



# MOTIONS BOOK

## Standing Orders Committee (SOC) Report No.1 Conference Agenda

Brighton Conference Centre  
19 – 21 May 2015

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# Introduction to the 2015 Standing Orders Committee (SOC) Report No.1

## 1. Duties

The duties of the Standing Orders Committee (SOC) are set out in Supplementary Rule 6.22 of the PCS Rules.

## 2. Categories of motions

This year the SOC received 441 motions by the published deadline of 5pm on 5 March (see below). Among the total received 40 were found to be duplicated. The SOC have sent 2 motions for the attention of Group SOCs under conference standing order A35 about which the relevant Branches have been notified. This year only 2 motions (0.5%) were submitted incorrectly and so regarded as invalid.

No motions have been excluded from the first report under the terms of Supplementary Rule 6.22(g).

This year 119 motions have been marked "A" for debate including 1 "composite" motion. The remaining motions have been allocated to categories "B", "C", "D", "E" or "X" per conference Standing Order A34.

An index of Branches whose motions have been included in SOC Report No. 1 can be found on the conference pages of the PCS website.

Motions categorised "D" are those that the SOC believe are "capable of being dealt with by correspondence with the General Secretary". Branches should note that this marking will require them to initiate correspondence directly with the General Secretary. If Branches feel that they then need to resubmit the same, or a similar, motion in 2016 it will assist the SOC in considering the appropriate marking if copies of any such correspondence are sent to the Secretary, National Standing Orders Committee at [steveb@pcs.org.uk](mailto:steveb@pcs.org.uk).

A small number of branches (5%) experienced difficulties in confirming (seconding) motions between 2 – 5 March and contacted the web officer accordingly. It is now believed that this was as a result of changes made to the log on page on the PCS website unrelated to Motions Online but which had a knock-on effect in some cases. As a result the NSOC approached the President and General Secretary and agreed an extension of the deadline to 5pm on 10 March. This applied only to branches who had submitted motions by the published deadline but whose motions remained within the system awaiting confirmation due to the logging on issues. A holding email was initially sent to the submitting and confirming officers from the

branches affected and two follow up emails advised that the issues had been resolved and the deadline extended in their cases. The large number of duplicated motions this year is accounted for by branches trying a second or third time to submit motions before a fix was in place.

## 3. Duration of conference

The 2015 Conference will commence at 2:00pm on Tuesday 19 May and end at 12:30pm on Thursday 21 May. The SOC do not believe that there will be sufficient time for all motions marked "A" to be debated but, mindful of the length of Conference this year, we have taken steps in timetabling that we hope, with the co-operation of delegates, will maximise the number of motions that will be considered at the Conference.

## 4. References back

### (Standing Orders A14 – A16)

References Back on any conference matters contained within this report can be submitted via Motions Online (available through the PCS website) from 22 April up to 3:00pm on Friday 15 May for national conference. (NB. Deadlines for group conferences will vary so check with your Group SOC if you are unsure.)

## 5. Emergency motions (Standing Order A6)

Emergency Motions can be submitted via Motions Online (available through the PCS website) from 22 April up to 3:00pm on Friday 15 May for national conference. (NB. Deadlines for group conferences will vary so check with your Group SOC if you are unsure.)

## 6. Seconding and withdrawing motions

Branches requesting to second a motion, withdraw as seconder, or withdraw a motion can do so via Motions Online (available through the PCS website) from 22 April up to 3:00pm on Friday 15 May. Simply use the reference back facility to request any of the above.

Requests to withdraw a motion will be put to conference for agreement per standing order A4.

Branches can also submit the above requests throughout conference on form "SOC A" which will be available from the SOC during conference.

## 7. Guillotined motions section

It is the intention of the SOC to bring some guillotined motions back onto the agenda in a short session immediately prior to the close of Conference on Thursday 21 May. Branches wishing to request that a motion be included in this section should obtain form "SOC B" from the SOC during Conference.

## 8. Meetings with branch delegations to discuss references back and other matters

In line with conference standing order A41 the SOC will be available to meet delegates on the evening prior to the start of Conference to discuss references back. The session for delegates to meet with the SOC will be on **Monday 18 May** between 6:30 – 8:30pm in Meeting Room 2 (formerly known as the Sunrise Room) in the Brighton Conference Centre and will be conducted on a "first come first served" basis. All delegates are encouraged to obtain a copy of SOC report No 2 prior to meeting the SOC. (NB. Delegations will be given a ticket to indicate their place in the queue. If a delegation is absent when their number is called, they will be reissued with a further ticket when they return.)

## 9. Other information

Delegates are reminded that if there are any queries on the content of this and subsequent reports the SOC will be available in the main hall throughout conference.

The National Standing Orders Committee wish all delegates and attendees well for a constructive and successful Conference in Brighton.

**Calum Walker (Chair)**

**Jon Gamble**

**Fiona Macdonald**

**Derek Mellor**

**Gordon Rowntree**

**Steve Battlemuch (Secretary)**

**Diane Ebanks (Administrator)**

# 2015 Conference Timetable

## Tuesday 19 May

14:00 – 14:10	<b>Opening of Conference</b>
	Domestic Arrangements
	Minutes of Annual Delegate Conference 2014
	Obituaries
	President's Address – Janice Godrich
	(Conference ballot boxes open)
14:10 – 14:30	<b>Adoption of Standing Orders Committee reports</b>
14:30 – 14:50	<b>Presentation of the 2015 PCS Annual Report –</b> Mark Serwotka
14:50 – 15:00	<b>Presentation of Finance Report – Chris Baugh</b>
15:00 – 17:30	<b>Finance (A1 – A15)</b>
17:30	<b>Close</b>

## Wednesday 20 May

09:00 – 10:45	<b>National Campaign (A16 – A32)</b>
10:45 – 11:00	<b>PCS Parliamentary Group Report – John McDonnell MP</b>
11:00 – 11:30	<b>Affiliations (A33 – A35)</b>
11:30 – 12:30	<b>Services &amp; Structures (A36– A46)</b>
12:30 – 13:30	<b>Lunch</b>
13:30 – 15:15	<b>Social &amp; Economic (A47– A76)</b>
15:15 – 15:30	<b>Distinguished Life Memberships</b> (Conference ballot boxes close at 15:30)
15:30 – 16:30	<b>Personnel Policy (A77– A89)</b>
16:30 – 16:45	<b>Communications Awards</b>
16:45 – 17:30	<b>Rules (A90 – A95)</b>
17:30	<b>Close</b>

## Thursday 21 May

09:00 – 10:00	<b>Organising (A96– A104)</b>
10:00 – 10:15	<b>Guest Speaker</b>
10:15 – 11:15	<b>International (A105 – A114)</b>
11:15 – 11:45	<b>Environmental Issues (A115 – A119)</b>
11:45 – 12:15	<b>Guillotined Motions</b>
12:15 – 12:30	<b>Close of Conference</b>

# 1. FINANCE

## A1 General debate with A2

### Covers E124 – E149

NEC

DWP Wirral (047019)

Conference notes the unprecedented assault on the union carried out by the Tory/Lib Dem coalition government.

The government has been carrying out an ideologically-inspired onslaught on public spending and public services. At the same time, the Tories are attacking PCS as one of their most vocal critics in the trade union movement.

A number of coordinated initiatives have taken place. In HMRC a secret union busting plan to attack PCS has been exposed. Ministers are drastically cutting facility time for reps across all areas. The most pressing danger has come from the removal of check-off. This has been a politically motivated attempt to destabilise PCS finances.

Conference notes that in 2015 the combined effect of check-off removal and job cuts in the civil service will have a severe impact on the union's finances, reducing our income by as much as £6.5 million.

Conference agrees that our survival is at stake. Yet we also believe that we can not only survive but emerge as a strong, independent union if the correct decisions on finances and strategy are taken.

Conference notes that the process of check off removal was uncertain at first, but by the end of November 2014 an estimate for 2015 income could be securely established which then formed the basis for the NEC's decisions on measures to deal with the exceptional, urgent situation concerning the union's finances:

- A three year budget plan
- An overall budget reduction of £6.5m
- National and group elections suspended for up to 12 months
- The sale of the Clapham Junction building
- A Strategic Review of the union's structure to adapt to changing circumstances.

Conference notes that, as part of this emergency action, reductions in the largest areas of spending, including national and group elections which cost £600,000, were inescapable as part of the action required to safeguard the survival of the union.

These decisions had to be made before the election period began if the savings were to be realised. Therefore, given the urgency and seriousness of the projected decline in income, the NEC had no alternative but to agree to suspend the election process and refer the decision to conference for final endorsement. All other budgets are also being reduced by the maximum possible amount.

Conference further notes that elections in 2015 would have taken place at exactly the time check-off was being withdrawn from major departments and continuing with the elections would have removed full-time officers and reps from the DD campaign during a crucial period and have a direct effect upon the numbers of members signed up to DD.

Conference endorses the decisions of the NEC on finance and property.

Conference instructs the NEC to:

- prioritise the sign up to DD campaign whilst maintaining the union's campaigning and organising activity,

- ensure that further decisions on finance and property are taken with a view to securing the long term future of the union.

## A2 General debate with A1. Falls if A1 is carried

### DWP Birmingham South (047053)

Conference condemns the political attack now being prepared by the Tory led Coalition Government against unions across the public sector.

Conference agrees that the ending of check off, the cuts in facility time and the promotion of alternative organisations to PCS within the Civil Service are the beginning of this wider attack, as well as revenge for the role PCS has played in opposing the austerity programme of the current Government since 2010.

Conference agrees that in order to effectively combat this attack the maximum unity possible must be created across the trade union movement, and within PCS itself.

Conference notes that the Financial Report, which contained a 3 year financial plan, presented to and endorsed by Annual Delegate Conference in May 2014 estimated the loss of subscription income in 2015 at £1 million due to Civil service job cuts and did not attempt to quantify or estimate the loss of income due to the known threat to check off. Conference further notes that the report presented to the NEC on 18th December 2014 estimated the loss of income in 2015 due to job cuts as £2.25 million and the estimated loss due to the withdrawal of check off at between £4.1 million and £5.9 million.

Conference agrees that serious action must be taken to address this financial situation. Conference further agrees that in order to unite PCS against the attacks that we face such action must be democratic, be clearly seen to be democratic and most importantly comply with rules and constitution of PCS. Conference believes that the decision by the National Executive Committee to suspend the 2015 National Executive Committee elections, and place itself in office for up to a year longer than its original term of office does none of these things.

Conference therefore instructs the NEC to:

- 1 Continue to campaign against Union Busting across the wider Trade Union movement, politically and amongst the wider public.
- 2 Continue to prioritise the campaign to sign up members and non members to Direct Debit.
- 3 Lobby the Labour Party and the Trade Union movement for the restoration of check off arrangements within the Civil Service at the earliest opportunity in the event of a change of government.
- 4 Reinvigorate the work of the Union on Pay, Pensions and Job Cuts to demonstrate to members and non members the value of PCS membership.
- 5 Fully consult all branches on the financial position of PCS, providing the maximum information and potential options for savings.
- 6 Conduct a review, in consultation with Branches, of the democratic structures of PCS at National and Group level with the aim of producing proposals for a new structure for PCS which would maintain our democratic traditions and be more cost effective.

Conference agrees:

That although the intention of the NEC was clear and well intended in protecting the interests of the members and PCS, they went beyond their authority in making the decision to not hold national elections in 2015 and should be censured for making this decision.

## A3 Falls if A1 is carried. Carried if A2 is carried.

### Covers E150

R&C East Midlands (200033)  
PSg Treasury Solicitors (141024)

Conference condemns the political attack now being prepared by the Coalition Government against unions across the public sector. Having significantly reduced the strength and density of unions in the private sector through methods such as draconian anti-union laws and mass unemployment the current Government are now planning to launch an equally devastating attack on trade unionism in the public sector through methods such as further anti-union legislation restricting the right to strike, ending the collection of union subscriptions through check off, restricting or ending facility time and the promotion of non TUC staff associations as an alternative to genuine trade unionism.

Conference agrees that the ending of check off, the cuts in facility time and the promotion of alternative organisations to PCS within the Civil Service are the beginning of this wider attack, as well as revenge for the role PCS has played in opposing the austerity programme of the current Government since 2010.

Conference agrees that in order to effectively combat this attack the maximum unity possible must be created across the trade union movement, and within PCS itself.

Conference notes that the Financial Report, which contained a 3 year financial plan, presented to and endorsed by Annual Delegate Conference in May 2014 estimated the loss of subscription income in 2015 at £1 million due to Civil service job cuts and did not attempt to quantify or estimate the loss of income due to the known threat to check off. Conference further notes that the report presented to the NEC on 18th December 2014 estimated the loss of income in 2015 due to job cuts as £2.25 million and the estimated loss due to the withdrawal of check off at between £4.1 million and £5.9 million.

Conference agrees that serious action must be taken to address this financial situation. Conference further agrees that in order to unite PCS against the attacks that we face such action must be democratic, be clearly seen to be democratic and most importantly comply with rules and constitution of PCS. Conference believes that the decision by the National Executive Committee to suspend the 2015 National Executive Committee elections, and place itself in office for up to a year longer than its original term of office does none of these things. Unfortunately it is a mistake which potentially strengthens enemies of PCS by removing the mandate and democratic legitimacy of the leadership.

Conference therefore instructs the NEC to:

- 1 Continue to campaign against Union Busting across the wider Trade Union movement, politically and amongst the wider public.
- 2 Continue to prioritise the campaign to sign up members and non members to Direct Debit.
- 3 Lobby any incoming Government for the restoration of check off arrangements within the Civil Service at the earliest opportunity in the event of a change of government.
- 4 Reinvigorate the work of the Union on Pay, Pensions and Job Cuts to demonstrate to members and non members the value of PCS membership.
- 5 Fully consult all branches on the financial position of PCS, providing the maximum information and potential options for savings. This consultation to include options for the use of the funds generated by the sale of the PCS Headquarters building, widely reported to be in the region of £25 million.

## A4 (Composite A) Falls if A1 is carried

### Covers E151 – E176

DWP Manchester & Salford (047023)  
R&C South Wales (200102)

Conference instructs the NEC to commence the process for the NEC and Group elections to be held immediately following the close of Conference.

## A5 Falls if A1 or A4 is carried

### Covers E177 – E178

DWP South East London (047035)  
DWP Cheshire (047014)

Conference disagrees with the NEC's decision to suspend both NEC and GEC elections and instructs the NEC to immediately arrange for the 2015 national and group elections to take place. Conference further instructs the NEC to ensure that annual elections take place in accordance with the usual timetable from 2016 and each subsequent year.

## A6 Falls if A1, A4 or A5 is carried

### R&C Cambridge (200014)

That this ADC condemns the coalition Government attempts to destroy PCS and in particular the withdrawal of check-off that is aimed at bankrupting the union. This ADC notes that the withdrawal of check-off in some of the largest Departments in April made it difficult to ascertain who was a continuing member during the normal executive committee election cycle, and threw into doubt whether the funds were available to hold elections. In the face of this emergency National and Group Executive Committee elections were therefore postponed.

This ADC considers it vital that the union makes every effort possible to hold Executive Committee elections in 2015. The NEC is instructed to set a target for signing members up to direct debit by August 2015 after which the union would be sufficiently financially secure to afford executive committee elections. If this target is met the NEC shall arrange for NEC and GEC elections to be held in the Autumn of 2015, calling for nominations from Autumn Branch Meetings, with the new NEC and GECs taking office before the end of 2015.

## A7 Fails if A1, A4, A5 or A6 is carried

### NATS Heathrow (202010)

Conference is appalled at the NEC's decision to not hold elections at National or Group level this year. Annual elections are one of the highest points that marks us out from other unions and gives the members (who are the Union) there say in who represents them. We understand the need to cut costs but not at the cost of democracy.

Conference calls on the NEC to ensure that elections are brought back for next year and every year thereafter.

## A8

### **Covers E179 – E191**

**Land Registry Durham (030009)**  
**BIS Yorkshire & the Humber (041213)**

Conference notes that Francis Maude has told all government departments to review check-off and has stated that it is no longer desirable.

Conference notes with concern that on 1 September 2014 the Home Office announced the withdrawal of check-off with effect from 1 December 2014, and it was subsequently ended, and that since then every department that has entered consultation has gone on to give notice to end check-off.

Conference further notes that the 2 biggest departments, DWP and HMRC, served notice to end check off by the time of the general election.

Conference notes that in DCLG, where we had previously mounted a successful legal challenge in defence of the right to check-off, check-off was suspended following industrial action in July.

Conference agrees that check-off is an important and well established trade union right, and notes that withdrawing check-off has been used in the past by right-wing regimes as an attempt to undermine trade union membership and income.

We agree that whilst this is clearly a political attack on PCS, it would be a mistake to remain at continuous threat by an increasingly hostile employer and that the decision by the NEC to get all departments prepared for the removal of check-off is the correct thing to do.

We agree that lots of excellent work has taken place to get members switched to direct debit and that PCS is doing well in comparison to other unions who have faced the removal of check off, but that at current rates, we will not have transferred enough of our members to direct debit by the time check-off is removed to avoid a significant loss of subscription income.

Conference notes that PCS gained unanimous support at the 2014 TUC for a cross-union campaign to defend the right to check-off and counter the government anti-union rhetoric in the media.

Conference therefore agrees to:

- Lobby all government ministers, asking them to continue to provide check-off arrangements in their departments
- Lobby the Labour Party to include in their election manifesto a statutory right to have union subscriptions deducted through salary by check-off
- Continue to mount the biggest and most determined campaign possible across PCS, and in every department, to get members 'dd ready' in preparation for the removal of check-off when it happens, whilst continuing to expose the politically motivated attack by this government on

PCS, in order for PCS to come out bigger and stronger in the long run.

## A9

### **Covers E192 – E196**

**DWP Brent Harrow and Hillingdon (047028)**  
**DWP South East London (047035)**

This Conference notes that the 2014 Financial Report stated at page 52:

"Subscription income continues to be uncertain across the period of the Compulsory (sic) Spending Review, and membership levels are anticipated to be 20,000 lower by the end of 2014."

It further states at page 60 (PCS financial outlook 2015-2017):

"The plan assumes a further drop in income of £1 million in 2015 and then to stabilise in 2016 onwards."

In other words no account appears to have been taken of potential loss of members and subscription income through the withdrawal of check off.

Conference censures the NEC for this appalling oversight and demands that there is a transparent report produced to all members and that this also explains future plans.

## A10

### **Covers E197 – E200**

**DWP South East London (047035)**  
**DWP Sheffield (047008)**

This Conference notes that the 2014 Financial Report budgeted £700,000 for the production of PCS People, greater than the cost of holding National and Group elections. The NEC are instructed to stop producing paper copies of PCS People and to put it on-line instead.

## A11

### **Veterans Agency National Branch (014300)**

This Conference recognises that the Union could not, in its present situation, cover its responsibilities to members with regards representation at Employment Tribunals from within its cadre of full time officers and via solicitors.

This being the case this conference recognises the integral role that lay representatives have to play in supporting members at Employment Tribunal. Conference also notes that many Departments, whilst allowing time to represent members at ET, refuse paid facility time off. This means that Representatives are forced to sacrifice leave or take unpaid leave to support members at Tribunal and this should not be the case.

Whilst conference recognises the current financial difficulties the Union faces it also recognises that the union should not see reps disadvantaged. Therefore conference instructs the NEC, with immediate effect, to introduce a payment to any reps who are attending tribunals for PCS members that have been sanctioned by the LEAPS unit,

if the reps are not receiving paid facility to attend. The payments should be of an amount per day, for as many days as the representative attends tribunal, equal to an average day's pay for that rep and will be paid if unpaid leave is taken or as a compensation for taking paid leave out of their annual allowance or flexi leave. These payments should be made via the national union and not come out of group funding. These payments will not be back payable for tribunals attended prior to PCS ADC 2015.

## A12

**Covers** E201 – E204  
**DWP Devon** (047095)  
**DWP East London** (047030)

Conference notes that last year's affiliation fee to the TUC was £688,585. Conference further notes that this is greater than the cost of National and Group elections. Given that PCS is in a financial crisis, the NEC is instructed to seek a waiver of this year's affiliation fee to the TUC.

## A13

**R&C Northern Ireland Revenue** (200082)

This Conference condemns the NEC for increasing subscriptions at a time when we campaign on a pay rise for Britain and actively oppose the austerity measures in place. Whilst any increase in subscriptions is minimal PCS must also be seen as reasonable and also not allow its opponents avenues to attack it.

The NEC is therefore instructed to reverse the policy and support its members and its own policies.

## A14

**DfT East Midlands** (201051)

Conference notes last year's decision to restore paper-based diaries to members. We note the current financial situation, losses of FTOs and sale of Falcon House. Why therefore spend funds on unwanted diaries? Our branch (and others) moved against printing diaries on the grounds of financial restraint and members not using them. And if the diary is a tangible item of value, worthy of debate at ADC, surely it merits a nominal contribution?

PCS needs money to function – no money, no union, no diary. This decision cost PCS c. £175,000. What value is realised by providing members unwanted diaries?

The ability to opt in makes sense if trying to reduce overheads and can be tracked via iMembership. If members facing year on year pay restraint feel a week's shopping is a big ask, perhaps a voluntary contribution to the diary may be more realistic. If everyone wants a diary and pays the price of a loaf of bread, that will help.

Conference is instructed to identify members who want a paper diary via iMembership and distribute diaries solely to them. Conference is also instructed within this financial year to introduce a 'pay what you want' system for diaries, using

a transaction to be ratified by NEC. Funds raised thus are to be split thus:

51% to the fighting fund  
49% to union finances with administrative costs for the diaries being a priority.

The NEC is further instructed to consider how Branches who want to request additional diaries as a recruitment tool may do so, and how reimbursement for that may work.

## A15

**Met Police South West Inner** (033105)

In the current climate of austerity in the PCS this branch is surprised that the NEC have not proposed any changes to the PCS Expenses Policy and Guidance. Each year we hear that members fees need to increase, ADC needs to be cut back and that the PCS may need to merge with Unite. This branch has a simpler solution to the problem.

If I was at home I would be expected to feed provide myself with lunch.

If I was at my workplace I would be expected to provide myself with lunch.

If I was working at an alternative location for my employer then I would be expected to provide myself with lunch.

However, if I was at a meeting on behalf of PCS, I would suddenly be incapable of providing myself with lunch and expect the trade union to provide it for me.

This is not an attack on overnight subsistence because providing an evening meal is more expensive. But in this modern age, we should not be expecting the trade union to pay for our sandwiches and crisps because we are at a union meeting. It is time to stop all subsistence payments for less than 10 hours away from the workplace.

This conference instructs the NEC to remove all subsistence rates below 10 hours from the PCS Expenses Policy and Guidance regardless of whether it is inside or outside 5 miles from the workplace or home.

## 2. NATIONAL CAMPAIGN

## A16

**Covers** E213 – E238  
**NEC**  
**DfT East Midlands** (201051)

Conference notes that the coalition government's austerity programme has failed to deliver its objectives in respect of public finances, has visited misery upon millions of people and caused havoc to the lives of PCS members through job cuts, pay and pension cuts and detrimental changes to terms and conditions.

Conference welcomes the fact that PCS has been a leading advocate of the fight back against austerity. Conference welcomes the union's consistent position on co-ordinated action at the TUC and in discussions with other

unions individually. Conference notes that our campaigning message that there is an alternative to austerity has gained wide support.

Conference further notes that the union has consistently pressed the employer across our bargaining areas for every possible concession and that, despite the urgent priority of the direct debit campaign, we have mobilised members in a national campaign that has seen five days of national strike action, 110 days of national action short of strike, and 140 days of strike action and 526 days of action short of strike across bargaining areas. We have identified workplaces where we may be able to exercise leverage with more targeted and sustained industrial action and have established a Fighting Fund to support that action.

Conference congratulates members and activists in maintaining our campaigning against austerity within a hostile environment of union busting and whilst our priority has necessarily been to sign members up to direct debit.

Conference notes that, whichever party or coalition comes to power following the General Election, cuts across the public sector will continue. There will be a need to table new demands to any new government including a formal industrial relations framework and meaningful central negotiations for the UK civil service and NDPBs, and for the devolved administrations. Conference also notes that a new government is unlikely to concede our key demands, and that it is likely we will need to mobilise members once again for a campaign of industrial action.

Conference instructs the National Executive Committee to:

- Table fresh demands to the employer following the establishment of the new government in 2015 based on conference policy and consultation with Groups and Branches
- Hold a ballot of members on a programme of industrial action should negotiations yield insufficient progress
- Work with Branches to build our organisational capacity in areas of identified leverage
- Develop a programme of targeted industrial action, and national action when that would be effective, designed to exert pressure to bring about central negotiations in the UK civil service and NDPBs, and containing sufficient flexibility to allow bargaining areas to take action under the national mandate in areas where we can make incremental progress on our demands.
- Continue to put forward the case for coordinated joint industrial action with other unions over public sector wide issues.

- Raise as much financial help as possible from branches and members as well as from local trade union and campaigning organisation
- Organise support for a day of action during any future strike action
- Contact local MPs and encourage them to sign the Early Day Motions and to write to the Culture minister, shadow Culture minister and DCMS select committee
- Target National Gallery Trustees and help organise support from Artists and celebrities
- Support the People's Inquiry into the National Gallery being organised by the Branch

## A18

**Covers E239 – E252**

**NEC**

**PSg EHRC National (143002)**

Conference condemns the government's attempts to weaken PCS in the civil service through sharp reductions in facility time, the removal of check off and the refusal to negotiate meaningfully at national level whilst encouraging other 'compliant' unions and staff associations as part of attempts to undermine existing agreements.

Conference condemns the secret plan in HMRC to marginalise PCS through "proactive measures targeted at key union activists".

These union busting activities are ideologically inspired and anti-democratic. They have been described as the most serious attack on a British trade union since the Tories' attempt to smash the miners in the 1980's.

The Tories' aim has been to silence our opposition to the government's cuts and austerity programme. Conference believes that the Tories would attack other unions, particularly in the public sector, in the same way if they are successful in the civil service. Conference notes that PCS has been working with the TUC and other unions in support of union rights and the retention of check-off arrangements in a campaign to stop union busting.

Conference applauds the magnificent efforts of reps in signing up members to Direct Debit. Conference recognises that the work undertaken by reps in branches across the union, particularly in the departments where check-off has been withdrawn, have been instrumental in retaining membership levels and limiting the impact on the income stream of the union. Conference also applauds the diligent work of many PCS staff in assisting in the campaign.

However, conference also notes that despite signing up the vast majority of members, thousands of members are now going through the lapsing process and our membership density could fall as a result.

Conference also recognises that the experience of the withdrawal of check-off means that it is of paramount importance that PCS ensures that it is financially independent of employers and political interference.

We have been vigilant and robust in defending our members' rights using every possible means. Our work has meant that the politically inspired efforts of Francis Maude and other right-wing Ministers to destroy PCS have failed.

Conference instructs the NEC to:

- 1 Continue to vociferously campaign for the alternative to austerity based on investment, tax justice and public ownership.
- 2 Campaign alongside the TUC and other unions and campaign groups for the new government to implement a legislative framework of positive trade union rights, including facility time.
- 3 Develop the work that has been carried out as part of the DD campaign to build union organisation in all

## A17

**Culture National Gallery (101012)**

This conference condemns the victimisation of lead rep Candy Udwin who has led the campaign against privatisation at the National Gallery and the industrial action. She was suspended by management the day before the first 5-days strike on trumped up charges whilst requesting information about the cost of private company CIS used at the Gallery and sharing this information with her PCS full-time officer.

Conference agrees to give full support for the dispute, and the campaign to reinstate Candy. In order to keep up the pressure, the NEC agrees to encourage branches and Groups to:

- Publicise the "Re-instate Candy" campaign, including sharing and signing the statement of support, and share solidarity photos on social media
- Invite speakers from the National Gallery to branch meetings, organising local support meetings involving other trade unions, trades councils and others where possible.

branches, recruiting and organising in every workplace, aiming to increase membership density and the number and diversity of activists.

4 Prioritise switching members from check-off to Direct Debit or alternative payment methods in areas where check off has been or will be withdrawn.

## A19

### Land Registry Computer Services (030003)

Conference recognises the fantastic achievement of Land Registry (LR) Group in defeating the Com-Dem government's plans to privatise LR.

Conference applauds the group's campaign, which included a whole number of initiatives, including:

- Coordinating closely with PCS Campaigns Department to maximise the campaign
- Working with the PCS Parliamentary Group organising a Westminster Hall debate, a shadow select committee hearing, a parliamentary drop in and a very well supported Early Day motion
- Working with Customers and industry professionals, to build a broad coalition against the plans, resulting in over 300 responses to the government consultation document
- Use of the media, both print and broadcast, at both national and local levels, to get the message out
- Use of social media, both Facebook and Twitter as a means of broadening and deepening the campaign
- Working with 38 Degrees on a petition that eventually got over 100,000 signatures
- Keeping members engaged through leaflets, email, social media and meetings
- Engaging members in an e-action with over 2000 members (2/3 of the membership) writing to their MPs
- Calling a 2 day strike action, with over 75% of members striking

Conference notes that the victory in LR shows that privatisation is not inevitable, and that where groups engage their members, campaign imaginatively and take industrial action we can beat the privatisers.

Conference instructs the NEC to publicise both the LR victory, and the successful model used by the group.

Conference further instructs the NEC to support requests for industrial action against attempts to privatise our jobs and services and to encourage the NDC to support such group/branch requests.

these jobs are located in areas of high unemployment.

Conference agrees that new technology inevitably means that the way people access and use services will change with an increased use of the internet and other technology and that it is inevitable that government will need to offer similar services to the public as technology continues to evolve.

Conference also notes however that digital products also pose serious concerns. Service users will have real concerns about the storage of personal data on line. Millions of people who lack basic IT skills or with problems of access risk losing access to services and the Government's own figures suggest that up to 14 million people lack the basic IT skills likely to be necessary to interact with on-line government services.

Conference welcomes the creation of the PCS Working Group in Digitalisation that brings together negotiators from every part of the union and affirms that the government's digital strategy should form part of our national campaign.

Accordingly conference instructs the NEC to open negotiations with the employer on their digital strategy and to:

- 1 Highlight through our campaigning work the dangers of digitalisation for users and involve equality and welfare campaign organisations, community and ant-cuts groups where jobs are at risk, trades councils and local media and politicians,
- 2 Develop a central negotiating strategy which should include the following demands:
  - A central agreement on job security for all PCS members impacted by digital products and services.
  - The proper enforcement of the Cabinet Office Protocols.
  - Agreement on how staff surpluses will be managed with a commitment to no compulsory redundancy, reskilling/retraining of impacted staff and retention of sites with new work being located in these sites.
  - A commitment to the retention and development of an in-house IT capacity.
  - The use of JEGS where staff are asked to take on new work/develop skills as a result of digitalisation
  - At a departmental level the full involvement of trade union sides in the procurement process.
- 3 Negotiate central oversight of departmental digitalisation plans.
- 4 Seek agreement that work will not be out sourced as a result of digitalisation
- 5 Seek agreement that no work will be off shored as a result of digitalisation. This should include the location of data and cloud technology.
- 6 Liaise with other unions (for example Unite in the Banking Sector) to share knowledge and explore the possibility of common ground.
- 7 Incorporate our demands into the wider PCS anti-privatisation and campaigning work.

## A20

### Covers E253 – E254

NEC

R&C Anglia (200147)

Conference notes that the Government Digital Strategy published in November 2012 remains central to their 'reform' plan. A number of Government Departments are developing plans to use digital products as a way of cutting costs and jobs. Conference notes PCS policy on this issue set out in Motion A6 agreed at the 2013 ADC.

The Government plan states that 78% of costs savings accrued from their digital strategy will be from job cuts meaning that 40,000 jobs are potentially at risk. Many of

## A21

### Defra Northern (001048)

Conference notes the publication "Civil Service Reform Plan – Progress Report" which details developments since the 2012 launch of Civil Service Reform.

The Forward includes the comment, "The Civil Service is sometimes said to be "independent" or "neutral". It is neither. It is wholeheartedly committed to serving the elected Government of the day in devising and implementing its programme."

Conference believes that this is symptomatic of the increasing politicisation of the Civil Service witnessed

under the present “elected” Government. Similar views are expressed in the CSEP “Competency Framework”. However, it has long been established, including in legal judgments, that the first loyalty of the civil servant is not to the government of the day but to the Crown.

Conference further notes that the Report also contains worrying forecasts for jobs, promotions, privatisation, site closures and diversity.

- “Efficiencies” mentioned in the Report clearly translate into job cuts and site closures
- The Report dwells heavily on the perceived necessity of recruiting alleged “experts” from the private sector, rather than civil servants, to senior positions up to and including permanent secretaries, creating an inevitable “trickle-down” effect, meaning that civil servants at all grades will remain static since no head-room is being created to allow for promotions
- In particular, “Digital by Default” and “Commercial” Recruitment Hubs have been set up to people senior positions
- The Civil Service Diversity Strategy is largely summed up in the Report as responding “in part to an external report commissioned to explore the barriers facing talented women in the Civil Service”. There are two problems with this:
  - Women are not the only group with protected characteristics and
  - Whilst “breaking the glass ceiling” for “talented women” may be one laudable diversity outcome, success cannot be measured purely in these terms. Career achievement for one disadvantaged group is only one aspect of the diversity agenda and not the be-all and end-all

Conference instructs the NEC to:

- Use the PCS Parliamentary Group to the fullest extent possible to highlight:
- Civil Service politicisation, referencing comments in the Report and in the Competency Framework
- Raise Parliamentary Questions around the costs to the public purse of the recruitment hubs
- Campaign around increasing politicisation of the Civil Service, raising awareness among members and public alike using PCS communications and the media
- Use the contents of this Report to inform the National Campaign around jobs, pay and services

## A22

### Covers E255

Forestry Commission South Scotland (021013)

Forestry Commission Silvan House (021011)

That this Conference... rejects the proposed Public Forest Estate Management Organisation (PFEMO) for part of the Forestry Commission (FC) in England. Legislation was drawn up and a business case prepared, but was not included in the last Queen's speech, so lies dormant for the time being.

If it were to be put in place it would result in a new organisation owning and managing the Public Forest Estate in England. This would mean that the current 800 staff responsible for managing it would be transferred into a new public corporation and no longer be Civil Servants. These employment terms are important to staff and removal should be resisted as strongly as possible.

The NEC are urged to support the FC staff in their campaign to prevent this public corporation being created, because it would be completely separate from the remaining FC and would have its own unique and independent identity. The NEC is further asked to use all

available resources to prevent the break up of the FC and to aid in creating an alternative to the PFEMO.

## A23

### DfT North West (201054)

This conference notes with regret the decision by the Government to turn the Highways Agency and Ordnance Survey into Government Owned Companies (GoCo's) and believes that the creation of these companies is only the first stage to their ultimate privatisation.

This conference notes and welcomes the success of the campaign in Land Registry against privatisation.

This conference instructs the NEC to campaign for the return of the Highways Agency and Ordnance Survey to move back into the Civil Service.

In addition this conference instructs the NEC to resist the creation of any further GoCo's that results in staff and functions being transferred from the Civil Service.

## A24

### R&C North Wales and North West (200078)

That this NDC instructs the NEC to lodge a claim for a living wage of £10 per hour for workers earning below that level in all areas PCS represents. Such claim to be lodged within 1 month of the end of conference 2015 and to be pursued by all means necessary including appropriate industrial action.

