

**VOTE  
PCS INDEPENDENT LEFT**

**NEC Elections  
2010**

## **VOTE INDEPENDENT LEFT, VOTE FOR EQUALITY**

### **Unequal Britain/unequal civil service**

Britain is one of the most unequal countries in the developed world **and this is reflected in the civil service**. Yet official and scientific studies have shown that the more unequal a society the greater the social ills, such as sickness levels, mental illness, low life expectancy, and low levels of social trust. **The Independent Left will place equality at the heart of PCS' work.**

### **Civil service income inequality**

**Us:** As at 31 March 2009 50% of full time civil servants earned £22,850 or less. 128,220 full time staff earned £20,000 or less and 25,640 earned £15,000 or less.

**Them:** At the same time 700 Senior Civil Servants (SCS) received over £100,000pa, with ten getting over £200,00pa. Gus O'Donnell, head of the civil service, was pulling in £285,000 and Joe Harley, IT Director at DWP, an estimated £265,000.

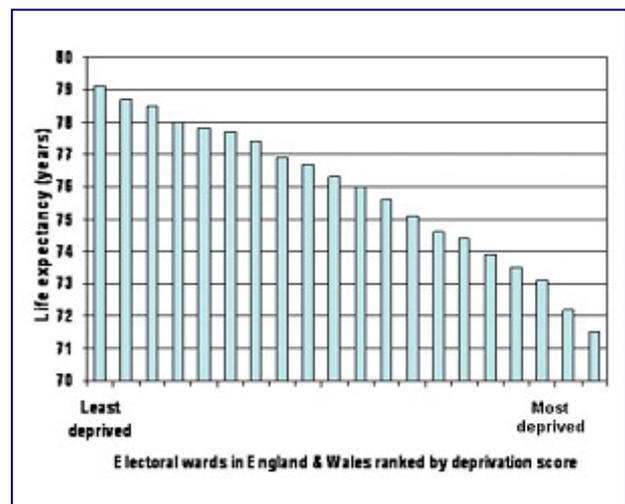
### **Senior Civil Service (SCS) bonuses**

Many thousands of non-SCS saw their real pay cut in 2006, 2007, 2008, and 2009. Yet In 2008 the average SCS bonus in the Northern Ireland Office was £8,838 and in DWP £8,750. The largest single SCS bonus in the Department for Children, Schools and Family was £25,000. In 2009 the Department of Health paid one SCS a bonus of £49,004. Some 70-75% of SCS receive a bonus.

### **Sick/mortality rates**

Sickness and death rates amongst civil servants are in sharp inverse ratio to grade, i.e., on average, the lower your grade the poorer your health and the lower your life expectancy.

This reflects health inequality in wider society. The report "Fair Society, Healthy Society", commissioned by the Government, found "...a social gradient in health – the lower a person's social position, the worse his or her health."



The report stated that these inequalities cannot simply be attributed to life style: they reflect, and are caused by, socio-economic inequalities. Yet Ministers and Mandarins deliberately apply attendance policies that bear most heavily on junior members of staff.

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## **Their pensions**

As a result of these differences in life expectancy, SCS enjoy their enormous pensions for a lot longer than we “enjoy” ours. On retirement in 2007 Sir Richard Mottram, former head of DWP, received a tax-free pension lump sum of £335,000 and an annual pension of more than £110,000.

## **Compounding the inequalities**

As in society so in wider society: these inequalities are compounded by inequalities of ethnicity, gender, and disability.

### **THE INDEPENDENT LEFT’S PROGRAMME FOR ACTION**

In consultation with members, we will draw up an Equality Programme that seeks to:

- End low pay; unequal pay; and performance related pay, which discriminates by grade, ethnicity, gender, full-time/part-time working, non-disabled/disabled.
- Address the gulf in income and pensions between the lowest and highest paid civil servants, establishing a much narrower and defined relationship between the salaries of the highest and lowest paid full time civil servants. These “chiefs” should not be receiving between 20 and 25 times more than their lowest paid staff.
- Establish a minimum income in the civil and related public sector 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 health and life expectancy between different grades of civil servant, stopping the victimisation of staff who are ill.
- End the obscenity of SCS bonuses.
- Address the disproportionate representation of ethnic minority, disabled, and lower grade staff in PCS “personal cases.”
- Spread equality best practice, for instance on flexible working, disability passports, and gender reassignment.
- Ensure the equality checking of personnel policies and enforces members’ legal rights.
- Address the same issues amongst PCS private sector members.

### **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

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