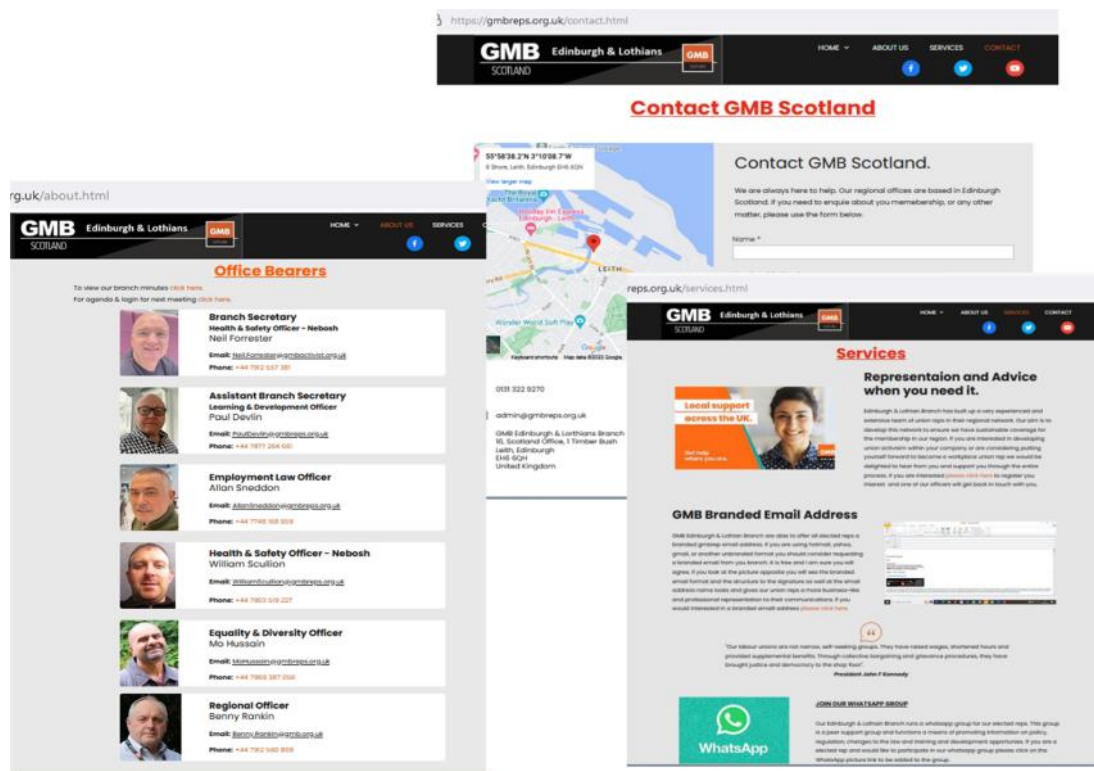


GMB Edinburgh & Lothian's Branch Plan 2023/24.

Plan Objectives

- 1) Quarterly Branch Meetings
- 2) Appointing a Communications Officer
- 3) Gender Representation
- 4) Maximising Existing Resources
- 5) National Engagement
- 6) Learning & Development
- 7) Evaluating Progress:
- 8) Conclusion



Our branch plan for 2023/24 aims to enhance communication, promote learning and development, address gender imbalance, and strengthen our board's effectiveness. We will achieve these goals through regular branch meetings, the appointment of a communications officer, and promoting gender diversity within our board.

1. Quarterly Branch Meetings:

) As outlined in our rule book, we will continue to facilitate quarterly branch meetings. These gatherings serve as essential platforms for discussion, decision-making, and fostering a sense of unity among our members. Through these meetings, we will address important issues, share updates, and ensure that all voices are heard.

2. Appointing a Communications Officer:

) Recognising the significance of effective communication, we have identified the need for a dedicated communications officer within our branch. This role will focus on improving internal and external communication channels, enhancing member engagement, and ensuring the smooth flow of information. We will actively seek candidates who possess the necessary skills and passion for effective communication.

3. Gender Representation:

) It has come to our attention that there is a lack of female representation on our board. To rectify this imbalance, we are committed to finding ways to increase gender diversity and provide equal opportunities for all members. We will actively encourage and support women within our branch to take up leadership roles, fostering an inclusive environment that reflects our membership's diversity.

4. Maximising Existing Resources:

) To facilitate the expansion of our board without creating new positions, we will leverage the capabilities of our multi-role members. We recognise the valuable contributions of individuals who are currently fulfilling multiple responsibilities. However by optimising the allocation of duties and responsibilities, we can ensure efficient functioning without compromising on effectiveness.