## A25

### DWP South East London (047035)

Conference believes that the union should call for a minimum and maximum rates of pay to be established across the civil service. Conference therefore instructs the NEC to demand and campaign for:

- 1 A minimum rate of pay of at least the Living Wage as an underpinning minimum.
- 2 A maximum wage of no more than five times the above amount.

## A26

Falls if A25 is carried

### DWP East London (047030)

This AGM notes the comprehensive findings of Professors Wilson and Pickett in their book The Spirit Level which clearly demonstrates that the most unequal societies, in terms of wealth, have the greatest social ills: teenage pregnancy; drug addiction; levels of mistrust; suicide rates and mental illness to name a few.

With this in mind, we instruct the NEC to ensure that all

PCS pay claims, both nationally and in Groups, will include a clause that no individual within a bargaining unit should receive more than a multiple of the lowest paid individual (FTE). The multiple will be determined by the NEC.

Conference further instructs the NEC to implement this principle within our own organisation so that we cannot be accused of hypocrisy.

## A27

### R&C North Wales and North West (200078)

That the ADC notes that whilst millions are without work, UK workers in work spend more time at work than in most European countries. Those in work report high levels of stress.

Being without a job is also being used to demonise people who are out of work through redundancy, disability or early retirement. Conference rejects the caricature of those in work as strivers and those out of work as skivers.

Conference notes that the benefits of IT flow solely to the bosses, not to workers

Conference further notes the work of bodies such as the New Economics Foundation which make the case for a 21 hour week, and the success of our European comrades in Germany and France in achieving working weeks of 35 hours or less.

Conference expresses its disappointment at the complete lack of progress in achieving decades old aims of a 35 hour week. It believes that fewer hours would create jobs, reduce stress and allow much needed time to, as those that fought for a 40 hour week once said, do as we will.

Conference believes that it is time to mount a real campaign for fewer hours and therefore instructs the NEC to:

- Put an immediate claim for a 30 hour week without loss of pay and to fight for this aim by all means necessary including industrial action.
- Make this a TUC / Labour Movement wide campaign for all workers by moving the appropriate motion at TUC conference 2013 and launching a national campaign for a 30 Hour week, including publicity, political lobbying public meetings and direct action/ strike action as necessary.

## A28

### Covers E256

DWP Fylde Central Benefits and Services (047139)  
Veterans Agency National (014300)

Conference notes that the Government have, since the General Election 2010, continued to take forward fiscal measures to respond to the financial crisis created by the financial speculators and spivs including attacks on the pensions of the Public Sector Workers.

Conference notes that many parts of the media (and Right Wing organisations such as the "Tax Dodgers Alliance") has also been baying for attacks on the Civil Service pensions of members who had absolutely nothing to do with the errors of the bankers or the excesses of the millionaire class who created the financial mess in the first place.

Conference notes that there are two myths commonly portrayed by the political elite and the establishment media

about Civil Service Pensions. Firstly there is the one that the final salary schemes are still open; when they are not as they closed to new members in 2007. Second is that the all Civil Servants are on gold plated pensions. Conference notes that far from being gold plated, the average civil service pension is in the region of £6,500. Conference further notes that there are five Civil Service Pension Schemes that members may be in at present; however three of these are closed to new entrants.

Conference re-asserts its belief that pensions are deferred income not a lavish perk.

Conference rejects the notion that the savings of a billion pounds from the public sector pensions are needed and that there is no need for members to pay more in terms of contributions, work longer and receive less.

Conference notes that for many members their entire increase in take home salary was swallowed up by the increase in pension contributions, and that the one percent pay rises imposed in 2012, 2011 and 2014 were swallowed entirely for many members by the increase in pension contributions in those years.

Conference welcomes the campaign to oppose the attacks on the Pensions, led by the NEC, including the industrial action taken in conjunction with other unions, and unilaterally as part of a wider campaign on a range of issues.

Conference notes that it was unfortunately not possible to broker wide support amongst the other Trade Unions for further action in 2012 and 2013 following the successful action of 30th November 2013, however regrettable this is, we have to understand the need for as wide a coalition as possible to oppose the attacks.

Conference further notes that a coalition of Trade Unions was secured (primarily) on Pay, but also on other issues such as Pensions, with action on 10th July 2014, 14th October 2014 and a large-scale march on 18th October 2014.

Conference confirms that the incoming NEC should continue to seek to:

- ensure that the negative messages spouted in the media (by the "Tax Dodgers Alliance") and by the political elite are countered at every opportunity; this should including briefing papers (electronic) available on the website to help Branches in issuing local media releases against the negative messages
- continue to strengthen the alliance with other Public Sector Trades Unions to oppose any attacks on pensions and work/ campaign jointly where possible
- ensure that the ongoing communications with the members as to the real threats to our pensions is maintained over the forthcoming period
- draw together a strategy of Industrial Action to defend our pensions (including pay and other such matters) as necessary and try and build as much support as possible with other Public Sector Trades Unions to make any action as effective as possible

The above list is not exhaustive.

## A29

### Covers E257

Veterans Agency National (014300)  
DWP Fylde Central Benefits & Services (047139)

Conference congratulates the National Executive Committee on its campaign to oppose the attacks on the Civil Service jobs, Civil Service pay, pensions and Civil Service Compensation scheme and the imaginative Campaign "There is an alternative".

Conference rejects the notion that Public Sector workers

should be made to pay with their jobs, pay, conditions of service and pensions, for the mistakes of the financial speculators. Conference rejects the attempts by the Government/ Cabinet Office to dramatically cut the amount of payment made to members through the Civil Service Compensation Scheme. We note that this attack was just a precursor to attacks on jobs in the Emergency Budget and the Comprehensive Spending Review; making it cheaper to make people redundant.

Conference notes that the coalition Government did not accept the original Court's decision and instead decided to change the law (and effectively backdate the change of the law) by means of a money capping act, a device that no other employer could have foisted on its employees after being defeated in the Courts.

Conference congratulates the NEC in its campaign to oppose the detrimental changes and in taking the Government back to Court.

Conference notes with dismay that in the outcome of the Legal Hearing, the judge Mr Justice McCombe, said that because rights to certain redundancy terms had accrued through length of service, they were classed as a "possession" and should not be "interfered with". But he also ruled that Government Ministers had not acted unlawfully because they had justified the cuts as a way of tackling the budget deficit and it was not for the court to interfere with the Government's economic or social policy. In other words there are times when the Law doesn't apply, or equally the Law only applies to some people not all and only when it suits.

Conference rejects the imposed changes to the Civil Service Compensation Scheme and the decision of the judge Mr Justice McCombe.

Conference further rejects the proposal from the Conservatives to cap the cost of an exit to £95,000 potentially impacting all those earning more than £27,000 if they win the General Election in May 2015.

Conference therefore instructs the incoming NEC to continue with the campaign to oppose the attacks on the CSCS including methods such as:

- An all members briefing to explain the present position of the legal challenge and any further action taken by PCS, with regard the challenge, post the McCombe ruling
- Consideration of a continuation of the legal challenge to a higher Court (and ultimately to the European Court of Human Rights)
- Media publicity
- Lobbying MPs

This list is not exhaustive.

Conference finally instructs the incoming NEC to keep Branches and members regularly updated as to any developments in the Campaign.

## A30

### Covers E258

DWP Liverpool (047017)

DWP North Merseyside (047018)

This conference congratulates the members at the DWP Garston Call Centre for their long campaign to keep their office open.

We note:

- 1 That this has involved 8 days of strike action in addition to well supported action on the two days of national strike.
- 2 That picket lines have been well supported throughout the campaign
- 3 That the campaign has forced DWP management to move from their original position were all Garston staff

were to be face compulsory moves to either Birkenhead CMG or Bootle Call Centre in what management described as a "drop and go operation"

4 That although the primary aims of the campaign, to keep the site open, failed much has been gained.

This includes:

- Ensuring that every member who requested representation from PCS received it
- The extension of excess fares to five years from three
- 65 alternative posts nearer to Garston that were not originally on offer
- The withdrawal of any compulsory moves to Birkenhead
- The delay of compulsory moves until after the Christmas break

5 That the cost of the closure at around £750,000 greatly exceeded the sensible alternatives put forward by PCS.

Conference believes:

- That the management position became increasing illogical as the campaign progressed.
- That no proper explanation for the closure was ever given other than "cost".
- That it was clear that the impact on people was never taken into account and that it is unlikely the closure would have taken place if PCS had been consulted prior to the closure being announced.
- That at the heart of the campaign was the defence of services and opposition to the Government's austerity agenda
- That in addition to national campaigning there will be an increasing need for local fights such as this as the cuts continue to bite.
- That action of the Garston members proves that resistance brings results
- That while both the NEC and DWP GEC were supportive throughout, the dispute ultimately failed because the Garston members fought alone

Conference instructs the NEC:

- To continue to support and promote local fights such as at Garston to take place alongside national action
- To seek to escalate and generalise such disputes were this is possible
- To approach the cabinet office with the aim of reaching a protocol to ensure that in future Government Departments conduct proper consultation exercises with PCS prior to the announcement of office closures.

## A31

### National Museums Scotland (109003)

Conference recognises and welcomes the introduction of both the Living Wage and Scottish Living Wage as potentially providing a welcome boost to the low-paid PCS members. However, Conference notes that many employers have been playing tricks with the Living Wage by giving it with one hand, and on the other removing allowances (Shift/Weekend Allowances), or by cutting the contractual full-time hours. This gives the illusion that the employer is a Living Wage organisation despite the fact that when annualised staff are not.

Conference instructs the NEC to:

- Highlight organisations that have introduced the Living Wage, but at the detriment/reduction of other terms and conditions.
- To raise awareness of this issue with campaigners, politicians, and journalists about loopholes employers are exploiting

## A32

### R&C HQ London (200145)

This ADC condemns the brutal austerity measures imposed on civil servants over the last five years through the absence of pay rises over successive years. This has resulted in extreme hardship for civil servants and their families throughout the country and across all Departments. The lack of consolidated pay rises, the increase in pension contributions and the extension of the retirement age under the new alpha scheme has resulted in a dramatic erosion of the terms and conditions of employment in the Civil Service and reduced the ability of the civil service to attract and retain talented people.

Unlike other public service departments such as the NHS and local government, the Civil Service does not have progression pay any more. Furthermore, other public service departments are funded separately for promotion and progression pay which have not been a part of the austerity pay cap. The Civil Service has had to fund its entire pay bill from one pot. This has been due to successive permanent secretaries' inability to stand up for their staff and protect the long-term future of their departments in the face of a dogma of privatisation and naked union busting.

This ADC supports the NEC's jobs and staffing campaign. In particular, the NEC is instructed to campaign for and negotiate towards the reinstatement of consolidated progression pay and for the establishment of separate funding arrangements for promotion and progression pay in line with those available to other public servants.

ECB/EU/IMF has created huge increases in unemployment – especially for the young. There was a consequent loss of health insurance and therefore access to health services for nearly 1 in 5 Greeks, as well as severe homelessness and energy disconnections. This has created what the Lancet has reported as a public health tragedy. Wages and pensions have been drastically cut while living costs have soared. There has been an erosion of basic rights such as collective bargaining. As well as damaging society these policies have failed to reboot the Greek economy and the public debt in relation to GDP is now far greater than it was before the programme started in 2010.

The Greek election result has implications for the UK and the whole of Europe. Austerity policies have been a choice by those in power, and they have failed. Greece reminds us that different economics and politics are possible.

Undoubtedly there will be pressure on Syriza from the EU, the banks and their friends not to deliver their promises.

Conference applauds the courage of the people of Greece in choosing hope and a new direction in policy that can start to rebuild a sustainable Greek economy and faith in politics. It is in all of our interests to defend them. Solidarity with Greece at this time is an imperative.

Conference agrees to affiliate to the Greece Solidarity Campaign, at the cost of £100 a year. The Greece Solidarity Campaign (GSC) is an independent campaign and non-party political organisation, established in response to an appeal by Tony Benn in February 2012 for solidarity with the people resisting austerity in Greece.

Conference also instructs the NEC to organise practical solidarity with the Syriza government including the exchange of delegations and the organising of a series of awareness-raising meetings with members across the UK.

## A34

### Covers E263 – E266 Land Registry Computer Services (030003) DfT East Midlands (201051)

We face the most concerted attack on our public services, jobs, pay and pensions for generations.

The Tory-led coalition is committed to austerity as an excuse to drive down our pay and living standards and drive through cuts to our services that even Thatcher never dreamed of. The onslaught on the poor through the Tories ongoing attacks and scapegoating of benefit claimants has to be stopped.

PCS must continue to support local and national resistance against the government onslaught, including campaigns such as the People's Assembly, DPAC, Benefit Justice and Keep Our NHS Public.

However we need our trade unions to lead the resistance to austerity. Organisations that focus on grouping together union activists for solidarity and joint action are key to delivering this. It is crucial that alongside conferences and protests we develop an industrial campaign against the government including a campaign of coordinated national strikes.

We saw what our unions could do on 30 November 2011 when 2.5 million workers took action together against the attack on public sector pensions. Since then, despite a modest revival of ballots and action by other unions, we've not seen co-ordinated strike action on that scale. We need to build mass industrial action to stop the Con-Dem's austerity attacks and those that will follow from any likely successor government.

As part of this approach we resolve to affiliate PCS to Unite the Resistance (£100 pa national).

Unite The Resistance are a group of trade unionists from

## 3. AFFILIATIONS

## A33

### Covers E262 R&C East Kilbride (200031) R&C Dundee (200029)

Conference welcomes the election in January of a new Syriza government in Greece that places people at the heart of its programme of change.

The Greek people have chosen a new path. They have chosen a government committed to ending the austerity programme, repudiating and renegotiating state 'debt'. The Greeks have voted in a new sort of government that has placed addressing the humanitarian crisis at the top of its priorities. Syriza is taking immediate steps to support those suffering the most under the austerity programme.

Conference condemns the austerity programme carried out by previous Greek governments, backed by international financial institutions and other European governments. Those attacks included sacking public sector workers, slashing salaries and pensions, worsening contracts of employment, cutting benefits and decimating public services.

Congress notes that workers, the unemployed, pensioners, the young and poor in Greece were at the sharp end of those attacks but this austerity agenda is Europe-wide and affects us all.

The crippling bail-out package imposed by the 'troika' of

the NUT, PCS, Unison, Unite, UCU and other unions who called a national convention to build the November 2011 coordinated strike action and continue to hold national and regional conferences and local initiatives aimed at organizing the maximum unity of trade union activists, anti-cuts campaigners, young people, students and pensioners in order to build the widest possible support for disputes, such as the successful BFAWU action at Hovis, the Doncaster Care UK strike and the Fast Food Rights Campaign.

## A35

### MoJ Associated Offices (052046)

Conference notes that CRAIC (Campaign for the Rights and Actions of Irish Communities) Fighting the Cuts was established in June 2011. Its aim is to campaign against the negative impact of cuts on Irish people and their families in their capacity as workers, service users, residents and communities, especially during a time of mass emigration caused by the austerity crisis in Ireland.

Campaign for the Rights and Actions of Irish Communities (CRAIC) Fighting the Cuts is a new coalition opposed to the government's plans that affect the entire Irish Diaspora in Britain. It consists of public and voluntary sector workers, trade unionists, community organisations, service users and concerned individuals with an aim to create a critical mass of opposition to the current Government's policies. Such policies include cuts in public services as well as community third sector organisations, deregulation of industry, lack of trade union rights and unnecessary evictions, especially Travellers that will further discriminate against Irish societies in Britain. These policies will act as a catalyst leading to cuts in social, cultural and welfare support along with opportunities, and alienate the communities from the rest of society.

CRAIC Fighting the Cuts embraces the various different cultures within and outside Irish society that are fully complaint with the Equality Act of 2010. It, also, aims to work in mutual cooperation with any community and Trade Union groups throughout Ireland in opposing poverty and austerity.

The main objectives of the campaign are:

- To campaign in defence of jobs and services,
- To highlight the disproportionate and adverse impact that the cuts will have on Irish communities in Britain.
- To provide a campaigning platform in order to fight against cuts in jobs and services, including any adverse disproportionate impact on Irish communities, thereby preserving their services for future generations!
- To work in partnership and build alliances with others facing and fighting similar attacks.
- To fully engage with various Irish community groups and the Irish community throughout Britain.

Conference believes that the work of CRAIC Fighting the Cuts must be supported. Therefore, we ask that PCS affiliate to this organisation on a national basis at a cost of £100 per annum and encourage branches to make affiliations/donations as well.

## 4. SERVICES & STRUCTURES

## A36

### DCLG/Headquarters National (141802)

Conference notes that last year delegates voted in favour of Motion A463 that resolved that:

- A full report on talks so far should be circulated urgently to members. This should include what steps have been taken by PCS negotiators to ensure the minimum conditions laid down in both motions A30 & A31 from ADC 2013;
- Further talks should only go ahead on the basis of ensuring that these minimum conditions are achieved; and
- Written reports of all talks should be given to the NEC and circulated to branches.

Unfortunately since then our NEC has not kept the membership adequately informed on the progress on these negotiations. Even if little progress has been made to date, it is not acceptable to leave the membership in dark.

Conference instructs the NEC to ensure branches and members are kept regularly and adequately updated on any talks taking place with Unite about a possible merger.

## A37

### Covers E287 – E288

### R&C Bootle Taxes (200006)

### DWP West London (047036)

This Annual Delegate Conference applauds former HP North West Branch Secretary John Pearson for achieving a verdict of unfair dismissal for trade union activity at Employment Tribunal, despite the appalling lack of support from his trade union.

Conference notes that:

- John was dismissed from Hewlett-Packard in late 2013 on a charge of breaching company confidentiality;
- This was initially condemned as an attack on the union by the PCS HP Group Secretary;
- A few months later, with a work to rule still ongoing and a consultative ballot taking place in John's branch, the Group Secretary informed John that the union was no longer taking action to seek remedy for him;
- This resulted in John no longer being able to hold his position as branch secretary or as a member under PCS rules;
- At last year's ADC, a motion instructing the NEC to retrospectively support John was defeated following highly personalised and slanderous opposition;
- As a result, John was forced to pursue his Employment Tribunal independently and to fund it himself, supported by donations from the John Pearson Defence Campaign launched by rank-and-file activists.

Conference agrees that what happened to John is a

damning indictment of PCS in how it supports its own trade union reps. Conference censures the National Executive Committee and insists that this situation should never be allowed to repeat itself in our union.

John's case has also thrown into sharp focus what Conference feels is a distinct lack of support from the union more generally regarding Employment Tribunals. Many reps will know the frustration at the willingness of PCS Legal to write off cases as unwinnable and withhold support, particularly in those instances where the rep has then gone on to win those cases.

Conference therefore instructs the NEC to:

- Offer full retrospective support to John, including a reimbursement of the legal costs he paid out of his own pocket;
- Provide a written guarantee that reps and activists victimised by their employer will receive full and unwavering support when fighting that victimisation, by all available means including ET, as a point of principle;
- Include in all future financial reports to Conference detail of the number of ETs pursued by the union, the percentage won, and the cost thereof.

Conference expects that support for John and written guarantee should be provided by August this year.

## A38

### Covers E289

R&C Bootle Taxes (200006)  
R&C Leicestershire (200059)

Conference resolves to put lay representatives in control of whether personal cases are taken forward to Employment Tribunal and Employment Appeal Tribunal by the union.

To achieve this end, the National Executive Committee is instructed:

- To establish authorised regional committees of experienced lay advocates to coordinate and evaluate cases and to sanction financial and other support from the union;
- To ensure that the legal advice and representation at PCS's disposal is available to these committees as and when required;
- To provide clear, transparent and accountable routes of appeal for members who wish to challenge any decision not to support their case to ET or EAT.

This should be done before the end of 2015.

## A39

### Covers E290 – E293

DWP South East London (047035)  
DWP East London (047030)

This Conference notes the financial situation the Union finds itself in and the need to make savings in every area.

With this in mind, the NEC are instructed to immediately commence negotiations with the GMB to ensure that the wages of Employed Officers of the Union in paybands 4 – 7 are more reflective of the pay received by the vast majority of PCS members. The NEC are further instructed to ensure that the legal rights of current Employed Officers are not infringed.

## A40

Falls if A39 is carried

### Covers E294

DWP Bradford (047002)  
DWP Leeds (047006)

Conference notes:

- The current financial crisis in PCS
- That over half our income is spent on PCS staff
- Current staffing levels supported a union that was paper based and servicing
- That PCS has a higher ratio of Full time officer staff per member than most other trade Unions.
- Recruitment of more PCS staff continued throughout 2014 and into 2015.
- In the Financial report of 2014 total general fund annual employment costs were £16 million to employ 252.6 FTE staff at an average cost in excess of £63,000 each.
- In addition over £100,000 was claimed by PCS staff for subsistence last year.

This conference believes:

- That if PCS is to continue to develop as a member led union ratios of staff needed per member should be reduced.
- PCS salaries must continue to be fair – sufficient to negate the need for staff to claim subsistence.
- PCS staff pay should more closely resemble the average pay of well paid workers rather than bosses.
- Conference endorses the principle that union members are best represented by workers receiving a workers wage.

Conference instructs the NEC to:

- To open negotiations to compress PCS pay scales so that no one earns less than £25,000 and no one earns more than £60,000.

Conference further agrees that while negotiations take place with staff unions PCS staff that support the principle of a workers wage should be encouraged to contribute salary back into PCS.

## A41

Falls if A40 falls

### DWP South East London (047035)

Conference recognises that the union's pay structure should be linked to those of the members it represents. Conference instructs the NEC to review its pay structures to establish a minimum rate of pay and a maximum rate of pay of no more than five times the minimum.

Conference also recognises that some trade unionists believe that full time officers of the union should only accept a "workers wage" as a worker's representative. Conference therefore instructs the NEC to accept this and accommodate those wishing to implement this principle when working for the union.

## A42

### DWP Fife (047064)

Conference Notes the NEC decision to authorise the sale of PCS Head Quarters at 160 Falcon Road without consultation with branches.

Conference Further Notes:

- That plans were submitted by PCS to the local council on 2th September 2014
- That plans were approved by the local council on 28th October 2014
- That the NEC approved the sale at a meeting on December 2014
- That at no time between September and December 2014 was branches consulted for their thoughts on the sale of such a significant asset or regarding the relocation of HQ
- That decisions regarding previous office closures/ relocations such as that of PCS' Edinburgh office were subject to consultation with branches
- That despite requests for information from this branch regarding details of the potential change of occupancy from the Assistant secretary this information was not provided and no response was given
- PCS conference policy is to explore financial options and report back to the membership via conference

Conference Believes:

- That when decisions of this magnitude are made that branches should be consulted
- That there was adequate time to consult with branches on this subject

Conference instructs the NEC to consult with affected branches prior to the sale and /or relocation of any further PCS Offices.

- 2 Considering whether the union should pay some or all of the salary costs for NEC members taking unpaid leave to attend NEC meetings.
- 3 The length of NEC meetings.
- 4 The equality, caring and childcare implications of any changes.
- 5 Difficulties caused by asking PCS staff to work weekends and holidays.
- 6 When sub committees and other committees (e.g. Nation and Regional Committees) are scheduled to meet.
- 7 Take into account the preferences of members of the NEC.

## A44

### DWP Somerset (047099)

This conference is mindful of the progressive increase in retirement age and the abolition of compulsory retirement at any age.

The number of working members in this higher age group will be on the increase and that such members are likely to have age-related conditions and particular needs and circumstances.

It resolves that a new members section, to be known as 'Senior Members Section', open to working members 60 and over, be created on parallel lines to the existing 'Young Members Section', and instructs the NEC to effect all consequential and organisational changes to facilitate and enable the same.

## A45

### DWP Calderdale & Kirklees (047004)

Conference notes the suspension of NEC and GEC elections in 2015. Conference also notes in previous election statements the use of slate information which attempts to persuade members to vote for the other members in the same slate.

This Conference believes that the practice of candidates in PCS elections advocating support for other candidates on the same slate as part of their official election address undermines democracy. This has resulted in members being elected for posts merely on the strength of their political allegiance, regardless of their ability to perform the role.

We believe that the inclusion of electoral slates as part of election addresses does nothing to encourage members to consider the individual records and attributes of individual candidates and acts as an insult to PCS members, treating them as simple election fodder. We also believe that such a system allows individuals to be elected to posts within the union simply on the basis of slate membership rather than suitability.

We accept that individuals may wish to publicise their support for specific organisations but do not accept that this should include advocacy of other individuals within their own election address.

We therefore instruct the NEC to ensure that procedures for all PCS elections include confirmation that election addresses will not be published if they include slate details and/or the names of other individuals taking part in elections in the same election period.

## A43

### R&C Benton Park View (200126)

This meeting notes that due to anti-union attacks on PCS some elected NEC members no longer have any allocation of facility time for NEC business or Conference.

At present the NEC and sub-committees are scheduled to meet mid-week meaning that some NEC members have to use Annual Leave or unpaid leave in order to attend. In 2014/15 the NEC was scheduled to meet on 16 days, this does not include special meetings, NEC sub-committees or other NEC activity such as Regional committees. With no facility time for conference either that is a minimum of 20 days. As a result some elected NEC members will not have enough Annual Leave in order to attend meetings or cannot afford to keep taking unpaid leave. Indeed some have already run out of leave so can no longer attend NEC meetings.

This conference reaffirms its long standing position that PCS is and should be a lay led union. If elected lay NEC members cannot attend NEC meetings then in practice PCS will be completely run by full time officials.

This conference therefore calls on the NEC to urgently review and change the current arrangements to enable elected NEC members to fulfil the duties they were elected to carry out. The review should take into account the following:

- 1 Look at moving some or all of the NEC meeting time to weekends,

## A46

### DCLG/Headquarters National (141802)

Conference notes that due to the Coalition's unprecedented cuts to our facility time, our NEC has reduced the length of our Annual Delegate Conference. In light of this change, we need to do everything reasonable to ensure delegates are able to consider as many motions as possible during our limited time.

Conference instructs the NEC to limit debate at all future conferences, once a motion has been seconded, to only motions that receive opposition.

to those of us working to deliver the benefit system.

Conference instructs the NEC to:

- Raise the profile of the issues around the Government's war on the poor and seek through the wider Trade Union movement to highlight the injustice of recent and proposed changes.
- Seek to make the campaign for a fairer social security system an integral part of everyday campaigning.
- Encourage campaign activity with local groups around the issue. Including local public meetings and more events in the spirit of the Benefits Justice Day of Action which took place on 11th September 2014.
- Support initiatives that seek to undermine and expose the draconian sanctions regime that exists in Job Centres.
- Actively support staff who are targeted with PIPs, disciplinaries and reduced box markings for using their discretion when considering decision maker and sanction referrals. We will make it clear that these staff have the full support of the union.

## 5. SOCIAL & ECONOMIC

## A47

### Covers E306 – E316

DWP Greater Glasgow (047076)  
DWP Nottingham (047042)

This conference notes the Tory/Liberal Governments' continued dismantling of the social security system that has seen a million people forced to use food banks.

These attacks have seen the abolition of crisis loans thus removing the safety net for tens of thousands of people, a totally disproportionate sanctions regime, the increase in waiting days for new claims from 3 to 7 days as a deliberate ploy to discourage claims, the bedroom tax and the continued demonising by the press of the poor, unemployed, sick and disabled people.

It is further noted that despite the impression given by the Government the majority of people claiming state benefits are in employment and are forced to do so by low wages. If plans for the introduction for Universal Credit ever come to fruition it is intended that conditionality will be expanded to the working poor.

The results of the survey of Jobcentre members in 2014, clearly showing that members are put under increasing pressure to make sanctions referrals. Nearly 80% members reported feeling differently about their job due to the change in conditionality and sanctions policy, and nearly 70% believe that sanctioning does not positively impact on claimants finding employment.

In the same survey, 72.8% of members reported an increase in verbal abuse, and 37.9% reported an increase in physical abuse.

It is to their disgrace that the Labour opposition has done little to counter the Tories scape-goating of benefit claimants and largely accepts the debate on their terms.

This conference is proud of the work PCS has already done in trying to change the political debate around so called welfare reform and in joint campaigning with organisations such as Black Triangle, Unite Community, Benefits Justice, Disabled People Against the Cuts and Unemployed Workers Centres.

This conference believes that the dismantling of the social security system is an assault on the whole working class and should be of concern to the whole movement and not just

## A48

### Disclosure and Barring Service (026125)

Conference will be aware of public concerns regarding the retention or withholding of information held by relevant government departments relating to current and historical abuse that make reference to Establishment figures, e.g. Sir Cyril Smith and Lord Leon Brittain.

Lord Brittain who was Home secretary in the 1980s was handed a 50 paged dossier by MP Geoffrey Dickens into allegations of establishment figures being involved in the systematic abuse of children. No investigation or prosecution ever came to light from the dossier.

In July 2014 MPs Simon Danczuk and Tom Watson called on Lord Brittain to reveal if he had any knowledge about the dossier; Lord Brittain had stated that he could not remember receiving the report.

Similar allegations have been made against other prominent individuals. Some of these are subject to investigation and it is known that files exist in Whitehall which contain information pertaining to allegations of rape committed against young children; however the government has justified withholding information regarding the issue on the grounds of 'National Security'.

Also, last year Home Secretary Theresa May failed on two occasions to launch an inquiry into historical abuse by appointing two chairs who each had conflicting interests with persons involved in the investigations.

Conference therefore:

- Condemns the Government's handling of this matter to date.
- Calls for immediate and full disclosure of all documentation relating to this issue held by the relevant government departments to the latest inquiry;
- Instructs the NEC to raise the matter at the TUC, with a view to achieving cross union support for the above positions.
- Instructs the NEC to raise the matter through the PCS Parliamentary Group with a view to gaining maximum political support on the issue.

## A49

### Land Registry Computer Services (030003)

Conference notes:

- 1 The success of UKIP in recent local and especially European elections, where they came first, winning 28% of the vote, and the election of two UKIP MPs;
- 2 That UKIP's success mirrors that of many other right wing populist parties across Europe, along with further gains for Fascists such as Le Front National in France;
- 3 That UKIP uses racism, particularly aimed at scapegoating migrants, as a way of harnessing anger caused by years of economic recession, cut backs and shortages;
- 4 That contrary to being an anti-establishment party, UKIP is funded by millionaires and has backed calls for even more cuts than the Tories, tax cuts for the super rich and privatisation of the NHS;
- 5 By blaming migrant workers for the problems in society, UKIP acts as a shield for the bankers and super rich who are really responsible for the economic crisis;
- 6 That, in the absence of a coherent argument against them, UKIP has managed to pull the political debate to the right. If they win more parliamentary seats in the General Election, this process will be accelerated.

Conference believes that:

- 1 To stop the spread of the poisonous, divisive racism peddled by UKIP, it must be opposed and not accommodated to;
- 2 While clearly not a Fascist party, UKIP's populist racism risks giving new life to Islamophobic arguments used by Fascist groups such as the BNP, Britain First and the EDL;
- 3 UKIP are a racist, populist party. They are riddled with racism, homophobia, sexism, Islamophobia and other forms of bigotry;
- 4 Essentially UKIP are a right wing, ultra Thatcherite, split from the Tory Party, which poses as a party of protest and "outsiders" in order to attract a layer of people from across the mainstream political spectrum;
- 5 UKIP is a dangerous party, not only because it is in itself a bridge towards fascist organisations, but because it helps pull the political mainstream to the right – as evidenced by the Tories' rightward lurch and the likes of "Blue Labour";
- 6 There is a difference between UKIP, whose politics are objectionable and divisive but who do not physically organise to beat up and murder trade unionists, left wingers, ethnic minorities, disabled people or LGBT people, and fascist parties who carry out such attacks. Our response to UKIP should therefore be different from our response to the BNP. UKIP members should not be "no platformed" or banned from PCS membership. However, we still need to confront UKIP's bigotry;
- 7 Racism divides the working class, making Trade Unions weaker and less able to defend our members;
- 8 Where they are confronted, racist arguments can be defeated.

Conference resolves to support and encourage members to participate in actions organised by Stand up to UKIP, an umbrella organisation which believes women, trade unions, anti-racists, black, Muslim, Jewish, Christian, Hindu, Sikh, other faith communities, LGBT, young people, students and all good people, must unite and stand up to UKIP, racism and bigotry.

## A50

Falls if A49 is carried

### MoJ Greater Manchester (052010)

This Conference is concerned at the avoidable rise of UKIP and even more concerned at how some organisations choose to address that concern.

Conference does not agree that calling UKIP racist and all those who vote for them as racist is effective. In fact it is utterly counter productive – as were calls to ban Nick Griffin from appearing on the BBCs Question Time when such appearance actually fatally undermined Griffin and the BNP.

Calling for voters to not vote UKIP based on their supposed racism whilst not calling for a vote for parties promising to bring in measures to the right of UKIP (ie Tories and Labour) on immigration is utterly hypocritical and nonsensical.

It is not racist to have concerns about the impact of the continual mass immigration of recent years – unless both the Conservative and Labour Parties are also called racists.

If having immigration controls is racist then so is every nation on earth having them. Our members are a reflection of wider society and their views and concerns too.

However PCS members are also trade unionists and the way to defeat UKIP is to highlight the policies they have that our members are far less likely to agree with and less likely to know about – such as UKIP eagerly supporting austerity cuts, the reduction of the public sector, being against strikes and against many of our progressive PCS policies and campaigns. 'Stand up to UKIP'? Conference agrees to stand up to all pro austerity parties.

Conference therefore instructs the NEC to more effectively campaign against UKIP by highlighting the policies they have that are against our members interests, the public services they provide, and the progressive policies of PCS – rather than crassly labelling UKIP racists and those tempted to vote for them (including a number of our members no doubt).

## A51

### R&C East Kilbride (200031)

This Conference recognises the devastating impact that domestic violence has the potential to inflict on any of our members, regardless of their gender, race, age, faith, sexual orientation or gender identity.

This Conference is therefore concerned over continuing Government cuts, as part of its austerity programme, to budgets for Local Authorities and National Agencies which is leading to Domestic Violence Support providers having to cut or withdraw the level of support they are able to offer to victims of domestic violence and abuse across the UK each year.

Of particular concern is the impact these cuts will have on victims requiring more specialised support following domestic violence incidents, for example male victims or LGBT victims where there is less provision for support already with continuing cuts reducing this further.

This Conference believes it is vital that funding for domestic violence support is not only maintained but improved to enable more victims to be able to come forward and to be able to access the appropriate level of support to escape the dangerous, potentially life threatening, environment they find themselves in.

This Conference instructs the NEC to:

- 1 Prepare and issue a briefing to members highlighting

the excellent work of domestic violence support groups and the continuing threat to their ongoing existence due to unfair cuts from Government, and in turn from Local Authorities, as part of the unjust austerity programme.

- 2 Organise a campaign calling for an end to cuts affecting funding for domestic violence groups and to encourage members to contact their MPs etc to demand additional funding for domestic violence support, not cuts.
- 3 Highlight PCS guidance and support channels to members and reps through PCS website and social media channels using dates of particular significance to garner interest i.e. International Men's Day, International Women's Day, IDAHO, International Day for Elimination of Violence Against Women.
- 4 Demand the TUC etc launch a co-ordinated campaign to oppose cuts affecting domestic violence support and to instead call for additional funding to ensure any victim of domestic violence can be guaranteed access to the support that they may require.

