

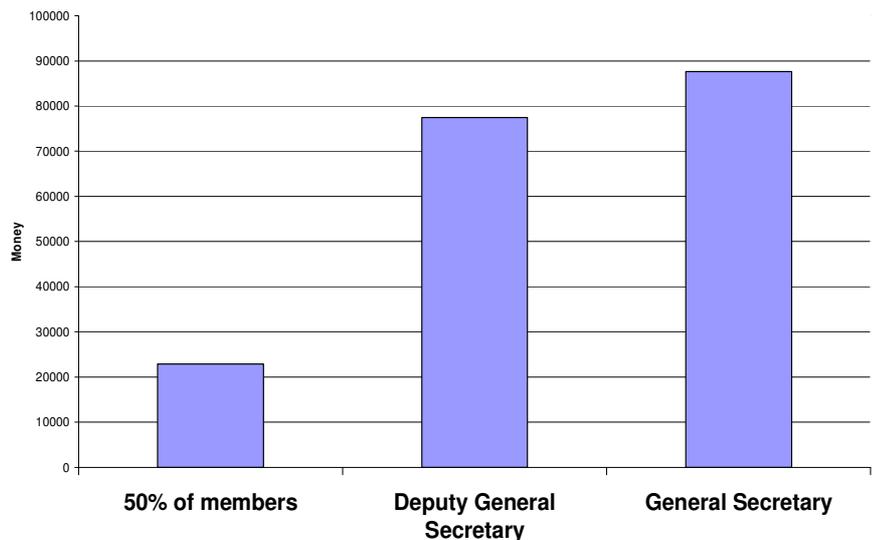
# VOTE PCS INDEPENDENT LEFT

## NEC Elections 2010

### FOR A FRESH START IN PCS

#### For a union that practices what it preaches, ending PCS fat cat salaries

- 50% of full-time civil servants earned £22,850 or less on the 31<sup>st</sup> March 2009.
- The PCS General Secretary and Deputy General Secretary salaries stand at £87,656 and £77,424 respectively, higher than the salaries paid to **over 99%** of full time civil servants.
- Full time officer salaries must be much more closely related to the pay of PCS members.



#### For a membership led union

- Listening to members and championing membership interests.
- Developing a bottom up, as opposed to a bureaucratic, top down, leadership.
- Drawing up negotiating and campaigning priorities and strategies in consultation with activists and members.
- **Beginning with the vital severance terms dispute**, for which the NEC needs a strategy that is clear to members and that has a genuine prospect of defeating the Government.

#### For Defence of our Pensions

- All three main parties “aim” to reform, i.e. cut, public sector pensions. PCS must start now to build an effective campaign to defend our pension rights, building an alliance of public sector unions, and working to establish a decent state pension for all pensioners.

#### For a PCS that stands up and delivers for all members

- Those members joining the civil service after the 1 June 2007 have a pension retirement age of 65 and only receive statutory redundancy payments if laid off. This must end. All members must be on the same, high level of terms and conditions.

**For an effective union – support Independent Left**

## **For national pay**



- seeking to end the wild and arbitrary variations in pay for civil servants of the same grade but in different “bargaining units” - pay inequalities that translate into lifetime inequalities in pensions, pension lump sum, and severance.
- Delivering on pay is a litmus test of NEC leadership – yet in 2006, 2007, 2008 and 2009 tens of thousands of members saw their real living standards cut.

## **For an end to NEC spin and for honesty with members**

- In 2008 the NEC claimed a breakthrough agreement on national pay and talked of millions of pounds of extra money being available for pay increases. Yet there was never a national agreement, there was never a prospect of millions of pounds for extra pay, and we are further away from national pay than ever before.

## **For equality at the heart of PCS’ campaigning work with a national civil service equality programme**

- Spreading best equality practice, ensuring the equality impact assessment of personnel policies and enforcing members’ legal rights.
- Ending performance related pay, which discriminates by grade, ethnicity, gender, full-time/part-time working, non-disabled/disabled.
- Addressing the disproportionate representation of ethnic minority, disabled, and lower grade staff in PCS “personal cases”.
- Addressing the huge socio-economic inequalities within the civil service – for instance the huge gulf in pay, bonuses and pensions between the lowest and highest paid civil servants.



## **For significantly increased resources for private sector members**

- More recruiting and organising resources, more legal support, and the development of best practice employment, pay and equality policies.

Please vote for our candidates for the NEC.

**President:** John Moloney

**Vice Presidents:** Marjorie Browne

Nick Bird, Marjorie Browne, Sue Catten, Chris Hickey, Christine Hulme, Rosie Huzzard, Karen Johnson, Martin Kenny, Bev Laidlaw, Gerry Lyons, John Moloney, Theresa Raftery, George Thompson, Annette Wright