



# Delivering With A Labour Government

National Executive  
Council Statement  
to 2025 ADM



# A Historic Result

**Usdaw is involved in politics because it is a crucial part of improving members' lives.**

The real issues affecting our members' lives are at the core of our activities and campaigns around which we organise.

Industrial organising provides the foundation upon which we negotiate with employers and represent our members' interests in the workplace; political organising provides the foundation upon which we campaign to change the country and represent our members' interests in society. These are two sides of the same coin, used together to improve the lives of Usdaw members.

Usdaw is affiliated to the Labour Party because it is our Party and provides us with the only means by which to secure a government on the side of our members, working people, and the most vulnerable in society.

**By using our collective strength, we can campaign and win, and the Labour Government we helped secure is delivering for our members.**

# General Secretary's Foreword



Last year, after 14 years of Conservative misrule, a new Labour Government was elected to deliver the change that working people needed. I am immensely proud of the role that Usdaw activists played in that victory.

The contrast could not be clearer. For far too long, Usdaw and other trade unions were frozen out of government by the Conservatives. Our members' priorities were ignored, and their rights at work attacked. Over the last ten months, we have seen strong, positive and regular engagement from Labour's new ministers and government departments.

They have delivered for our members: a New Deal for Working People, action to tackle violence against retail workers and much more. This statement sets out the key priorities that we will be focusing on over the next few years, to build on the strong foundations that have already been put in place by our new government.

But the work does not end with a Labour Government in Westminster. Next year, there will be vital elections. In Wales, we must return a Labour Government to continue the work done over the last 27 years. In Scotland, we have the opportunity to defeat the scandal hit and tired SNP Government and make Usdaw member Anas Sarwar the First Minister. In England, there will be local elections across the country.

We know too that for the UK Government to really address the deep-seated problems the country is facing, we need stability and a long-term approach. So our work to win a second term of a Labour Government has to start now.

Usdaw political activists make the difference between winning and losing, and working with Labour we have made a real difference to members' lives. Let's keep the energy from last year going.

A stylized, handwritten signature in red ink that reads "Paddy Lillis". The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

**Paddy Lillis**  
General Secretary

# Section One – Usdaw’s General Election Success

**The 2024 General Election made history, transforming the political landscape of the country and electing the first Labour Government in 14 years, in a landslide victory.**

This mandate will allow the Labour Party to take decisive action on issues that matter to Usdaw members, including delivering the New Deal for Working People, creating a new offence for assaults against shopworkers, and tackling the cost of living crisis. The fantastic result could not have been achieved without the incredible contribution of Usdaw members – whether it was knocking on doors, putting up posters or voting for Labour, it made all the difference.

## **Labour Gains Across the UK**

Labour’s net gain was 211, including 21 of the 23 key seats set out in Usdaw’s key seat strategy. The key seat strategy aimed to mobilise members and support Labour Party candidates in a set of carefully selected constituencies.

The Conservative Party suffered their worst ever results, with a net loss of 251 seats, and the Liberal Democrats achieved their best, with a net gain of 64.

In Scotland, Labour became the largest party for the first time since 2015, gaining 36 seats, while the SNP suffered large-scale defeat. Scottish Conservative Leader, Douglas Ross lost his seat, highlighting their complete collapse in support across the UK.

In Wales, the Conservatives failed to win a single seat for the first time since 2001. Labour gained nine seats to make 27 in total. Labour Governments in Westminster and Cardiff can now work together for the benefit of the people of Wales and Britain as a whole.

Usdaw activists were working hard on the key seat strategy long before the election was called. This allowed campaign teams to anticipate the short notice given by the announcement and hit the ground running as soon as possible.

The strategy was built around principles of delivering frequent, sustainable and locally organised campaign activity in each key constituency, forming strong local links with candidates and Constituency Labour Parties, and developing our members’ skills, knowledge and confidence as campaigners.



## Usdaw's Key Seat Strategy

The success of the key seat approach would not have been possible without the hard work of Usdaw Officials, reps and members, who campaigned on the ground and engaged with voters. It is clear that this was an effective strategy, and this is backed up by the positive feedback we have received from the National Labour Party, who said that our key seats were well organised and well run.