## A52

**Covers E317 – E322**

**Aviation Group, NATS CTC (202001)**  
**Welsh Government Group (042004)**

Conference opposes the abhorrent Transatlantic Trade and Investment Partnership (TTIP) between the EU and the USA. Conference agrees that TTIP is nothing more than a charter for corporations to undermine and destroy the democracy that working people in the UK and elsewhere have striven for centuries to achieve, and to replace it with a system that treats citizens as fodder for the labour machine in a modern manifestation of feudalism. That any government could agree to the ISDS stipulation that allows corporations to over-ride the democratic will of its people or else face having the money it would use to provide public services taken away via lawsuits to 'compensate' those corporations for lost earnings, is beyond any rational belief.

In the context of the environment, TTIP presents a serious threat to efforts to overcome catastrophic climate change, just so that the already rich can extend their wealth still further. TTIP has no place in a fair and decent modern society, and calling for reforms will not suffice, it has to be rejected outright. Recognising that this is already the TUC position as regards TTIP as a whole, Conference instructs the NEC to:

- 1 Produce a specific briefing on the environmental and climate change concerns of TTIP.
- 2 Campaign against all provisions in TTIP and support actions to challenge TTIP and other trade agreements, particularly where threaten the environment and contribute to climate change.
- 3 Work with the TUC to develop a union wide response to the threat posed by TTIP to UK environmental regulations and climate change targets.

## A53

### **Veterans Agency National (014300)**

This Conference believes that the increase in acquiring employment rights from 1 year to 2 years and the subsequent introduction of fees for employment tribunals were little more than class warfare on the workers of the UK – an attempt to make workforces disposable and instil fear into the working relationship.

Conference believes that employment rights should not only be available after two years, or even one year, but should be a day one protection.

Conference believes that all workers should have access to justice in the employment relationship and thus there should not be charges for access to employment tribunals – this is even more vital when it comes to discrimination cases as the very workers likely to be discriminated against are also likely to be the lowest paid and least likely to be able to afford such fees.

Conference instructs the NEC to campaign for both day 1 employment rights and free access to employment tribunals. This campaign should be taken forward through the PCS Parliamentary Group, in concert with other unions and campaigning organisations and through the TUC.

## A54

### **NEC**

This conference notes that:

- PCS supports democratic devolution in Wales;
- PCS Wales policy fora in 2011 and 2012 supported law-making powers and devolution of tax-raising and borrowing powers, all of which have now been delivered or are being considered;
- The Silk Commission's 'Part II' recommendations and of the Scottish referendum campaign has opened up the question of the constitutional settlement across the UK, with significant implications for Wales.

Conference believes that PCS must continue to engage actively in the ongoing debate about further devolution, monitoring the implications for our members and the services they deliver, and presenting members with an informed analysis, consistent with our established position on these issues.

Conference agrees:

- to actively pursue our position of replacing the Barnett Formula in Wales with a new funding mechanism capable of addressing the real needs of the people of Wales, as the research done by the Holtham Commission showed that Wales is underfunded by £400m p.a., in conjunction with campaigning for full funding to meet needs across all parts of the UK.
- to consult members on the key industrial demands of PCS on behalf of members, and to commitments from the Welsh Government and other employers in the devolved Welsh public sector

The consultation to include:

- Consultation and follow up action to be undertaken under the direction of the NEC Devolved Areas Sub Committee and in close consultation with the Wales Committee.
- Commissioning work to analyse and identify options for devolution and their potential impact upon PCS members

and the services we provide and bargaining structures.

- A Consultative Policy Forum of delegates from Wales PCS Branches to consider/agree industrial demands and seek views on policy options for Welsh devolution.
- A consultative exercise of branches involving BEC's and members meetings seeking views on individual demands and policy options for Wales devolution.
- Convening a special meeting of the Wales Assembly Group to explore views/options that inform the PCS consultation.
- To consult other unions interested in joint campaign and developing a common strategy in relation to industrial demands and policy option for Wales devolution.
- To use the consultation as an opportunity to promote Direct Debit and increase union membership of PCS.
- To draw up the necessary materials and campaign strategy to promote the maximum involvement of PCS members.
- Report the outcome of the Consultation Exercise to ADC 2016.

Conference believes that it is crucial for PCS to continue to lead, influence, assert leverage and win these demands in the interests of our members, their families and the communities in which they live and work.

## A55

### MoJ Associated Offices (052046)

Conference notes the recent report from the housing charity Shelter which states that average private rents are unaffordable for working families in over half of all local authorities in England and details the failure of the private property sector to meet basic housing need, such as the "Buy to Let" fiasco.

Conference re-affirms its existing policies on the need for major expansion of council/social housing.

Conference is appalled at the current policies of housing pursued by all three major political parties which directly hit the working class and is nothing more than social cleansing especially in London.

Conference instructs the NEC to lobby the TUC to campaign for the following:

- Make the case for a return to statutory rent controls on commercially – leased domestic accommodation, as was previously carried out by Rent Officers.
- The building of council and social housing which has affordable rents that mean affordable.
- Lobby against the introduction of market rents in Council or Social housing.

## A56

### Covers E323

#### DWP Derbyshire (047044) DWP Nottingham (047042)

Millions of workers in the UK face a future pensions' crisis when they retire. The state pension is currently ranked as 36th out of 37 OECD countries, one in six older people already live below the official poverty line of £175 a week and six million pensioners – the vast majority of whom are older women – have an income less than £10,500 a year.

For years, successive governments have relied on large

sections of the workforce having a decent occupational pension, based on final salary as an alternative to providing a higher state pension. However, over the last decade we have seen the gradual decline of good occupational pensions, only to be replaced by more insecure market-based alternatives where the risk lies almost solely with the individual.

As a result of insecure employment patterns, low pay and poorer pension alternatives, the vast majority of future pensioners will therefore become increasingly reliant on the state pension to form a large source of their income in retirement.

It is therefore vital that the NEC now recognises the need to campaign more vigorously for a decent state pension system for all – including future pensioners.

Following the general election this campaign should include:

- Strengthening links between ARMS National Committee and the PCS Pensions Officer and supporting the campaign by Britain's biggest pensioner organisation, the National Pensioners Convention;
- Lobbying the government to ensure all existing and future pensioners receive a state pension set above the official poverty level;
- Calling for annual increases in pensions to be linked to the best of wages, CPI, RPI or 2.5%;
- Rejecting any further attempts to raise the state pension age beyond 67.

## A57

### DWP City of Sunderland (047118)

At this present time, tens of thousands of innocent UK citizens are having their families torn apart by inhumane immigration policies. This has been made possible by making changes to the Immigration Rules which prevent UK citizens of low economic status from living in the UK with their loved ones if their partners and family members are not from the EU.

The changes to the Immigration Rules were made into UK law without ever being put before parliament.

The Immigration Rules were changed to include English language and income threshold requirements which are being used as a tool to destroy the family lives of innocent UK citizens. These Immigration Rules are being used to remove the innocent non EU partners and family members of UK citizen from the UK. The Immigration Rules are being used to stop non EU partners and family members of UK citizens, from entering the UK to join their loved ones.

The English language requirement only applies to the non EU partners and family members of UK citizens who are from countries where English is not the first language. The English language requirement targets Asians, Africans, South Americans and people from the Middle East who wish to remain with or join their partners and family members in the UK so in effect the English language requirement targets those who are of non-white racial origin.

English is also not the first language of those EU nationals living in the UK and yet any EU national can rightfully settle in the UK with a partner and family of any nationality, and they do not have to meet any English language or income threshold requirements.

The income threshold is set at £18,600 for a couple and this is an amount which will exclude almost 50% of the UK population from living with a partner of their choice or nationality.

EU nationals also do not have to pay the extortionate visa or legal fees that UK citizens are forced to if they wish to have their partners and families join and remain with them in the UK.

We do not object to EU immigration, in fact quite the opposite, but we do demand that UK citizens and their non-EU partners and family members have the same rights as EU citizens residing in the UK.

These issues must be forced into the public domain and debated before parliament.

Every discriminatory aspect of the Immigration Rules must be abolished so that all UK citizens have the right to live in peace in the UK with their loved ones, regardless of their race or nationality.

UK citizens must have parity of rights with those EU nationals residing in the UK.

This motion calls for PCS to campaign against the discriminatory immigration on the grounds of equality and to raise awareness of what is happening via the TUC and other bodies such as trades councils to gain support for equality for all.

## A58

**Covers E324 – E325**  
**DfT West Midlands (201059)**  
**DWP Devon (047095)**

This conference notes that research shows that 13 of the top 20 outsourcing companies have overseas subsidiaries in tax havens. This allows them the ability to re-cycle monies off shore so as to reduce or even eliminate their UK tax bill owing on outsourced contracts.

A Public Accounts Committee report showed that many PFI contracts are now owned by off shore companies, which means they pay little or no tax on these contracts.

Ironically for both PFI and outsourced contracts it is assumed that the companies will pay tax and this assumption is used to increase the cost of the in house comparator (if the contract stays in house then no tax is paid).

This abuse of the public sector contracts must end. All companies that run such contracts must pay full UK tax. Of course the best way to prevent abuses would be to take outsourced work back in house. In the absence of this though, this Conference instructs the NEC to mount a campaign around this subject, with the campaign seeking to make it unlawful and/or against public sector policy for public sector contracts to be awarded or kept by companies that use overseas subsidiaries in tax havens or any other tax avoidance methods to reduce or eliminate their UK tax bill.

## A59

**MoJ Associated Offices (052046)**

Conference should be aware that the billions acquired by Bankers, Tax Evaders and deposed dictators are being squirreled away in Tax Havens under the authority of the UK government. Yet while ordinary working people suffer as a result of the greed and mess left by the banking fraternity and ex dictators the current UK government refuses to clamp down on these tax havens where there is enough cash to plug the deficit caused by tax payers having to bail out the banks.

Conference therefore instructs the NEC:

- To lobby the TUC and our Parliamentarians to close the tax havens under UK authority.
- To get back all tax owed to the taxpayer to used to properly finance public services.

- To lobby Parliament and the TUC so that the public can access what every company and individual has paid in tax on the internet, similar
- as to what happens in Finland.
- To insist on complete transparency of all financial accounts and transactions in all off shore tax havens and to exclude any company who refuses to divulge their assets in these offshore havens from trading in Britain.

## A60

**MoJ Associated Offices (052046)**

This conference agrees to support the Mark Duggan Justice Campaign.

Mark Duggan, a young black man who lived in Tottenham and was a dad of six was shot and killed by police on 4 August 2011.

The jury in an Inquest into Mark's death delivered a verdict that Mark was not unlawfully killed even though they concluded that he was not holding a gun when he was shot dead by armed police.

Since 1990 some 1,476 people have died in police custody or following police contact (source: inquest.org.uk). Yet not one police officer has been convicted. In Tottenham the family and friends of Cynthia Jarrett, Joy Gardner and Roger Sylvester and now Mark Duggan still have no justice.

Mark and his family have been demonised by sections of the media with misinformation and lies spread about the case. Mark's criminal record was very minor – two fines on his record yet the media refer to him as a violent gangster and one of the 48 most dangerous criminals in Europe. In the days following Mark being killed information emerged in the media that there was a shoot-out and that a bullet was fired at police which was not true.

In stark contrast with no police officer having faced criminal charges for killing young black men, many young people were given disproportionate sentences for minor crimes during the riots that took place following Mark's killing.

This conference believes that:

- The verdict in the Inquest into Mark Duggan's killing was influenced by the racist way in which Mark's character was tarnished by the police and media.
- the decision to find it lawful for the police to shoot an unarmed person has put all young people and in particular young black men at risk
- We instruct the NEC to:
- send a message of solidarity to the family of Mark Duggan at this very difficult time
- to sign the Mark Duggan Justice Campaign statement/petition
- to support the family in their continuing fight for justice for Mark

## A61

**Welsh Government Group – Cardiff (042004)**

A safe work place, managed by the employer within the confines of what isn't going to damage the workforce was the purpose of the Health and Safety at Work Act. It's central tenet being partnership between employer and employee.

The International Organisation for Standardisation (ISO)

and its local outlet the British Standards Institute have a different idea.

The International Labour Organisations principle on standards is to give “equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes”. The British Standards Institute (BSI) currently where contracted to introduce their BSI 180001 management standard for Health & Safety see employees as only observers in the process.

The ISO, chaired by the BSI, are working on an international standard on Occupational Health and Safety Management System catchily named ISO 45001. The first draft undermines existing ILO standards promote a “behaviour-based approach”, replacing responsible occupational health management with a blame-the-worker system. It finds workforce scapegoats, not management solutions. Not what the 1974 Acts did for Health & Safety. Fortunately national standards bodies in US, Canada, France and Germany Sweden and Japan voted against it and the draft must be reviewed before being voted on again. Though delayed it has not been defeated. ISO 45001 would effectively privatisate health and safety standards undermine existing national and international laws and standards.

Conference calls on the NEC to:

- Oppose the introduction of a standard, ISO 45001, that blames the injured.
- Pressurise British Standards Institute to drop this standard, both as PCS and via the TUC
- Engage with the ETUC and ITUC, ILO to oppose ISO 45001

## A62

### R&C East Midlands (200033)

Conference notes the removal of civil liability from law, the consequent erosion of the principle of employers' vicarious liability, and the detrimental effect this will have on claims for compensation for work-related accidents.

There has been a distinct lack of training and awareness-raising on this matter.

This conference instructs the NEC to work urgently with LEEPS to create a training programme regarding these changes.

Conference also instructs the NEC to bring these changes in law to the attention of our Parliamentary Committee with a view to raising an Early Day Motion on the subject.

## A63

### Covers E326

### DWP South East London (047035)

Conference applauds the work undertaken by the NEC, DWP GEC, branches, reps and members to expose the unfairness of the current sanction regime and endorses the union's view that DWP should focus on providing support for those who can return to work and for those that cannot because of ill health, disability or caring responsibilities. We firmly believe that this service is best delivered by PCS members working within the public sector.

Conference further notes that a number of other organisations, political parties and private companies do not share this view and advocate that employment support be

privatised and/or transferred from the DWP. We therefore instruct the NEC to campaign industrially, politically and publicly to defend and improve the provision of this public service.

## A64

### DWP Doncaster (047007)

This conference condemns the victimisation of all our reps in PCS and in the wider union movement.

This conference agrees victimisation based on often trumped up charges and in some cases outright lies are a symptom of corruption and poor management. Often the case involves the most pro-active and effective reps who find themselves victims of these lies and false charges by management and their lackeys

This conference further agrees that the TUC should be pushing for independent enquiry into the behaviour of employers and all implicated in this corrupt practice in particular when an ET rules in favour of the rep and they still find themselves out of a job. This conference therefore instructs the NEC to:

- Push for a wider campaign across the TUC and political groups
- Lobbying government and any other relevant political groups
- Look at appropriate penalties where it is proven inappropriate practice has taken place; this should include dismissal of managers and their lackeys with no compensation and financial penalties for company involved where appropriate
- Push to give more teeth to counter discrimination against union activity as part of equality legislation
- Campaign to give the choice of re-instatement for any rep, where the ET has ruled in their favour
- To look at setting up an independent body or inquiry to investigate companies where appropriate
- To campaign to give ET the enforcement power to order re-instatement for future cases and in fact anyone in a dismissal case

Conference agrees that Discrimination against reps must be treated in the same way any other discrimination is treated under the law and the principle of defending those that defend others should be a top priority.

## A65

### DCLG/Headquarters National (141802)

This conference notes:

The latest Oxfam research that suggests that the combined wealth of the richest 1 per cent will overtake that of the other 99 per cent of people by next year unless the current trend of rising inequality is checked. Political leaders continue to pledge their commitment towards fighting global inequality and tackling poverty, but this political rhetoric has only resulted in the gap between the richest in society and the poorest continuing to grow.

The findings of the Oxfam research further strengthen Professors Wilkinson and Pickett's research from "The Spirit Level" that evidences that more equal societies – those with a narrower gap between rich and poor – are more cohesive, healthier, suffer fewer social problems and are more

environmentally sustainable. This conference recognises the need to campaign for a radically more equal Britain that begins, but is not confined to, our work as trade unionists representing large numbers of low paid workers.

Therefore, this conference instructs the NEC to:

- encourage awareness amongst branches and members of the importance of the latest Oxfam research findings and other research including "The Spirit Level" (e.g. by sending out suitable branch briefings; with permission reproducing material from the Equality Trust onto the PSC website);
- discuss with the Equality Trust (founded by Professors Wilkinson and Pickett to promulgate their ideas and to campaign for a more equal society), other trade unions, and labour movement figures to explore how we might work together to forge a radically more equal Britain and take joint initiatives to this end; and
- campaign within the civil and public sector for policies that seek to redress the effects of inequality on our members and seek to support those campaigns that seek a more equal society in terms of income distribution.

## A66

### Covers E327

DfT London and the South East (201053)

DWP Devon (047095)

This conference notes that the 3Cosas campaign is being fought to win parity in three areas ('tres cosas') between out sourced workers working in the University of College London (UCL) and workers who work directly for UCL. These three areas are: sick pay, annual leave and pensions.

To win parity, the out sourced workers (porters, cleaners, security staff and maintenance workers) have taken strike action. In addition to this there have been direct actions, protests and events. In all of this, the 3Cosas campaign has been energetically supported by the UCL students union. Also the PCS union has been supplying logistical and other help to the campaign.

Whilst important gains have been made for workers, the 3Cosas campaign has still not won parity in all the three areas.

This conference agrees that the 3Cosas campaign is important in itself but also important in that it is symbolic of a wider problem (multiple tier work forces) and the conference hopes could be the shape to come of other disputes. Certainly more, and bigger 3Cosas campaigns are needed across the economy.

Given all this, the conference agrees on the following actions, that:

- the union widely publicises the 3Cosas campaign, encourages union members and activists to attend 3Cosas events and seeks to raise funds for the campaign;
- PCS writes to UCL and calls on it to reach a settlement with the 3Cosas campaign;
- PCS contacts the PCS Parliamentary Group suggesting that MPs may wish to write to UCL calling on it to reach a settlement with the 3Cosas campaign;
- The union facilitates 3Cosas speakers to address BECs and other union meetings as appropriate;
- PCS explores with the 3Cosas campaign and the UCL students union whether a public meeting, with the PCS union paying for the venue, could be arranged to publicise the campaign.

## A67

### R&C Criminal Justice (200039)

Conference believes that public money lost to alcohol fraud is far in excess of the £1 billion lost in duty and VAT each year admitted by HMRC. Smuggling and other alcohol fraud also damages the legitimate alcohol trade such as pubs, off licences and small breweries who are increasingly being forced out of business as they are undercut by those evading duty and taxes.

Parliamentary enquiries have shown that the big UK brewers supposedly export some 500 million litres of beer to Europe but that the legitimate demand is only some 150 million litres. Meaning that about 350 million litres, twice the legitimate exports, are either never really shipped abroad or are smuggled back into the UK. Even on the lowest estimates this amounts to around £300 million on beer alone. Wines and Spirits have higher rates of duty making the smuggling commodities of these even more profitable to the organised criminals involved in this fraud.

The NEC are instructed to initiate a campaign along the lines of the Tax Justice campaign that has now become part of mainstream debate not just in the UK but internationally. As part of the campaign the NEC should work with HMRC Group, Home Office Group, PCS Parliamentary Group the Campaign for Real Ale, Tax Justice Network and other interested groups.

The campaign should include demands for:

- Increased staffing to combat the fraud;
- Duty stamps on beer;
- Regulation and control of all of those involved in the alcohol trade;
- Large brewers to be brought to account and to pay the Taxes they should be paying.

## A68

### Covers E328

DWP Fylde Central Benefits and Services (047139)

Veterans Agency National (014300)

Conference notes that nearly all County Councils in England propose to implement Beeching style cuts to the National Bus Network, arising out of the Government's cuts programme.

In Lancashire, the Council had intended to withdraw all Evening and Sunday services and only modified this intent following widespread opposition, however, services have still been cut and more are at risk. Many councils intend to withdraw support from the bus service network altogether. Cumbria is now in the process of doing so.

Whilst it is often stated that the majority of services are run commercially, there are several problems with this idea as follows.

- 1 In profitable routes in towns and cities, de-regulation by the government in 1985 has allowed wasteful duplication as a result of "pirate" operators springing up. These pirate operators often do not operate in the evenings or at weekends, and abstract revenue from "regular operators", making cross subsidy of more marginal routes more difficult.
- 2 The "regular" operators themselves have mostly been privatised, and are dominated by 5 or 6 major operators, who can cut services at a whim in pursuit of maximum profit, as indeed happened in Cornwall in 2013.
- 3 There may be a majority of services run commercially if

the number of buses (see point 1) is added up, but that is not the case if the size of the network, both by places served, and by the times those places are served, is analysed.

Conference condemns these cuts which will prevent people from travelling, affecting employment, leisure, and essential activities.

Conference instructs the NEC to work through the TUC and the Parliamentary Group to oppose these cuts, as part of the work to oppose the cuts more generally, and to call for the revocation of de-regulation.

## A69

### MoJ Associated Offices (052046)

Conference recognises the financial crash and recession has become the pretext for the biggest assault on workers living standards and rights in living memory.

We also recognise the success of PCS in raising the issue of Tax Justice and making it a part of mainstream political debate.

Conference also agrees the importance of campaigning for Tax Justice, fighting to defend the pay, jobs and conditions of members in HMRC and ensuring this remains central to our alternative to austerity.

In order to promote and revitalise our Tax Justice work, conference instructs the NEC to:

- 1 Plan meetings of national PCS, HMRC group, Tax Justice Network, Parliamentary Group Officers.
- 2 Draw up a Tax Justice pamphlet based on the following but not exclusively.
  - i HMRC resources, internal policies & procedures and legislation needed to tackle the tax avoidance and evasion of FTSE companies and super rich.
  - ii Progressive and redistributive form of taxation.
  - iii Higher rate of Corporation Tax with increased resources and powers of collection.
  - iv Windfall tax on profits of energy giants, supermarkets and banks/investment funds.
  - v Radical reform of UK tax havens.
  - vi A Land Value Tax
  - vii Robin Hood Tax on transactions in equity/bond markets.

The pamphlet should explore the options, scope and increased revenue from a progressive system of taxation in the UK. It should also explore the scope for international co-operation between trade unions and at a governmental level. The pamphlet, along with a series of launch events and associated campaign materials and activities can assist our industrial and political agenda of challenging austerity and raising our alternative.

## A70

### MoJ Associated Offices (052046)

Conference is aware of the brutal evictions as well as the constant discrimination through the media against the British Roma and Irish Traveller groups throughout Britain. The worst scale of evictions that took place was in Dale Farm in 2011. Although the Travellers were accused of illegally squatting, they were residing on Green Belt land

that was of no detriment to society and the evictions were in breach of the UN resolutions. It should, also be known that there was the 1968 Caravan Sites Act of which allowed local authorities to provide Traveller sites through Britain. But the 1994 Criminal Justice and Public Order Act repealed the duty on Local Authorities to provide these sites. In addition, Gypsies and Travellers are constantly mocked, vilified and de-humanised by newspapers, broadcasters, online comment threads as well as social network platforms. "Big Fat Gypsy Wedding" by Channel 4 is a prime example as many children from Traveller families are being harassed and attacked within mainstream schooling.

Conference notes that there is no room for any form of racist discrimination and we should do everything in our power to crack down on these overseen attitudes against Travellers within our own workplaces and throughout the rest of society. Travellers need to be redefined as their ethnic status is being obliterated and they seem to be the only people facing evictions in mobile homes as there was a report in 2012 that there were only 3,000 unauthorised sites. Therefore, we ask conference to pursue and aim to implement the following polices within PCS and throughout the TUC:

- To invite representatives of the Traveller Communities in order to speak at Trade Union meetings and conferences.
- To promote all people from the various Traveller groups to join and become active in Community Trade Unionism which is responsible for the youth, students, unemployed and the Pensioners.
- To promote the role of Travellers, Romani and Parvees in Trade Union services, activism, equalities and representation in order to campaign against discrimination.
- To ensure Trade Union support for Travellers in social services, education, employment, pay, terms, conditions and so on.
- To broaden all Trade Union and employment ethnic questionnaires to include Traveller, Romani and Parvee categories, especially as there is a low declaration rate within jobs as well as services.
- To support training and mentoring for Trade Union Representatives on personal case representation for Travellers against discrimination in employment.
- To promote campaigns in Trade Unions for the repeal of all anti - Traveller legislation, with the restoration of the Caravans Act of 1968.
- To seek alliances with Trade Unionists in campaigns against racial stereotypes by media and broadcasting as well as institutionalised racism within the Criminal Justice System against Travellers.

## A71

### R&C North Wales & North West (200078)

That this ADC recognises that the recession has meant a huge rise in unemployment, including those partially employed. It believes that this has allowed a very narrow argument to develop which says that work is good, not working is bad. Conference believes that there is a difference between useful work and useless toil and that during a lifetime people should have the ability to work, learn, rest and develop. In a hugely rich world working time should be lessening whereas in fact people are being asked to work longer.

The labour movement has a proud history of fighting for bread and roses and this should be continued.

Conference therefore believes a step forward to achieving a better work/life balance would be the introduction of a citizen's income. This system is already

in place in many areas of the world from African states to Mongolia.

Conference therefore instructs the NEC to mount a national campaign for the citizen's income, including publicity, research, political lobbying along the lines of the successful Tax Justice campaign and direct action as necessary.

## A72

### MoJ Associated Offices (052046)

We note that PCS has a policy on supporting the decriminalisation of sex work. Ending criminalisation would increase safety as sex workers could work together and report violence without fear of arrest.

In Scotland, when clients were criminalised in 2006, the number of assaults on sex workers almost doubled in one year. In Sweden where clients have been criminalised since 1999, sex workers and academics report that women have been forced further underground into the hands of pimps. Criminalising clients will not stop prostitution, but it will make it more dangerous and stigmatising for sex workers. Romanian mother, Mariana Popa was murdered in East London in 2013 in the wake of a police crackdown which drove sex workers into side streets to avoid arrest.

The English Collective of Prostitutes estimates that 70% of sex workers are mothers, mostly single mothers supporting families.

Therefore, we ask for PCS to ensure the following policies:

- Campaign to oppose current legislation in parts of the United Kingdom and plans in Parliament that would criminalise clients as they would drive sex workers further underground and into more danger.
- To work jointly with groups such as the English Collective of Prostitutes, Global Women's Strike, and such other associated organisations to reverse welfare cuts and benefit sanctions which are increasing poverty, driving more women and young people into prostitution to survive. Some women working on the streets have not eaten for days.
- To ensure such joint campaigning is used for an end to zero hours work contracts, for a living wage for carers, pay equity, social housing and affordable rents so that no one is forced into prostitution by poverty, and those who want to leave are able to do so.

## A73

### MoJ RCJ/FAH (052054)

Conference notes that over the last few decades the number of schools with a religious ethos has expanded, many of them free schools or academies. As early as 1897, the TUC had a policy that the education of our children should be secular and under the democratic control of communities, a policy repeated many times at congress over the next decades. Concerns have been raised that the new breed of faith schools impose religious tests for potential students and can bar teachers who are not religious or of the wrong faith from employment or promotion within them. Faith schools also frequently find ways of filtering out children from the most deprived backgrounds, measured through indices such as the proportion of children entitled to free school meals. Several

instances have also come to light of pseudo-science, such as creationism and 'intelligent design', being taught in these schools.

Conference therefore instructs the National Executive Committee to adopt a position of opposition to the creation of further religious schools, to support the abolition of all religious tests for staff and students in all existing schools, to work towards a ban on the promotion of creationism and 'intelligent design', and to work with other TUC-affiliated trade unions and with appropriate campaigning organisations towards these ends.

## A74

### R&C North Wales & North West (200078)

That this NDC believes that vital public services such as Transport and Energy should be owned and controlled by the general public for the good of all, not by private business for profit.

Conference therefore instructs the NEC to actively campaign, co-coordinating with all interested parties from Trade Unions to users groups and Communities, for the return of these services to the public sector.

Conference does also recognise that previous models of public ownership were bureaucratic and unaccountable and therefore further instructs to NEC to commission work to identify a new model of public ownership based on genuine democratic control of such facilities by workers and communities.

## A75

### MoJ Associated Offices (052046)

Conference will be aware of the immense damage that Private Equity Firms do companies that they take over and slice to the bone. Such companies are on record for reducing employees to the very minimum and doing vast damage to their terms and conditions. The review done by David Walker does not go far enough to control these private equity firms. The takeover of AA by private equity firm Permira resulted in thousands of job losses and an eventual merger with Saga, the over 50's insurance and publishing firm. Private equity is centred on its get rich-quick asset stripping and tax avoidance. One could well argue that it is the failure to regulate the private sector has contributed to the "credit crunch" which has affected economies around the world.

Conference therefore instructs the NEC to lobby the TUC for the following:

- Private Equity Firms and so-called portfolio companies based in the UK that use huge loans to purchase large companies should release plans of what they intend to do with those companies, and how they intend to pay back the loans, to the employees, customers and stakeholders before any acquisition attempt.
- They should disclose details of investments and how they have performed over time. An annual report would suffice.
- Firms based off shore to escape UK taxes should be excluded from acquiring other companies in the UK.
- Buyout firms should also detail the board members and senior managers in charge of specific funds.
- An annual report which should appear no later than 3

months after the year end should include a discussion of its performance and information about employees, its effect on the environment and social and community issues.

- The financial risks of using excessive debt to fund buyouts should also be added to the reporting requirement.
- The huge pay and fees enjoyed by private equity bosses should be included in the annual reports.
- There should be robust protection for employees' terms and conditions of employment once an acquisition has taken place.
- The above bullet points should not be part of a voluntary code but should be made compulsory.

## A76

### MoJ Associated Offices (052046)

Conference should be aware that the current Government is opposed to the banning of short selling in the financial markets. Short selling is where a broker borrows shares sells them at a high price and then talks the shares down to their previous cost so he can buy them back cheaply and make a profit by handing them back to the original owner. There are many permutations of this kind of selling but what it can mean is that drives the market into recession by stopping companies from recovering their values in the stock market. Some Brokers or "Hedge Funds" buy enough shares in a company so as to block any recovery so they can bet on a rival company whose shares will escalate. Shares that these Hedge funds or Brokers have already bought and stand to make a killing if the rival company fails. It is like sabotaging a horse so the one you want to win will win.

Short selling is banned in the US, Brazil, Japan, Hong Kong and Australia. In 1997 the Asian financial crisis was triggered by a co-ordinate attack by short sellers on the Thai baht.

Conference therefore instructs the NEC:

- To lobby the TUC to prohibit the practice of short selling in the United Kingdom.

## 6. PERSONNEL POLICY

## A77

### Covers E338

### R&C Salford Revenue (200133)

This ADC is appalled at the treatment of former and current Civil Servants by the Service provided by MyCSP through delays and incorrect information being supplied when people are considering life changing decisions. The so called "Mutual" has clearly broken its own published "Customer Promise". Taking HMRC as an example following an admission of delays and staff shortages on the departments Intranet 36 immediate responses were received stating serious problems with MyCSP. As private sector company, Equiniti now owns 51% of the stake in MyCSP this conference believes it is no longer a mutual and further more that it has failed in its obligations.

The NEC is therefore instructed to take the issue up with the incoming government ministers following 7th May 2015 demanding that arrangements for the operation of the Civil Service pension scheme are reverted to the previous publicly owned system and to enlist the support of the Civil Service Pensions Board in this respect

## A78

### DWP Bradford (047002)

Conference notes that from April 2015 a single set Civil Service Pensions employee contribution rates have been introduced. In the case of members of Classic this has resulted in some sharp increases, for example in the £15,001 to £21,000 pay band contributions have increased from 3% of salary to 4.6%, instantly wiping out more than any potential pay increase under the current Government pay policy.

Conference further notes that while contributions have been aligned benefits of the schemes have not.

Conference notes with dismay the unfairness that remains in Civil Service pension arrangements for members who live with a partner but are not married.

Currently if you are married or in a Civil Partnership and die in service, or after you retire, your spouse can get your pension. If you marry after retiring your spouse is entitled to half of your pension.

If you are not married but live with a partner you die the person you have chosen to be your partner is not entitled to anything if you are in either the Classic or Classic Plus schemes.

Conference calls upon the NEC to negotiate changes to the relevant schemes to achieve equal treatment of so that whom ever you chose to be your partner even if so after retiring they have the same entitlement as if they were married.

## A79

### MoJ HQ (052053)

Conference notes that the changes made to the Employment Tribunal system often makes it more costly for staff to challenge decisions made by the government departments and agencies. The Civil Service expenditure on Tribunals should be a matter of public knowledge both in terms of legal costs to the taxpayer, costs of staff attending the hearings (union representatives having to use their own time to attend) and the costs of settling cases.

It should also be a matter of public record the extent to which the departments/agencies participate in and resolve cases or not through mandatory Early Conciliation provided by ACAS.

Conference instructs the NEC to request information on government departments/agencies concerning:

- 1 Legal costs of cases
- 2 Costs in terms of staffing especially in time provided to prepare for and attend hearings
- 3 Costs of settlements – this can be a cumulative total
- 4 The number of cases under each heading including – discrimination cases by type and unfair dismissals
- 5 The number of cases where ACAS has contacted departments/agencies in respect of Early Conciliation
- 6 The number of these cases where the departments/

agencies have declined to conciliate

7 The number of these cases that have resulted in a settlement

## A80

### Commercial Sector / Telford Aspire (163002)

This conference notes with approval the moves to return privatised IT work and jobs back to the Civil Service in DVLA, ONS and HMRC. However, it is also noted that the government is trying to re-engage the staff on disadvantageous conditions. Conference instructs the NEC to further the range and scope of this policy and to ensure that the rights, conditions and interests of the former private sector members are fully protected and promoted when it is implemented.

## A81

### DWP Bradford (047002)

This Conference condemns the way that the Civil Service People Survey is wielded by Cabinet Office and Ministers as a weapon to attack PCS members in an outright abuse and perversion of the information to suit their own agenda.

Conference however, acknowledges that the current policy of recommending all members do not participate in the survey is a blunt instrument that does not wholly address the tactical considerations PCS should be promoting in order to fully gain the support of our members on this matter or enable us to spotlight the nature of managements manipulation of the information in the Survey.

Conference understands that where consultation and negotiation on Surveys and Questionnaires of our members can reach consensus with common values, aims and objectives in terms of supporting staff, then such endeavours can be mutually beneficial.

Conference also recognises that the People Survey may also be used by PCS as leverage to undermine, demoralise and divide management as in the successful PCS DWP Group campaign, using industrial action, legal action, union surveys and the DWP Staff Survey, in a combined strategy which achieved abolition of relative assessment and quotas for performance ratings in DWP in 2008.

Conference instructs the National Executive Committee to refine the current PCS policy on the Civil Service People Survey by developing a more tactical approach:

- 1 Where there is point blank refusal to consult, negotiate, alter or adjust the Survey taking into consideration local/ Departmental considerations and there is no positive dialogue or sharing information from the outcomes of the Survey, we continue to recommend that members do not participate in the Survey where this has proved to be a successful tactic.
- 2 Where there does exist common ground at Cabinet Office or Group/Departmental level to consult, negotiate and share information derived from a Survey that has been subject to the process of Industrial Relations, then we adopt an approach that supports the interests of our members that includes:
  - a) Consultation/Negotiations re content and questions included in Survey.
  - b) Agreed Sign-Off on Survey, with outcomes to be fully subject to consultation/negotiation with PCS.

