

VOTE PCS INDEPENDENT LEFT

NEC Elections
2012

Nominate Independent Left NEC candidates for a national PCS pensions campaign that fights for cross Union unity but which nevertheless:

- Is self-reliant in its defence of PCS members and does not build illusions in or hinge PCS' campaign on Dave Prentis and other unreliable union leaders;
- defends jobs and pay as well as pensions as part of a single fight to stop the Government making workers pay for the bosses crisis.
- puts equality at the heart of everything PCS does.

JOBS

Defending our pensions is vital but so is staying in work and continuing to accrue pension entitlement:

- DWP has lost over 9000 FTE equivalents under the Tory led coalition.
- The Tories and their Liberal junior partners have also cut the DCLG "core" department by 19.8% FTE; Home Office "core" by 17.6% FTE; BIS "core" by 15.7% FTE.
- PCS members have been made compulsorily redundant in DEFRA, GON and elsewhere.
- Jobs are going down, and many more jobs are slated for the chop, workplace stress is going up.

PCS members need an NEC that demands a halt to all drives to redundancy, a freeze on job cuts, especially in the light of the worsening economic situation, and a meaningful, binding, job protection agreement.

PAY

Members have had their real living standards slashed in recent years and the 1% average pay cap the Government intends to impose following the pay freeze will slash them further. The real value of pay range maxima across Department has declined enormously in recent years (for example the EO max in DWP London has declined by 16.6% in real terms over the past seven years and it's a similar story in other grades, departments and pay areas) and the real value will be slashed further in the next two years **unless PCS launches a national pay campaign.**

EQUALITY

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 has written the key equality motions adopted by National Conference but the NEC simply does not act upon them. IL NEC members will place equality at the heart of national PCS' work (see <http://pcsindependentleft.com/il-on-equality/>).***

For a better union vote Independent Left

DWP

In the DWP the LU leadership has fallen out amongst themselves, with one section blaming the Group President and another leading (NEC) LU member for their failure to launch a Group wide campaign linking all of the attacks members face in the group, office closures, redundancies, misuse of FTA's, understaffing, increasing outsourcing and so on (effectively admitting that IL supporters were right to criticise the GEC) but conveniently forgetting that not a single DWP LU GEC member submitted any motions to the GEC calling for a different policy during the past year.

COMMERCIAL SECTOR

The IL has long campaigned for greater Union resources to be devoted to the commercial sector, where the challenges to Union organisation are substantial but where many of our members are denied decent pensions and severance terms and receive low pay for long and hard hours.

OUR SUPPORTERS

- Have delivered some of the best pay, terms and conditions in the civil service;
- Have ensured that pay progression is incorporated into contract in a number of bargaining units so that progression pay is paid irrespective of the pay freeze.
- Have delivered 30 days annual leave on entry across a number of bargaining units;
- Have uniquely delivered Staff Handbooks that explicitly incorporate agreements with the employer into contracts of employment;
- Initiated and resolved the legal case that established the Crown as the employer of all civil servants;
- Initiated the legal campaign to compare pay rates across civil service bargaining units;
- Initiated key and now commonplace PCS equality policies, (for instance, the equality proofing of all personnel policies – started in DETR by our supporters; challenging discriminatory distribution of box marks – started in DTLR by our supporters and resulting in a Whitehall-wide study of discrimination in appraisal systems; legally challenging discriminatory PRP);
- Have been central to the current legal challenge seeking to force DfT to carry out a Departmental wide equality audit as opposed to separate audits in each of its bargaining units;
- Formulated the policy for Departmental pay as one way of significantly reducing the number of delegated bargaining units as a step back to national bargaining.

President

Christine Hulme, DWP

Vice President

Marjorie Browne, DWP and John Moloney, DfT

NEC

Nick Bird, DWP
Tom Bishell, DWP
Marjorie Brown, DWP
Sue Catten, DWP
Trish Doran, DWP
Chris Hickey, CLG
David Jones, CLG

Karen Johnson, CLG
Bev Laidlaw, DWP
John Moloney, DfT
Declan Power, DWP
John Pearson, Comm Sec
Tony Reay, DWP
Matt Wells, DEFRA

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