Congratulations go to former Usdaw staff members Tracy Gilbert (Edinburgh North and Leith), Connor Rand (Altrincham and Sale West) and Michael Wheeler (Worsley and Eccles), who were elected as Members of Parliament. They are already working hard to help keep the key issues that matter to Usdaw on the Government's radar.

## Usdaw Across Parliaments

Usdaw members don't just have a voice in the workplace – through our group of Usdaw MPs, they have a voice in Parliament too.

Membership of the Usdaw Parliamentary Group is now at a record high, with 58 members of the House of Commons, eight members of the House of Lords, four members of the Scottish Parliament and three members of the Welsh Senedd. Group members will now support Usdaw in our campaigns, such as Freedom From Fear, Save Our Shops and ongoing campaign efforts for parents and carers. They will also support our work to shape Labour's New Deal for Working People, which we will be looking at very closely to ensure that it delivers on our key policy areas, such as minimum hours contracts and improved Statutory Sick Pay. MPs can support these aims by sharing the work we are doing on the campaign and representing our priorities in discussions within the party.

# Section Two – Usdaw’s Achievements Working with the Labour Government

Udaw members are active in politics at every level.

At the 2024 General Election, Usdaw built our campaign on the message that Labour in government will deliver a better future for our members and their families.

Only Labour will deliver policy with ordinary working people in mind. Only Labour will listen to unions and their members and bring about a change to support workers, not bosses.

As well as activists on the ground, we also work to influence government at a national level to deliver for our members in the workplace and beyond. This hasn’t been easy for the past 14 years of Tory Government, but with the newly elected Labour Government, we now have new opportunities to work with receptive politicians to further the trade union cause and deliver for our members.

In the past, Labour, working with unions, have delivered many historic pieces of legislation to support and protect working people and their families. The last Labour Government alone delivered an amazing range of policy and support:

- National Minimum Wage.
- Human Rights Act.
- Tripled NHS spending.
- 42,400 extra teachers.
- Scrapped Section 28.
- Civil Partnerships.
- Sure Start.
- Good Friday Agreement.
- Equality and Human Rights Commission.
- 44,000 more doctors, 89,000 more nurses, 16,000 more police officers.
- Freedom of Information Act.
- Increased paid holiday from 20 to 28 days per year.
- Equality Act.
- Free bus passes for over 60s.
- Devolution to Scotland and Wales.
- NHS waiting times fell to a maximum of 18 weeks (lowest ever levels).
- Cut long-term youth unemployment by 75%.
- Disability Rights Commissions.
- Autism Act.
- Electoral Commission.

## Labour Government Delivering Change

Keir Starmer's Labour Government has been committed from the outset to delivering a New Deal for Working People. Following up the record of previous Labour Governments, these were big promises to make, big changes to deliver, and big shoes to fill.

The new Labour Government has got off to a flying start. Since the election in July 2024, Labour, working hand in hand with unions, charities, businesses and other groups have put onto the legislature books some of the most far reaching and radical changes to working policy for decades.

### *Employment Rights Bill*

Labour promised to deliver a New Deal for Working People within their first 100 days in office and they wasted no time in getting to work to bring this about. In autumn 2024, on its 97th day in power, the Government introduced the Employment Rights Bill onto the statute books.

This historic piece of legislation will equip trade unions with a wide-ranging set of workplace rights fit for the 21st century. The Bill will protect vulnerable workers who have been so badly let down by the Tories, and will give unions the strength they need to support their members.

For Usdaw members, there are some key parts of the Bill that will have a significant impact:

- Day one employment rights for paternity, parental and bereavement leave.
- Day one protection from unfair dismissal.
- Changing the law to make flexible working the default for all, unless the employer can prove it is unreasonable.
- Requiring employers to give reasonable notice on shift changes and cancellations.
- Tackling low pay by changing the remit of the Low Pay Commission to take the cost of living into account.
- Strengthening Statutory Sick Pay (SSP) including extending SSP eligibility to those with earnings below the lower earnings limit and removing the three waiting days so that SSP is paid from the first day of absence.
- Ending exploitative zero-hours contracts.
- The right to guaranteed hours based on your real hours of work (over a 12 week reference period).
- Requiring employers to take all reasonable steps to prevent sexual harassment in the workplace.
- Changing the rules on collective redundancy by removing the requirement for 20 or more redundancies to be at one establishment for collective consultation obligations to apply.