- c) Full sharing of source information, whilst retaining individual member's anonymity, between PCS and Management sides.
- 3 Where responses in the People Survey may be used as leverage to support the achievement of PCS National or Group Policy objectives a PCS national, or group, campaign may include advocating that members should take every opportunity to tell management what you think using the People Survey to do so.

## A82

### MoJ Associated Offices (052046)

Conference recognises that the Whitehall II study revealed that there is a relationship between Civil Service grade and longevity, essentially the higher your grade the longer your life expectancy and the lower your grade the lower your life expectancy.

Conference recognises that there are many factors affecting health and life expectancy. However, our employer should take active steps to identify working conditions that have short and long term effects on members' health and life expectancy. These working conditions can include control over your own work as well as physical working conditions.

Conference instructs the NEC to campaign to have our employer engage with academic research, agreed with the NEC, to identify and address the relationship between working conditions, health and longevity.

## A83

### Covers E339 DWP Fylde Central Benefits and Services (047139)

Conference notes a condition of service issue, regarding paternity rights. Currently the amount of Paternity leave available to civil servants is two weeks off paid at full rate of pay.

Although there have been improvements; Fathers now have the option of taking additional paternity leave. This is only available when the mother doesn't take her full maternity leave.

The issue with this is this additional paternity pay is only paid at a statutory rate. Maternity pay and even adoption leave is currently paid at full rate of pay for 26 weeks.

Parents should be allowed the same conditions of service to look after their children and not have to choose which parent takes on that responsibility based on financial implications.

Conference instructs the NEC to negotiate with the employers for better paternity rights. Firstly an increase to the amount of time given to fathers following the child's birth and secondly for any additional paternity pay to be paid at the full rate of pay to match the existing agreements for maternity and adoption leave. Such negotiations to be conducted within the next 12 months and report back at Conference 2016.

## A84

### R&C Euston Tower (200040)

This Conference is concerned that there is a substantially large number of staff experiencing and recording work-related stress in the civil service. We believe that working practices such as LEAN and Pacesetter introduced in HMRC and the civil service wide Performance Management Recording System (PMR) are causing work-related stress.

Work-related stress is not acknowledged as a notifiable condition and we believe it is absolutely vital to record and collect statistics as evidence that the changes to the working practices and reporting system are significantly contributing to the rise in work-related stress.

Conference instructs the NEC to lobby Government and the TUC to acknowledge work-related stress as a notifiable condition.

to determine what is in contract already. Suitable training and briefing material will be produced for group and national negotiators regarding defending existing contractual terms and conditions.

PCS will seek from the new government a commitment that certain terms and conditions be put into contract including certain rights as employees who are trade union members and representatives e.g. paid time off for tribunals, branch committee meetings and Union conferences.

## A86

### MoJ Group NOMS National (052067)

Conference notes that the introduction of "New Fair Deal" still presents a considerable threat to all members working wholly or mainly on the outsourced (or transferred) function.

Under the current guidelines promotions and lateral transfers are deemed as a contractual change. Therefore the decision about whether or not employees would still be eligible to participate in the PCSPS following promotion is for the employer to make as part of the terms and conditions of the new role.

The incoming NEC is therefore instructed to re-open negotiations with Cabinet Office to ensure that all members that are working wholly or mainly on the outsourced function can remain in the PCSPS following promotion or lateral transfer.

## A85

### Covers E340 – E342 DCLG/Headquarters National (141802)

This conference notes that:

- In 2013, when DCLG attempted to end check off, that the union won a court ruling that staff had a contractual right to check off;
- Following grievances for unlawful deduction from wages submitted in 2013 DCLG granted paid time off to DCLG delegates to attend PCS Group and National conferences;
- In early 2015 PCS (and other unions) won a high court against DfT's detrimental changes to sick absence trigger points, the high court ruling that the existing trigger points are contractual, and that in a communication to staff DfT management said "he court has found that trigger points for managing short term absence cannot be changed without Trade Union agreement."
- Some areas of membership have benefited from successful legal action to compel the payment of progression pay and others have benefited from the employer's acknowledgement of their employees' entitlement to contractual progression pay.

Conference further notes that, whilst it would be an error to rely upon the law, contractual rights can be an important defence against:

- Arbitrary changes to members' terms and conditions.
- Immediate threats to the income of the Union – as shown by the DCLG check off case and the caution of DfT in proceeding against check off in the face of possible legal challenge from PCS.

Conference therefore agrees that:

- It will be the aim and policy of PCS to win explicit contractual rights for members in as many areas of the employment relationship as possible and to defend those contractual terms that we already have from unilateral change or termination.
- Suitable training and briefing material will be produced for group and national lay representatives and employed officers regarding the negotiation and defence of contractual terms and conditions of employment.
- Groups and other bodies of PCS that have a direct negotiating responsibility for terms and conditions of employment will be required to examine their existing terms and conditions (seeking advice where necessary)

## A87

### R&C Dundee (200029)

That this ADC notes with concern the civil service plans to flexibly resource staff between departments in an attempt to mask the chronic understaffing in the civil service.

Conference expects this to occur more and more in future.

The NEC is instructed to:

- Obtain from the cabinet office their future plans for flexible resource;
- Work out a cost/ benefit analysis to show the amounts of money that are being lost to the exchequer as a result of staff not carrying out their own work, particularly in HMRC and areas where this work involves collection;
- Alert the Tax Justice campaign to this crisis;
- Raise with the PCS Parliamentary Group for political escalation, including PMQ's;
- Mount a robust media campaign, highlighting how critical tax revenues are not being collected due to chronic understaffing in the civil service, highlighting the levels of staff who are being moved from collection to man telephone calls in HMRC for example, and link this in with tax justice;
- Issue a MB asking members not to co-operate in line with the MTW policy

## A88

**Covers** E343 – E344  
DfT London and the South East (201053)  
DCLG/Headquarters National (141802)

This conference notes that when evaluating business cases that departments assume that for each post cut that they save the full cost of employing the person who occupied that post.

The Crown though is a unique employer in that not only does it pay staff to be in employment but it gets back from those staff, tax and national insurance and pension contributions. Moreover, if the Crown employee becomes redundant then government may be liable to pay benefits and/or a pension to the unemployed person.

Therefore cutting posts does, in their terms, 'save' employment costs but it also losses the Crown taxes, national insurance and pension contributions and may mean paying benefits/pension to the person out of work. Moreover the money that the Crown employee would have spent on goods and services is reduced and hence the demand in the local economy is reduced.

In 2009, Richard Murphy, a tax justice campaigner who works closely with PCS and other unions, did a calculation concerning a person earning £25,000 per annum who is a single parent with a child of school age, paying £500 a month in rent and £700 a year in council tax whose loses their job. He concluded that if the person is in employment then the government makes a net gain of £9,140 through taxes etc. If that same person is unemployed then the government pays out £12,160.

Whilst unfortunately there have been many adverse changes in benefit rules since then, it is probable that the broad thrust of Richard Murphy's calculation remains valid.

Therefore this conference instructs the NEC to campaign for changes in business case evaluation rules so that the Crown takes into account loss of tax, NI and pension contributions as well as the payment of benefits and the wider impacts on the economy.

the introduction of role-specific job descriptions for all civil servants across the Civil Service where these no longer exist.

## 7. RULES

### A90

#### NEC

3.16 A member in arrears by 2 months' subscriptions or more shall be given notice by the union copied to their branch that they may be excluded from the Union unless within 28 days of the notice date:

- a)** The arrears are paid, or arrangements satisfactory to the union for their payment are made;  
Or
- b)** A written explanation if given which is satisfactory to the union.

If at the end of the 28 days the conditions in (a) and (b) above have not been satisfied, the person's membership shall terminate. The unions head office shall confirm to any such person, in writing, that their membership has terminated and that any appeal to the NEC against loss of membership must be received by the General Secretary within 14 days or the date of the letter confirming termination. The NEC decision on the appeal shall be final.

### A91

#### NEC

3.14 Subscription rates shall be as follows:

- a)** (i) The primary payment method for members (ordinary and associate) paying subscriptions shall be by direct debit. The NEC shall make alternative payment arrangements for those who are not able to pay by direct debit. All new members or members rejoining PCS shall be required to pay by these methods.
- b)** The subscription for ordinary members paying by direct debit or the alternative arrangements agreed under paragraph (a) will be governed by an affordable banding mechanism subject to a maximum rate. This mechanism and maximum rate shall be increased on 1 January each year by an amount set at the discretion of the NEC taking account of pay rates, settlements and pay differentials of PCS members. The NEC may suspend any such increase at its discretion.
- c)** Where members continue to pay by check off the subscription rate shall be a common percentage equal to 0.6 of gross, basic pay, subject to the maximum rate set by the NEC.
- d)** The subscription payable by associate members shall be determined annually by the NEC.
- e)** Members not covered by collective bargaining arrangements shall pay subscriptions according to the affordable banding mechanism capped at the band rate identified as half of the ordinary maximum, or one quarter of the ordinary rate if they work fewer than 25 hours a week.
- f)** Casual workers, and workers on fixed term contracts

## A89

**MoJ RCJ/FAH (052054)**

Conference notes with dismay the disappearance of proper job descriptions in staff appraisals under the PMR system. This has led senior managers to increasingly see members as 'jacks of all trades' at their grade, meaning that they can be switched around from job to job, section to section and even building to building at short notice. It is also part of the LEAN-inspired deskilling of the workplace, where members do not have the opportunity to learn jobs to a good standard, for example meaning that court users will often receive orders which are not enforceable and applications which are not issued correctly.

The removal of proper job descriptions has also been allied to the criteria by which performance is judged being changed to complying with a whole load of third-rate management drivel plus the 'behaviours', which in practice are little more than a licence for bullying, favouritism and the imposition of authoritarian working methods, leading to members fearing to raise queries. Therefore, people are marked down on entirely arbitrary grounds and senior managers regard the PMR as a blank cheque, to be used in whatever way they wish.

Conference instructs the NEC to urgently negotiate

(including apprentices), shall pay no subscriptions for the first six months from the date of signing their application form.

**g)** Annually, at its first full meeting following ADC the NEC shall consider a "Subscription policy document". This document will have full regard to the policies set by the ADC and will cover issues concerning:

- i** harmonisation rates for sections of members transferring from other employee organisations
- ii** non-standard workers not covered by any other part of this rule,
- iii** subscription waivers and refunds
- iv** subscription rate payable by associate members.

**h)** The subscriptions rates determined via (a), (b), (c) and (d) shall be published annually with the PCS rules.

**i)** The NEC shall determine the level of subscriptions in any case where doubt arises.

## A92

### SG West and Central Scotland (038023)

Conference notes: The CONDEM coalition is moving on many fronts, including Lord Young's review of health and safety, Vince Cable's deregulatory review of all regulation, Nick Clegg's requests to name a law to be cut, and the overall massive cuts in budgets which will reduce funding for the enforcement agencies – the Health and Safety Executive (HSE), Local Authorities, the rail regulator and others. We as a Trade union need to make the case that health and safety is not a burden, saves lives and health, and money.

The most effective tool that we have in ensuring good health and safety at work is trade unions, because organised workplaces are safer workplaces. That is one of the main reasons that people join and stay in a union. When asked, 70% of new trade union members considered health and safety a "very important" union issue – more even than for pay.

For this reason Conference agrees to instruct the NEC to initiate the following change to rule B14 which would allow Health and Safety Officers to become elected branch officers:

Old Rule:

B14

The Branch officers shall consist of a Chairperson, Vice Chairperson, secretary, Organiser and Treasurer. The officers shall be members of the Branch elected by secret, individual ballot of the members in the Branch. The BEC may fill any casual vacancy.

New Rule:

B14 the Branch officers shall consist of a Chairperson, Vice Chairperson, Secretary, Organiser, Health and Safety Officer and Treasurer. The officers shall be members of the Branch elected by secret, individual ballot of the members in the Branch.

The BEC may fill any casual vacancy.

## A93

Falls if A92 is carried

### DfT East Midlands (201051)

Branch Bulletin 55/14 (BB 55/14) states the importance of union learning. Learning & development is crucial to the union's health in the workplace. Yet this is an optional post even with provision of union learning representative services being a statutory duty. Branches may opt to elect a learning co-ordinator, who may or may not be an accredited ULR.

With pernicious attacks on union activities and TUC funded training, including Health & Safety courses, the Group risks yielding the field by default. By making the learning co-ordinator a branch officer and making accredited union learning representatives eligible for the learning co-ordinator office, this embeds a democratic, accredited structure into the branches of the union. Learning will then become a core principle of the workplace union, rather than an optional extra.

Conference agrees to amend paragraph B14 of the Branch model constitution (Supplementary Rules, Annex B) by inserting the words "Learning Coordinator," between the words "Secretary, " and "Organiser".

## A94

### Aviation Group, NATS Swanwick (202016)

Conference agrees to amend rule A3 by adding a new sentence after "otherwise they shall fall." Insert "A motion may not be seconded by the branch moving the motion."

## A95

Falls if A94 is carried

### DWP Stockport & Tame Valley (047024)

Conference notes the following rule as it pertains to the movement of motions:

A3 Motions shall be moved when called and seconded immediately after the mover's speech, otherwise they shall fall.

We have seen instances where 'A' marked motions have fallen because the moving branch is not present in the Conference hall when the motion is called by the Chair. In such circumstances motions that have been 'E' marked as they are deemed to be covered by the A motion are also in effect felled.

Conference feel that it is unfair for a branch whose motion has been 'E' marked to not have their motion heard purely because the over-riding 'A' motion is not heard due to non-attendance of another branch. Conference therefore agrees that in the event of an 'A' motion falling in this manner the first following 'E' marked motion should replace the felled motion in the order of business to allow the issue to be debated.

The rule A3 should be amended to read as follows:

A3 Motions shall be moved when called and seconded immediately after the mover's speech, otherwise they shall fall. In such circumstances where the 'A' marked motion is felled due to the moving branch being absent from the conference hall the first following 'E' marked motion related to the felled motion will be heard.

## 8. ORGANISING

### A96

#### NEC

Conference recognises that in 2015 organising in every workplace is more important than ever before. In order to effectively challenge our employers and the government over pay, job cuts and privatisation we need to be stronger, better organised and more able to mobilise members in support of our campaigns.

Conference recognises that the austerity agenda and government policy has presented the union with new challenges. Our response must be to build the union in every workplace; the key to building our union is developing activists in every workplace, increasing the numbers of members taking part in campaigns, and building our branches workplace by workplace; the key to building our campaigns is involving members and communities in the defence of our jobs and services.

Conference notes the success of reps and activists in signing up members to direct debit in groups where the employer has made the decision to withdraw check off, and that the activist culture developed within PCS has enabled us to do better than other unions have previously done when check-off has been removed. We agree that the work done has confirmed the importance of basic, face to face organising at every level.

Conference also notes, however, that this work has identified the need for a large-scale recruitment campaign in each group where check-off has been removed, in order to ensure that we do everything possible to sign-up every member of staff who did not switch to direct debit by the time that check-off was removed, as well as recruiting those people who have not yet been persuaded to join PCS.

The lessons learnt from the direct debit campaign have enabled us to see clearly where we need to strengthen our organisation in order to continue to build PCS in every workplace. The NEC must now work with groups to ensure that, in the aftermath of check-off being withdrawn, we achieve our aim of maintaining and further developing an independent, campaigning union.

The national organising strategy outlines the key steps to build the union in 2015. Conference agrees that our main focus for 2015 must be to build our union in the face of austerity and union busting, so that we can most effectively fight for our members, locally, at employer level and nationally.

Conference endorses the national organising strategy for 2015.

### A97

#### Covers E354 – E361

Commercial Sector / Telford Aspire (163002)  
R&C Benton Park View (200126)

This conference recognises the importance of building PCS in the Commercial Sector. While PCS continues to fight privatisation and bring privatised bodies back under public control, this conference recognises the Commercial Sector is a fundamental part of PCS and its future. We therefore agree that PCS continues to campaign for the following :

- 1 The Commercial Sector needs to be given the maximum support, resources and profile in PCS organising, bargaining and campaigning priorities.
- 2 PCS needs to set out a strategy based on civil service and public bodies giving practical industrial and political support to members working for private contractors. This can involve personal case support, training of reps, promoting networks and participation in PCS national campaigns.
- 3 Civil Service groups to set up liaison bodies to press for all contracts to include commitments to union recognition, collective bargaining rights, TUPE plus protection, pension rights, living wage, minimum labour standards i.e. call centres, no zero hour contracts etc.
- 4 Work with other unions and external organisations in joint campaigns around union rights, living wage, issues affecting cleaning, security, retail and catering workers and support drives to unionise the millions of young, women, migrant and super-exploited workers who look to the trade unions to act in their interests.

### A98

#### NEC

Conference notes the threat of austerity policies and their effect on public sector workers, and welcomes the joint campaigning against cuts and other issues that takes place locally between PCS and Unison activists in towns, cities and regions across the UK.

Nevertheless, Conference notes that the union has made a formal complaint to the TUC against Unison for a breach of the TUC's rules relating to recognition and representation agreements between unions. Such arrangements prevent damaging competition between unions which weakens us all.

In 2010 PCS agreed a Memorandum of Understanding (MoU) with Unison on spheres of interest and matters of representation and recognition. PCS has adhered to that MoU, particularly in relation to transferring PCS members in the Learning and Skills Council to Unison when the functions of that body transferred to local government in 2011.

In 2013, Unison sought membership of the NTUC and recognition with the civil service in respect of members transferred into the civil service. The NEC opposed that approach on the grounds that neither Unison members in the Environment Agency nor in probation trusts are civil servants, and are not in any way covered by the NTUC. PCS requested that Unison discuss with us the representation of 800 fraud investigation staff who are due to transfer to DWP over the next two years. Unison refused to meet with PCS and unilaterally declared the MoU to be null and void.

It then came to light that Unison had made contact with the Cabinet Office and had been granted recognition in the UK Civil Service without the agreement of the civil service

unions. In 2014, Unison sought recognition with the DWP in respect of the fraud investigation staff.

By ignoring the MoU Unison have not complied with the principle 1 of the TUC Code of Practice, and by approaching the employer without the agreement of the recognised union Unison have not complied with principle 3 of the TUC Code of Practice.

Later in 2014 Unison, despite representing only a handful of civil service staff, signed up with the FDA and Prospect to changes to the Protocols on Avoiding Redundancy demanded by the Cabinet Office when PCS, Unite and the POA opposed such changes as diluting the protections our members had won through campaigning and strike action.

Conference believes that we are upholding a vital principle that has underpinned unity within the movement for decades: that unions should not attempt to seek recognition in an organisation where another union already has a majority of the workers organised. Breaching this principle will lead to fundamental disunity within the movement and will strengthen the employer in its attacks on our terms and conditions.

Conferences endorses the complaint made to the TUC over Unison's actions and instructs the NEC to pursue the matter to a conclusion through the TUC's formal processes.

## A99

### DWP Edinburgh (047136)

This conference notes with concern the inability of Branch Organisers to move staff quickly and effectively through the Commix system. The increasing financial constraints within PCS are an added hurdle that organisers have to deal with.

Conference instructs the NEC to enter into consultation with the PCS HQ and relevant Group Executives to look at the feasibility of allowing Branch Organisers access to the relevant systems to enable them to move members between branches within their respective groups, whilst ensuring all Data Protection legislation is fully complied with.

## A100

### Covers E362 – E363

#### NEC

#### MoJ Greater Manchester (052010)

Conference notes that period since the banking crisis, recession and the imposition of austerity there has been a consensus at the top of British politics that includes support for cuts to and the privatisation of public services, attacks on the pay and pensions of public sector workers, and the demonisation of those on welfare.

In the run-up to the 2015 general election, PCS campaigned on key policies issues including union-busting; pay; job cuts; tax justice; and welfare – focusing on key constituencies in each region where our members could have an impact.

Conference notes the policy that our union should remain independent of any political party, and that we should campaign politically to represent members' interests and in line with the principle rules in our rulebook. Conference recognises that this means overtly opposing political parties on the far right that are anti-union and promote divisive and discriminatory policies. Conference notes that members supported the union's political campaigning strategy in a

ballot in 2012, including standing or supporting candidates in exceptional circumstances.

In addition, we also used the general election campaign to highlight our support for a more proportional voting system (as backed by A152 at ADC 2008) to help break the stultifying Westminster consensus for privatisation and cuts. Conference notes that in the countries where anti-austerity parties have had some electoral success the electoral system is some form of proportional representation. Conference further notes that where more progressive policies have been implemented in the UK, it is through devolved governments elected by proportional representation.

Conference also notes that due to Thatcher era legislation, we have to re-ballot members later in 2015 to maintain the Political Fund that was democratically established in 2005.

Conference therefore instructs the NEC to:

- Review our political campaigning strategy post-election, including policy on political representation, and make recommendations for future general election campaigns, and election campaigns in the devolved administrations.
- Develop our campaign against austerity in light of the general election result
- Launch a campaign for a more proportional voting system that makes every vote count and makes politicians more accountable

Campaign to maintain our Political Fund by making the case for political campaigning to members.

## A101

### R&C Dundee (200029)

That this ADC applauds the work already carried out through both the PCS Parliamentary Group and Make Your Vote Count Campaign, however conference also recognises that we aren't utilising these resources to as great an extent as we could be.

Given the unprecedeted attacks PCS faces not only from government, but also from the more politicised SCS, conference agrees that all Groups need to vastly improve the political aspects of their campaigns (to augment industrial action and other campaign work). In order to do this, conference agrees that an infrastructure should be developed which will both allow branches to develop campaigns from the ground up and allow the NEC to better coordinate this type of campaign work, particularly where it fits in with group-wide campaigns.

Conference believes that the establishment of a branch network of Political Campaign Coordinators (PCCs) would be highly beneficial to the Union as it would facilitate the following types of work:

- Collation of local data of political relevance to local/ group campaigns
- Identification of politically significant dates
- Organisation of parliamentary drop-in sessions
- Creation of campaign briefings for the creation of the PCS Parliamentary Group
- Establishment of ties with local politicians, media and other relevant groups
- Using these ties to lodge Parliamentary Questions, issue press releases, obtain media interviews etc
- Creation of Early Day Motions/ government e-petitions etc
- Drafting of template MP letters to be sent by branch members

Conference agrees that this list is not exhaustive. Whilst conference agrees the importance of this work

being done at branch level, it also agrees that PCCs will need support at both regional and group level and thus instructs the NEC to do the following:

- Write to branches to outline the function of the PCC;
- Encourage each BEC to appoint a PCC from amongst its number;
- Establish a regional PCC Committee. The NEC can decide the practicalities of this, and can consider having these in line with the regional organisers, but should be mindful of the following:
  - Regional PCCs should be lay reps who are not NEC members;
  - Regional PCCs if possible should be elected annually by branches within the given region;
  - Regions should reflect devolved areas where they exist and should be of manageable size where they do not.
  - Provide a support network at NEC level including NEC members and FTOs as appropriate.
  - Facilitate the development of the infrastructure and type of work outlined above.

## A102

**Covers E364 – E366**  
**DCLG/Headquarters National (141802)**

This Conference notes that Annual Delegate Conference 2009 carried Motion A47 which:

- a)** Recognised that inequality and unequal treatment have a profound affect upon the working lives of PCS members and exemplified this with nine examples of inequality and unequal treatment including the:
  - i** disproportionate representation of “junior” grade and ethnic minority staff in misconduct, poor performance, and poor attendance cases;
  - ii** differential award by grade and ethnicity of performance box markings and
  - iii** gender pay gap;
  - iv** Sharp relationship between civil service grade and morbidity and mortality rates.
- b)** Noted that Ministers and mandarins are essentially indifferent to these and other inequalities and that these inequalities mirror inequalities in wider society.
- c)** Agreed that a national campaign, feeding into the Groups and National branches and designed to redress these inequalities must be a major priority for PCS over the coming years.
- d)** Instructed the then NEC to design and launch such a campaign, ensuring that it did a number of positive things designed to challenge inequality and promote equal treatment including:
- e)** Promoting and spreading best equality and diversity practice throughout the areas where PCS has members:
  - i** training representatives in equality law;
  - ii** keeps representatives abreast of developing equality case law;
  - iii** ensures that grade is a key factor in all employer equality proofing exercises;
  - iv** challenges social inequality as well as promoting “equality of opportunity”;
  - v** seeks positive alternatives to current employer policies and practices such as PRP;
  - vi** challenges Ministers to deliver on equality in their own workplaces rather than just lecturing everybody else;
  - vii** identifies areas of poor practice or several specific equality problems and, working with the GEC or national branch, seeks urgent improvement and redress;
  - viii** seeks agreement with Cabinet Office on strengthened delegation rules which meaningfully require

departments to comply with their equality obligations;

- periodically presents to the Cabinet Office examples of poor practice drawn from particular areas of the Civil Service and a wider picture of poor practice across the Civil Service and seeks centrally driven remedial action.

This Conference notes that if anything matters have got worse since 2009 – for example the complete disregard for the gender impact of the central decision to impose a UK wide mobility obligation in the civil service and the increasingly two tier and three tier nature of civil service employment.

Conference therefore instructs the incoming NEC to now draw up the equality campaign agreed in 2009 and with a view to:

- seeking significant and positive change to civil service employment policies and practices from the Labour Party leadership and the next UK government and from the current devolved governments;
- drawing up a detailed dossier on unequal treatment in the civil service with a view to naming and shaming delegated bargaining units, to drawing out the civil service wide and systemic nature of the inequalities;
- challenging the compliance of departments with civil service and departmental equality and diversity commitments;
- reporting progress to branches in a detailed report no later than end January 2016.

## A103

**R&C Euston Tower (200040)**

This conference believes that recent plans laid out in Building our Future combined with attacks on facility time necessitates a re-think of Branch structure and the way full time and lay officials serve those branches. In Revenue and Customs Branch this will exacerbated by the move to fewer locations in the future – longer commute times will impact on the willingness to give time to “unpaid trade union activities” and poor reps-to-members ratios in some branches will worsen. HMRCs tough line on email use necessitates more unpaid work organising and collecting personal email lists and re-recruiting the members lost through DD add to further pressure on the way branches operate. Reps are having to improvise constantly in a fast moving work environment but when they turn to the Group centre for help they often find rigid processes and a seeming reluctance to help that eat ups the goodwill of those who can still contribute.

The NEC is instructed to:

- 1** Allocate full time officers to Branches in the form of “hours” – Branches then best decide how to use those hours
- 2** Implement a monitoring system to ensure that emails are replied to within a reasonable amount of time by GEC members and FTOs
- 3** To bring a more flexible system in all round rather than insisting branch reps hold specific positions for specific tasks – job-sharing should be formally allowed for branch posts, and branch officers should be able to delegate tasks to other branch reps and have that delegation fully recognised by the group administration
- 4** Take care not to exert undue pressure on already over-pressurised lay representatives

## A104

### MoJ NOMS National (052067)

Conference notes the excellent working relationship between PCS and POA and the fact that they have been one of our major allies in the campaign to defend jobs, pensions and public services. Similarly PCS has been unwavering in our support of the longstanding POA campaign to win back their full trade union rights.

Conference therefore notes with grave concern the article in "Scotland on Sunday" of 22 February 2015 which revealed that the SNP Ministers and POA Scotland have reached an agreement which means the union have signed away their members right to strike for two years in exchange for a £2000 bonus payment, "A move that has quite rightly angered other STUC affiliates".

Conference is further concerned to note that there has been a longstanding dispute between POA and PCS in Scotland regarding PCS actively recruiting POA grades, which not only undermines union relationships but also the membership strength in the workplace as it encourages management to divide and rule. It further undermines PCS in NOMS because when challenging any attempts by POA branches to recruit PCS members they cite the situation in Scotland as apparent justification for doing so.

Conference believes that Prison Officers should be in the POA and agrees we need to make this message loud and clear to staff in the Scottish Prison Service. However in light of entering into a no strike agreement the POA Scotland now have an immediate responsibility to act in the collective interests of all STUC affiliates. Agreements that not only undermine sister unions but concede basic trade union and human rights have no place in our movement.

Conference agrees that this state of affairs is completely unacceptable and instructs the NEC to enter into urgent talks with POA NEC with the aim of resolving both these issues.

the Greek people elect is a decision for them. We have set out our path for Britain: to make sure our country is fairer and more prosperous and balance the books." In other words Labour will continue with the same old austerity that we have suffered for the last five years.

However although no major anti-austerity party currently exists in the UK the example of Greece and Syriza as a party who received less than 5% of the vote in 2010 to one that is now the largest with 36.5% shows that a party standing up for working people, and not for the interests of big business and millionaires, can be developed and gain significant support. For this reason the transport union RMT have unanimously restated its support for the Trade Union & Socialist Coalition at its 2014 conference and is keen for other unions to join it in building TUSC.

Conference believes that the austerity agenda being foisted on people across Europe and in the UK is ensuring that those least responsible for the financial crash are being forced to carry the heaviest burden; and further believes that it is now time to turn away from austerity and promote an economic system that puts the wellbeing of a nation's citizens before the desires and demands of those who created the economic mess in the first place.

Conference urges the international community to work with Syriza and instructs the NEC to:

- Raise awareness within the membership of the existence of anti-austerity parties, their policies and how they differ from the established parties.
- Support the inclusion of anti-austerity parties at political events such as TV debates and question time.
- Further promote anti austerity measures in our political and industrial campaigning
- Write to the TUC and ask that they invite Syriza's leader, Alexis Tsipras, to speak at this year's congress
- Encourage branches to make links with Greek trade unionists

## A106

### PSg DCLG PINS (145802)

Conference notes with concern the continuing violence in eastern Ukraine, despite the formal ceasefire, which threatens to re-erupt into full-scale conflict. The ruling elites in Washington, Brussels and Moscow are not acting in the interests of the people of Ukraine but are backing opposite sides in the Ukraine conflict – hugely exacerbating ethnic divisions in the process – for their own selfish geo-strategic ends.

Conference notes that while the mass protests that started in Kiev late 2013 were against the corrupt, authoritarian Yanukovych regime and all oligarchs but that reactionary opposition politicians, Ukrainian ultra-nationalists and the Ukrainian far-right came to dominate the movement, with the backing of the US and European powers. The western powers supported the imposition of a new regime on 22 February 2014 to help facilitate the further penetration of western big capital into Ukraine and the region and to aid the continuing eastwards expansion of NATO to counter their Russian rival.

The Kiev regime greatly inflamed ethnic tensions, deepening fears of discrimination among the Russian-speaking minority and carried out a bloody assault against the Russian-speaking cities of Mariupol, Slavyansk, Kramatorsk, Odessa and other areas. Thousands have been killed in the fighting.

The Putin regime, which showed in the Chechen wars that it is no defender of rights of oppressed peoples, took advantage of the fears of many Russian speaking/ethnic Russian Ukrainians for its own strategic interests.

## 9. INTERNATIONAL

## A105

### Covers E373 – E380 DWP Kent (047101) MOJ Leicestershire & Rutland (052024)

Conference acknowledges and welcomes the election of the anti-austerity party Syriza in the General Election in Greece. This despite a massive campaign by the capitalist class in Greece and internationally to try and frighten Greek workers by saying that voting against austerity would lead to disaster. Correctly, the Greek working class and a big section of the middle class concluded that they had already suffered disaster at the hands of the capitalists and that the time for change was long overdue.

Millions throughout Europe are now avidly following events in Greece and as we have seen in the UK, with increased support for the Greens and SNP, measures of anti-austerity are gaining support with the electorate who are turning their backs on the established parties whose neo-liberal ideology ties them to the austerity agenda.

The Labour party response to Syriza's victory was: "Who

Conference notes that one quarter of Ukraine's population already lives below the official poverty line. The aid promised by the EU has not been delivered, and the coal industry in the east has collapsed. Any IMF and EU "rescue" financial package threatens cuts to subsidies and public spending and the industrialised east would lose out most from any new trade deals.

The domination of the working people of Ukraine by one or another section of rival oligarchs, their local political representatives and outside powers will continue to spell disaster for the working class. As with the former Yugoslavia, Ukraine is in grave danger of being bloodily divided up along ethnic lines, with the whole working class paying a terrible price.

Conference resolves to

- Oppose militarism and a slide to civil war in Ukraine
- Support workers' unity in opposition to oligarchs, meddling big powers and reactionary politicians and the far-right on all sides
- Support a 'negotiated solution' to the conflict negotiated by genuine representatives of and based on the needs of all working people and the poor across Ukraine
- Support opposition to the savage austerity policies of the US and its European allies
- Support all efforts to build independent trade unions and other workers' organisations in Ukraine
- Support full democratic rights for all, which guarantees full rights for all minorities, including language rights and the right of self-determination
- For the democratic public ownership of the main planks of the economy to cater for people's needs not for oligarchs' profits
- Support a political alternative in the interests of all working people

## A107

### Home Office West Yorkshire & North East (026111)

"This conference notes the abject response of the government since agreement to help resettle vulnerable Syrian refugees in the UK.

Conference notes the terrible humanitarian crisis facing the people of Syria as the civil war continues to devastate the country.

This has led to millions of displaced people living outside the borders of the country, including appalling numbers of children.

The figures are truly shocking:

- More than 2 million Syrians are registered as refugees, 52% of these are children
- 97% are being hosted by neighbouring countries – Lebanon, Egypt, Turkey, Jordan and Iraq – with a devastating impact on these countries (UNHCR 2013).
- 1,168,996 children now live as refugees outside Syria

The United Nations High Commissioner for Refugees António Guterres has said:

"Syria has become the great tragedy of this century – a disgraceful humanitarian calamity with suffering and displacement unparalleled in recent history."

The vast majority of Syrian refugees live in camps outside Syrian borders, representing both a massive logistical challenge and humanitarian disaster but also a severe political crisis for the countries involved. European states such as Bulgaria and Greece are now also receiving disproportionate numbers of Syrian refugees fleeing the war.

However, only 0.1% of those refugees have found safety in the UK. The UNHCR has said that 17 countries, including

France and the US, have agreed to receive quotas of refugees fleeing the conflict in Syria. They have offered to take in a total of 10,000 people. However the UK has so far refused to follow suit, despite the precedent of the refugees taken in by the UK during the Kosovar conflict. Reports have shown that only 100 Syrian refugees have been resettled in the UK under the scheme since it began.

Conference calls upon the UK government to fully work with other European Union member states to establish a Europe-wide humanitarian evacuation and resettlement programme – giving the most vulnerable Syrian refugees the chance to live in safety again.

Conference therefore urges the NEC to:

- Launch an open letter to encourage the government to offer more protection to Syrian refugees, for circulation in the labour movement and amongst wider campaigning organisations
- Work to facilitate a motion to TUC Congress calling on the TUC to lead on the campaign"

## A108

### MoJ Associated Offices (052046)

Conference is well aware of the huge austerity measures hitting Ireland in general. In the Republic of Ireland, more than five years of austerity have hammered ordinary people. Many Irish families are forced to pay the Property Tax in addition to the rising level of Water Charges. As a result, households will be hit with bills of £1,000 Euros a year and more before too long. Currently, the government is attempting to deduct the tax from wages, social welfare, pensions or farm payments if one refuses to sign up for it. Yet, there is little sign of this money being used to improve public services but it seems to be more for the benefit of the bondholders.

