



# PCS INDEPENDENT LEFT

For a fighting, democratic PCS union

## DWP Group Elections

### How to Vote

Group elections will be conducted by electronic voting, if you have provided PCS with a personal e-mail address you will be notified directly with a two-part security code in order to cast your vote. Any members that haven't will receive a ballot paper by post usual.

### Why to Vote

The test for any trade union is defending and increasing its members:

- Pay
- Job Security
- Safety at work
- Terms and Conditions
- Decent pensions

Not to sell off some of the earliest trade union victories – such as the weekend – in favour of a pay increase that doesn't even begin to make up the real loss that we've had over the past 5 years. **Independent Left members opposed the employee-deal:** We threw our terms and conditions on the bonfire for scraps from the table in terms of pay...

Inflation currently stands at just under 2%. In DWP the positive effect of any pay-rise received by ripping-up terms and conditions has already been wiped-out for a considerable number of members. Especially longer standing, loyal members near the max who were on legacy contracts.

**We need to understand that our main leverage isn't in our negotiators nor our reps but that our true strength comes from our membership.**

**Membership that has dwindled to a historic low of 59% in the DWP.**

**We need to be confident in our and PCS's ability to win. We need to be confident in our ability to win through action, not shy away from it in case we might lose a ballot.**

**Confidence has been worn away by the current leadership unwilling to allow action over some of the most draconian conditions in our contact and benefit centres. Confidence that could be rebuilt on strike action and a victory in such disputes.**

#### Vote Independent Left

**President:**  
Chris Marks



**Vice-Presidents:**  
Tom Bishell

**Assistant Secretaries:**  
Bev Laidlaw  
Declan Power  
George Thompson

**Organiser:**  
Charlie McDonald

**Journal Editor:**  
Nick Diamantis

**Treasurer:**  
Jason Lansbury

**GEC:**  
Tom Bishell  
Nick Diamantis  
Gerry Hyde  
Bev Laidlaw  
Jason Lansbury  
Charlie McDonald  
John Mahoney  
Chris Marks  
Robin Nicholl  
Jenny Pollard  
Declan Power  
George Thompson

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This year we also opposed the new laughably titled 'Flexible Working Agreement' which now finds the employer destroying the last bits of flexible working from our workplaces. An agreement supported by the current leadership.

We need to look at creative ways to combat management excesses such as the withdrawal of goodwill at the 7.45 shifts and by using 'assumed consent' as an industrial weapon against the worst excesses. We should be withdrawing goodwill, by sitting down at terminals at 8 o'clock on the dot on Monday's, creating a spike in the call-waiting times across the network and forcing management to the table.

We need a change in priorities, leadership and strategies

IL members that were elected on to the GEC last year were opposed to the Employee Deal, mainly due to the unfairness and discriminatory elements.

## This year we have:

- Voted against a secrecy clause in the GEC, inhibiting us from informing members what has been debated on and the contributions made by individuals.
- Opposing the Tent Poles, Team Preference Tool and the percentages imposed by management
- Voting against the new Flexi policy as although some improvements were made for some, there were also detriments for others that we believe could have been improved upon.
- Voted in favour of UC Service Centre members taking action over Xmas leave.
- Voted for branches to be informed of office closures immediately as soon as PCS were informed
- Made amendments to motions - including the GEC motion on office closures to ensure those members in the private sector (Security/Guards) are to be included in any dispute.

Independent Left supporters have consistently argued for the GEC to reconnect with, and strengthen the confidence of, members by:

- Focusing on a Group Campaign on Offices closures. Local offices should not be left on their own to fight. We really are 'all in it together' and so we should really all campaign and fight together;
- Campaigning for equal pay. We have argued for legal advice to be obtained as the Equality data shows that women and part time workers have been disproportionately affected by the Employee Deal.
- Having an effective industrial action strategy, including selective action. This is in place of one day strikes now and then that the government simply sits out;
- Telling the truth, even when it means admitting that we have lost; thoroughly consulting members on demands, strategy and tactics and providing timely and informative reports on national talks.
- Developing a real and effective organising strategy, one aimed at transforming the union from the ground up.

As rank-and-file, workplace activists we think the union can do better in DWP

If you agree – Vote **PCS INDEPENDENT LEFT**



If you are interested in joining the Independent Left, please email: [Leftopp@gmail.com](mailto:Leftopp@gmail.com)