- Banning fire and rehire in all but the most extreme circumstances.
- Creating a modern framework for industrial relations. This area of the Bill focuses on trade union law reform, including giving unions the right to request workplace access and simplifying the process for trade union recognition by removing the current requirement for unions to obtain the backing of at least 40% of the workforce in the proposed bargaining unit during a recognition ballot. Other measures being consulted on include extending the validity of a union's mandate for industrial action from six to twelve months and reducing the notice period for industrial action.

### *Freedom From Fear*

Usdaw's Freedom From Fear objectives are finally being heard by a supportive government. The proposed Crime and Policing Bill will make it a stand-alone offence to abuse or assault a shop worker.

The measures in the Bill include strengthening neighbourhood policing, cracking down on anti-social behaviour with new respect orders for persistent adult offenders, and introducing stronger measures against shoplifting by ending the indefensible £200 threshold for prosecuting shop thieves.

The Chancellor also announced funding in the Budget to tackle the organised criminals responsible for the increase in shop theft and the Government has promised more uniformed officer patrols in shopping areas as part of this work.





## ***Retail Support***

In October's budget, Labour's Chancellor showed that the Government are committed to making jobs in retail more secure by levelling the playing field for high street retailers versus the online giants and supporting the livelihoods of low paid workers.

The Government announced that Retail, Hospitality and Leisure (RHL) businesses will receive 40% rates relief in England in 2025-26 following a 75% relief in the current year. The Government also published a Transforming Business Rates Discussion Paper setting out priority areas of reform relating to the business rates system.

The Chancellor also delivered on her promise to tackle the cost of living crisis by lifting the pay of 3.5 million low paid workers with increases to both the National Living Wage and National Minimum Wage (NMW) rates. Pay for younger workers in particular saw a significant rise (NMW for 18 to 20 year olds rose by 16%) as the Government moves to level the playing field for young people in the workplace, something Usdaw has long campaigned for.

On top of this, Labour are levelling the playing field on tax. A new residence-based regime has replaced the old non-domicile regime from April this year, which will raise £12.7 billion over the next five years. HMRC are also addressing the amount of uncollected tax owed to the UK, including tackling umbrella companies.

## ***Other Reforms***

The Government has been taking action on a range of issues that affect Usdaw members and their families, including by:

- Introducing a pilot programme of free breakfast clubs in primary schools.
- Bringing in new rights for people who are renting, including an end to no-fault evictions and forcing landlords to make repairs when they are needed.
- Reforming planning laws to make more affordable housing available.
- Bringing forward a bill to set up Great British Energy, a nationally owned energy production company, and expand energy efficiency schemes to help bring down household costs.
- Bringing in new powers to bring rail networks back under public control, and creating Great British Railways to manage tracks and trains.
- Allowing local authorities across England to run their own bus services.

# Section Three – What Next?

**After so many years of being ignored, we now finally have a government that will listen to working people and engage with trade unions. We have worked hard to get here, but the journey is by no means over.**

The Government has inherited an extremely difficult economic situation, after years of mismanagement by the Conservatives. There is a huge to-do list and many important priorities. We also know that there will be difficult decisions to be made. This makes it even more important that we continue to work closely with the Government to make our members' voices heard.

## **Employment Rights Bill – Getting the Details Right**

The Employment Rights Bill coming to Parliament was a critical step forward for working people and for the Trade Union Movement. There is more work to do in making sure that, as it becomes law, the Bill delivers the key employment rights that workers need.

We know that some employers will be looking for ways to avoid these rights. That is why we will be watching how the Bill is implemented very closely and trying to ensure that any possible loopholes or weaknesses are addressed.

We will also be working with the Government to make sure that these rights can be properly enforced, for example through the new Fair Work Agency, which is being set up, and through clearing the backlog in the employment tribunal system.