Already, boycotting campaigns are increasing in Ireland, especially against the Water Charges. At least 22 activists were arrested in February, including Paul Murphy, one of the TDs in Dublin.

Conference notes that this level of austerity measures and crackdowns against the boycotting campaign by the Irish government is unacceptable. Therefore, we ask PCS to support Trade Unionists and activists in these campaigns including the "Campaign Against Household & Water Taxes" in Ireland.

## A109

### Covers E381 DCLG/Headquarters National (141802) DWP East London (047030)

This conference notes that:

- 1 Saudi blogger Raif Badawi has been sentenced to ten years in prison and a thousand lashes for criticising the Saudi government.
- 2 Saudi Arabia is one of the most tyrannical regimes in the world, banning trade unions, political parties, independent media, protests, demonstrations and homosexuality; criminalising atheism and other dissent from its brand of Islamism; persecuting minorities; denying women the most basic rights; and routinely engaging in executions (including public executions) and torture.

**3** The British government is very friendly with the Saudi regime because of “business interests”, particularly oil.

PCS resolves to:

- 1** Condemn the imprisonment and flogging of Raif Badawi and demand his immediate release and the dropping of all charges.
- 2** Write to the Saudi government expressing our solidarity with Raif and all those fighting for democratic rights in Saudi Arabia.
- 3** Write to the British government demanding it calls for Raif's release.
- 4** Publicise Amnesty's petition in support of Raif, promote demonstrations and other initiatives about this issue to members.

## A110

### DfT London and the South East (201053)

This conference notes the increasing repression of gays and lesbians across parts of the world. This contrasts with recent real gains in the US and Europe.

This conference reasserts the fundamental right of people to enter into consensual relationships of their own choosing, be these relationships casual or more permanent.

Whilst this conference agrees that this union should throw its weight behind those progressive forces in the world that are fighting for the right of people to be able to openly express their sexuality without hindrance from the state or other people in society, this conference recognises that as a union we have a duty to reach out to other unions and to the labour movements in those countries where gays and lesbians are facing formal repression.

Accordingly this conference agrees on the following actions:

For the NEC, through its international union affiliations, to contact unions and labour movement bodies in Nigeria, Kenya, Russia etc. to determine the attitudes of those bodies to freedom of sexuality in their countries. If they are supportive then we should develop links with them, publicising their campaigns and helping in any material way that the NEC thinks is relevant in the circumstances;

For those bodies that are opposed to freedom of sexuality in their countries then this matter should be raised in the appropriate international union bodies.

If the NEC believes that it is practical then it should make links with informal labour movement groups where the official bodies are opposed to freedom of sexuality in their country.

## A111

### MoJ RCJ/FAH (052054)

Conference notes that in January 2015 it was revealed that the Ministry of Justice, through its offshoot “Just Solutions International”, an outfit which provides products and services to overseas clients, had struck a £5.9 million deal with Saudi Arabia. We have been informed that other repressive Middle East dictatorships are also in the process of signing similar deals.

Conference will be aware that this seems strange, as the UK prison system is currently close to collapse through ideologically driven funding cuts and mismanagement. Even

more serious is the nature of the Saudi regime. The Financial Times noted that it had executed at least 79 people in 2013, and that things such as adultery, homosexuality and apostasy, none of which would be regarded as criminal offences in Europe or other developed countries, carry the death penalty. Amputations and floggings, often for victimless crimes such as blasphemy, are also common.

Conference instructs the National Executive Committee to:

- Campaign to expose this morally bankrupt, for-profit arrangement between the UK Ministry of Justice and the Saudi regime, as well as any deals which may be struck with other dictatorships;
- Commit to support and defend any member who may, for moral and ethical reasons, refuse to work on such deals.

## A112

### MoJ HQ (052053)

Conference notes the support this union has given in highlighting the injustices facing Palestinians and the defence of their rights. Every year hundreds of Palestinian children, some as young as 12, are detained and prosecuted in the Israeli military court system.

There is now widespread evidence that most Palestinian child prisoners are arrested at night, forcibly removed from their homes and families without access to legal advice or independent adult supervision. Their hands are tied with plastic ties and they are blindfolded. They are subjected to coercive interrogations, often accompanied by verbal and/or physical abuse and many are shown/sign documents written in Hebrew and detained inside Israel in contravention of Article 76 of the Fourth Geneva Convention.

In June 2012, a team of UK lawyers published a Foreign and Commonwealth Office (FCO) funded independent report ('Children in Military Custody') on the plight of Palestinian children arrested and detained by Israel. It found that Israel's treatment of Palestinian child prisoners was in breach of Article 76 of The 4th Geneva Convention and the UN Convention on the Rights of the Child.

In 2013 a UNICEF Report found:

“that the ill-treatment of children who come in contact with the military detention system appears to be widespread, systematic and institutionalized throughout the process, from the moment of arrest until the child's prosecution and eventual conviction and sentencing.

“It is understood that in no other country are children systematically tried by juvenile military courts that, by definition, fall short of providing the necessary guarantees to ensure respect for their rights.”

Yet despite this the UK government continues to trade arms with Israel and award contracts to companies such as G4S who supply security in two jails where Palestinian children are detained.

Conference instructs the NEC to:

- Publicise the issue of Palestinian child prisoners to members and in the wider community through work with the TUC and other interest groups
- Support the boycott and divestment campaign
- Support efforts to oppose trade and other agreements between the EU and Israel until Israel complies with international law including in its treatment of child prisoners

## A113

### Covers E382

DWP East London (047030)  
DCLG/HQ National (141802)

Conference condemns the so-called “Islamic State” and its attacks on the mainly Kurdish city of Kobane, Syria and other parts of Iraq and Kurdistan.

We congratulate the people of Kobani for their brave fight against ISIS and for successfully defending their town from ISIS. We recognise, however, that ISIS troops are still active in the area of Rojava and the threat to Kobane continues.

We support the Kurds – including the Kurdish People’s Protection Units (YPG) and Women’s Brigades – in their valiant fight. We support their right to resist attack and to ask for help in doing so.

We have no confidence in the US-led coalition. Its intervention is motivated by its own interests, not those of the Kurds or other oppressed peoples. We have seen, for example in Afghanistan, that this self-interested military intervention often makes matters worse.

We criticise the Turkish government for its repression of its own Kurdish citizens. We call on Turkey to allow arms and Kurdish fighters back into Syria to defend their people from ISIS.

We call on all countries in the region to allow arms to flow to the democratic Kurdish fighting forces (YPG/YPJ and others)

We support the right of Kurdish people to national self-determination.

PCS resolves to support and publicise demonstrations and other initiatives in support of the Kurds’ fight against ISIS.

Conference instructs the NEC:

- 1 To circulate information about the campaign to free Shahrokh and Reza to our members in our newsletter and on our website.
- 2 To encourage members to sign the petition and write to their MP asking them to sign the EDM tabled by John McDonnell MP.
- 3 To make a donation of £100.
- 4 To issue a short statement and organise a video message to show solidarity.

## 10. ENVIRONMENTAL ISSUES

## A115

### Covers E385 – E391

NEC  
Scottish Prison Service (149010)

Conference notes that:

- the first decade of the 21st Century was the warmest since records began and 2014 was recorded as the warmest year;
- the UN Intergovernmental Panel on Climate Change (IPCC) are unequivocal in their warning that a failure to take immediate collective action on global warming will lead to irreversible and catastrophic climate change;
- the UN conference of world leaders (COP21) in Paris in December is considered a last ditch attempt to reach an international agreement on cutting greenhouse gas emissions.

Conference is proud that PCS has been at the forefront of recognising climate change as a trade union issue, promoting it among members, within the trade union movement, and working alongside environmental campaigners. Conference is also proud that as an employer, PCS has worked closely with the GMB branch at PCS to develop an environmental policy in line with PCS’s green objectives.

Conference recognises however that the so called greenest government ever has meant tax breaks for fossil fuel companies, increasing fuel poverty as the Big Six energy companies operate an energy monopoly and a dash for gas by fast tracking legislation to smooth the way for corporate friends in the fracking industry. As an employer, it has also been intent on dismantling formal consultation structures on sustainability issues with civil service trade unions.

Conference agrees:

- 1 To continue to promote the PCS green agenda amongst the membership and increase the number of reps taking up sustainability issues in the workplace;
- 2 To campaign and lobby politicians for statutory rights for workplace environmental reps;
- 3 To fight for the reinstatement of formal central and departmental level consultation structures across the civil service and related bodies, including the establishment of similar sustainability structures in the Commercial Sector;
- 4 To ensure that our green/sustainability agenda is integrated with our wider collective bargaining objectives and national campaign activities;
- 5 To support anti-fracking campaigns, including non

## A114

### Covers E383 – E384

DWP Cheshire (047014)  
DWP East London (04030)

Conference notes:

- 1 That Shahrokh Zamani of the Tehran painters’ union has been in prison since the start of 2012, and Reza Shahabi of the Tehran bus workers’ union since 2010, on charges of “acting against national security by establishing or membership of groups opposed to the system” – ie working to establish independent trade unions.
- 2 That both have suffered severe mistreatment, torture and denial of medical facilities in prison.
- 3 That both have gone on hunger strike in protest at their own treatment but also the treatment of other prisoners.

Conference believes:

- 1 That more than three decades after Iranian workers toppled the Shah’s brutal dictatorship, they are repressed by a similarly despotic regime.
- 2 That the Islamic Republic of Iran represses any attempt to set up independent unions or organise strikes. Beatings, (often unlawful) arrest and torture are routinely used against labour activists.
- 3 That despite this Iranian workers continue to struggle. September and October 2014 saw important struggles by iron ore, car, ceramics and sugar workers.
- 4 That Western-imposed economic sanctions against Iran are making the situation for Iranian workers harder, both economically and politically.

violent direct action, and support the call for a global moratorium on fracking;

- 6 To promote our green alternative to austerity by campaigning for and supporting the One Million Climate jobs campaign;
- 7 To support international action to mobilise trade unions and campaigners to put pressure on governments to take action in the lead up to and during the COP 21 climate talks in Paris;
- 8 To work with the TUC, affiliates and campaign groups to progress the congress motion to develop a programme for a just transition to a low carbon economy based on tax justice, energy democracy and democratic forms of public ownership including transport, energy production/supply and distribution.

## A116

### Aviation Group, NATS CTC (202001)

Conference agrees that climate change will not be overcome unless practical steps are taken to encourage energy investment to move out of fossil fuels and into renewables, and that all industries have a moral obligation to help make this happen. Conference supports the global divestment movement, led by universities but also taken up by many others, calling for industries to take their investments, including pension funds, out of fossil fuels and reinvest in renewable energy. The divestment movement has the potential to be the most powerful weapon for bringing about change in energy policy that we have, and PCS should support and encourage its adoption wherever we can.

In supporting divestment, we need to recognise that:

- 1 While renewable energy is first and foremost a matter of planetary survival, increasingly it is becoming more economically attractive to invest in renewables, while investment in fossil fuels is gradually declining in value. This gives scope for support for the divestment campaign to be won from bodies that need a financial justification for their actions as well as from those whose motives are primarily altruistic.
- 2 The fossil fuel industry employs many workers, including good union members, who see their jobs and livelihoods tied to the continuance of coal, oil and gas producing activities. By contrast, much of the renewables sector is private sector led and non-unionised. We need to ensure that divestment is accompanied by a strong case for the workforce to be redirected in support of the development of renewable energy sources, as set out, for example, by the One Million Climate Jobs campaign.

Conference therefore instructs the NEC to:

- 1 Produce a leaflet and any other appropriate materials to provide information and win support from members for divestment activities.
- 2 Ensure that PCS as an employer looks at its own investments, including pension funds, and enacts divestment activity to fully remove itself from investment in fossil fuels.
- 3 Demand that the employers of PCS members display the courage of their environmental convictions and divest themselves of all investments in the fossil fuel industry, and reinvest in renewable energy.
- 4 Campaign for the adoption of divestment as a legitimate environmental strategy by the TUC, accompanied by a call for jobs to be resituated to the renewable energy sector, and for those jobs to have full union recognition.

## A117

### Covers E392 – E394

Crown Prosecution Service (070005)  
MoJ West Midlands & Warwickshire (052011)

Conference welcomes the updated One Million Climate Jobs pamphlet and the inclusion of a new section on agriculture and waste. According to the latest DECC figures agriculture was responsible for 9% of greenhouse gas emissions in 2013 and waste 4%. However unlike other sectors, the dominant gases are methane and nitrous oxide.

Whilst CO<sub>2</sub> stays in the atmosphere for longer, methane is a far more potent gas and its comparative impact on climate change is said to be over twenty times greater over a 100-year period. These figures however do not take account of other associated greenhouse gas emissions generated through transportation and packaging for example.

At the PCS Green Forum in November 2014, a number of concerns were highlighted about the food industry and agricultural methods. These include soil degradation and erosion; contamination of waterways from fertilizers; deforestation; pesticides; plastics; genetically modified foods; intensive farming and corporatisation of agriculture among others.

PCS has long supported fairtrade and the protection of local farmers and producers against dominant agribusiness. Emphasising the need for local food production to tackle climate change will help to greatly reduce our carbon emissions from the food and waste industry but also highlight the impact of farming practices on workers including labour rights in the sector and health and safety. It will also enable greater food security for countries that often rely on monoculture farming for export.

Conference calls on the NEC to:

- i Raise awareness of the impacts of agriculture in relation to the environment and climate change by producing members briefings and leaflets;
- ii Share the workplace environmental audit template among reps and highlight the reference to fair trade, locally sourced produce, packing and waste;
- iii Work with groups such as Global Justice Now and the Trade Justice Movement to campaign for the labour rights of agricultural workers and food security both in the UK and overseas, as well as on environmental risks to workers;
- iv Investigate food waste and how can be used as sources of energy and the use of fossil fuels in agriculture and their impact.

## A118

### DWP Cheshire (47014)

Conference notes the widespread destruction caused by the floods in Britain and the consternation shown by impassioned residents of areas of the country against Fracking. Conference believes that the evidence produced by members of the scientific community showing that these drastic meteorological developments are being caused, at least in part, by man-made climate change is compelling. That fossil-fuel energy creation and the new-toy in the hands of the energy companies – fracking – are root and branch catalysts of the destruction of our planet.

Conference further believes that trade-unions have historically been at the forefront of fighting for progressive

environmental policies. That simple acts such as energy saving at work, recycling and encouraging local, low-carbon footprint consumption as well as campaigning for big political changes such as the banning of fossil-fuel energy production and diverting money into creating green-jobs in the renewable sector are just a part of the work of our green-reps. Conference believes that this vital work will be needed much more urgently in the near future.

Conference therefore instructs the NEC to argue in meetings with the cabinet office for increased facility time specifically for Green-reps and further instructs the NEC to release guidance for branches to encourage facility time exclusively for use on green and environmental campaigns.

## A119

**Covers E395 – E396**

**Welsh Government Group – Cardiff (042004)**  
**MoJ Associated Offices (052046)**

The trade union movement rightly emphasises the need for a just transition and sustainable development as we look to move from a high carbon emitting, fossil fuel society, to one based on clean energy and climate jobs as set out in the One Million Climate Jobs pamphlet. However we need to make these more than well meaning phrases and agree within the trade union movement both what this means in practice for workers and communities, and our plan for achieving this.

As part of this discussion, PCS believes we need to be clear calls for decent work, quality jobs and environmental justice for example are laudable aims but we are not seeking a path to 'green' capitalism. If we do not address within any discussion issues of control and ownership of our resources whilst we may go some, and only some, way to curbing emissions of dangerous greenhouse gases, we will fail to tackle the main cause of climate change – a failed economic model. As the Canadian author and new convert to the politics of climate change Naomi Klein says, "This changes everything".

As part of any plan, PCS believes that we need to talk about energy justice and energy democracy. The dominance of the Big Six energy companies and reliance on the private sector to develop renewable energy will never achieve the scale and access to energy that is required to eliminate issues of rigged energy markets delivering vast profits for the energy companies, fuel poverty, and a global economy reliant on polluting fossil fuels.

PCS's participation in the Trade Unions for Energy Democracy initiative is welcomed by conference as a good start to this discussion based on their founding document of Resist, Reclaim, Restructure.

To build on this and take forward further, conference calls on the NEC to:

- 1 Continue our participation in the Trade Unions for Energy Democracy initiative;
- 2 To keep members informed of discussions via regular briefings and updates including information on the PCS website;
- 3 To begin a discussion with sister unions both in the UK and globally (through TUED) a clear definition and plan for a just transition with tax justice, public ownership and energy democracy at its heart;
- 4 To promote the One Million Climate Jobs campaign as part of any transitional plan.

# OTHER MOTIONS

## 11. FINANCE

**(For information about D markings – see introduction to SOC Report No.1)**

## D120

**DWP South London (047034)**

Conference notes that at Conference 2014 the AGS advised us that PCS finances were in order. Conference also notes the unseemly haste a few months later to apply for planning permission for change of use of our HQ building from office to residential use, with a view to selling it for a sum in the region of £20 – 25M.

Conference further notes the removal of check-off had been telegraphed 2 years previously by Eric Pickles in his unsuccessful attempt to remove check-off in DCLG.

No announcement was made to PCS members about the rapidly declining finances until prompted by a non-official organisation within PCS. The sale of HQ is within rule, but the silence surrounding the machinations which began in early summer 2014 strongly suggests that all was not well with finances following the decision taken by Conference last year to pursue merger with UNITE on our terms rather than theirs.

Conference calls upon the NEC to provide an explanation for this apparent lack of transparency.

The perceived short-term financial crisis could have been resolved by realising investments and other assets and re-purchasing in the future following property sales.

Conference calls upon the NEC to provide an explanation as to why such alternative funding routes were not pursued.

Conference also notes that the decision to sell HQ to a developer may not yet go ahead, as a greater yield may be available by taking the Vauxhall Bridge Road property also into account with the serendipitous added value of Cross Rail

Conference calls upon the NEC to explain why the potential sale of HQ was so dramatically announced, then equally dramatically cancelled.

## D121

**Land Registry Computer Services (030003)**

Conference notes the well-documented financial issues that our union currently faces.

Conference also notes the use of first class mail for sending out, for example:

- Conference delegate entitlement (a single side of A4 unfolded in an A4 envelope therefore incurring 'large' postage costs)
- Conference delegate notification to Branch Secretary
- Conference delegate pack to Branch Delegate

Given the wider circumstances, and the fact that a Branch Secretary is able to scan and e-mail the notification pro forma to the balloting office, it would seem

extraordinarily wasteful to use surface mail, let alone at first class rates, for these forms.

Conference therefore instructs the NEC:

- To review the use of surface mail for occasions where the union is not obliged for legislative reasons to do so.
- To ensure that consideration is given to the most appropriate size and speed of delivery when compelled to use surface mail.

## D122

### **Veterans Agency National (014300)**

Conference notes the priority campaign to switch members to direct debit after the sustained attack on the Check Off system of paying subs through wages. Conference believes that this was nothing more than a political attack designed to damage the union and distract from other campaigning.

Conference do note, however, that in all adversity there is opportunity and this attack could open the union to look at less traditional payment patterns for subs. This could include options available to members for paying 12 months subscription over 10 months (with November and December sub free months) or, perhaps, option to pay a year's subscription up front with a reduced annual cost.

Such alternative payment patterns could prove popular for some members, whilst others may well opt to continue paying in the normal monthly fashion.

The NEC is instructed to look at alternate payment patterns, including but not restricted to the examples above, to explore the contractual issues that might arise from such patterns and, should they prove plausible, introduce them over the financial year.

finances were secure the removal of check-off would necessitate hard financial decisions to ensure PCS's survival in the face of a potentially catastrophic fall in income. Notification of check-off removal has been given for the majority of members and a review of finances means savings of £6.5m are required in 2015. The union has already made savings including reducing staff and the size of committees etc. The drop in income from the widespread removal of check-off now means the union is in an emergency situation with its very survival at risk.

An emergency situation requires firm action to defend the existence of PCS as an anti austerity, campaigning union. Reluctantly the NEC suspended the 2015 national and group elections for a maximum of 12 months in order to save £600,000 and to maximize focus and resources on direct debit sign-up. Proceeding with the elections knowing such expenditure could very well have compromised the survival of PCS, including its democratic structures, would have been an unacceptable risk.

As reported to branches the NEC has agreed that a strategic review of the structure of the union should take place, including consultation with groups and branches. The review is necessary to reconfigure the union in the longer term, to face the challenge of fundamental change in the industrial relations environment we are operating within, and the level of subscription income we will receive.

Conference therefore:-

- Endorses the decisions made by the NEC to secure the survival of PCS including suspending the elections for one year and the strategic review.
- Agrees that signing members to direct debit is the union's main campaign priority and;
- Agrees that branches should contact local trades councils and other union branches to publicise the political attack on PCS and to build support and solidarity.

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**The following motions are covered by A1 and are identical to E124:**

**E125 DWP Kent (047101)**  
**E126 PSg DCLG PINS (145802)**  
**E127 Land Registry Croydon (030006)**  
**E128 DWP London HQ (047039)**  
**E129 DWP Cardiff and District (047115)**  
**E130 DWP Birmingham North (047054)**  
**E131 DWP Lincolnshire & Rutland (047045)**  
**E132 Disclosure Barring Services (026125)**  
**E133 R&C Criminal Justice (200039)**  
**E134 DWP HQ Leeds (047011)**  
**E135 DWP South East Wales (047116)**  
**E136 DWP Swansea (047113)**  
**E137 MoJ Leicestershire & Rutland (052024)**  
**E138 National Museums Liverpool (103001)**  
**E139 DWP Northumbria (047120)**  
**E140 BIS Yorkshire & the Humber (041213)**  
**E141 DWP Cumbria (047021)**  
**E142 R&C North West England (200071)**  
**E143 R&C Stockton and North Yorkshire (200108)**  
**E144 DWP Glasgow (047066)**  
**E145 MoJ Associated Offices (052046)**  
**E146 MoJ West Midlands & Warwickshire (052011)**  
**E147 DWP Greater Glasgow (047076)**

## D123

### **R&C Cornwall, Devon & Somerset (200024)**

This Annual Delegate Conference calls for the NEC to acknowledge that in its Subscriptions Review 2014 – 15, the new Direct Debit Bandings has penalised Executive Officer Grades in some Groups for their Departmental Long Service by setting the Band A level at £26,000+.

This Conference instructs the NEC to review increasing the Band A level above the consolidated maximum pay setting of all EO Grades in Membership at its earliest opportunity.

## E124

### **Covered by A1 DWP Wirral (047019)**

Conference condemns the government's political attacks on PCS, especially the ending of check-off, a tactic aimed at breaking the union financially thereby leaving it unable to defend or represent members. Conference plays tribute to all those reps, members and pcs staff who have worked hard to overcome these attacks and maximize direct debit sign up.

It was reported to ADC 2014 that while the union's

## E148

### **Covered by A1** **Land Registry Birkenhead (030001)**

Conference notes the ongoing attacks on PCS in particular the attacks on facility time and the removal of check off. Conference accepts that this is a back handed compliment for the way that PCS has led the fight back against Austerity in the trade union and wider labour movement.

It is recognised that these attacks are not just bureaucratic measures but are politically motivated union busting tactics. Conference therefore condemns these attacks and the impact that they are having on our ability to represent members and campaign as a union.

Conference recognises the fantastic efforts of grass roots reps and full time PCS staff who are re-signing members to pay their subs by Direct Debit, but notes that there is still significant work required. It is recognised that in areas where check off has been withdrawn that the campaign to re-sign members on to Direct Debit is part of a long term strategy, but that in the short term this will lead to a shortfall in our unions income.

Conference acknowledges that in the meantime it is vital for the union to stabilise its finances so that we can continue to prioritise our vital campaigning and work on behalf of members and against austerity, regardless of which part is elected to government.

It is in this context that conference reluctantly endorses the pragmatic and necessary temporary measures that the NEC has been forced to take by suspending all Group and National elections for one year, saving the union over half a million pounds that will be better directed to our campaigning work and in defence of our members jobs, terms and conditions and the vital public services that we provide.

Conference does however make it clear that democracy is at the heart of the progressive member and activist centric union that we have built and instructs the NEC to re-introduce National and Group elections within 1 year or sooner if finances allow and if practical to do so. Alongside this conference also instructs the NEC to continue prioritising signing members to Direct Debit and to use this campaign as means of not only re-signing existing members but also using this as a tool to recruit the remaining potential members.

These attacks on our union have the potential to significantly set back our ability to operate as a campaigning union unless we remain united and focussed on the real enemy, this and future governments. Conference therefore calls upon all activists and members to unite behind the NEC's decision and for us all to redouble our efforts to sign all members up to Direct Debit as a means of ensuring that longer term stability of our union and the ability to thrive as an independent campaigning trade union.

## E149

### **Covered by A1** **Scottish Government Leith (038008)**

The NEC has determined that, in order to survive as an union under the government's politically-motivated attack on check-off PCS must make massive savings over the next 3 years. Whilst substantial savings have been identified by the union, these savings must be implemented over twelve months, a very short timescale to deliver such a hard target.

Conference believes that it would fly in the face of our collective values to try and deliver these cuts by sacking union staff. Moreover, such an approach would have a devastating impact on the services that PCS provide to its members.

This Conference fully supports the NEC's recent decisions which have been designed to ensure the survival of PCS as a viable trade union, and endorses the steps taken to maintain PCS as a fighting union working on behalf of its members.

## E150

### **Covered by A3** **PSg Treasury Solicitors (141024)**

Conference notes the decision of the NEC to cut staff at HQ by as much as fifty percent despite assurances at the ADC relating to the financial health of the union and the repercussions this is likely to have on struggling branches, many of whom, thanks to the attacks on civil service staffing levels and facilities for trade union representations, will be on the brink of, or in an advanced state of collapse. In many of these branches, lay reps are hugely overstretched and, especially if inexperienced, rely heavily on support available from full time staff.

Conference notes that the national organizing strategy endorsed at Annual Delegates Conference in 2014 took account of the attacks on the union in respect of withdrawal of check-off and reduction of facilities for lay representatives and in so doing called for a review of staffing levels but made no mention of cuts on the scale now planned. The likely effect this will have on union finances is open to question if savings are offset by haemorrhaging membership from struggling branches. These cuts may do no more than mirror the false economies perpetrated by the Government with its chainsaw approach to headcount in the civil service.

Conference therefore instructs the NEC to reconsider the scale and direction of cuts being made within PCS and work in an open, transparent and collaborative way with all PCS branches to explore how we can address the financial concerns of the union and fight effectively against the Government's attack on PCS.

## E151

### **Covered by A4** **DWP Manchester and Salford (047023)**

Conference instructs the NEC to hold elections for the NEC immediately after conference.

## E152

### **Covered by A4** **DWP Manchester and Salford (047023)**

Conference instructs the NEC to hold elections for the GEC immediately after conference.

## E153

**Covered by A4**  
R&C South Wales (200102)

Conference condemns the political attack now being prepared by the Tory led Coalition Government against unions across the public sector. Conference agrees that the ending of check off, the cuts in facility time and the promotion of alternative organisations to PCS within the Civil Service are the beginning of this wider attack, as well as revenge for the role PCS has played in opposing the austerity programme of the current Government since 2010.

Conference agrees that in order to effectively combat this attack the maximum unity possible must be created across the trade union movement, and within PCS itself.

Conference notes that the Financial Report, which contained a 3 year financial plan, presented to and endorsed by Annual Delegate Conference in May 2014 estimated the loss of subscription income in 2015 at £1 million due to Civil service job cuts and did not attempt to quantify or estimate the loss of income due to the known threat to check off. Conference further notes that the report presented to the NEC on 18th December 2014 estimated the loss of income in 2015 due to job cuts as £2.25 million and the estimated loss due to the withdrawal of check off at between £4.1 million and £5.9 million.

Conference agrees that serious action must be taken to address this financial situation. Conference further agrees that in order to unite PCS against the attacks that we face such action must be democratic, be clearly seen to be democratic and most importantly comply with rules and constitution of PCS. Conference believes that the decision by the National Executive Committee to suspend the 2015 National Executive Committee elections, and place itself in office for up to a year longer than its original term of office does none of these things.

Conference therefore instructs the NEC to:

- 1 Continue to campaign against Union Busting across the wider Trade Union movement, politically and amongst the wider public.
- 2 Continue to prioritise the campaign to sign up members and non members to Direct Debit.
- 3 Lobby the Labour Party and the Trade Union movement for the restoration of check off arrangements within the Civil Service at the earliest opportunity in the event of a change of government.
- 4 Reinvigorate the work of the Union on Pay, Pensions and Job Cuts to demonstrate to members and non members the value of PCS membership.
- 5 Fully consult all branches on the financial position of PCS, providing the maximum information and potential options for savings.
- 6 Re-instate the 2015 PCS National Elections at the earliest opportunity at the estimated cost of £300,000.
- 7 Conduct a review, in consultation with Branches, of the democratic structures of PCS at National and Group level with the aim of producing proposals for a new structure for PCS which would maintain our democratic traditions and be more cost effective.

**The following motions are covered by A4 and identical to E153**

**E154 DfT East Midlands (201051)**  
**E155 Land Registry Computer Services (030003)**  
**E156 DWP Buckinghamshire and Oxfordshire (047108)**  
**E157 DWP Leeds (047006)**  
**E158 DWP Bradford (047002)**  
**E159 MoJ North & West Yorkshire (052008)**

## E160

**Covered by A4**  
R&C South Wales (200102)

At last year's ADC in May 2014 Chris Bough assured us that we were – and we quote 'a financially robust and sustainable union' and that 'our union will go forward in a democratic and open way'. We have checked the video to ensure we did not dream it! Only six months later signs started to show that this was not altogether the truth, the whole truth and nothing but the truth.

We will accept that in various government department we may not have known about office closures or redundancies which will have impacted on the membership levels and in turn the income from subscriptions. However how can we possibly claim to be a democratic union when we disregard the very fibre we are built on and ignore our rules to hold yearly ballots for Group and National positions.

The biggest reason members are giving for not signing up to Direct Debit is the fact that when it suits – the rules are ignored. Principal Rule 9 quite clearly states 'The NEC shall be elected annually.' And this ADC demands that we re-instate the ballots for group and NEC immediately after conference to prevent the current haemorrhaging of members from the union.

## E161

**Covered by A4**  
Crown Prosecution Service (070005)

Conference notes the unilateral decision to suspend group and nec elections due to the union's financial short comings.

This conference note that this has left groups with no democratic means of filling vacancies on their committees.

Conference therefore instructs the NEC to re-instate the group election procedures immediately following conference.

## E162

**Covered by A4**  
DWP South London (047034)

Conference notes that the NEC took the decision to suspend elections to save approximately £600,000, but believes it is not a laudable action. This action was taken under SR 11.2 which the NEC have the powers to interpret and determine the meaning.

Conference calls upon the NEC that all legal advice provided to the Senior Officers and NEC on the interpretation of SR 11.2 and the cost thereof is published to all members within 4 weeks of close of Conference.

There is no function within SR 11.2 to determine when the emergency is over and normal service can be resumed. However, with the vacillation over possible property sales, it is clear that finances are no longer as precarious as previously thought.

Conference calls upon the NEC to explain what process will be followed to determine when the current emergency

under SR 11.2 is over and to provide such explanation to all members by media of the NEC's choice within 4 weeks of close of National Conference.

Conference calls upon the NEC to authorise and fund both Group and National elections for 2015 and that these are held as soon as possible, with the process commencing at close of National Conference.

## E163

**Covered by A4**  
R&C Quorum (200139)

This Conference notes with a great deal of concern the decision the NEC to suspend the elections of PCS officials in 2015. Conference agrees that the reasons put forward by NEC are insufficient to justify such action and that the legal assertion that the removal of check-off constitutes force majeure is questionable.

The conference therefore instructs the NEC to reinstate the elections at the earliest date practical after this conference

## E164

**Covered by A4**  
R&C Northern Ireland Revenue (200082)

This Conference condemns the NEC for its undemocratic decision to cancel NEC and group elections. This conference believes in democracy and that members should as per the principal rules of PCS have the opportunity to select their representatives on an annual bases.

This conference therefore instructs the NEC to commence the election process within 14 days of this conference end date and ensure that the normal timetable follows for forthcoming years.

## E165

**Covered by A4**  
PSg Treasury Solicitors (141024)

Conference notes the decision of the existing NEC to suspend NEC elections for a maximum of 12 months. It notes further that the financial report to the ADC 2014 gave delegates assurances that the financial position of the union was secure and that PCS had the financial ability to function, despite the challenge to check off and attacks to facilities, both of which were cited as underlying reasons for the decision, but both of which were already underway at that point. It therefore seems inconceivable that the financial position of the union less than 12 months later has deteriorated to such an extent that it would justify the suspension of elections.

Conference accepts that there are difficult financial decisions to be made in light of current attacks by the Government but questions the wisdom of a decision which extends the term of the current NEC without any democratic mandate to do so, and in so doing undermines its own legitimacy.

Given the employer's current fondness for derailing and sidelining our unions and promoting puppet staff associations for consultative purposes, our authority as elected and democratically accountable representatives assumes all the more importance.

Conference instructs the NEC to reverse this decision and initiate the process for the NEC elections within two weeks of the end of Annual Delegate Conference 2015 (May 21). Additionally, Conference seeks full clarification on the current financial position of the union leading to the decision so that branches can be fully involved in addressing the crisis, and looking at alternatives.

## E166

**Covered by A4**  
DWP Fife (047064)

Conference Notes the NEC decision made in December 2014 to suspend national and group elections for up to 12 months.

Conference Notes:

- That PCS have been aware of the Governments assertion that check off would be removed since Approx June 2014
- That in DWP notice of suspension of Check Off was received in November 2014
- That branches have been receiving weekly updates of DD sign up figures since October 20104
- At each regional organising meeting the main subject on the agenda has been check off and all branches have been advised to make sure all members have been contacted to make the switch

Conference believes:

- That branches should have been consulted prior to the suspension of the democratic process of elections
- That as the clash in dates was evident from the point when notice of check off removal was given the NEC had adequate time to consult with branches/members on this issue
- By suspending democracy the NEC have compromised our fundamental assertion that we are member lead
- That this suspension has not helped the drive for DD sign up in branches

Conference Instructs the NEC to restart the election process as soon as possible and within 4 weeks of close of conference.

## E167

**Covered by A4**  
EFRA Southern (001026)

This conference believes that the decision by the emergency NEC in late December 2014 to suspend NEC and group elections was wrong.

This conference instructs the NEC to begin the election process for the NEC and GEC elections within two weeks of the end of the Annual Delegate Conference, giving members and branches the due constitutional notice.

**The following motions are covered by A4 and Identical to A166**  
**E168 DfT London and the South East (201053)**

**E169 North West & Central Lancashire (200146)**  
**E170 Revenue & Customs Bootle Taxes (200006)**  
**E171 DCLG/Headquarters National (141802)**  
**E172 R& C Greater Manchester (200135)**  
**E173 DWP Wigan Area (047015)**  
**E174 DWP Devon (047095)**  
**E175 DWP East London (047030)**  
**E176 DfT London and the South East (201053)**

## E177

**Covered by A5**  
**DWP Cheshire (04014)**

Conference disagrees with the NEC's decision to suspend both NEC and GEC elections and instructs the NEC to immediately arrange for the 2015 national and group elections to take place. Conference further instructs the NEC to ensure that annual elections take place in accordance with the usual timetable from 2016 and each subsequent year.

