



#VOTEFORCHANGE

VOTE PCS INDEPENDENT LEFT

For a Fighting, Democratic Union

NEC Elections: 18th April - 3rd May / National Pay Ballot: 18th March - 9th 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.

Our Programme for Change

1) WINNING ON PAY

- Put pay restoration, and an end to low pay at the heart of our campaign, with clearly expressed pay increase demands.
- Adopt a rational and democratically agreed plan for industrial action including national, selective and action short of a strike, no strategy should be off the table.
- Ensure a permanent arrangement for building the Fighting Fund so we can support targeted action where it hurts the employer.

2) CHAMPIONING EQUALITY

- Systematically challenge on equalities issues.
- Provide more training for reps on the front line to support members, promoting best practice on issues such as home working & undertake more strategic legal cases.
- Insist on the equality impact assessment of all employer proposals, it should have happened on the £1500 Cost of Living Payment and must happen in future.

3) DEEPEN AND EXTEND UNION DEMOCRACY AND ACCOUNTABILITY

- Develop structures that deliver independence to branches, regions and devolved nations Executive Committees.
- Enable members to inform and shape demands and negotiations as a right.
- Rebuild membership levels through clear priorities and plans and long-term resourcing of lay rep organising.
- Adopt a coherent approach to improving the organisation and representation of private sector members.
- Elect PCS' employed negotiating officers, on salaries linked to members' incomes. "From the members, for the members".

4) IMPROVE SUPPORT TO LAY REPRESENTATIVES

- More frequent provision of legal advice and representation.
- Better employment and equality law training.
- Provide timely updates and reports to reps about key bargaining issues.
- Ensure PCS' employed officers are providing appropriate support.
- Significantly improve the PCS website and PCS digital platform.
- Enable lay representatives to communicate better with members through the use of PCS' systems.

PRESIDENT:

LLOYD, Marion (DSIT)

VICE PRESIDENT:

CARLSEN, Bryan (HSE)
 LAIDLAW, Bev (DWP)
 SEMPLE, Dave (DFE)
 WESLEY, Hector (HMRC)

NEC MEMBERS:

BISHELL, Tom (DWP)
 BRITTLE, Fiona (Scottish Gov.)
 CARLSEN, Bryan (HSE)
 CHOWN, Josh (Home Office)
 CLARKE, Eleanor (Cabinet Office)
 CRIDDLE, Gemma (HMRC)
 DAVIDSON, John (HMRC)
 DAY, Chris (National Archives)
 DENNIS, Alan (Defence)
 HAMER, Chip (Culture)
 HEEMSKERK, Rachael (DWP)
 JONES, David (DLUHC)
 LAIDLAW, Bev (DWP)
 LAWTON, Reece (DWP)
 LLOYD, Marion (DSIT)
 MARKS, Chris (DWP)
 MENEZES-JACKSON, Vijay (DWP)
 NORRIS, Liat (MoJ)
 RITCHIE, Rob (Met Police)
 ROSSER, Jon-Paul (HMRC)
 SEMPLE, Dave (DfE)
 SMITH, John (HMRC)
 SPENCER, Gary (DLUHC)
 TWEEDALE, Saorsa (DWP)
 VIRTUE, John (HMRC)
 WILLIAMS, Katrine (DWP)
 WORSWICK, Craig (Home Office)
 WRIGHT, Annette (HMRC)
 YOUNG, Bobby (HMRC)



PCS INDEPENDENT LEFT



WWW.PCSINDEPENDENTLEFT.COM



@PCS_IL



**PCS
INDEPENDENT
LEFT**

#VOTEFORCHANGE

VOTE PCS INDEPENDENT LEFT

For a Fighting, Democratic Union

NEC Elections: 18th April - 3rd May / National Pay Ballot: 18th March - 9th May

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.
- Practice what we preach – since 2019 John Moloney, the twice elected Assistant General Secretary and an Independent Left supporter, has donated well in excess of £120,000 to the PCS Fighting Fund from the inflated AGS salary.

JOIN THE PCS INDEPENDENT LEFT!



PCS INDEPENDENT LEFT



WWW.PCSINDEPENDENTLEFT.COM



@PCS_IL