## Workers' Rights – Beyond the Employment Rights Bill

Beyond the Employment Rights Bill, there were other areas coming out of the New Deal for Working People, which the Government will be looking at in detail in the year ahead. Usdaw will be engaging with the Government to make sure our members' priorities are put forward in all of these areas, including:

- A review of the parental leave system to ensure that it delivers for working families.
- Requirements for employers to report their ethnicity and disability pay gaps, in the same way as for gender pay gaps.
- A review of carer's leave to look at the benefits of introducing a right to paid leave.
- Modernising the health and safety rights framework, including looking at workplace temperatures, supporting workers with long Covid and looking at neurodiversity awareness.
- Consulting on reversing the Tories' decision to cut consultation periods for large redundancies from 90 days to 45 days.

We will also continue to call for the Government to review the level of Statutory Sick Pay and Statutory Redundancy Pay, and to address the challenges of automation and artificial intelligence in the workplace with a stronger framework of rights.

## Wider Issues

While employment rights will always be front and centre of our work with the Government, we recognise that Usdaw members have wider concerns. The Government has committed to review Universal Credit, along with a child poverty review which has already been launched. We will be looking to engage with those reviews so our members can have their say about the reality of low paid work and how it interacts with the benefits system.

We will also be calling on the Government to build on the introduction of free breakfast clubs in schools, with further action to make childcare accessible, affordable and available to all families who need it.

This Government has already shown that it understands the importance of retail jobs and retail workers. This gives us a strong basis for more work to put retail at the heart of the Government's plan for growth, and to make further progress in tackling retail crime.



## How we will work with Government

We will continue to work with our Labour Government as a critical friend, to put our members' priorities forward and respond to developments.

Whether it is through our representations on the Labour Party National Policy Forum, meetings with ministers, our Usdaw MPs raising issues in Parliament, or sharing our evidence with civil servants, we will use each and every opportunity to make sure that our members' voices are heard when future policy is being developed.

As an Usdaw member, you can play a part in this, for example by:

- Bringing propositions to the Annual Delegate Meeting through your branch.
- Responding to Usdaw surveys on campaign issues like Freedom From Fear.
- Getting involved in your local Labour Party.
- Writing to your MP.

This Union will always be led by our members on what issues matter to them, and the more our members engage with our political work, the stronger our voice will be.



# Section Four – Building on Success

**With this Labour Government, we have seen engaged leadership that listens to and reflects on the experience of working people, their families, and their communities.**

Usdaw uses the real life, lived experience of members to provide evidence and case studies that help MPs and other elected politicians to make decisions on what to include in legislation. Usdaw has presented evidence in Parliament, and communicates Usdaw member priorities to politicians in Westminster, the Scottish Parliament and the Welsh Senedd.

Although Labour have been in power for less than a year, we have seen a radical programme of legislation tabled in Parliament, with more to come over the next four years. But we can only continue to make progress if Labour wins a second term.

## **Stability in a Second Term**

Much more needs to be done to undo the damage of the last 14 years of Conservative rule.

To ensure lasting change is delivered, we now need to lay the foundations of a second term for Labour. The work this Labour Government has started to transform the NHS, by addressing the crisis in the care system, and improving childcare provision for working families is long-term.

We need a government that maintains these priorities, keeping the needs of working people at the core of their decisions.

A second term Labour Government is also vital in halting the rise of populist parties and the far right, which benefit from political volatility and instability. Right across Europe, the recent rise of far right politics has been rapid and very worrying.

We cannot ignore that there were significant gains in the 2024 election for the Reform Party, which won five seats and 4.1 million votes. Reform came second place in 89 of the constituencies that were won by Labour.

We need to demonstrate the difference a Labour Government makes when it delivers for working people, and we need to work against discrimination and division, whether it is in the workplace or at the ballot box.



After the turmoil we've experienced in British politics in recent years, a second term Labour Government will provide the nation with much needed political and economic stability.

## The 2026 Elections

Following on from the success of Usdaw's Key Seat Strategy in the 2024 UK General Election, there will be similar strategies in place in the upcoming Scottish Parliament and Welsh Senedd elections in May 2026. This will include Usdaw activists working with Key Seat Co-ordinators and Regional Political Committees to deliver on the ground campaign support in areas where we will have the biggest impact.