## E178

**Covered by A5**  
**DWP Sheffield (047008)**

Conference disagrees with the NEC's decision to suspend both NEC and GEC elections and instructs the NEC to immediately arrange for the 2015 national and group elections to take place. Conference further instructs the NEC to ensure that annual elections take place in accordance with the usual timetable from 2016 and each subsequent year.

**The following motions are covered by and identical to A8:**

**E179 BIS Yorkshire & the Humber (041213)**  
**E180 PSg DCLG/PINS (145802)**  
**E181 DWP Nottingham (047042)**  
**E182 DfT East Midlands (201051)**  
**E183 R&C Benton Park View (200126)**  
**E184 Land Registry Croydon (030006)**  
**E185 R&C West Mercia (200149)**  
**E186 SG West and Central Scotland (038023)**  
**E187 DWP South East Wales (047116)**  
**E188 DWP Cumbria (047021)**  
**E189 R&C Stockton and North Yorkshire (200108)**  
**E190 DWP Greater Glasgow (047076)**

## E191

**Covered by A8**  
**RPA Reading (001051)**

The disgraceful government act of stripping check-off in an attempt to eradicate PCS has resulted in a unfortunate decline in members signed up to Direct Debit.

This instructs the NEC to organise an intensive recruitment campaign aimed at highlighting the draconian conditions PCS members are having to endure. With PCS HQ support and literature, branches with the use of regional offices for events will be able to leaflet and meet with non-members in a bid to recruit.

## E192

**Covered by A9**  
**DWP South East London (047035)**

This Conference notes that the 2014 Financial Report stated at page 52:

"Subscription income continues to be uncertain across the period of the Compulsory (sic) Spending Review, and membership levels are anticipated to be 20,000 lower by the end of 2014."

It further states at page 60 (PCS financial outlook 2015 –2017):

"The plan assumes a further drop in income of £1 million in 2015 and then to stabilise in 2016 onwards."

In other words no account appears to have been taken of potential loss of members and subscription income through the withdrawal of check off.

Conference censures the NEC for this appalling oversight.

**The following motions are covered by A9 and are identical to E192:**

**E193 DCLG/Headquarters National (141802)**  
**E194 DWP Devon (047095)**  
**E195 DWP East London (047030)**  
**E196 DWP Sheffield (047008)**

**The following motions are covered by and are identical to A10:**

**E197 DWP Sheffield (047008)**  
**E198 DCLG/Headquarters National (141802)**  
**E199 DWP Devon (047095)**  
**E200 DWP East London (047030)**

**The following motions are covered by and are identical to A12:**

**E201 DWP East London (047030)**  
**E202 DWP South East London (047035)**  
**E203 DCLG/Headquarters National (141802)**  
**E204 DWP Sheffield (047008)**

## X205 (Cannot be implemented)

### R&C North Wales and North West (200078)

THAT THIS NDC NOTES:

- 1** Civil service workers are under continued assault from the government. The attacks include cuts in pay and pensions, job losses, privatisation, worse terms and conditions, intensified management bullying—and more.
- 2** Our union is also under brutal attack as are our members. HMRC management have a carefully constructed union-busting plan. Ministers are drastically cutting facility time for reps. And in a number of government departments, including DWP, there are moves to end check off, the

system whereby members can give their union subs deducted from their pay.

**3** That at a PCS national executive meeting December the executive voted by 15 votes to three to cut costs by measures that include suspending the NEC and GEC elections by up to 12 months without any consultation with reps or members.

CONFERENCE BELIEVES

- 1** That the attacks on the PCS are a politically motivated attempt to destabilise PCS finances in order to weaken its campaigning.
- 2** That PCS must face these attacks mainly by encouraging and organising resistance by its members. As PCS's own history shows, unions grow when they fight back and show their relevance to workers.
- 3** That cancelling the elections is wrong and unconstitutional and will make it harder to sign up PCS members to direct debit because it will undermine their belief in the democratic nature of their union.
- 4** The annual election of the NEC is a principle rule. It cannot be changed without the agreement of conference or a membership ballot. The political attacks we face are deadly serious but cannot be used to justify abandoning rules. To maintain unity and strength our national executive must remain accountable and face re-election in the normal manner.
- 5** At PCS conference in May 2014 we were not told about the £7 million pension deficit or the true scale of anticipated subscription loss due to civil service job cuts. Members must be given an accurate financial picture now

CONFERENCE THEREFORE RESOLVES

- 1** To congratulate those executive members who voted against the suspension of the elections.
- 2** To call on the NEC to reverse its decision and to hold the NEC elections on the normal timetable.
- 3** To call on the NEC to launch an immediate national consultation on the financial crisis the union faces and all the options PCS members face. PCS should make as much financial information as possible available and give facilities for members to put forward alternatives to suspending elections. There should be no suspension of elections unless the majority of branches agree.
- 4** To call on the NEC to explore alternative methods of holding the GEC elections by cheaper, non-postal methods (such as workplace ballots, e-ballots etc.).
- 5** To encourage all our members to sign up to direct debit for their union subs and to do everything possible to build the campaign against the government attacks.
- 6** Step up campaigning work on pay and conditions issues to increase relevance, membership levels and the rate of DD sign up.
- 7** To support all PCS members taking action.

## X206

(Cannot be implemented)

### R&C Leeds and District (200056)

The government have launched a sustained attack on civil servants and our union the PCS.

We face cuts in pay and pensions, job losses, privatisation, worse terms and conditions, intensified management bullying—and more.

The government's decision to end Check Off is an attempt to financially and industrially paralyse the PCS. While we have to resist this, and campaign to switch every possible member to Direct Debit, we cannot allow the financial situation to paralyse our union. The best way to confront these attacks is by encouraging and organising

resistance by our members. As PCS's own history shows, unions grow when they fight back and show their relevance to workers.

At PCS conference in 2014 we were told that the finances of the union were secure. We were not told of the £7 million pension deficit nor the true scale of anticipated loss of subscription income from job cuts nor of the real financial threat check off ending posed to that financial security. We must now be told the true financial picture and be consulted over financial plans. Maximum unity is required in the face of difficult decisions and political attacks.

The decision to cancel the NEC elections this year is a mistake and will make it harder to sign up PCS members to direct debit because it will undermine their belief in the democratic and accountable nature of their union. The annual election of the NEC is a principle rule of PCS. At ADC 2014 in the debate about merger with UNITE, delegates clearly asserted the need to defend the union's democratic processes. This is a serious situation but not an emergency. Our rules have to be followed or changed by conference or a membership ballot. In any case this decision should not have been taken without consultation with the branches. It is simply not acceptable for the executive alone to decide that it does not have to face re-election in the normal manner.

This ADC calls on the NEC to:

- Reverse its decision and to hold the NEC elections on a revised timetable which will allow those elected to GEC/ NEC posts to take up their posts under the normal cycle of elections i.e. post PCS ADC.
- Launch an immediate national consultation on the financial crisis the union faces and all the options PCS members face. PCS should make as much financial information as possible available and give facilities for members to put forward alternatives to suspending elections. There should be no suspension of elections unless the majority of branches agree.
- Campaign hard on Pay and conditions to convince members to sign up for DD more quickly and to increase density among non members.

## X207

(Unclear in intent)

### Scottish Prison Service (149010)

Conference appreciates the financial constraints the PCS is currently subjected to further Conference condemns the Union busting and other unprecedeted attacks on PCS

Conference appreciates funding for training is currently strictly controlled and Conference further recognises PCS's national position regarding the financial constraints on training budgets within the union.

However; Conference also appreciates the requirement to adapt to the challenges faced by reps in particular the challenge to the protection members currently receive under the Health and Safety Legislation. These safeguards and protections were fought long and hard for by our Trade Union predecessors

Conference further recognises that organisation and employers are in all too frequent cases now training their Health and Safety managers to NVQ/SVQ level 5. In order to keep pace with this advanced level of Health and Safety training increasingly available to managers Conference recognises a need to ensure reps are equally qualified.

Conference notes that reps attending advanced Health and Safety training have to self fund their T&S. In order to encourage Health and Safety reps to develop their skills beyond Health and Safety stage 1 and to train to levels 2, 3 and Diploma Conference instructs the NEC to review the current position regarding T&S Health and Safety training in order to allow individual branches to use branch funds to

fund the T&S for Health and Safety reps participating in all Health and Safety training beyond level1.

This would result inequality of arms by,

- Closing the skills gap between the union and employers Health and Safety reps/Managers
- Ensure better representation of members on Health Safety and Welfare issues
- Raise the profile of Health and Safety and welfare and in particular the effects of stress within in the work place

## X208

(Overtaken by events)

### RPA Reading (001051)

The current financial climate has affected us all and PCS Union has been no exception.

PCS has had to cut jobs and is now in the process of selling their own HQ in Clapham to ensure the union can sustain itself in the present crisis.

This motion instructs the incoming NEC to ensure that some funding from the sale is made available to PCS regional offices. With the possibility of no headquarters it is vital that more support is given to Regional Offices so that the level of service that PCS can give is not affected.

## 12. NATIONAL CAMPAIGN

(For information about D markings – see introduction to SOC Report No.1)

## B209

(See A1 ADC 2014)

### R&C Benton Park View (200126)

This conference recognises the excellent work done within PCS so far in the fight against austerity. A Civil service world article entitled "Disunion in the unions" made reference to the leaked HMRC document aiming to marginalise PCS. The article itself marginalised PCS insinuating that our austerity strategy conflicted with that of other unions despite the fact that the other unions haven't won any more concessions than us.

PCS' approach to anti-austerity has been productive & discussing the rights and wrongs of austerity is anything but meaningless. PCS has been a front runner in setting intelligent arguments & principles as part of its anti-austerity campaign. This is particularly evident when PCS brought a judicial review to challenge a reformed Civil Service Compensation Scheme that had been negotiated between the previous Labour administration and other civil service unions. The PCS won in court.

Further evidence of well thought out challenges can be seen in Tax Justice Campaign, The Austerity isn't working campaign, the 68 is too late campaign & The Action Now to Defend welfare.

Instead of solving the economic crisis, the government's austerity policies are making it worse:

- Cutting public sector jobs means higher unemployment and fewer people in work paying taxes

- Freezing public sector pay and higher unemployment means less disposable income to be spent in the private sector, with a knock-on effect on private sector jobs
- Cutting business taxes means less revenue to close the deficit and pay off our debt

All of these have a severely detrimental effect on all PCS members.

The Government's benefits raid sucks £19billion a year out of the UK economy, a study reveals. The value of workers' wages in the UK has fallen, corporate profits have increased as a share of GDP from 13% in the mid-70s to 21% today. In this same period, government has massively cut corporation tax and income tax for the highest earners, so that now the poorest fifth of people pay more in tax, as a proportion of income, than the richest fifth. All PCS campaigns are based on evidence, well thought out arguments as well as setting a clear alternative.

This motion therefore instructs the NEC to continue to be governed by its principles rather than succumb to a fear of what could be. We instruct PCS to continue its current strategy against cuts, austerity & to defend welfare. PCS should continue to commit itself to campaign for a fair alternative to austerity which benefit welfare claimants & the employed alike.

## D210

### R&C Northern Ireland Revenue (200082)

This conference opposes privatisation and outsourcing of jobs and services and instructs NEC to re-evaluate the current strategy of opposition and report on the success of such strategy.

## D211

### R&C Northern Ireland Revenue (200082)

This Conference condemns the NEC for what can only be described as the Check off / Direct Debit crises that now exists within PCS. This conference believes that the NEC had ample warning of the approach that was going to be taken in all departments by the success against Eric Pickles Dept.

This conference therefore instructs the NEC to immediately place a front page article on the Check Off/ Direct Debit crises in all union member publications explaining its policy and to encourage members to immediately sign up.

## D212

### Home Office East Croydon (026101)

Conference recognises the unprecedented attacks we have faced as a union; from the end of check off, the attacks on facility time, union busting in both the HMRC and previously in the Home office as well as victimisation of reps. Conference also recognises that there is a real threat that these attacks may continue until PCS union has

been destroyed. The only way we (PCS) can defeat these attacks is to be prepared for any future attacks and work strategically to not only avoid all attacks but also to grow and prosper as a union.

This motion therefore instructs the NEC to do the following:

- Analyse any possible future attacks the union may face using scenario generation and environmental scanning tools as well as any other ideas the NEC sees fit to generate any possible future attacks the union may face as well as responses
- To make a note of all decision and policies which have been implemented by departmental directors as well as senior HR managers, if these directors move to new departments then the group secretary of the new department to be shared the information

## E213

### **Covered by A16** DfT East Midlands (201051)

That we have lived through 5 years of austerity. Our services are being slashed and privatised. Despite the apparent fall in unemployment, working people continue to suffer. While the politicians voted themselves a huge 11% pay rise the 1% pay cap leaves civil servants with falling standards of living.

Conference notes the arrogant determination of the Tory government to drive through a wholesale assault on the welfare state with closures, privatisation and continual pressure on wages.

Conference notes the attack on Check Off. This is an attempt to fundamentally weaken the PCS to allow even more savage changes to be introduced. Our union stands in the way of privatisation.

The PCS has played a leading role in resisting attacks on pay and pensions and has been key to organising coordinated action across the public sector.

Conference notes the widespread support for the public sector pay strike on 10th July 2014.

However where we fight alone our action remains strong and effective. The strike on October 15th was extremely well supported.

Conference notes the decision to take targeted action in specific sections to leverage the government, and the launch of the fighting fund to support sustained action in these sections.

Believes:

Whoever is elected on 7th May the politics of austerity will continue.

Conference believes that to win a real pay rise from the government, we need to reinstate national industrial action.

Conference believes if we are unable to coordinate with other unions, we are strong enough to fight on our own.

Conference believes that significant numbers of members can be won to contribute to the fighting fund if they can see a battle plan that will be effective and can win.

That the campaign to recruit members to Direct Debit subs payment has been, and remains, a critical task for all activists. However we cannot suspend our resistance to attacks on our pay, conditions and jobs while we stabilise our finances. The history of the PCS, and other unions, shows that the union grows when it leads resistance.

Conference Instructs the NEC to:

- continue to work with other unions to coordinate industrial action wherever possible
- call national industrial action in support of our pay demands
- name key sections to be called out on targeted action based upon the 2013 Branch consultation exercise and recent updated information from Branches and also to use this to raise support for the fighting fund

- continue to encourage Groups to submit plans for industrial action and that such action is co-ordinated by the national union
- promote the national levy (fighting fund) at national, group and branch level
- continue to campaign for our National demands at all levels including parliamentary, political, media, legal and social networks

As part of a programme of action to launch targeted action with a national strike, so that every member feels they are involved and the targeted areas do not feel isolated.

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### **The following motions are covered by A16 and are identical to E213:**

**E214 DWP Birmingham South (047053)**

**E215 R & C South Wales (200102)**

## E216

### **Covered by A16** R&C East Midlands (200033)

Conference notes:

That we have lived through 5 years of austerity. Our services are being slashed and privatised. Despite the apparent fall in unemployment, working people continue to suffer. Hundreds of thousands of workers struggle to survive on zero hour contracts, increasing numbers have part time work or are self-employed in a bid to survive. If the national minimum wage had kept pace with FTSE 100 CEO salaries since 1999, it would now be £18.89 per hour instead of £6.50. While the politicians voted themselves a huge 11% pay rise the 1% pay cap leaves civil servants with falling standards of living.

Conference notes the arrogant determination of the current government to drive through a wholesale assault on the welfare state with closures, privatisation and continual pressure on wages. Workers have seen our pay fall in real terms every year of austerity and civil servants are now 20% worse off.

Conference notes the attack on Check Off. This is an attempt to fundamentally weaken the PCS to allow even more savage changes to be introduced. Our union stands in the way of privatisation.

The ending of Check Off will lead to a significant reduction in income for the union and has forced the union to substantially cut expenditure.

The PCS has played a leading role in resisting attacks on pay and pensions and has been key to organising coordinated action across the public sector.

Conference notes the widespread support for the public sector pay strike on 10th July 2014. Many PCS workplaces reported increased numbers of staff participating in the strike. We recognise the political impact of coordinated action, and the confidence that it gives members.

However where we fight alone our action remains strong and effective. The strike on October 15th was extremely well supported.

Conference notes the decision to take targeted action in specific sections to leverage the government, and the launch of the fighting fund to support sustained action in these sections.

Conference believes:

Whoever is elected on 7th May the politics of austerity will continue.

Conference believes that morale is at breaking point in many offices as workloads increase, retirement dates

increase, and pay continues to fall.

Conference believes that to win a real pay rise from the government, we need to reinstate national industrial action.

Conference believes that the best way to win coordinated action, if other union leaderships dither, is to call strike action and then call on other unions to coordinate with us. However if we are unable to coordinate with other unions, we are strong enough to fight on our own.

The NEC is instructed to run a consultative ballot by July 31st 2015 about a programme of industrial action.

## E217

### **Covered by A16**

### **DWP North Merseyside (047018)**

Conference notes that despite the fall in unemployment, working people continue to suffer. Hundreds of thousands of workers struggle to survive on zero hour contracts, increasing numbers have part time work or are self-employed in a bid to survive. If the national minimum wage had kept pace with FTSE 100 CEO salaries since 1999, it would now be £18.89 per hour instead of £6.50. While the politicians voted themselves a huge 11% pay rise the 1% pay cap leaves civil servants with falling standards of living.

Conference notes the arrogant determination of the Tory government to drive through a wholesale assault on the welfare state with closures, privatisation and continual pressure on wages.

Conference notes the attack on Check Off. This is an attempt to fundamentally weaken the PCS to allow even more savage changes to be introduced. Our union stands in the way of privatisation.

Conference notes the widespread support for the public sector pay strike on 10th July 2014. Many PCS workplaces reported increased numbers of staff participating in the strike. We recognise the political impact of coordinated action, and the confidence that it gives members.

Conference notes the success of industrial action against the privatisation of Land Registry and National Gallery and in achieving permanent jobs in areas of HMRC.

Conference notes the decision to take targeted action in specific sections to leverage the government, and the launch of the fighting fund to support sustained action.

Conference welcomes the renewal of national industrial action on 10th July 2014 after a year's gap.

Conference believes that morale is at breaking point in many offices as workloads increase, retirement dates increase, and pay continues to fall.

Conference believes that to win a real pay rise from the government, there needs to be an escalation in the industrial action.

Conference believes that the best way to win coordinated action, if other union leaderships dither, is to call strike action and then call on other unions to coordinate with it.

Conference believes that significant numbers of members can be won to contribute to the fighting fund if they can see a battle plan that can win.

Conference instructs the NEC to:

Continue to work with other unions to coordinate industrial action wherever possible.

As part of a programme of escalation to launch targeted action with a national strike, so that every member feels they are involved and the targeted areas do not feel isolated.

To escalate to more than single days of national strike action.

## E218

### **Covered by A16**

### **MoJ Greater Manchester (052010)**

The Government keep announcing the economy is slowly improving, and though we know that it is mainly the rich that are benefiting from this, the government might be able to persuade the electorate that their policy of austerity is actually working & that they should be given a further term of 5 years to continue the work they have started. If they succeed in being re-elected there will be a further sustained onslaught of the public sector and by 2020 parts of the public sector will be unrecognisable.

The unions affiliated to the Labour party must stop prevaricating. Conference notes with utter disgust the fact that the most widely supported strike since 1926 – the defence of pensions action of 30.11.11, saw the main Labour affiliated unions break the pre agreed unity to conclude their own shabby settlements leaving PCS high and dry. And again, in October 2014 it was Labour affiliated unions that broke the pre agreed united October action by pulling the plug on the local Government workers action planned for the second day of the 3 day united action and once again undermining PCS who still went ahead with their planned action on Wednesday 15th October. At the moment they will not mount joint action in defence of all our public services preferring to concentrate on the NHS – and even then only as a means of delivering votes for Labour's General Election Campaign. There is no guarantee that the Labour party will win the 2015 election or that if it does, that they will make life significantly better for ordinary working people, in both the private & public sector, because they have stated that they agree with austerity measures & therefore they are unlikely to reverse the con/dem cuts.

Also, despite the money being handed over to the Labour Party by affiliated trade unions the Labour party leadership is taking steps to loosen the party's financial links with trade unions. Clearly they no longer represent the trade union movement that created the party and these unions need to wake up and realise that their policy of waiting for a change of government is too risky. They must unite & take action now.

This Conference instructs the NEC to raise these concerns at the TUC by raising it in speeches by the PCS delegation during any debates relating to "Action Against Cuts", pointing out that the relationship between the public sector Labour affiliated unions and the Labour party is hampering and damaging our collective fight against the cuts & that these unions should question what they are getting from the Labour party in return for their donations & affiliation. The delegation is also to request urgent talks with a view to taking joint action against further public sector austerity cuts no matter which Government – or coalition, is in power in May.

## E219

### **Covered by A16**

### **MoJ Greater Manchester (052010)**

Conference notes the recent statement of Prime Minister David Cameron when addressing delegates at the British Chambers of Commerce in which he said "Your costs are falling and it's cheaper to do business. Put simply, it's time Britain had a pay rise."

We note the public comment of Ed Balls that wages have fallen £1600 on average since 2010 and that 'this is the first time since the 1920s when working people are worse off at the end of a parliament than they were at the beginning'.

The civil service has seen the imposition of pay restraint since the 1980's by all Governments as we are made an example of to outside employers.

Conference instructs the NEC to take Cameron at his word that once again we should be made an example of for Cameron to implement for the civil service – his workforce, what he is lecturing other employers to do by giving civil servants a decent pay rise.

The NEC is instructed to compile a statistical case for a civil service pay rise that sets out what we have lost through decades of enforced pay restraint, inflation, the extra pension contributions forced from us and that also utilises the Treasury commissioned (and suppressed) Hays Report which did not support extending regional pay and that did not support the media and Government propaganda that public sector pay was far in excess of private sector pay when comparing similar jobs and place such a claim to the Government, Departments and the Commercial Sector.

## E220

**Covered by A16**  
DWP Leeds (047006)

Conference agrees that the issue of pay is the number one issue for PCS members. Members living standards have dropped dramatically and they cannot afford to drop further.

This conference agrees that winning on pay must be the main issue for PCS in the next year. We must campaign for an end to poverty pay, unfair pay and pay freezes.

This conference agrees to:

- Launch a high profile pay campaign to get buy in from all members
- Campaign for fair pay rises with a catching up element for all members in 2015
- Campaign for all members to be paid above benefit top up rates
- Consider all options including industrial action to secure our demands

bargaining units, which remain as marked as ever, some 18/19 years since delegation was introduced.

- The Labour Party leadership's critique of the "cost of living crisis" and inequality under the Conservative led Coalition is incompatible with a commitment to honour the current standard of living slashing pay policy of the Coalition and to maintain pay delegation.
- 2 Conference agrees that any current difficulties facing PCS cannot and will not stop PCS from representing the fundamental interests of PCS members.
- 3 a) Conference therefore instructs the NEC to:
  - i Draw up a detailed report setting out the:
  - ii Actual and projected reductions in members' real living standards;
  - iii Inequalities in pay between bargaining units;
  - iv Grade, ethnicity and other discrimination in PRP and other bonus arrangements;
  - v Prevalence of low pay;
  - vi Gender pay gap;
  - vii Life time impact of these inequalities on severance and pension entitlements
- b) Seek urgent talks with the incoming government on each and every one of the inequalities documented in its report and with the devolved national governments.
- c) Seek urgent talks with the Labour Party leadership with a view to gaining any commitments it can to redressing any and each inequality in a meaningful way and within a meaningful timetable, including a return to national pay bargaining and national pay terms and conditions;
- d) Seek similar and equally urgent talks with those political parties whose parliamentary votes may help sustain a Labour or Labour led coalition Government.
- e) Launch an on-going, vigorous and creative awareness raising campaign amongst members on the inequalities within civil service pay arrangements and the need to return to national bargaining.
- f) Draw up a refreshed pay bargaining agenda and strategy for the post 2015 election period and with a view to judging how members may be increasingly mobilised to support a "Standard of Living" pay campaign that has pay equality as a central strategic aim.

**The following motions are covered by A16 and Identical to E221:**

**E222 DCLG/Headquarters National (141802)**  
**E223 DWP Devon (047095)**

**E224 DWP East London (047030)**  
**E225 DWP Sheffield (047008)**

## E221

**Covered by A16**  
DWP Brent Harrow and Hillingdon (047028)

1 This conference notes:

- That after years of decline in real wages throughout the economy, and despite the supposed growth in economic output and confidence, ordinary working people continue to lose out whilst Britain gets ever more unequal and all signs are that, whatever the name of the next British government, civil and public sector pay will continue to be held below the rate of inflation.
- The ever declining real value of civil service pay has created a cost of living crisis for our members.
- The pay crisis is compounded by the on-going arbitrary inequalities in pay between so-called delegated

**Covered by A16**  
PSg DCLG/PINS (145802)

Conference notes the government's austerity programme continues with ongoing attacks on terms, conditions and services. Conference notes in particular the pay freeze which seen cuts in the salaries of civil servants of up to 20%.

We also note renewed attacks on the jobs protocols. Despite the fact PCS has consistently argued for the type of strategy that can defeat these attacks and has repeatedly shown that campaigning works and action gets results with victories – like the campaign to stop Land Registry privatisation and others – there has been a real failure on behalf of the wider trade union movement leadership, most notably during the pension dispute in 2011.

PCS has extensively consulted members and activists and has pressed other unions to adopt a fighting programme based on joint coordinated action to defeat the austerity policies of the coalition government including cuts in jobs, pensions, the pay freeze and privatisation.

Conference notes the 72 hours of action called by several public sector unions on October 13th to 15th. PCS believes that a strategy of coordinated action across the public sector is the best way to defeat the pay freeze rather than what is in effect cooperative action in pursuit of pay settlements within the constraints of the freeze.

Conference instructs the NEC:

That PCS argues and presses the TUC to organise and coordinate action across the public sector in defence of jobs, pay, conditions and services.

- That targeted action is organised as a matter of priority.
- That groups are encouraged to submit plans for industrial action and that such action is co-ordinated by the national union.
- That the national levy is promoted at national, group and branch level.
- That the union campaigns at all levels including parliamentary, political, media, legal and social networks.
- That the union reinvigorates and vigorously promotes our Alternative to austerity.

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**The following motions are covered by A16 and are identical to E226:**

**E227 R&C Benton Park View (200126)**  
**E228 Land Registry Croydon (030006)**  
**E229 R&C West Mercia (200149)**  
**E230 SG West Central Scotland (038023)**  
**E231 DWP South East Wales (047116)**  
**E232 DWP Barnsley and Rotherham (047009)**  
**E233 BIS Yorkshire & the Humber (041213)**  
**E234 DWP Cumbria (047021)**  
**E235 R&C Stockton and North Yorkshire (200108)**  
**E236 DWP Greater Glasgow (047076)**

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## E237

**Covered by A16**  
**R&C Bootle Taxes (200006)**

Conference instructs the National Executive Committee:

On the Fighting Fund –

- To promote the national levy at Branch, Group and National level
- To set up an online facility both for members to set up their levy via direct debit and for supporters to make donations to the Fund
- To use everything from bucket collections to organised fundraising events to bring in money for the Fund

On industrial action –

- To organise targeted action as a priority
- To fully support and coordinate Group level action
- To encourage Branch level action where there is a mood for it and to provide help and support as needed, including with NDC submissions
- To promote strike committees as a way of coordinating action in local areas and building solidarity, including across union boundaries where possible

On political and community campaigning –

- To campaign at all levels including parliamentary, political, media, legal and social networks
- To utilise creative forms of protest and direct action from communication blockades and sit-ins to pickets of MPs'

homes or offices

- To support and actively encourage protest and direct action which can disrupt public-facing workplaces without the withdrawal of labour, working with activist and campaign groups as necessary
- To wherever possible coordinate walkouts or protests at workplaces with visits by ministers and senior civil servants such as directors, chief executives and permanent secretaries

On the Alternative to Austerity –

- To reinvigorate the message that "There Is An Alternative"
- To argue not just against the cuts but in favour of improvements in working conditions for all, including living wage, reduced workloads and greater work-life balance

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## E238

**Covered by A16**  
**DWP Calderdale & Kirklees (047004)**

Conference notes that this Government's public sector pay policy has lead to some public sector workers being up to 20% worse off a year following cuts to pay but with increased pension contributions.

Members are facing another year of 1% pay increase which is a year on year insult. This conference must question when was the last time we received a 'proper' pay rise? All 1% achieves apart from ticking a ministers box is to say we have had a salary increase but the Treasury ministers are adhering yet again to their Dickensian Out of Touch policies, but at the same time MP's are getting up to 10%.

This conference notes that Government Department are now looking to reduce the number of staff receiving the annual (performance) bonus and only giving it to the exceeded category, again a thinly-veiled excuse to save money whilst attacking hard working members on low pay who rely on their end of year bonus just to survive.

This conference demands that members are paid a fair salary, an end to individual Department's setting their own pay, and a pay scale that reflect the hard work members do every day.

We need action. We need to fight against this injustice. We need to fight against the Union busting that has been going on for a number of years. This conference instructs the NEC to act and:-

- Fight the 1% Pay Freeze, do not accept it just because Treasury says so.
- Do not accept less and/or depleted T&Cs in exchange
- Pay Progression as a right for all and the ability to reach maximum
- Fight for a fair and representative salary in line with the work we do and bring members inline in civil service departments
- We are the public face of the government let the salary reflect this.
- Draw up a joint industrial action strategy between public sector unions to break the pay freeze/cap.
- Put the case for ending below-inflation pay to all parties (in the run-up to the 2015/16 onwards general election)

## E239

### **Covered by A16** PSg EHRC National (143002)

This conference expresses its anger and concern at the systematic attempt by the coalition government, driven by the Cabinet Office, to attack PCS through the use of union-busting tactics. Their campaign is clearly anti-union but is also anti-democratic in that it aims to silence any effective opposition to their cuts, privatisation and austerity programme and to crush even the idea there can be any alternative to it.

We note the withdrawal of check-off in a number of departments and welcome the union's coordinated response aimed at maximising sign-up and securing the financial stability of the union.

Conference notes these attacks have been stepped up in the HMRC group with the removal of facilities, a unilateral withdrawal from negotiations, the formation of a scab staff association and a strategy, revealed in a leaked management document, to marginalise and reduce the influence of PCS and victimise democratically elected reps. The document reflects the union-busting ideology in government and amongst HMRC senior managers. This document reflects "The enemy within" mentality that was used to justify the assault on the National Union of Miners, the union ban on GCHQ and the blacklisting scandal in the building industry.

PCS believes these attacks must be faced and defeated. They are attacks on the whole union and groups will not defeat them fighting in isolation but as part of a coordinated strategy. Given the seriousness of the situation, PCS calls for maximum unity and discipline around the union's response.

Conference endorses the campaigning steps already agreed by the national union working with the HMRC GEC, and instructs the NEC to:

- 1 Launch the widest communications offensive to inform and arm activists of the nature of the attack, including members meetings;
- 2 Publicise these attacks as widely as possible in the movement, amongst other unions and the TUC;
- 3 Campaign legally and politically, including raising the issue in Parliament;
- 4 Step up efforts to sign as many members to direct debit as possible;
- 5 Ensure that group strategies are fully in place and ready to implement in order to defend jobs, conditions and services.
- 6 Organise protests, including if appropriate direct action;
- 7 Step up the national campaign including implementing targeted action and continue to call for coordinated action across the public sector as the best method of defeating austerity and protecting trade union rights.

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### **The following motions are covered by A18 and are identical to E239:**

- E240 PSg DCLG PINS (145802)**
- E241 DWP Nottingham (047042)**
- E242 R&C Benton Park View (200126)**
- E243 Land Registry Croydon (030006)**
- E244 Veterans Agency National (014300)**
- E245 DWP Bradford (047002)**
- E246 BIS Yorkshire & the Humber (041213)**
- E247 DWP Cumbria (047021)**
- E248 R&C Stockton & North Yorkshire (200108)**
- E249 DWP Greater Glasgow (047076)**

## E250

### **Covered by A18** PSg Registers of Scotland (149007)

This Conference condemns the union-busting tactics of the Westminster government to its own employees in the civil service.

Led by Cabinet Office minister Francis Maude, government departments have cut facility time by 60%, and are trying to end "check-off" – the decade's old method through which employers collect union subscriptions direct from a member's salary. These actions are an attempt to undermine the organisation, membership and finances of the civil service unions and in particular the largest union, PCS.

This Conference notes that PCS is being forced to sign over to direct debit more than 150,000 of its members in just a few months – which risks leaving members without union protection and the union losing millions in funds. No UK union has faced such a mammoth task in such a short timeframe.

In HM Revenue and Customs a leaked management memo showed that there are plans to marginalise PCS, cut negotiators' facility time and to establish a rival staff association.

Taken together these actions are an attempt to union-bust at the heart of the Westminster government, and in particular to undermine PCS, a union that has consistently opposed cuts to jobs, pay and pensions, and resisted privatisation.

This Conference believes that if the Westminster government succeeds in this attempt at union busting, it will give the green light to public and private sector employers to remove check-off arrangements.

Therefore this Conference resolves:

- to give full support to the PCS campaign against union busting and agrees to request all members to email their MP's in support of their campaign;
- to call on the TUC and all affiliates to give full support to the PCS campaign against union busting.

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## E251

### **Covered by A18** R&C East Lancs (200013)

This branch condemns the union-busting tactics of the government to its own employees in the civil service.

Led by Cabinet Office minister Francis Maude, government departments have cut facility time by 60%, and are trying to end "check off" – the decade's old method through which employers collect union subscriptions direct from a member's salary. These actions are an attempt to undermine the organisation, membership and finances of the civil service unions and in particular the largest union, PCS.

This branch notes that PCS is being forced to sign over to direct debit more than 150,000 of its members in just a few months – which risks leaving members without union protection and the union losing millions in funds. No UK union has faced such a mammoth task in such a short timeframe.

In HM Revenue and Customs a leaked management memo showed that there are plans to marginalise PCS, cut negotiators' facility time and to establish a rival staff association.

Taken together these actions are an attempt to union-bust at the heart of government, and in particular to

undermine PCS, a union that has consistently opposed cuts to jobs, pay and pensions, and resisted privatisation.

This branch believes that if the government succeeds in this attempt at union busting, it will give the green light to public and private sector employers to remove check-off arrangements.

Therefore this branch resolves:

- to give full support to PCS in its campaign against union busting and agrees ask all members to email their MP in support of the campaign
- to call on the TUC and all affiliates to give full support to the PCS campaign against union busting; and
- to call on the Labour Party to publicly pledge to re-instate check off in the civil service if elected and to legislate for a statutory right for union members to have their subscriptions deducted through salary by check off

## E252

**Covered by A18**  
**MoJ Scotland (052065)**

Conference condemns the union busting tactics of the government to its own employees in the civil service.

Led by Cabinet Office minister Francis Maude, government departments have cut facility time by 60%, and are trying to end “check-off” – the decade’s old method through which employers collect union subscriptions direct from a member’s salary. These actions are an attempt to undermine the organisation, membership and finances of the civil service unions and in particular the largest union, PCS.

