road, London SW19 4DD</b>	Service User Number <input type="text"/>
Name and full postal address of your Bank or Building Society branch	<input type="text"/>
To the Manager of <input type="text"/>	For GMB official use only. This is not part of the instruction to your Bank/Building Society. If your A/C number is not available fill in your address below.
Address <input type="text"/>	
Postcode <input type="text"/>	
Name(s) of account holder(s) <input type="text"/>	
Bank/Building Society Account Number <input type="text"/>	
Bank/Building Society Sort Code <input type="text"/>	
Reference number (Office use only) <input type="text"/>	
	<b>Instructions to your Bank or Building Society.</b> Please pay GMB Direct Debits from the account detailed in this Instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this Instruction may remain with GMB and, if so, details will be passed electronically to my Bank/Building Society.
	Signature(s) <input type="text"/>
	Date <input type="text"/>
	<small>Banks or Building Societies may not accept Direct Debit instructions for some types of account</small>