



**PCS
INDEPENDENT
LEFT**

#VOTEFORCHANGE

VOTE PCS INDEPENDENT LEFT For a Fighting, Democratic Union

GEC Elections: 25th April - 14th May // National Pay Ballot: 18th March - 13th May

VOTE FOR CHANGE IN THE DWP GEC

In all parts of DWP last year, colossal amounts of overtime have been masking the true scale of understaffing across the group. Jobcentres and Service Centres in particular would have been completely unable to deliver the day-to-day business without overtime as standard. This is compounded by the high amount of TDA to higher grades, leaving no permanent vacancies to fill. DWP are unable to recruit the AOs and EOs needed.

A staffing campaign is more needed than ever, but we will never be able to run a successful campaign without the option to take Action Short of Strike (ASOS). Yet the current Left Unity leadership voted against an ASOS ballot for the DWP group in last year's pay dispute. We have had three ballots now and missed three opportunities to add ASOS as an option in our industrial leverage toolbox.

We need a leadership that listens to the members on the ground. We need a coalition for change that will not repeat past mistakes.

Members know that without ASOS, any industrial action in DWP, in any future dispute, whether on pay or staffing, will be undermined by even more overtime working.

VOTE FOR A LEADERSHIP THAT WILL CONTINUE TO CAMPAIGN ON THE ISSUES THAT MATTER

Such as :

- Flexible working; giving all DWP members the right to work from home, including jobcentre staff
- Staffing; demand we have enough permanent staff at all grades to deliver the service the public need
- Abolishing the discriminatory Managing Attendance trigger point
- Ending the two-tier system we have with the 'Employee Deal' and ending the absurd position of AAs and AOs on the same rate of pay with different contractual rights on evening and Saturday working
- Ending compulsory Saturday/late working as there is no meaningful customer demand
- No more office closures or redundancies
- Stopping the outsourcing of our work to companies that are making profit from public service
- Providing better support to private sector members, returning them to the civil service, and urgently bringing their pay, sick pay, and pensions, up to civil service standards.
- Fight for all negotiations to be open/honest; for far too long all negotiations have been conducted in a way that doesn't involve reps or members.

PRESIDENT:
LAIDLAW

VICE PRESIDENT:
CLARKE
HEEMSKERK
MENEZES-JACKSON
WILLIAMS

ASSISTANT SECRETARIES:
BROWN
FEARN
LAWTON
MARKS
POWER
THOMPSON
TWEEDALE

ORGANISER:
GREG

EDITOR:
THOMAS

TREASURER:
SCOTT

GEC:
BROWN
CLARKE
FEARN
HAMER
HEEMSKERK
ILESANMI
JOUANNY
LAIDLAW
LAWTON
LOY
MARKS
MENEZES-JACKSON
POLLARD
POWER
THOMPSON
TOOMER
WILLIAMS





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For a Fighting, Democratic Union

NEC Elections: 18th April - 9th May // National Pay Ballot: 18th March - 13th May

VOTE TO CHANGE OUR UNION AND ELECT A NEW LEADERSHIP

In an unprecedented union of voices for change, PCS Independent Left, the Broad Left Network and independent activists are jointly contesting the NEC election on a principled programme to reform PCS and fight to halt the slide in our terms and conditions.

THE CURRENT NEC - A RECORD OF FAILURE

- Our pay has been in an unprecedented, historic, long term decline with pay freezes and below inflation awards for the last 16 years.
- Our action for a 10% cost of living increase in 2022/23, with a £15ph underpin, was abandoned without one consolidated penny added to our salaries.
- We received the worst 2023/24 public sector pay award.
- Tens of thousands of members are on or close to the legal minimum wage.
- The lack of pay progression sees members stuck at or close to pay range minima.
- Civil servants recruited in the last ten years receive less annual leave, less sick pay and, in London, work an extra hour a week than longer serving staff.
- PCS density, the proportion of members to non-members, is much reduced and undermines our bargaining leverage.

THE PCS INDEPENDENT LEFT - WHO WE ARE AND WHAT WE STAND FOR

The PCS Independent Left is a long standing group of representatives who campaign for a radical change in the nature of PCS - deepening the democracy of our union; enhancing accountability to the membership; placing equality genuinely at the heart of everything PCS does; rebuilding our membership levels; providing qualitatively greater support to hard pressed representatives and for private sector members; winning for members with a serious bargaining, legal, political and industrial action strategy.

IL supporters, by way of example:

- Pioneered the incorporation of beneficial civil service provisions into members' contracts of employment to prevent arbitrary employer changes.
- Pioneered the equality impact assessment of HR policies.
- Legally established the identity of the Crown - not departments and agencies - as the employer of all civil servants.
- Have consistently campaigned for the pay of the top PCS officials to be brought out of the stratosphere and closer to the salaries of dues paying members: The PCS General Secretary pay range maximum, with progression pay arrangements in place, is well over £100,000 pa.

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