

PCS INDEPENDENT LEFT

Annual Delegate Conference
2010

THURSDAY 20 MAY 2010

Us and them - Bonuses

Motions A47 and A48 both deal with the obscene bonuses paid to senior civil servants (SCS) year after year:

- in 2008 the average bonus paid to SCS was £9,620; the average bonus paid in the Northern Ireland Office was £8,838 and in DWP £8,750.
- In the Department for Communities and Local Government (CLG) 102 SCS out of 121 received a bonus in 2008, with an average payment of £6,513.
- in 2009 the largest bonus paid in Department for Children, Schools and Family was £25,000 and in CLG, responsible for social cohesion, £20,500.

SCS Bonuses for 2010/11

The Cabinet Office's Dear Director letter of 19 March 2010 to all HR Directors states that "Permanent Secretaries have decided that...[bonuses] should **continue to be at a moderate level**...The respective ceilings, by grade, will [be]...i. **DG: £15,000** ii. **Directors:£12,500** iii. **Deputy Directors: £10,000**...[and] a further ceiling...of **£17,500 for permanent secretaries**..." It restricted the total number of non-consolidated payments to **65%** of the departmental SCS workforce..."

Moderate" bonuses, for 65% of departmental SCS, on a range of £10,000 to £17,500! **The permanent Secretaries' sense of "moderation" needs to be seen in the light of the 128,220 full time civil servants who earned £20,000 or less and the 25,640 who earned £15,000 or less as at 31 March 2009.** It is vital that PCS starts to challenge such inequalities and exposes where public money is really being misspent

It may be that Motions A47 and A48, dealing with SCS bonuses, will not be reached today. If that is the case please put a slip into the Standing Orders Committee requesting that A48 be heard in the guillotine section tomorrow.

Full Time Officer (FTO) Pay

As at 31 December 2009 the PCS General Secretary and Deputy General Secretary salaries were £87,656 and £77,424. The General Secretary salary is 400% of the salary earned by 128,220 civil servants as at March 2009. Whoever the senior officers are, whatever their politics, such salaries are too far in excess of the vast bulk of dues paying members. This is not about individuals but the salary structure of PCS and the kind of union we want to be.

It is time for PCS to review its full time officer salaries and to start drawing them closer to that of the members. That is the existing policy of the Union and it is one that needs to be implemented. PCS has been run for years by people who rightly condemned the old CPSA right wing for the salaries paid to FTOs and it is time they acted on that view.

The Example of Mr Bryson

If Mr Bryson, of the misnamed "4 The Members", had won either the Assistant General Secretary or the General Secretary elections when he contested them, he would have leaped from a DWP EO salary to a much greater income, paid out of the dues of struggling members. And he plainly stated that he intended to keep every penny if elected.

Come and hear Professor Wilkinson joint author of “The Spirit Level”

the path breaking book that demonstrates the human cost of inequality in Britain
and across the world.

Tomorrow, 20th May, 6:00pm at UMI hotel

turn left out of the Conference centre and cross the road. UMI hotel is on the corner

Donations not the answer

The fact that Mr Bryson was not elected to full time senior office does not make it ok for PCS to pay such high salaries and the issue is not addressed by people giving money back to the union. In any case barely anything is given back. Examination of the 2010 Financial report indicates that just £2,000 (from the General Secretary) was donated to the union in 2009.

But even if very large sums were donated every year by senior officers to the PCS Fighting Fund that would still leave PCS with a salary structure that is inappropriate and vulnerable to the election of individuals who would think such salaries to be manna from heaven.

Motion A87 –FTO pay

The motion is a mild motion that grants the NEC a great deal of flexibility in dealing with the issue of FTO pay. It deserves your support. We cannot keep putting this issue off year after year whilst claiming that we believe FTO pay should more closely reflect that of members. Our basic principle must be that officials should be sufficiently in touch with the lives of ordinary members and that employment in PCS should be reasonably remunerated and an honour.

Equality Action in the Civil and Public Sector

- Address the gulf in income and pensions between the lowest and highest paid civil servants; establish a much narrower, defined, relationship between the salaries of the highest paid and those of the lowest paid full time civil servants; end the obscenity of SCS bonuses.
- Establish a minimum income of no less than 2/3rds male median earnings in the wider British economy, with a view to establishing a higher figure in the longer term.
- Address the significant differences in morbidity and life expectancy rates, in the meantime taking those differences into account in personnel policies.
- End PRP, which discriminates by grade; ethnicity; gender; working pattern, non-disabled/disabled.
- Spread equality best practice; ensure the equality checking of human resource policies; enforce members' legal rights, challenge the Cabinet Office on poor bargaining unit equality practice.
- Campaigning for a more equal Britain.

For an effective union – join Independent Left

How to Join PCS INDEPENDENT LEFT

If you want a positive voice for members, creative solutions to the critical issues facing us, and honest accounting not spin, You should join the **Independent Left** – a socialist voice for members in the Union. To find out more simply fill in this form and give it to an IL rep or send to:

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Visit our website at www.pcsindependentleft.co.uk