Conference notes that PCS is being forced to sign over to direct debit more than 150,000 of its members in just a few months – which risks leaving members without union protection and the union losing millions in funds. No UK union has faced such a mammoth task in such a short time-frame.

In HM Revenue and Customs a leaked management memo showed that there are plans to marginalise PCS, cut negotiators facility time and to establish a rival staff association.

Taken together these actions are an attempt to union-bust at the heart of government, and in particular to undermine PCS, a union that has consistently opposed austerity and cuts to jobs, pay and pensions, and resisted privatisation.

Conference believes that if the government succeeds in this attempt at union-busting, it will give the green light to public and private sector employers to remove check-off arrangements.

Conference therefore instructs the NEC to:

- maintain its campaign against union-busting and agrees that all members should be encouraged to email their MP in support of the campaign;
- call on the TUC and all affiliates to give full support to the PCS campaign against union-busting;
- call on the Labour Party to publicly pledge to re-instate check-off in the civil service if elected and to legislate for a statutory right for union members to have their subscriptions deducted through salary by check-off.

## E253

**Covered by A20**  
**R&C Anglia (200147)**

Conference recognises that the Government’s Digital by Default agenda poses a major threat to our members’ jobs and the services they provide to people. We have already seen large numbers of job losses and redundancies – some of a compulsory nature directly arising from Digital by Default.

Conference agrees that PCS must campaign against Digital by Default linking up across the Union and with outside organisations where Digital by Default worsens the service that our members provide.

Conference also agrees that PCS must oppose on a cross Union basis all Digital by Default proposals that will result in compulsory redundancies.

Finally Conference instructs the NEC to present a claim - consistent with our national campaign objectives to Cabinet Office making the case that any Digital by Default developments must not lead to Compulsory Redundancies and must also result in improved pay and terms and conditions across the Civil and Public Sector.

## E254

**Covered by A20**  
**DWP Kent (047101)**

Conference recognises that the government’s Digital by Default agenda poses a major threat to our members’ jobs and the services we provide to people. We have already seen large numbers of job losses and redundancies arising from Digital by Default.

Conference agrees that we must campaign against Digital by Default linking up across the union and with outside organisations, including organisations representing service users, where Digital by Default worsens the service that our members provide.

Conference therefore instructs the NEC to present evidence to the Cabinet Office, where Digital by Default proposals are likely to impact our members or service users, to challenge these proposals.

Conference further instructs the NEC to fight for improved pay, terms and conditions as a result of the implementation of Digital by Default proposals, where this can be shown to improve productivity. This should be an additional demand on top of the existing national campaigns on pay, pensions and conditions of service.

## E255

**Covered by A22**  
**Forestry Commission Silvan House (021011)**

This conference supports PCS members in the Forestry Commission (FC) to accomplish their agreed mandate seeking to retain a fully integrated, sustainably resourced and evolving FC. To achieve this we need to put forward our own proposals which can be used to influence politicians, stimulate debate with the general public and

inform other union members about the very real dangers posed by the outgoing government's forestry policy. If the next administration enacts the policy that enables the legislation to set up the new public corporation to own and manage the public forest estate in England then an irreversible split in the FC would occur and many jobs could be threatened.

The objectives are:

- Fully integrated and adequately resourced FC.
- FC to retain existing functions and include those emerging from the Independent Panel Review;
- FC to be answerable to Parliament via sponsoring department such as DEFRA; to the Secretary of State;
- All employees of FC especially those currently involved in the delivery and management of the public estate must retain their civil service status;
- No privatisation of any FC functions.

The strength of the FC is in its integrated nature given the scale and scope of the work it undertakes and the need to work across Whitehall departments and other administrations. PCS members do not believe that disbanding the current elements of the FC to a disparate number of bodies would strengthen the ability to deliver forestry and woodland policy. This requires an integrated whole with an overarching body to undertake the governance role required to manage the various sub-departments such as Forest Services, Research, Forest Enterprise and cross border functions.

Whilst Britain's trees, woodlands and forests do not deliver environmental, social or business benefits alone – the FC's role is to balance these objectives in a sustainable way with the resources available. Multi-purpose forest management is better achieved through a fully integrated FC – an ideal springboard for delivery of many other benefits.

Integration is a key factor with depths of skills from a loyal and dedicated workforce who hold a common vision and are not constrained by location or borders. This common purpose has been in place for nearly a century; it remains the FC's greatest strength and is founded on the integration of the staff body, which to the casual observer remains unseen and unevaluated.

The public forests as utilised by today's society are there not only in response to government policy but because of the FC and 2400 staff who see themselves as the people who understand the needs of trees, the environment and people.

We call upon the NEC to manage a concerted campaign reflecting the mandate of PCS members in the FC by bringing this subject into a sharper focus; arranging discussions with DEFRA Ministers to deliver the objectives contained within the mandate to retain the FC. This campaign and future discussions need to be undertaken prior to any legislation being brought before the Westminster Parliament and before any lasting split occurs.

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**The following motion is covered by and identical to A28: E256 Veterans Agency National (014300)**

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**The following motion is covered by and identical to A29: E257 DWP Fylde Central Benefits and Services (047139)**

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**The following motion is covered by and identical to A30: E258 DWP North Merseyside (047018)**

## X259

(Instructs the wrong conference)

### Land Registry Durham (030009)

This conference expresses its anger and concern at the systematic attempt by the coalition government, driven by the Cabinet Office, to attack PCS through the use of union-busting tactics. Their campaign is clearly anti-union but is also anti-democratic in that it aims to silence any effective opposition to their cuts, privatisation and austerity programme and to crush even the idea there can be any alternative to it.

We note the withdrawal of check off in a number of departments and welcome the union's coordinated response aimed at maximising sign-up and securing the financial stability of the union.

Conference notes these attacks have been stepped up in the HMRC group with the removal of facilities, unilaterally withdraw from negotiations, the formation of a scab staff association and a strategy, revealed in a leaked management document, to marginalise and reduce the influence of PCS and victimise democratically elected reps.

The document reflects the union-busting ideology in government and amongst HMRC senior managers. This document reflects 'The enemy within' mentality that was used to justify the assault on the National Union of Miners, the union ban on GCHQ and the blacklisting scandal in the building industry.

PCS believes these attacks must be faced and defeated. They are attacks on the whole union and groups will not defeat them fighting in isolation but as part of a coordinated strategy. Given the seriousness of the situation PCS calls for maximum unity and discipline around the union's response.

Conference endorses the campaigning steps already agreed by the national union working with the HMRC GEC and instructs the LU conference agrees the following:

- The widest communications offensive to inform and arm activists of the nature of the attack, including members meetings.
- To publicise these attacks as widely as possible in the movement, amongst other unions and the TUC.
- To campaign legally and politically including raising the issue in Parliament.
- Step up efforts to sign as many members to direct debit as possible.
- To ensure group strategies are fully in place and ready to implement in order to defend jobs, conditions and services.
- Organise protests including if appropriate direct action.
- Step up the national campaign including implementing targeted action and continue to call for coordinated action across the public sector as the best method of defeating austerity and protecting trade union rights.

## X260

(Instructs the wrong conference)

### SG West Central Scotland (038023)

This conference expresses its anger and concern at the systematic attempt by the coalition government, driven by the Cabinet Office, to attack PCS through the use of union-busting tactics. Their campaign is clearly anti-union but is also anti-democratic in that it aims to silence any effective opposition to their cuts, privatisation and austerity programme and to crush even the idea there can be any alternative to it.

We note the withdrawal of checkoff in a number of departments and welcome the union's coordinated response aimed at maximising sign-up and securing the financial stability of the union.

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- To campaign legally and politically including raising the issue in Parliament.
- Step up efforts to sign as many members to direct debit as possible.
- To ensure group strategies are fully in place and ready to implement in order to defend jobs, conditions and services.
- Organise protests including if appropriate direct action.
- Step up the national campaign including implementing targeted action and continue to call for coordinated action across the public sector as the best method of defeating austerity and protecting trade union rights.

## X261

(Unclear in intent)

### R&C Greater London Valuation (200148)

That this ADC condemns the ill founded and irresponsible comments made earlier this year by the Secretary of State for Communities and Local Government in respect of civil servants inspecting property on behalf of the Government.

The NEC is therefore instructed to raise this at departmental and Cabinet Secretary level and to seek a public retraction of his statement.

## 13. AFFILIATIONS

**The following motion is covered by and is identical to A33:**  
**E262 R&C Dundee (200029)**

**The following motions are covered by and are identical to A34:**

**E263 DfT East Midlands (201051)**  
**E264 DWP Birmingham South (047035)**  
**E265 DWP Leeds (047006)**  
**E266 R&C Greater London Valuation (200148)**

## X267

(Fails Standing Order A5)

### DfT East Midlands (201051)

Conference Notes:

- 1 The success of UKIP in recent local and especially European elections, where they came first, winning 28% of the vote, and the election of the first UKIP MP, Douglas Carswell, in the Clacton by election;
- 2 That UKIP's success mirrors that of many other right wing populist parties across Europe, along with further gains for Fascists such as Le Front National in France;
- 3 That UKIP uses racism, particularly that aimed at scapegoating migrants, as a way of harnessing anger caused by years of economic recession, cut backs and shortages;
- 4 That contrary to being an anti-establishment party, UKIP is funded by millionaires and has backed calls for even more cuts than the Tories, tax cuts for the super-rich and privatisation of the NHS;
- 5 By blaming migrant workers for the problems in society, UKIP acts as a shield for the bankers and super rich who are really responsible for the economic crisis;
- 6 That, in the absence of a coherent argument against them, UKIP has managed to pull the political debate to the right. If they win more parliamentary seats in the General Election, this process will be accelerated;

Conference believes:

- 1 That to stop the spread of the poisonous, divisive racism peddled by UKIP, it must be opposed and not accommodated to;
- 2 That while clearly not a Fascist party, UKIP's populist racism risks giving new life to Islamophobic arguments used by Fascist groups such as the BNP, Britain First and the EDL;
- 3 That racism divides the working class, making Trade Unions weaker and less able to defend our members;
- 4 That where they are confronted, racist arguments can be defeated.

Conference resolves to affiliate Stand Up to UKIP and to make a donation of £100.

## X268

(Fails Standing Order A5)

### DWP South East London (047035)

Conference condemns the violence and repression that has been the main feature of Ukraine since the US and EU backed coup in February 2014. Conference expresses solidarity with the people of Donetsk and Lugansk who have experienced months of shelling by Ukrainian troops and neo-nazi battalions. Conference calls for a peaceful resolution to the conflict and instructs the NEC to:

- i Campaign against all military aid to the Kiev regime.
- ii Affiliate to Solidarity with the Anti Fascist resistance in Ukraine.

## X269

(Fails Standing Order A5)

### R&C East Midlands (200033)

Conference notes:

The success of UKIP in recent local and especially European elections, where they came first, winning 28% of the vote, and the election of the first UKIP MP, Douglas Carswell, in the Clacton by election.

That UKIP's success mirrors that of many other right wing populist parties across Europe, along with further gains for Fascists such as Le Front National in France.

That UKIP uses racism, particularly aimed scapegoating migrants, as a way of harnessing anger caused by years of economic recession, cut back and shortages.

That contrary to being an anti-establishment party, UKIP is funded by millionaires and has backed calls for even more cuts than the Tories, tax cuts for the super-rich and privatisation of the NHS.

By blaming migrant workers for the problems in society, UKIP acts as a shield for the bankers and super rich who are really responsible for the economic crisis;

That, in the absence of a coherent argument against them, UKIP has managed to pull the political debate to the right. If they win more parliamentary seats in the General Election, this process will be accelerated.

Conference believes that:

To stop the spread of the poisonous, divisive racism peddled by UKIP, it must be opposed and not accommodated to.

While clearly not a fascist party, UKIP's populist racism risks giving new life to Islamophobic arguments used by Fascist groups such as the BNP, Britain First and the EDL;

Racism is central to the politics of UKIP. They are also riddled with homophobia, sexism, islamophobia, and other forms of bigotry;

Essentially UKIP are a right wing, ultra Thatcherite split from the Tory Party, which poses as a party of protest and "outsiders" in order to attract a layer of people from across the mainstream political spectrum;

UKIP is a dangerous party, not only because it is in itself a bridge towards fascist organisations, but because it helps pull the political mainstream to the right.

There is a difference between UKIP whose politics are vile but who do not organise to beat up and murder trade unionists, left wingers, ethnic minorities, disabled people and LGBT people, and fascist parties who carry out such attacks. Our response to UKIP should therefore be different from our response to the BNP. UKIP members should not be 'no platformed' or banned from PCS membership. However, we still need to confront UKIP's bigotry.

Racism divides the working class, making Trade Unions weaker and less able to defend our members. However racist arguments can be defeated when they are confronted

Conference resolves to:

Support and encourage members to participate in actions organised by Stand Up to UKIP, an umbrella organisation which believes women, trade unions, anti-racists, black, Muslim, Jewish, Christian, Hindu, Sikh, other faith communities, and people of no religion, LGBT, young people and others must unite and stand up to UKIP's racism and bigotry.

To affiliate to the Stand Up to UKIP campaign at a cost of £100

## 14. SERVICES & STRUCTURES

(For information about D markings – see introduction to SOC Report No.1)

## C270

(See A463 ADC 2014)

### R&C West Mercia (200149)

This ADC agrees that there will be no more talks with Unite about a merger.

## D271

### R&C Waterview Park (200131)

This ADC notes that currently members must have 25 years of continuous membership in order to receive their Gold Pin Badge in recognition of their time as a PCS member.

As this currently stands, we have members who have more than 25 years membership who have not received and will not receive their Gold Pin Badge because they have had a break in their membership due to a break in service from the department in which they are employed. This could be for maternity leave, a career break, a lapse in membership due to nil pay from sickness or many other reasons.

As the end of check-off and the move towards Direct Debit spreads across the membership, hopefully these instances will decrease, however we believe that the gold badge recognition should represent 25 years membership, rather than 25 years continuous membership.

This ADC instructs the NEC that from the end of ADC 2015 members with 25 years' service will be entitled to a Gold Pin Badge. In addition, before ADC2016, a trawl of the membership records should be made and Gold Pin Badges should be awarded retrospectively to those members who already have 25 years non-continuous membership.

## D272

### DWP South East London (047035)

Conference recognises that members are affected by conditions like the menopause and by serious illnesses such as cancer and we acknowledge the work done by the union to secure improvements in personnel policies in order that members are protected and supported by employers during periods of ill health.

Conference also recognises the union's responsibility to its members to promote healthy living amongst PCS members and their families, raise awareness of serious illnesses and how to address them and support the activities of those union members who wish to raise money to help those suffering from ill health and disability.

Conference therefore agrees to support and where

possible work with employers and other organisations to achieve the above aims. Conference agrees the NEC should use its existing publications to highlight "health campaigns" undertaken by members, branches and other parts of the union.

## D273

### DWP Buckinghamshire and Oxfordshire (047108)

Conference believes that the union should have an on-line PCS merchandise shop as part of the website.

This would enable reps and members to buy woolly hats, umbrellas, hi-viz vests, mugs etc. at a reasonable rate but that will enable PCS to make a small profit which will go into the fighting fund.

Conference believes that the PCS diary should be available to order in different formats on this shop. The basic diary could be free or available for a small charge to members with an option to buy a 'delux' version. This would prevent diaries being produced and distributed to members who may not want one.

Conference therefore instructs the NEC to investigate the feasibility of an on-line shop and report back to Branches by December 2015 in time for a decision to be taken at Conference 2016.

## D274

### CPS West Midlands (070011)

That this NDC considers it vital for the leadership of the union at all levels to know how their performance is being perceived by their members.

This relates to all matters including its decision making, its communications and its strategic direction. It therefore instructs the NEC to commission an all member on-line survey to be conducted by 31/12/15 with a report of the results being published before 28/2/16. The survey should have three sections relating to:-

- a)** The National leadership
- b)** The Group leadership
- c)** The Branch leadership.

The design of the specific questions should be part of the commission and should be approved by the NEC in the spirit of openness and honesty.

The results should help our union to identify the areas of success that we can build on and also those areas where we could do better. It should then help us to improve our union to what we all want it to be.

**The following motion is identical to D274:**  
D275 R&C Bootle St Johns House (200007)

## D276

### R&C Greater Manchester (200135)

Conference recognises that being too long in senior union posts is not desirable. The NEC is instructed to produce a paper for next year's conference outlining best practise in senior offices and making recommendations as to the length and desirability of limitations, the level at which they should apply including group offices, together with arrangements to ensure there is succession planning but such that it does not interfere with democracy.

## D277

### DWP Leeds (047006)

Conference agrees that Trades Councils have provided the back bone of the Trade Union movement in our communities and support for our campaigns.

In many Trades Councils PCS branches and reps already play a significant part.

Conference agrees to recommend to all branches that they consider affiliating to their local Trades councils.

## D278

### MoJ Northamptonshire (052004)

As a consequence of reduced recruitment and the continuing levels of job losses the union finds itself faced with retiring and redundant members on an unprecedented scale. Conference therefore calls on the NEC to ensure that every effort is made to promote membership of and activism in ARMS. This should mean that every member who leaves the union gets information on joining ARMS at the time of their leaving.

With the current pressures on funding and representation PCS cannot afford to allow these members who have been the backbone of the union for so many years to be lost to it.

## D279

### Met Police South West Inner (033105)

In this time of severe financial restrictions, the biggest financial burden on the PCS is Annual Delegate Conference. In order to protect ADC in its present form, we should look to make savings by holding Group Conferences locally where appropriate instead of them taking place at the same time as ADC. An example of this would be the Met Police Group where all the Branches are based in London, so holding their Group Conference in London would save the PCS hotel bookings and travel expenses.

This Conference instructs the NEC to consult with Groups to identify where locally based Group Conferences could be implemented.

## D280

### R&C East Kilbride (200031)

This conference is asking for the NEC to make election statements for future NEC elections available in more formats than the one that is currently available.

Some members do not have the same opportunity to read the candidates statements in the NEC elections as the only format available is a booklet that is sent with the ballot paper. Therefore, they are unable to make an informed choice on who they wish to represent them on the NEC.

This conference is asking the NEC to do the following:

- 1 Make election statements available online as a minimum.
- 2 Work with the equality groups to ensure that as few members are disadvantaged as possible.
- 3 To encourage all groups to do the same for the group election.

## D281

### DWP Sheffield (047008)

Conference recognises that more and more members are affected by serious illnesses such as cancer and we acknowledge the work done by the union to secure improvements in personnel policies in order that members are protected and supported by employers during periods of ill health.

Conference also recognises the union's responsibility to its members to promote healthy living amongst PCS members and their families, raise awareness of serious illnesses and how to address them and support the activities of those union members who wish to raise money to help those suffering from ill health and disability.

Conference therefore agrees to support and where possible work with employers and other organisations to achieve the above aims. Conference agrees the NEC should use its existing publications to highlight "health campaigns" undertaken by members, branches and other parts of the union.

## D282

### MoJ Greater Manchester (052010)

This Conference notes with sadness the sudden death of Martin Humphries and agrees to award Posthumously, Distinguished Life Membership for Martin.

Martin was active in CPSA and then PCS and has given decades of service to trade unionism and international socialism right up to his sudden death.

He inspired branch members to attend protests, to turn out on picket lines, and was a regular speaker at National Conference. We can ill afford the loss of activists like Martin and he will be hard to replace.

## D283

### DWP North Yorkshire (047003)

DWP North Yorkshire Branch would like to nominate Diane Breen for a Distinguished Lifetime Membership Award. Diane retired from DWP in December after over 30 years as an activist in PCS and its predecessor unions.

## D284

### DWP Cheshire (047014)

Conference agrees to recognise the fantastic contribution by Colin Latham to the PCS and its predecessor unions (for over twenty five years) with the award of Distinguished Life Membership.

## D285

### DWP Cheshire (047014)

Conference agrees to recognise the contribution by Angela Unsworth to the PCS with the award of Distinguished Life Membership.

## D286

### DWP Glasgow (047066)

This branch nominates Alan Brown for Honorary Life Membership of PCS. Alan joined CPSA when he started employment with DHSS in 1983. He has served with great distinction at every level of the union. He served a number of years on the National Executive Committee as well as the DWP Group Executive Committee. Alan left the civil service three years ago to take up a full-time position with PCS.

## E287

### Covered by A37 DWP West London (047036)

This Annual Delegate Conference applauds former HP North West Branch Secretary John Pearson for achieving a verdict of unfair dismissal for trade union activity at Employment Tribunal, despite the appalling lack of support from his trade union.

Conference notes that:

- John was dismissed from Hewlett-Packard in late 2013 on a charge of breaching company confidentiality;
- This was initially condemned as an attack on the union by

the PCS HP Group Secretary;

- A few months later, with a work to rule still ongoing and a consultative ballot taking place in John's branch, the Group Secretary informed John that the union was no longer taking action to seek remedy for him;
- This resulted in John no longer being able to hold his position as branch secretary or as a member under PCS rules;
- At last year's ADC, a motion instructing the NEC to retrospectively support John was defeated following highly personalised and slanderous opposition;
- As a result, John was forced to pursue his Employment Tribunal independently and to fund it himself, supported by donations from the John Pearson Defence Campaign launched by rank-and-file activists.

Conference agrees that what happened to John is a damning indictment of PCS in how it supports its own trade union reps. Conference censures the National Executive Committee and insists that this situation should never be allowed to repeat itself in our union.

John's case has also thrown into sharp focus what Conference feels is a distinct lack of support from the union more generally regarding Employment Tribunals. Many reps will know the frustration at the willingness of PCS Legal to write off cases as unwinnable and withhold support, particularly in those instances where the rep has then gone on to win those cases.

Conference therefore instructs the NEC to:

- Offer full retrospective support to John, including a reimbursement of the legal costs he paid out of his own pocket;
- Provide a written guarantee that reps and activists victimised by their employer will receive full and unwavering support when fighting that victimisation, by all available means including ET, as a point of principle;
- Put lay representatives in control of whether a case is taken to Employment Tribunal by setting up regional committees of experienced advocates whose role will be to evaluate whether a case should be pursued and to provide advice and support when it is;
- Include in all future financial reports to Conference detail of the number of ETs pursued by the union, the percentage won, and the cost thereof.

Conference expects that support for John and written guarantee should be provided by August and that regional committees should be established by the end of the year.

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**The following motion is covered by A37 and Identical to E287:**  
**E288 DCLG/Headquarters National (141802)**

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## E289

**Covered by A38**  
**R&C Leicestershire (200059)**

This conference notes that the work undertaken by our dedicated legal team is important in ensuring that legal advice is provided to representatives dealing with personal cases, and subsequently ensuring that cases are referred to the solicitor's office for advice and action where there is evidence that there is a legal case to pursue.

Conference notes that the advice given by the legal team is, increasingly, not explicitly clear. Furthermore there is a lack of confidence that cases are not taken forward or escalated to the solicitor's office for further legal advice. Recent examples demonstrate that advice is not always

quantified in writing to representatives upon request. Also referrals for advice both informally and formally have become increasingly convoluted as the response and advice received by representatives do not always make it explicitly clear whether further legal advice has been sought from Thompsons as the union appointed solicitors, or whether the advice given is based on case precedence.

This creates a barrier and lack of confidence amongst members and representatives looking to progress cases that cannot be resolved by following, or when, internal procedures, have failed.

Once a case is identified for legal advice, the legal response given should explore all avenues of progressing or resolving the case, both internally or pursuing a legal course of action, ensuring that the member's rights are protected.

This conference recognises that whilst the legal team provide an invaluable service to members and representatives alike, this lack of clarity cannot continue.

Conference therefore instructs the NEC to:

- Ensure that representatives receive written advice on any case that is referred for legal advice when requested.
- Provide a full written response to all points raised on a PCU1 form once submitted.
- To explore all appropriate available options to progress a case.
- To ensure that it is explicitly clear in any response whether the advice is based on precedence or a referral to Thompsons as the union appointed solicitors.

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**The following motions are covered by and are identical to A39:**

**E290 DWP East London (047030)**  
**E291 DCLG Headquarters National (141802)**  
**E292 DWP Devon (047095)**  
**E293 DWP Sheffield (047008)**

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## E294

**Covered by A40**  
**DWP Leeds (047006)**

Conference notes:

- The current financial crisis in PCS
- That over half our income is spent on PCS staff
- Current staffing levels supported a union that was paper based and servicing
- That PCS has a higher ratio of Full time officer staff per member than most other trade Unions.
- Recruitment of more PCS staff continued throughout 2014 and into 2015.
- In the Financial report of 2014 total general fund annual employment costs were £16 million to employ 252.6 FTE staff at an average cost in excess of £63,000 each.
- In addition over £100,000 was claimed by PCS staff for subsistence last year.

This conference believes:

- That if PCS is to continue to develop as a member led union ratios of staff needed per member should be reduced.
- PCS salaries must continue to be fair – sufficient to negate the need for staff to claim subsistence.
- PCS staff pay should more closely resemble the average pay of well paid workers rather than bosses.
- Conference endorses the principle that union members are best represented by workers receiving a workers wage.

Conference agrees:

- Open negotiations to compress PCS pay scales so that no

one earns less than £25,000 and no one earns more than £60,000.

- While negotiations take place with staff unions PCS staff who support the principle of a workers wage should be encouraged to contribute salary back into PCS.

## X295

(Cannot be implemented)

### R&C Waterview Park (200131)

Conference notes, with great concern, the current financial situation of this union. With membership numbers falling and the continued threat posed by the 'agenda' of the government it fully accepts the difficult decisions taken by the NEC in order to protect union funds. It is acknowledged that not all of these decisions have been popular, however necessary. One of those decisions was to suspend both national and group elections for a period not longer than 12 months.

NEC Members can often be involved in protracted negotiations which take a number of months to conclude, often extending beyond the annual elections. Holding National elections every two years would give more continuity to those involved, and also save the union a large amount of money at a time when we have already heard how threatened our funds are.

This branch believes that in order for PCS to give a more stable financial footing, and to establish elected officials to provide continuity, elections should be held every 2 years.

For these reasons ADC instructs that national rules be amended in order that from 2016, national elections be held every 2 years.

PCS. Whilst the importance of solidarity within the trade union movement is fundamental, any merger at this time will not make us stronger, but lead to isolation of many branches and potential extinction of some. This motion seeks to resolve this serious concern by ensuring that branches have a means to determine their own future, in a way that maintains bargaining power and continuity of representation.

Conference instructs that in the event of any merger/takeover concerning the Public and Commercial Services Union (PCS) by Unite the Union, or any other recognised union, that individual branches be allowed the option to ballot their membership, on a branch by branch basis, to withdraw as such from PCS, and move to another union of their choosing, in the form of a 'transfer', supported by the current NEC, and without seeking any action against such branches, in seeking discipline, or expulsion through invoking dispute resolution procedures similar in nature to the Bridlington Principles.

Purpose of motion:

- To protect individual branches where any merger/takeover would have a negative, and possibly disastrous impact on the structure and solidarity of the membership of that branch
- To prevent other Trade Unions seeking financial gain, by way of absorbing the revenue stream of member contributions involved in any merger/takeover.
- Sets a new standard for grass roots union membership throughout the UK, protecting any individual branch within a trade union in such circumstances
- Reflects the views of a substantial amount of members

Conference is fully supportive of and committed to the on-going solidarity and success of PCS in its current form. It is strongly felt that any merger/takeover would jeopardise this and leave the union vulnerable, and as such instructs the NEC to formalise such an agreement.

## X296

(Factually incorrect)

### R&C Bootle Taxes (200006)

The PCS-UNITE merger is dead.

In UNITE General Secretary Len McCluskey's words "our rules don't change, our structures don't change" and "there'll be no further progress with PCS going into the future."

Conference therefore agrees that the terms of Motion A22 passed at ADC 2014 cannot be met in any transfer of undertakings to UNITE and instructs the NEC to end talks.

Let's call the whole thing off!

## X298

(Cannot be implemented)

### R&C Northern Ireland Revenue (200082)

This Conference is instructed to investigate and put forward proposals to facilitate members voting by introduction of an online voting system with members using their unique membership numbers to vote online. This system to be used either for national elections or disputes or gauging of opinion for future disputes and industrial action.

## X299

(Factually incorrect)

### R&C Northern Ireland Revenue (200082)

This Conference confirms as correct previous PCS conference decisions that there should be no merger with Unite. PCS should be a strong union independently ran for its members, and weakening of that would be seen as down to its mismanagement.

The NEC is therefore instructed to carry through previous union policy of not merging with Unite.

## X297

(Factually incorrect)

### Heathrow Airport Holdings (202019)

Conference notes that despite continuing and growing lack of grass roots support for any merger/takeover by Unite the Union, the NEC is still actively engaging in such talks. This is causing concern for many branches and their members on two fronts. Firstly, the lack of clear communications, despite the instruction set out in Motion A463 of ADC 2014, and secondly, it does not represent what many members want. It is widely felt that any merger with Unite would be detrimental to many branches within

## X300

(Cannot be implemented)

### DWP Wiltshire (047100)

Conference notes the delicate financial position that our Union is currently in, along with a reduced membership following the end of check-off amongst the majority of our Groups (at the time of writing, March '15).

Conference also notes the PCS rule 6.13 - "Branches may send delegates to Delegate Conferences on the following basis: up to 250 members = 1 delegate, 251-500 members = 2 delegates, 501-1000 members = 3 delegates, and 1001-1500 members = 4 delegates, plus one delegate for each complete additional 1000 members."

Conference believes that all branches, regardless of their membership, should be allowed a maximum of two Branch delegates to attend ADC. Conference believes that this approach will reduce the costs of attendees at ADC, by capping the number of delegates from larger branches, whilst slightly increasing the number of delegates from smaller branches. This would also prevent the smaller branches with one delegate from missing any potentially important motions, and more specifically card votes, should they wish to purchase a beverage and/or need to use the facilities during ADC.

Conference instructs the NEC to look into the logistics and finances of allowing all branches, regardless of the number of members, to have a maximum of two delegates to ADC. Should the NEC discover that this would reduce the outgoing costs surrounding ADC, conference instructs the NEC to act upon this prior to ADC 2016.

## 15. SOCIAL & ECONOMIC

(For information about D markings – see introduction to SOC Report No.1)

## B301

(See A82 ADC 2014)

### MoJ Associated Offices (052046)

Conference believes that the coalition Government's commitment to equality is demonstrated by the attacks on the Equality and Human Rights Commission. Major budget cuts have led to significant job losses, the loss of the helpline and the closure of regional offices.

There is strong evidence of every single equality group being disproportionately affected by the austerity agenda. We have seen the disgusting demonisation of people with disabilities, not least through the hated Bedroom Tax and the widely discredited Work Capability Assessment regime. Women are hard hit by regressive welfare reforms with the Fawcett Society reporting that single mothers and single women pensioners are particularly suffering. Young people are increasingly unable either to find work or afford to continue studying, facing a lifetime of living with parents because a home of their own is nothing more than a dream, and of course thousands of our members are so low-paid because of the pay freeze that they are claiming in-work benefits. At the same time changes to terms and conditions such as punitive performance management regimes means

that black, women, older and LGBT, along with those living with a disability, find themselves facing low box markings.

Conference recognises that those least able to are bearing the brunt of the attacks and congratulates PCS on leading the way in campaigning against austerity. In very challenging financial circumstances PCS has continued to hold national equality seminars for lay representatives, and has piloted region/nation equality seminars in order to ensure these important events are accessible to as many members as possible.

In order to ensure that equality continues to be at the heart of everything we do as a Union conference instructs the NEC to work with the TUC, with other Unions and with equality organisations as appropriate to campaign:

- In defence of the EHRC including its monitoring and enforcement functions, and to call for full implementation of the Equality Act 2010
- Against the detrimental impacts of welfare reform
- In defence of human rights and human rights legislation in society and at work
- For an end to punitive and discriminatory performance management systems and in defence of terms and conditions that ensure fair treatment for our members in the workplace
- For an end to public sector pay restraint condemning many members to a life of poverty  
For fair pensions and dignity in retirement

## D302

### MoJ RCJ/FAH (052054)

Conference notes that, despite decades of promising sustainable growth, carbon emissions were in September 2014 reported to be rising faster than ever. Politicians of the Right in many countries, including Britain, are frequently heard calling environmental policies a roadblock on growth, while those left of centre frequently call for a delay to and watering down of them.

We also record that the pursuit of economic growth is used by politicians across the developed world as an excuse for pursuing ever more intensive neoliberal policies which include an assault on trade unions, privatisation of services, cuts to the welfare state, marketisation of education, the pursuit of anti-democratic trade agreements such as TTIP and assorted other policies all of which, far from coincidentally, serve to make the rich richer at the expense of the rest.

The pursuit of economic growth is therefore the reason given to intensify capitalism's assaults both on the planet and on society, with the most vulnerable always paying the highest price.

Conference further notes that serious economists and a number of think tanks, such as the New Economics Foundation, are now looking towards a steady state model which explicitly rejects the pursuit of economic growth yet would still enable prosperity and far greater equality. Such models often have much in common with the visions of democratic socialists, from Marx to Morris, and, as a union which has always had a strong commitment to environmental goals and to broader society, it is right that we should investigate the implications of adopting a steady state economic model.

Conference therefore instructs the NEC to commission a report, to be provided to branches and on our website before ADC 2016, looking at the effects that a steady state model would have on our members, addressing issues such a pay, job security and other key industrial questions, as well as, where possible, its effects on other sectors of the economy, on the welfare state and on society more broadly.

## D303

### MoJ Greater Manchester (052010)

Conference applauds the BFAWU and their campaign to try and unionise fast food workers. Conference notes that the spread of low paid, part time jobs and zero hours contracts allied with the fact many young people know next to nothing of the need to join and be active in a trade union requires all unions to make it a priority that they organise the unorganised into trade union membership.

It is not good enough for the biggest unions to complacently sit back watching the revenue roll in from their massive membership numbers whilst doing little to get all workers unionised. This Conference instructs the NEC to instruct our TUC Delegations to press for all the various TUC Conferences to make organising the unorganised into relevant unions recognised as a top priority submitting appropriate motions accordingly. We have to stop employers playing non unionised workers off against unionised workers in a race to the bottom. If that also means special discounted membership subscription schemes are necessary to attract low paid workers so be it.

## D304

### CMSOA Victoria and Albert Museum (101023)

That this Annual Delegate Conference notes the increasing cost of housing around the UK, particularly in areas like London. This conference believes that affordable social housing should be available to all that need it. This conference also believes that the private rental market needs to be better regulated. This Conference therefore instructs the National Executive Committee to highlight campaigns run to ensure affordable housing is available to all by organisations like Priced Out, Shelter, Generation Rent and Radical Housing Network.

Details of the campaigners can be found here:  
<http://www.pricedout.org.uk/>  
<http://www.shelter.org.uk/>  
<http://www.generationrent.org/>  
<http://radicalhousingnetwork.org/>

## D305

### R&C Anglia (200147)

Conference welcomes the creation some 2 years ago of the People's Assembly against Austerity (PAAA). It further welcomes the formation of 100s of local People's Assembly Groups. The PAAA is opposed to all austerity and seeks to bring organisations and people into struggle against Austerity. Conference welcomes the fact that our General Secretary was one of the original Signatures to the PAAA founding statement.

Conference agrees that PCS should continue to support the PAAA and agrees to publicise and build its activities.

