

# VOTE



## PCS INDEPENDENT LEFT

### For a fighting, democratic union



## For PCS National Executive Committee

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We congratulate members who have taken national strike action and those who have taken selective action on behalf of us all. We have been working hard to help renew our strike mandate. Together, we need to win this dispute after 13 years of real term pay cuts. Civil servants deserve a pay rise and the Government has the money to pay for it! We are in the fight of our lives, but our union and strategy is not up to the test. **We urge members to have their say and vote for a new leadership.** Ballot papers arrive by post and must be returned by 11th May.

**Win on Pay:** For proper escalation of effective, disruptive targeted action supported by national action when needed in order to win the dispute.

**Build union power:** When we strike, we grow, but now less than 50% of civil servants are in any union. It's immeasurably more difficult to win our demands if we are unable to mobilise workers to action. We will organise and support members locally to take action on issues to rebuild the union.

**Union democracy:** Members need to have a stake in the action. We will be accountable to the membership for the decisions we make and will end secretive negotiations. Control of disputes should lie with the membership and union officials who negotiate on our behalf should be accountable to us—elected and on the average wage of our members.

**Against privatisation and Organising outsourced staff:** For a reversal of privatisation. Our outsourced colleagues are industrially powerful and can shut-down our workplaces if they strike. We will recruit, organise outsourced workers for levelling-up and insourcing work, and in doing so create more bargaining power for all of us.

**Oppose all anti-union laws:** We must effectively oppose the latest attempt to shackle the unions, but all anti-union laws are designed to stop us effectively fighting. We will oppose all anti-union laws and fight for their repeal.

**Equality at the heart of what we do:** A tough line against discrimination in our workplaces, community and union.

#### A question of competency

Refusing to call action soon after the ballot was announced was a significant mistake, giving employers the time to make plans and demobilised members. Ignoring the law in Northern Ireland took an entire nation of our members out of the dispute.

PCS IL has called for the building of a financial war chest for over 20 years, the NEC failed to build one because for most of those years they opposed targeted action. This has limited the action we have been able to fund.

Having resisted selective action for years the leadership now rely on it to the virtual exclusion of national action: Just two days of national action to the commencement of the re-ballot in late March.

**We said these decisions were wrong at the time and won't make the same mistakes.**

## OUR CANDIDATES

PCS IL are a group of rank-and-file reps and activists, standing this year alongside the **Broad Left Network**. Please vote for the following candidates:

### President

Marion Lloyd (BEIS)

Rob Bowers (Defence)

Fiona Brittle (Scot Gov)

Alan Dennis (Defence)

Nick Doyle (HMRC)

Vijay Menezes-Jackson

(DWP)

### Vice Presidents

Fiona Brittle (Scot Gov)

Alex Brown (Health Group)

Bryan Carlsen (HSE)

Matt Exley (Culture)

Chip Hamer (Culture)

Nick Parker (ACAS)

Bryan Carlsen (HSE)

Josh Chown (Home Office)

Eleanor Clarke (Cabinet Office)

Rachel Heemskerk (DWP)

Karen Johnson (DLUHC)

Rob Ritchie (Shared Services)

Bev Laidlaw (DWP)

John-Paul Rosser (HMRC)

Victoria Cuckson (HMRC)

Chris Day (National Archives)

David Jones (DLUHC)

Bev Laidlaw (DWP)

Marion Lloyd (BEIS)

Dave Semple (DWP)

Gary Spencer (DLUHC)

Saorsa-Amatheia Tweedale (DWP)

### National Executive

Dave Bartlett (MoJ)

Tom Bishell (DWP)

Jamie Davies (HMRC)

Chris Marks (DWP)

Paul Suter (DWP)

Colin Young (Education)

# 5 Reasons why we need new leadership in PCS

1

Our pay offer is worse than that offered in Education or the NHS. It shows that the government in those areas felt under pressure to make better offers. There has been nothing equivalent in the UK civil service, which shows we are not putting our employer under sufficient pressure. It shows the need for a significant intensification of action. We need properly disruptive selective action, as a supplement to all-out strikes not as an alternative to them. We can win on pay, pensions and job security, but we need new tactics. **We will organise proper escalation of disruptive targeted action supported by national action to win the dispute. We will ballot for action short-of-strike as another way of pressuring employers.**

2

We have been defeated in every major national dispute we have fought for over a decade. Our membership has shrunk massively, from over 300k to under 200k. We are now a minority union in many departments and we have not made a real dent in the number of non-members. We have to see a massive change in union culture for us to move towards really being an organising union. The current leadership is incapable of that. We need a massive expansion of the information and communication going out in workplaces, along with a turn to the non-members to try to win them over and build the union. Historic low rates of membership can only be reversed by building confidence in the unions ability to fight and win battles locally. **At the moment PCS has no plan to undertake that work. We will.**

3

Only two of our full-time leaders are elected by members. All other full-time officers are staff, often paid salaries significantly in excess of the workers they organise and represent. There have been no meaningful efforts to expand member control over this or other disputes and our proposals for doing so have been blocked. Our negotiations aren't transparent or accessible to members. **We would end secretive negotiations and greatly expand the accountability of union staff officers to members.**

4

We started the dispute with a small strike fund measured against the amount of selective action we wanted to take. The leadership opposed levies for years. If this had been done when we had suggested it, nearly twenty years ago, we would have had a much bigger war chest and been able to fund more action and we would have graduated it much more equally, so members on lower salaries contributed less. **We will ensure the union is ready and prepared to fight.**

5

An injury to one is an injury to all is a trade union principle. However this year workplaces have been asked to fight against office closures on their own. In DWP this has resulted in hundreds of redundancies. We know the employers are after our jobs and allowing them to pick us off one-by-one only suits them. **We will ensure the maximum cross-union opposition to future redundancies and job cuts.**

This list is not exhaustive, but If you agree, please vote for the candidates overleaf. Ballots will land by post from the 21st of April and need to be returned by the 13th of May. Contact [balloting@pcs.org.uk](mailto:balloting@pcs.org.uk) or your rep if you don't receive one.

Also vote in the strike re-ballot to ensure we keep pressure on the employers and maintain our leverage.

## Who are we?

PCS Independent Left is a long-standing organisation of PCS reps and activists from a diverse selection of regions, grades and employers. We take a lead in our workplaces to instil the principles of competent, grassroots organising and open and democratic representation, some of which are outlined in this leaflet.

We are not just around at election time but carry out the work of representing, organising, agitating and negotiating on behalf of members all year. We encourage you to vote for our candidates, but we also want to engage more activists and members.

If you're interested, please get in touch or join us/follow our blog through the details overleaf or the QR code below.

