

**VOTE
PCS INDEPENDENT LEFT**

**NEC Elections
2011**

We need a union that:

Fights just as hard over jobs and services as it will have to over pensions. Defence of our pension rights is vital. However we need to keep our jobs in order to increase the value of our pension at retirement age. So defence of jobs must be an immediate and equal priority for the national union.

Builds alliances with other unions to defend jobs, services and pensions.

Doesn't leave groups or branches to fight on their own. We must campaign amongst members for the necessary PCS national action to defend the jobs and services we provide.

Fights to win. We will have to take industrial action to defend ourselves. That action though must be effective - one day strikes will not be enough. We need a levy of members and selective action alongside the most national action that we can win. Using tactics of the past will not win the battles of the future.



Stops the practice of paying huge salaries to its most senior officials, some three to four times more than the average salary earned by members.

Directs funds to improving legal representation for members in employment tribunals.

Tackles the huge socio-economic inequalities within the workplace and wider society, such as the differences in salary and pensions between the lowest and highest paid; the inequality in performance management systems, which means that ethnic minority, disabled and part time and 'lower grade' staff are much more likely to lose out on pay, performance related pay, promotions and transfers and more likely to be made compulsorily redundant.

Stops spinning victories and breakthroughs where they have not been achieved. We can trust members with the truth.

Devotes more resources to the organisation and support of private sector members.

Plays its full part in political life. Politics directly impacts on us, be it government policies on jobs and services and outsourcing or attacks on the NHS and welfare system that also affect members, their families and communities. PCS is not affiliated to any political party but must be prepared to offer a political response to the attacks that members are facing.

For a better union vote Independent Left

For a better union vote Independent Left

Please vote for our candidates for the NEC.

President

John Moloney

Vice President

Marjorie Browne

NEC

Nick Bird
Sue Catten
Chris Hickey
Christine Hulme
Nick Ives
Karen Johnson
Bev Laidlaw

John Moloney
John Pearson
Theresa Raftery
Jamie Raine
Tony Reay
Matt Wells
Annette Wright

We stand for:

- a return to national civil service pay rates and pay bargaining; an end to PRP; progression to the maxima within five years at most; equal pay for work of equal value and a much more assertive use of equal pay law; For a serious fight against low pay;
- national harmonisation of terms and conditions of employment;
- an end to the jobs cull as well as opposing compulsory redundancies;
- for linking a national PCS fight against pension attacks and privatisation to a united public sector Union fight back;
- Insistence on the equality checking of all personnel policies to ensure equal treatment for all, robustly enforcing members' rights under the equality laws;
- Greater legal assistance to representatives;
- More resources to members organising in the private sector and a joined up strategy with other unions to better unionise and organise the contract staff working in the public sector;
- Annually elected full time officials paid the average skilled workers wage.

Visit our website at www.pcsindependentleft.co.uk