

# PCS INDEPENDENT LEFT

DWP Group Conference  
2010

## DWP CONFERENCE BULLETIN - MONDAY 17 MAY 2010

Welcome to conference. Over the next two days delegates will have to consider motions on all our terms and conditions in DWP and CMEC. There may be some debates on points of principle. There may be other debates where the faction which hold the majority of GEC positions, seeks to create division rather than seriously debating the tactical differences which they see as an attack on themselves, but which we see as an indication of a healthy trade union where members and activists are in different situations and may legitimately come to a number of different conclusions.

If you are mandated on an issue, you must vote the way your mandating meeting instructed. If you are not, we ask that you read our motions and bulletins, listen to our speeches and vote with us if you believe we are correct.

There are many motions on today's agenda so this bulleting focuses on just a few of the key debates.

### **Contact Centres. Support a United Campaign**

The first motions on the original agenda are about the campaign to improve conditions in the Contact Centre Directorate (CCD), the unions approach to benefit delivery in the Benefit Delivery Centres (BDC) and the decision to transfer some BDCs into CCD. For no identifiable reason, motions which are not contradictory have been tagged to fall if others are carried. We ask delegates to support all motions on the main agenda and to support any emergency motions which deal with issues since the closing date and which call for a united campaign.

Members in these offices are in different positions. Some have always worked in CCD and would welcome any improvements to their terms and conditions. Some are in BDCs and do not want to transfer to CCD. The present leadership would have us believe that these positions are counter posed. We disagree. Any members who want to take action should be supported by the trade union. The determination of those members sets an example to others and encourages them to fight in their own workplace. A national campaign is also required and is long overdue. The present leadership has allowed the terms and conditions other members enjoy, to be removed in CCD. Any gains we are now making are not victories, but an indication of the level of defeat the leadership has presided over. The leadership must not be allowed to dampen the militancy of local groups of members or to accept any less than the best terms and conditions for everybody.

## **MONDAY 17<sup>th</sup> MAY - DWP OPEN MEETING**

**"How do we end the two tier workforce"**

**6pm**

**Friends Meeting House, Ship St (turn left out of the Conference centre, third left) - All welcome**

# "Club Caucus 2010" Independent Left Social

See any Independent Left member for tickets

## Pay

Pay is always a key issue for members, but as the agenda stands the debate may be about whether we support the rate for the job for all members after a year. The present leadership opposes this, but we consider it reasonable to demand that members should be able to pay the rent as quickly as possible after employment. The trade union should be here to protect the most vulnerable members and this includes supporting the newest staff.

## Equality

The employer is not being forced to fulfil its legal responsibilities. Equality monitoring is the last item on the equality agenda today, but it must be the first item on the agenda in our negotiations as it impacts on all equality areas. If we let the employer neglect its responsibilities, we are potentially allowing discrimination to take place. We ask delegates to vote for all motions in this section and urge the incoming leadership to adopt a far more robust stance with the employer on equality issues.

## Managing Attendance

There are lots of motions in this section indicating that this is still a key area for branches. Years after it was first given instruction on this issue the present leadership has achieved a number of useful rewordings of the policy. This year's motions make various recommendations for further improvements. However, we still have disability discrimination, bullying and harassment of members using these procedures. It is time to step up this campaign and involve members more actively in a campaign to achieve a fair system which prohibits unlawful discrimination and prevents managers from using the procedures to cause our members additional stress at the time they are most vulnerable.

## Union victimisation

In the improved employee relations climate which both management and the GEC promised us, we still have reps being disciplined and sacked for carrying out their trade union duties. If the leadership is incapable of tackling this fundamental issue it seriously calls into question its ability to lead us in anything else. Until reps are protected our time is taken up representing each other, or worse still accepting some of the victimisation. We ask you to support all motions relating to victimisation of any sort and hold the leadership to account on this issue in the coming year.

### 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:

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Branch: \_\_\_\_\_

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