## Scottish Parliament Elections

Nearly 20 years of the SNP in Holyrood and 14 years of successive Conservative Governments in Westminster has brought the people of Scotland chaos, instability and failure. Only a Labour Government in Holyrood, led by Anas Sarwar and working with a Labour Government in Westminster, will be able to deliver the change that Scotland needs. It is clear from the results of the General Election that we have a strong chance to make this happen with the elections for the Scottish Parliament in 2026.

## Welsh Senedd Elections

The General Election showed that there is a strong base of support for Labour to build on in Wales. We saw an overwhelming victory for Labour and the Conservatives losing every single seat. However, there will be a new electoral system in the 2026 Senedd elections, which means that it's more important than ever to have doorstep conversations and run strong local campaigns where we can explain the new voting system and remind people to vote Labour.



## Getting Involved

There are many ways to contribute to the campaign, whether it's talking to your family and friends, organising a workplace visit from your local Labour politician, or sharing positive stories on social media.

Activists campaigning in our Key Seats made a huge difference in the 2024 UK General Election, and we can do the same in 2025 and beyond.

### Register to Vote and Register for a Postal Vote

Even if you think you're already registered, it is worth checking you are still on the electoral roll. Registering to vote takes around five minutes, and you can do it online here:

[www.gov.uk/register-to-vote](https://www.gov.uk/register-to-vote)



Scan to register to vote

Getting to the polling station on Election Day can be difficult. Shift patterns, caring commitments and even the weather can make it tricky to get out and vote on the day. Register for a postal vote here:

[www.gov.uk/how-to-vote/postal-voting](https://www.gov.uk/how-to-vote/postal-voting)



Scan to register for a postal vote

### Join the Team

Usdaw's Political Activists were a crucial part of the UK 2024 Election Campaign, helping to deliver an historic victory for Labour.

We are starting now on the campaigns ahead of the Welsh Senedd and Scottish Parliament elections. You can find more information and stay updated on campaigning in your local area by signing up to 'Join The Team' here:

[www.usdaw.org.uk/JoinTheTeam](https://www.usdaw.org.uk/JoinTheTeam)



Scan to Join The Team

### Join the Labour Party

Being a part of the Labour Party shows support, but there are many other benefits to being a member. You can get access to training and development from the Labour Party directly, and become an Usdaw delegate to your CLP. Usdaw members can even join for a reduced rate. You can find all of the information you need here:

<https://join2.labour.org.uk/join>



Scan to join the Labour Party

## The Usdaw Parliamentary Group

### House of Commons

Chair: Michael Wheeler MP

Vice Chair: Connor Rand MP

Secretary: Helena Dollimore MP

The Rt Hon Douglas Alexander MP

Sadik Al-Hassan MP

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Sarah Champion MP

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Judith Cummins MP

The Rt Hon Anneliese Dodds MP

Stephen Doughty MP

Sarah Edwards MP

Chris Elmore MP

Kirith Entwistle MP

Bill Esterson MP

Emma Foody MP

Daniel Frances MP

Tracy Gilbert MP

Becky Gittins MP

Ben Goldsborough MP

Dame Nia Griffith MP

Sarah Hall MP

Carolyn Harris MP

Claire Hazelgrove MP

Sir Mark Hendrick MP

Gerald Jones MP

Gen Kitchen MP

Dame Siobhain McDonagh MP

Jim McMahon MP

Anna McMorrin MP

Frank McNally MP

Alice MacDonald MP

The Rt Hon Ed Miliband MP

Navendu Mishra MP

The Rt Hon Ian Murray MP

Alex Norris MP

Dan Norris MP

Tristan Osborne MP

Michael Payne MP

Yasmin Qureshi MP

The Rt Hon Jonathan Reynolds MP

Tim Roca MP

Matt Rodda MP

Sarah Russell MP

Josh Simons MP

Jeff Smith MP

Gareth Snell MP

The Rt Hon Jo Stevens MP

Gareth Thomas MP

Fred Thomas MP

Matt Turmaine MP

Liz Twist MP

The Rt Hon Valerie Vaz MP

Chris Vince MP

Christian Wakeford MP

Andrew Western MP

Katie White MP

Rosie Wrighting MP

### House of Lords

Baroness Anderson of Stoke-on-Trent

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