5. National Engagement:

) In order to actively contribute to the growth and development of our union, Edinburgh & Lothian's branch will maintain its participation in the annual conference event. We are pleased to announce that Allan Sneddon, our employment law officer, has been selected as our representative for the 2023 conference. Following the event, Allan will provide the branch with a comprehensive update on the key matters discussed during the conference and any matters arising at our next branch meeting.

6. Learning & Development:

) One of the primary objectives of the Edinburgh & Lothian's Branch for the 2023/24 period is to prioritise learning and development initiatives at various levels of our organisational structure. This includes promoting learning opportunities to our members as well as providing development avenues for our elected representatives. To accomplish this, we have designed a learning and development plan for our branch, which I will outline below.

To effectively implement this plan, some restructuring and adjustment of our current office positions were necessary. As a result, the branch has agreed to the following changes:

1. Two NEBOSH Trained Health & Safety Officers:
 - o Neil Forrester
 - o William Scullion
2. Employment Law Officer:
 - o Allan Sneddon
3. Equality & Diversity Officer:
 - o Mo Husain
4. Learning & Development Officer:
 - o Paul Devlin

These new positions are intended to complement, rather than replace, the existing positions mandated by our rule book. For instance, Neil Forrester, who now serves as a "branch health & safety officer," will continue to hold his position as the Edinburgh & Lothian's Branch Secretary. This arrangement remains consistent for the other newly appointed officers as well. By adopting these modified job titles, we can better align with the needs of our branch and enhance our ability to cater to the requirements of our membership.

Equipping our branch officers with industry-standard training will enable us to provide training, development, and consultation opportunities to our elected representatives. For example, we will facilitate monthly online surgeries, offering our representatives a platform to seek assistance, raise concerns, or request clarification on legal matters or health and safety principles from our panel of trained officers. During structured branch meetings, our officers will have the opportunity to deliver 30-minute presentations on their areas of expertise, sharing valuable knowledge and insights with our broader movement. Each of our branch officers will be featured on our website, along with their portfolios, enabling members and representatives to directly access their accumulated knowledge, learning, and experience.

Drawing inspiration from the words of the 16th-century philosopher Frances Bacon, who famously said, "Knowledge itself is power," our branch recognises the significance of investing in training and development. By sharing knowledge, experience, and learning, we empower our grassroots representatives with the necessary tools to effectively support and grow their own membership base.

In addition to our branch-specific initiatives, we are committed to promoting a broader learning and development strategy. We will actively share training opportunities from organisations such as the Trade Union Congress (TUC), Advisory, Conciliation and Arbitration Service (ACAS), and the Health and Safety Executive (HSE) with our elected representatives. Furthermore, we strongly encourage our representatives to pursue these training and learning opportunities as part of their personal development and growth.

By implementing these comprehensive learning and development measures, our Edinburgh & Lothian's Branch aims to foster a culture of continuous improvement and equip our members and representatives with the knowledge and skills necessary to navigate the ever-evolving landscape of our industry.

7. Evaluating Progress:

) Throughout the implementation of this plan, we will regularly assess our progress in achieving our objectives. Feedback from our members will be actively sought and considered to refine our strategies and adapt to evolving needs. By maintaining open lines of communication and a collaborative approach, we can continually improve and strengthen our branch.

8. Conclusion:

) The branch plan for 2023/24 presents an ambitious vision for Edinburgh & Lothian's branch, reflecting our commitment to growth and progress. Our dedicated branch officers possess unwavering tenacity and a drive to pursue our objectives by continually expanding their knowledge and skillsets. This collective expertise will be utilised to support and uplift our wider membership.

Edinburgh & Lothian's branch aspires to be a dynamic, proactive, and forward-thinking entity, actively engaged in fostering the development of our members. The renowned words of Sir Francis Bacon, first published in 1597, resonate deeply within our organisation. His assertion that "knowledge itself is power" underscores the pivotal role of knowledge sharing as the cornerstone of reputation, influence, and ultimately, power. It is this principle that forms the bedrock of our branch's growth and advancement.

Our pursuit of knowledge and its subsequent sharing enables us to exert meaningful influence and make a significant impact on the lives of our members. By embracing this philosophy, we can collectively empower ourselves and facilitate growth and progressiveness.

As we embark on this transformative journey, Edinburgh & Lothian's branch is resolute in its dedication to achieving these objectives, ensuring the provision of unwavering support and guidance and representation to our members.

Branch Plan

GMB Edinburgh & Lothian's Branch 2023/24

