

**PCS
INDEPENDENT LEFT**

**Annual Delegate Conference
2011**

WEDNESDAY 18 MAY 2011

Support the ballot but fight seriously for the demands

Members should be balloted on pensions, jobs and pay; particularly as there is the possibility to co-ordinate industrial action with other unions.

Where we differ with the NEC is over the “real” issues that we are campaigning for and the tactics needed to win any dispute.

For those active in the union over the last few years, you will be familiar with the NEC taking industrial action over a multiple of issues when in fact the executive is really only interested in one of them. Once the NEC has achieved a “breakthrough” on the key issue the others disappear from sight.

This past practice is repeated again; in reality the only subject that the NEC is interested in, is pensions as this allows the possibility (in their minds) to link up with other unions; jobs and pay are made weight issues that are included to “reassure” activists.

On jobs, the executive is seeking to strengthen the jobs protocols; these are a series of arrangements agreed between departments on ways to handle staff surpluses. On pay no serious moves are being contemplated.

Instead of the jobs protocols, we need a binding Government/Union agreement concerning jobs (the protocols are not an agreement with the union; as said they are arrangements, loose in reality, between departments).

Coupled with this should be the demand that where 90 day notices have been issued in advance of possible compulsory redundancies that they be rescinded; that where compulsory redundancy notices have been issued that these too must be withdrawn.

On pay, which has a knock on effect on pensions, we need minimally cost of living increases.

Although in reality the industrial action is about pensions, it is limited in its aims. The NEC does oppose (some) increases in contributions and the change of the pension retirement age from 60 to 65 for those with reserved rights.

**Club Caucus 2011
Thursday 19th May, 8 'til late
The Globe, 78, Middle St., turn left out of
Conference Centre, 2nd left
See any Independent Left member for tickets**

Independent Left public meeting

**How do we win maximum Trade Union unity in action?
How do we beat the Coalition?**

Speakers from NUT and PCS

**Wednesday 18th May, the Regency Suite, the Old Ship Hotel
6:00 pm – 8:00 pm**

Now even if PCS were to win these demands that would still leave a two tier work force with newer civil servants (those on NUVOS) having a pension age of 65; whilst those with reserved rights having a pension age of 60. Also, in the past, the union agreed a cap on employer pension contributions therefore member's contributions will increase in any case.

We should be demanding an end of the two tier workforce, with a common pension age of 60 for all and a re-negotiation of the employers cap to take account of the effect of inflation on wages.

The NEC's emergency motion calls for "discontinuous strike action and for discontinuous action short of a strike". If past practice is repeated this will mean a one or two day strike taken in conjunction with other unions; this coupled with an overtime ban. We do not believe this will be enough to win.

There has to be a serious industrial action plan; this means as much national action as the members can bear coupled with paid selection action; this in turn means the raising of money through the use of levies and/or the diversion of members subs from funding routine functions inside the union to funding such selective action.

We believe that a fight over pensions, jobs, services and pay can be won; but it requires a better campaign than envisaged by the PCS NEC.

For an effective union – join Independent Left

WANT TO KNOW MORE ABOUT PCS INDEPENDENT LEFT?

If you are tired of the spin and same old strategy of Left Unit. If you are opposed to deals that offer new members worse terms on entry. You should join the **Independent Left** – a new socialist voice for members in the Union. To find out more simply fill in this form and send to:

10 Maitland Avenue
Chorlton
Manchester
M21 7WB

Name: _____

Address: _____

Branch: _____

Email: _____

Visit our website at www.pcsindependentleft.co.uk