**The following motions are covered by and identical to A47**

- E306 DWP Nottingham (047042)**
- E307 R&C Benton Park View (200126)**
- E308 DWP North Merseyside (047018)**
- E309 Veterans Agency National (014300)**
- E310 R&C West Mercia (200149)**
- E311 DWP Cardiff and District (047115)**
- E312 SG West and Central Scotland (038023)**
- E313 BIS Yorkshire & the Humber (041213)**
- E314 DWP Cumbria (047021)**
- E315 R&C Stockton and North Yorkshire (200108)**

## E316

### Covered by A47 DWP Doncaster (047007)

This conference condemns the current sanction regime in DWP that is driving thousands into destitution. Further, this conference also condemns the appraisal regime that is being used to force staff to meet targets, in many cases tricking victims into being sanctioned, in some cases where victims suffer mental health issues, in many cases where they don't even understand the question let alone the answer.

Along with the Government's intention to withdraw from the European Convention on Human Rights and the impending investigation by the UN on the worsening treatment of the most vulnerable in the UK, we feel it's also right and proper we do our bit to oppose these sanctions in the revolting manner they are being used.

This conference believes the NEC should adopt a more aggressive approach to opposition to this cruel policy and to publicly fight these sanctions. This conference further rejects the Nuremberg Defence, and the perception by some sections of the public it's being used as an excuse for no action.

Therefore this conference instructs the NEC to

- Support direct action against sanctions working with local groups and to vigorously defend reps and members from management action as a result of such activity
- To look at all forms of action where practical or appropriate.
- To get involved in support networks for the victims of the sanction regime.
- To produce more material for members' education on this issue.

Conference while we know a minority may fall for the 'lets blame the most vulnerable' propaganda, that is not an excuse to do nothing for fear of upsetting a minority of members. This is very much in the same way we would challenge racist, sexist or homophobic views even amongst members. Solidarity is not a one way street.

**The following motions are covered by and are identical to A52:**

- E317 Welsh Government Group – Cardiff (042004)**
- E318 Land Registry Croydon (030006)**
- E319 Scottish Prison Service (149010)**
- E320 Crown Prosecution Service (070005)**
- E321 MoJ Associated Offices (052046)**
- E322 MoJ West Midlands & Warwickshire (052011)**

**The following motion is covered by and identical to A56:**  
**E323 DWP Nottingham (047042)**

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**The following motions are covered by and identical to A58:**  
**E324 DWP Devon (047095)**  
**E325 DfT London and the South East (201053)**

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**The following motion is covered by and identical to A63:**  
**E326 DWP Sheffield (047008)**

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**The following motion is covered by and identical to A66:**  
**E327 DWP Devon (047095)**

## **E328**

**Covered by A68**  
**Veterans Agency National (014300)**

Conference notes that nearly all County Councils in England propose to implement cuts to the National Bus Network, arising out of the Government's cuts programme.

In Lancashire, the Council intends to withdraw all Evening and Sunday services and cut up to 140 rural bus services. Many councils intend to withdraw support from the bus service network altogether.

Whilst it is often stated that the majority of services are run commercially, there are several problems with this idea as follows:

- 1** In profitable routes in towns and cities, de-regulation by the government in 1985 has allowed wasteful duplication as a result of private operators springing up. These private operators often do not operate in the evenings or at weekends, and abstract revenue from "regular operators", making cross subsidy of more marginal routes more difficult.
- 2** The "regular" operators themselves have mostly been privatised, and are dominated by 5 or 6 major operators, who can cut services at a whim in pursuit of maximum profit, as indeed happened in Cornwall in 2013.
- 3** There may be a majority of services run commercially if the number of buses (see point 1) is added up, but that is not the case if the size of the network, both by places served, and by the times those places are served, is analysed.

Conference condemns these cuts which will prevent people from travelling, affecting employment, leisure, and essential activities.

Conference instructs the NEC to work through the TUC and the Parliamentary Group to oppose these cuts, as part of the work to oppose the cuts more generally, and to call for the revocation of de-regulation.

## **X329** (Factually incorrect)

**MoJ Associated Offices (052046)**

Conference notes the threat posed to the continuity of both the Employment Standards Inspectorate (EASI – BIS) and the Gangmasters Licensing Authority (GLA – EFRA) by the Red Tape Challenge and the ongoing Review of Employment Rights, destined to endure over the length of this Parliament.

Conference has learnt that the Government's position is

that employment should be a matter between employer and employee only and that there should be no state "interference" as disaffected workers have the option of going to Employment Tribunals. In particular, the threat to the above two bodies is imminent.

Conference recognises that this is not the case for agency workers as the process takes too long a period to be effective and in the meantime, livelihoods are lost. It also recognises that employers are working to find loopholes in the recently introduced Agency Workers' Regulations.

Since the majority of gangmasters' workers are overseas migrants, most have neither the language skills nor the understanding of lawful processes to address the serious issues they face themselves. Many gangmasters have criminal backgrounds and in addition to abuse and exploitation, workers often face violence and intimidation.

Conference notes Motion A148 passed unanimously and ADC 2008. This motion calls for expansion of the GLA's remit and better resourcing. However, in light of the above, Conference is now called upon to defend the very existence of both the GLA and EASI.

Conference understands that abolition of these bodies would also be costly in terms of jobs for PCS members, making this issue relevant to the National Campaign. Such attached on employment regulation would also represent the thin end of the wedge in terms of other workers' rights – also subject to scrutiny under the Red Tape Challenge and the Davey Review.

Conference instructs the NEC to build up its campaigning activity around A148 by:

- Using the PCS Parliamentary Group to maximum effect, in terms of Parliamentary Questions and Early Day Motions, where appropriate
- Working with the TUC and other unions which have an obvious interest in these areas – most notably Unite, UCATT and the GMB
- Raising awareness among the membership by means of "View", "Activate" and branch circulars and as a consequence,
- Awareness raising via Trades Councils, Public Sector Alliance and Anti-Cuts groups and Press and media releases.

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## **16. PERSONNEL POLICY**

**(For information about D markings – see introduction to SOC Report No.1)**

## **B330**

**R&C Greater London Valuation (200148)**

That this ADC re-affirms its opposition to performance pay, and instructs the NEC to campaign through our parliamentary group and sympathetic political parties for the removal of the discredited quotas/guided distribution marking policy.

## C331

### R&C Fenland (200107)

This conference notes the current policy of non-participation in the Civil Service People Survey (or whatever title it has in the different departments / entities across the civil service).

One of the main reasons for the policy was that in previous years the results of the People Survey have been misquoted and misused against members to justify the government's civil service reform agenda to cut jobs, cap pay and introduce the deeply unpopular PMR system. Experience within HMRC, and perhaps other departments, is that the cuts agenda will be followed by the present senior leadership (in accordance with government policy) regardless of what the people survey results show.

It may be that in HMRC PMR, for example, was introduced by using a response to a question in the People Survey as some sort of justification; however, we believe that such a system would have been introduced anyway – the people survey response was no more than a (rather flimsy) fig leaf. With regard to office closures, the Building Our Future programme in HMRC has signalled a clear policy of closing the vast majority of offices throughout the department and instead having huge regional centres. Good or bad results in the Peoples Survey will not change this policy.

Another reason for the non-participation policy was that staff felt pressure to complete the People Survey by giving positive responses. This has not been the general position in HMRC where the results for senior management are appalling even with many PCS members not taking part.

Staff survey results could in fact be used to provide evidence to bolster PCS negotiating positions. For example, the following results in HMRC could be used in negotiations and in PCS publicity material to show what staff really think of HMRC:

- I feel that HMRC as a whole is managed well – 24% positive response (= 32% lower than CS High Performers)
- I think it is safe to challenge the way things are done in HMRC – 30% positive (= 18% lower than CS High Performers)
- I would recommend HMRC as a great place to work – 23% positive (= 37% lower than CS High Performers)

In view of these points this conference instructs the NEC to:

- End the national policy of non-participation with regard to the People Survey;
- Allow groups and national branches to form their own policy with regard to the Survey taking into account the circumstances in each group; and
- Make it clear to PCS members that participation in the Survey is voluntary but if they do decide to take part encourage members to express their honest opinions, whether positive or negative.

## C332

### PSg DCLG PINS (145802)

This conference notes the current policy of non-participation in the Civil Service People Survey (or whatever title it has in the different departments / entities across the civil service).

One of the main reasons for the policy was that in previous years the results of the People Survey have been

misquoted and misused against members to justify the government's civil service reform agenda to cut jobs, cap pay and introduce the deeply unpopular PMR system. Experience within HMRC, and perhaps other departments, is that the cuts agenda will be followed by the present senior leadership (in accordance with government policy) regardless of what the people survey results show.

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## C333

### R&C Liverpool City and Netherton (200136)

This conference notes the current policy of non-participation in the Civil Service People Survey (or whatever title it has in the different departments / entities across the civil service).

One of the main reasons for the policy was that in previous years the results of the People Survey have been misquoted and misused against members to justify the government's civil service reform agenda to cut jobs, cap pay and introduce the deeply unpopular PMR system. Experience within HMRC, and perhaps other departments, is that the cuts agenda will be followed by the present senior leadership (in accordance with government policy) regardless of what the people survey results show. It may be that in HMRC PMR, for example, was introduced by using a response to a question in the People Survey as some sort of justification; however, we believe that such a system would have been introduced anyway – the people survey response was no more than a (rather flimsy) fig leaf.

With regard to office closures, the Building Our Future programme in HMRC has signalled a clear policy of closing the vast majority of offices throughout the department and instead having huge regional centres. Good or bad results in the Peoples Survey will not change this policy.

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Staff survey results could in fact be used to provide evidence to bolster PCS negotiating positions. For example, the following results in HMRC could be used in negotiations and in PCS publicity material to show what staff really think of HMRC:

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In view of these points this conference instructs the NEC to:

- End the national policy of non-participation with regard to the People Survey;
- Allow groups and national branches to form their own policy with regard to the Survey taking into account the circumstances in each group; and
- Make it clear to PCS members that participation in the Survey is voluntary but if they do decide to take part encourage members to express their honest opinions, whether positive or negative.

## C334

### DWP Bridgend Rhondda Cynon Taff (047111)

Whilst Conference notes that previously it has passed a motion to boycott the staff survey, it feels that this has robbed staff members and especially reps of a means of voicing disapproval with management.

Conference appreciates that management have mis-used the results of the survey previously to bring in detrimental measures but this should not stop us making use of this valuable tool.

In DWP Health and Safety Reps are supposed to use the results of the survey to assess stress levels on each site but these figures are meaningless without gathering as much information from staff, especially the ones who are unhappy and the most likely to follow the union's boycott.

Management are ignoring the fact that completion figures are down and just high-lighting the rise in the engagement scores which are largely down to Members no longer completing the survey.

Conference calls on the NEC to lift the boycott on the staff survey so that all staff can voice their opinions and give a more balanced view of the situation across Government Departments.

## D335

### PSg DCLG PINS (145802)

This conference notes that PCS Proud took the opportunity to launch a petition at London Pride that called upon the Chief Executive of the Civil Service to introduce mandatory LGBT awareness training.

Conference applauds the effort made by regional, country, equality reps and officers on the Proud National Committee for the work that has been undertaken on this on a large scale. Conference also congratulates every single member that got involved in this campaign.

Conference further notes that LGBT phobic attitudes and actions are still rife across the Civil Service and believes that this needs to stop.

Conference agrees that the current LGBT awareness training and the equality and diversity training is not sufficient to meet the needs of members of the public and staff within the Civil Service.

Conference also notes that there remain issues across all equality groups in the workplace such as a race pay gap, gender discrimination, refusals to implement reasonable adjustments.

Conference therefore instructs the NEC to:

- 1 Widely publicise the LGBT Charter to members and branches using social media, branch briefings and the PCS website.
- 2 Work with PCS Proud to produce anti-LGBT phobia materials.
- 3 Make representations to the Civil Service seeking to improve the current CS learning, requesting face to face training.
- 4 Work with all equality groups to launch a campaign for equality in the workplace and how to challenge inequality and injustice.

## D336

### R&C Greater Manchester (200135)

This conference instructs the NEC to commission a project to calculate the cost of implementing the Performance Management systems across the Civil Service and the annual cost of running them for each department according to each departments own procedures.

The NEC is instructed to make the results available to members and publish the full analysis on the PCS web site by October 2015.

## D337

### MoJ RCJ/FAH (052054)

Conference recognises that all Civil Service employees, both disabled and non disabled, wish to understand and be reassured as to whether in 2015 the 21% disabled working population of the United Kingdom is reflected as an integral part of the Home Civil Service. It is important that disabled citizens as employees share the opportunities to work with, influence, and contribute in formulating effective policy in supporting HM senior Government

decision makers. Conference believes that the PCS National Executive Committee should through constructive dialogue seek qualified statistical data as to the numbers of disabled staff that work in Private Offices in each of the Government departments and Agencies against the departmental workforce population.

Conference therefore instructs the NEC and full-time officers of the union to seek such clarification and understanding through dialogue with the current Cabinet Secretary, (Sir Jeremy Heywood) or otherwise to obtain a greater understanding of the opportunities for disabled Civil Servants in Private Offices throughout Government Ministries, Private Offices, (DG Offices and above) and the Judicial Private Offices.

Conference further instructs the NEC and full-time officers to publish all investigatory outcomes within 9 months on the PCS website or otherwise as may be appropriate.

## E338

### DWP Dorset (047097)

Conference notes staff are having lots of problems with the new civil service pension provider, MyCSP. Since they took over administering staff pensions there have been lengthy delays in processing payments and responding to enquiries.

Some staff have been waiting over three months for payments, which has had a detrimental impact on their finances. Some staff haven't received replies to correspondence three months after sending it to them. Some haven't received replies to the complaints they have made as a result.

The MyCSP answer phone service says you can email rather than call. But these emails aren't getting answered either. If DWP customers were receiving this kind of service, it would be called unacceptable and action would be taken, and yet it seems to be acceptable to treat staff in this manner.

Conference instructs the NEC to investigate this situation, apply pressure to MyCSP management to resolve this poor performance and increase the staffing levels, and to campaign for the work to be brought back into the Civil Service to restore the level of service in the future.

**The following motion is covered by and identical to A83: E339 Veterans Agency National (014300)**

**The following motions are covered by and identical to A85:**

**E340 DWP Sheffield (047008)**

**E341 DWP Devon (047095)**

**E342 DWP East London (047030)**

**The following motions are covered by and identical to A88:**

**E343 DCLG/Headquarters National (141802)**

**E344 DWP Devon (047095)**

## X345

(Unclear in intent)

### Home Office West Croydon (026102)

Conference notes that in 2006 the criteria for funding Access to Work support passed from the Department of Work and Pensions to individual departments. At the time there was a clear governmental commitment that "disabled staff should continue to receive the support they need as now, including obtaining advice from specialist staff in Jobcentre Plus. However, instead of their support being paid for by the Access to Work programme, it will be funded out of departmental running costs."

Conference further notes that it is public policy first set out by the New Labour administration and affirmed by the coalition government in the Secretary of State for the DWP's response to the Sayce report that "central government departments, and the public sector as a whole, should lead the way in the employment of disabled people."

Conference draws attention to the fact that despite that previous commitment there have been cases of the Home Office refusing to implement the adjustments recommended by Access to Work on the ground of unreasonable cost, this includes one West Croydon branch member who wants to work being placed on disability leave on full pay for over two continuous years and counting.

Conference believes it cannot be right that a civil servant working for a ministerial government department that has a stated aim to "lead the way in the employment of disabled people" should be denied adjustments that would be funded through the Access to Work scheme were it not for their employment in a government department.

Conference therefore instructs:

- The NEC to lobby the Cabinet Office for a cross-government commitment, to be set out in the Civil Service Management Code, that where Access to Work recommend an adjustment for an employee the employer will implement this without delay; and
- If the NEC determines that the above instruction is, after attempting to do so, the union's Group Executive Committee's are further instructed to lobby for departmental agreements that will set out in the relevant departmental policies that where Access to Work recommend an adjustment for an employee the employer will implement this without delay.

## 17. RULES

## X346

(Unclear in intent)

### R&C West Mercia (200149)

This ADC agrees to amend the following supplementary rule 11.2 as follows: 11.2 Where the NEC considers that by reason of industrial action, force majeure or other cause beyond the Union's control, or in case of emergency, any time limit specified in the Union's Rules cannot be fulfilled, the NEC may notwithstanding any provisions in the Union's Rules change such times as it considers necessary providing such a decision is supported by 50% of BEC's. The Branches to reach decision at a formerly convened BEC meeting with a recorded quorate vote.

## X347

(Unclear in intent)

### R&C Cambridge Revenue (200014)

Amend Rule PR9 to add “except that the NEC elected in Autumn 2015 shall serve until May 2017.”

The ballot to approve this rule amendment shall be held at the same time as the 2015 NEC election.

Amend Rule 5.5 to add “The NEC may amend Group Constitutions to provide for a Group Executive Committee election in Autumn 2015 to elect a new GEC that will serve until May 2017.”

## X348

(Fails to amend all relevant rules)

### Met Police South West Inner (033105)

The NEC decision to cancel elections has led the way to adopting GEC elections every two years. This will provide a significant cost saving to the PCS and also allow more continuity in the NEC dealing with issues.

This conference resolves that Principal Rule 5.5 shall be amended to read “Each Group constitution shall specify the frequency of Group Executive Committee elections and of Group Delegate Conferences. An Annual Group Delegate Conference shall be held once every year no sooner than 1 May and no later than 15 June at such time and place as the GEC decides. Group Executive Committee Elections shall be held biennially. Group constitutions shall not be valid until approved by the NEC.”

## X349

(Fails to amend all relevant rules)

### Met Police South West Inner (033105)

The biggest expense to the PCS is the cost of ADC. There is an additional issue of many delegates no longer being released from the workplace to attend ADC without having to take either annual leave or unpaid leave. Against this background it makes sense to change ADC from every year to every two years.

This conference resolves that the Annual Delegate Conference section of the PCS rule book be changed to:  
BIENNIAL DELEGATE CONFERENCE

6.1 A Biennial Delegate Conference (“BDC”) shall be held once every two years, no sooner than 1 May and no later than 15 June, at such time and place as the NEC decides.

6.2 The following documents shall be sent to Branches by the dates indicated:

Weeks before the BDC:  
Annual Reports 14  
Conference papers 12  
Financial report 8  
Booklet of motions 4

6.3 A Conference paper may be issued after the due date only if the President confirms that it could not reasonably have been issued by the due date.

6.4 The BDC shall be attended by Branch delegates, Observers elected at Branch AGMs, Standing Orders Committee (“SOC”) members, NEC members, Member Trustees, Full-time Officers, and such other persons as the General Secretary after consulting the NEC may

authorise.

6.5 The BDC minutes, which shall be a record of decisions taken, shall be circulated to Branches by the end of the year in which the BDC is held, on the basis of one copy per delegate.

And additionally any reference to ADC in the Supplementary Rules is changed to BDC.

## X350

(Fails to amend all relevant rules)

### Met Police South West Inner (033105)

The NEC decision to cancel elections has led the way to adopting GEC elections every two years. This will provide a significant cost saving to the PCS and also allow more continuity in the NEC dealing with issues.

This conference resolves that Principal Rule 5.5 shall be amended to read ‘Each Group constitution shall specify the frequency of Group Executive Committee elections and of Group Delegate Conferences. A Biennial Group Delegate Conference shall be held once every two years no sooner than 1 May and no later than 15 June at such time and place as the GEC decides. Group Executive Committee Elections shall be held annually. Group constitutions shall not be valid until approved by the NEC.

## X351

(Unclear in intent)

### Met Police South West Inner (033105)

The NEC decision to cancel elections has led the way to adopting NEC elections every two years. This will provide a significant cost saving to the PCS and also allow more continuity in the NEC dealing with issues.

This conference resolves:

- 1 Principal Rule 9 shall be amended to read ‘The NEC shall be elected biennially. NEC elections shall be conducted on the same basis as that laid down for membership ballots under these Principal Rules, except that the General Secretary shall, after consulting the Independent Scrutineer, issue regulations for the conduct of the elections which shall be published to Branches and be binding on all members.’
- 2 Supplementary Rule 7.2 shall be amended to read ‘The Senior Lay Officers and the ordinary members shall be elected for a term of office of two years.’

## 18. ORGANISING

(For information about D markings – see introduction to SOC Report No.1)

### D352

#### Commercial Sector Telford Aspire (163002)

This ADC notes the move to Direct Debit across PCS including those areas not under immediate threat of withdrawal. Whilst understanding the importance of providing an immediate response to this attack on union finances, this Conference notes the delay in providing modern recruitment direct debit forms for commercial sector areas and non-recognised areas, and the unsuitability of the PCS e-sign up for those outside civil service core grades.

Conference notes the difficulty commercial sector areas have experienced in balloting direct debit members on industrial action and the lack of progress the DD campaign is making in areas with experience of Direct Debit membership alongside check-off, and no immediate pressure from the employer.

This conference believes that the union recruitment forms should be adapted to request members provide both information for check-off and direct debit as happens in Unite, and make it clear that the primary route of payment is check-off, and direct debit will only be used when the employer removes check-off.

### D353

#### R&C Sheffield (200099)

In light of the reduction in facilities time, together with reduced access to dedicated PCS rooms in offices, and the advancements in electronic communications, the most effective use of a rep's time is communicating with members via email.

With the reduction in the use of outlook to communicate with members this conference believes that every branch should have the means to email members. To achieve this every branch should be provided with portable electronic devices such as laptops, Ipads or other devices that come pre-loaded with appropriate software and with an ongoing subscription to an internet provider.

### E354

#### Covered by A97 R&C Benton Park View (200126)

This conference recognises the importance of building PCS in the Commercial Sector.

While PCS continues to fight privatisation and bring

privatised bodies back under public control, this conference recognises the Commercial Sector is a fundamental part of PCS and its future. Conference therefore agrees that:

- The Commercial Sector needs to be given the maximum support, resources and profile in PCS organising, bargaining and campaigning priorities.
- PCS needs to set out a strategy based on civil service and public bodies giving practical industrial and political support to members working for private contractors. This can involve personal case support, training of reps, promoting networks and participation in PCS national campaigns.
- Civil Service groups set up liaison bodies to press for all contracts to include commitments to union recognition, collective bargaining rights, TUPE plus protection, pension rights, living wage, minimum labour standards i.e. call centres, no zero hour contracts etc.
- Work with other unions and external organisations in joint campaigns around union rights, living wage, issues affecting cleaning, security, retail and catering workers and support drives to unionise the millions of young, women, migrant and super-exploited workers who look to the trade unions to act in their interests.

**The following motions are covered by A97 and are identical to E357:**

**E355 DWP London HQ (047039)**  
**E356 DWP HQ Leeds (047011)**  
**E357 MoJ London Tribunals (052049)**  
**E358 DWP Cumbria (047021)**  
**E359 R&C Stockton and North Yorkshire (200108)**  
**E360 MoJ Associated Office (052046)**  
**E361 MoJ West Midlands & Warwickshire (052011)**

### E362

#### Covered by A100 MoJ Greater Manchester (052010)

Conference notes that period since the banking crisis, recession and the imposition of austerity there has been a consensus at the top of British politics that includes support for cuts to and the privatisation of public services, attacks on the pay and pensions of public sector workers, and the demonisation of those on welfare.

In the run-up to the 2015 general election, PCS campaigned on key policies issues including union-busting; pay; job cuts; tax justice; and welfare – focusing on key constituencies in each region where our members could have an impact.

Conference notes the policy that our union should remain independent of any political party, and that we should campaign politically to represent members' interests and in line with the principle rules in our rulebook. Conference recognises that this means overtly opposing political parties on the far right that are anti-union and promote divisive and discriminatory policies. Conference notes that members supported the union's political campaigning strategy in a ballot in 2012, including standing or supporting candidates in exceptional circumstances.

In addition, we also used the general election campaign to highlight our support for a more proportional voting system (as backed by A152 at ADC 2008) to help break the stultifying Westminster consensus for privatisation and cuts. Conference notes that in the countries where anti-austerity parties have had some electoral success the electoral system is some form of proportional representation. Conference further notes that where more

progressive policies have been implemented in the UK, it is through devolved governments elected by proportional representation.

Conference also notes that due to Thatcher era legislation, we have to re-ballot members later in 2015 to maintain the Political Fund that was democratically established in 2005.

Conference therefore instructs the NEC to:

- Review our political campaigning strategy post-election, including policy on political representation, and make recommendations for future general election campaigns, and election campaigns in the devolved administrations.
- Develop our campaign against austerity in light of the general election result
- Launch a campaign for a more proportional voting system that makes every vote count and makes politicians more accountable

Campaign to maintain our Political Fund by making the case for political campaigning to members.

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**The following motion is covered by A100 and is identical to E365:**  
**E363 R&C Greater London Valuation (200148)**

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**The following motions are covered by and are identical to A102:**  
**E364 DWP Devon (047095)**  
**E365 DWP East London (047030)**  
**E366 DWP Sheffield (047008)**

## X367 (Unclear in intent)

### R&C Northern Ireland Revenue (200082)

This conference opposes the facility time cuts for union representatives and seeks urgent talks with political parties to place pressure on Government to renegotiate meaningful contracts with priority given to areas of rapid change, job cuts, redundancy and redeployment.

## X368 (Fails Standing Order A2)

### R&C Cumbernauld (200027)

This ADC welcomes the ACAS Code of Practice - Time off for trade union duties and activities and in particular paragraph 16 which states, "Union Learning Representatives

16

Employees who are members of an independent trade union recognised by the employer can take reasonable time off to undertake the duties of a Union Learning Representative, provided that the union has given the employer notice in writing that the employee is a learning representative of the trade union and the training condition is met".....

Conference notes:

- PCS activity and achievements around learning is growing and taking on a higher profile.
- PCS has over 1,450 ULRs - a high proportion of the 26,000 ULRs across all sectors in the UK.
- ULRs have been successful in raising the profile of learning and have received significant financial support

from the union learning funds (ULF) in England, Scotland and Wales. These funds have allowed PCS to employ a network of project workers to recruit and support ULRs.

- The profile of this work is also being raised within the union. The activities of ULRs forms part of the national organising strategy. Learning activity has brought in new activists and engaged new groups of members.
- There are active ULR networks in every region and many groups now support their own ULR networks. For example, leading ULRs in the justice sector now meet on a regular basis to develop policy on learning and to respond to initiatives from the sector skills council, Skills for Justice.
- Some groups now have learning coordinators. The DWP and HMRC groups have learning coordinators at group, regional and branch levels.
- PCS has negotiated a model learning agreement with the Cabinet Office as a basis for agreements with departments and agencies. PCS now have agreements with 20 including:
  - i HMRC
  - ii The Prison Service
  - iii DWP
  - iv Ministry of Justice
- ULRs have a key role in maintaining these learning agreements and developing learning workplaces.
- PCS are increasingly seeking to influence government policy on education, skills and training, drawing on the interests, skills and expertise of our members who work in the sector as well as our ULRs.
- However, since the attack on facilities time, ULRs are being restricted from their activities and not being able to be effective in engaging learners and to reach staff who will benefit most from learning opportunities.
- This is important and will negatively impact on PCS ability to attract future funding.

This ADC therefore instructs the NEC to remind the Cabinet office:

of the increasingly important work carried out by Union Learning Reps who provide positive and helpful support to all staff

- most of the civil service departments, government agencies and non-departmental public bodies in the private sector also recognises the contribution by ULRs for all their staff
- it is therefore vital that adequate paid time release is provided for ULRs
- that the ACAS Code of Practice - Time off for trade union duties and activities paragraph 16 covers Union Learning Reps and that they have statutory
- rights to take paid time release to complete their duties as statutory time

This ADC further instructs the NEC to negotiate with the all civil service departments, government agencies and non-departmental public bodies in the private sector, via the Cabinet office that:

- this ULR statutory time is not 'facilities' time and should not be included or restricted as such
- instead the ULR statutory time should be treated as 'Official time' because it benefits the employers
- to report back to branches by 31 July 2015.

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**The following motion is identical to X371:**  
**X369 (Fails Standing Order A2) R & C Sussex (200152)**

## X370

(Overtaken by events by commencement of ADC)

### DWP Coventry & Warwickshire (047055)

Conference supports our union's campaign to demand politicians support our public service pledges and fight to restore PCS's democratic rights. We believe the best way to take this campaign forward in the 2015 general election would be to give cost-free support to credible parliamentary candidates who fulfil the following criteria:

- Have a record of campaigning in defence of PCS members and more generally against austerity.
- Are prepared to pledge to support PCS's key campaigning demands in the next parliament if they are elected.
- Have been nominated by one or more PCS branch or regional committee.
- Are the only candidate in a particular constituency to fulfil these criteria.

We believe that this cost free support could include a supportive statement on our union website, quotes for candidates' election literature and, if possible, email communication with members in the relevant area informing them of our support for the candidate concerned.

Further we believe that the candidates we support should include Dave Nellist, who is standing for the Trade Unionist and Socialist Coalition (TUSC) in Coventry North West against Geoffrey Robinson MP. Dave Nellist (MP for Coventry South East from 1987-1992) is still well known in our area for the principled stand he took by only taking a worker's wage while an MP, as well as for his long pedigree in campaigning against austerity and in defence of workers' rights. He has always given full support to the campaigns of PCS, including regularly attending our picket lines. Nationally Dave Nellist is the leader of TUSC, and will therefore be running a high-profile campaign, including playing a prominent role in TUSC's election broadcast and other media coverage.

Conference instructs the NEC to offer cost-free support to credible candidates standing in all future elections that meet the stated criteria.

## X371

(Overtaken by events by commencement of ADC)

### MoJ Leicestershire and Rutland (052024)

Conference supports our union's campaign to demand politicians support our public service pledges and fight to restore PCS's democratic rights. We believe the best way to take this campaign forward in the 2015 general election would be to give cost-free support to credible parliamentary candidates who fulfil the following criteria:

- Have a record of campaigning in defence of PCS members and more generally against austerity
- Are prepared to pledge to support PCS's key campaigning demands in the next parliament if they are elected
- Have been nominated by one or more PCS branch or regional committee
- Are the only candidates in a particular constituency to fulfil these criteria

We believe that this cost free support could include a supportive statement on our union website, quotes for candidates' election literature and, if possible, email communication with members in the relevant area

informing them of our support for the candidate concerned.

Further we believe that PCS should endorse the most prominent Trade Unionist and Socialist Coalition (TUSC) candidates. TUSC is a coalition of trade unionists, anti-cuts campaigners and socialists which stands on a clear anti-cuts, pro-trade union programme. The transport union, the RMT, unanimously restated its support for TUSC at its 2014 conference, and is keen for other unions to join it in building TUSC. An important step in this direction would be for our union to give support to the TUSC campaigns of the coalition's leader, Dave Nellist, (standing in Coventry North West) and to prominent anti-cuts campaigner, PCS member, and previous President of Liverpool District Labour Party Tony Mulhearn (standing in Liverpool Riverside).

## 19. INTERNATIONAL

## B372

(See B316 ADC 2014, A84 ADC 2013)

### R&C East Midlands (200033)

We note the recent onslaught on the Palestinian people in Gaza, armed and supplied with the complicity of US & UK governments. Three quarters of casualties were civilian, a third, children (UN figures).

Although the violence has abated for the moment the Israeli state continues its long-standing policies of repression and ethnic cleansing; preferring to periodically crush and terrorise Palestinian resistance, a process cynically referred to as "mowing the lawn".

Israel continues to isolate and destroy the Palestinian presence in East Jerusalem, and fragment the West Bank by ongoing land seizures and accelerated settlement construction that has broken it into 120 non-contiguous parcels of Palestinian land. Gaza remains an outdoor prison, two-thirds of whose inhabitants are displaced refugees and their descendants. Meanwhile half of the Palestinians are permanently exiled in refugee camps across the region.

The Israeli government actions give the lie to any talk of two states living side-by-side in peace. Any move towards peace must start from the effective recognition of the right of all the Palestinian people to self-determination and the right of return. This is incompatible with the maintenance of ethnically and religiously exclusive states.

Conference instructs the National Executive Committee to ensure that PCS:

- continues its support for the Boycott, Divestment and Sanctions campaign;
- supports independent unions and workers organisations across the region, who have shown themselves the only reliable allies of the Palestinian struggle.

**The following motions are covered by and identical to A105:**

**E373 MoJ Leicestershire and Rutland (052024)**

**E374 DWP North Merseyside (047018)**

**E375 DWP Lincolnshire & Rutland (047045)**

**E376 DWP Wirral (047019)**

**E377 DWP SE Wales (047116)**

**E378 R&C Stockton & North Yorkshire (200108)**

**E379 MoJ Associated Offices (052046)**

**E380 MoJ West Midlands & Warwickshire (052011)**

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**The following motion is covered by and is identical to**  
**A109:**  
**E381 DWP East London (047030)**

## E382

**Covered by A113**  
**DCLG/Headquarters National (141802)**

This Conference:

- 1 Deplores the "Islamic State" and its attacks on the mainly Kurdish city of Kobane, Syria and other parts of Iraq and Kurdistan.
- 2 Congratulates the people of Kobane for their brave fight against ISIS and for successfully defending their town but recognise the continued regional threat of ISIS.
- 3 Supports the Kurds - including the Kurdish People's Protection Units (YPG) and Women's Brigades - in their valiant fight; We support their right to resist attack and to ask for help in doing so.
- 4 Has no confidence in the US-led coalition, whose intervention is motivated by its own interests, not those of the Kurds or other oppressed peoples.
- 5 Criticises the Turkish government for the repression of its Kurdish citizens and its blocking of Kurdish fighters entering Syria to defend their people from ISIS and aid them in their battle.
- 6 Asks that all countries in the region allow arms to flow to the democratic Kurdish fighting forces (YPG/ YPJ and others).
- 7 Demands an end to the obstruction of the supply of arms to the Kurds and the unconditional acceptance of refugees.
- 8 Supports the right of Kurdish people to national self-determination.
- 9 Resolves to support and publicise demonstrations and other initiatives in support of the Kurds' fight against ISIS.

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**The following motion is covered by and identical to**  
**A114:**  
**E383 DWP East London (047030)**

## E384

**Covered by A114**  
**DCLG/Headquarters National (141802)**

This Conference notes that:

- 1 Shahrokh Zamani of the Tehran painters' union has been in prison since the start of 2012, and Reza Shahabi of the Tehran bus workers' union since 2010, on charges of "acting against national security by establishing or membership of groups opposed to the system" - i.e. working to establish independent trade unions.
- 2 Both have suffered severe mistreatment, torture and denial of medical facilities in prison.
- 3 Both have gone on hunger strike in protest at their own treatment but also the treatment of other prisoners.
- 4 PCS members may obtain information about the victimization from <http://freeshahrokh.wordpress.com>

This Conference further notes that:

- 1 More than three decades after Iranian workers toppled

the Shah's brutal dictatorship, they are repressed by a similarly despotic regime.

- 2 The Islamic Republic of Iran represses any attempt to set up independent unions or organise strikes. Beatings, (often unlawful) arrest and torture are routinely used against labour activists.
- 3 Despite this Iranian workers continue to struggle. September and October 2014 saw important struggles by iron ore, car, ceramics and sugar workers.
- 4 Western-imposed economic sanctions against Iran are making the situation for Iranian workers harder, both economically and politically.

This Conference Instructs the NEC to:

- 1 Circulate information about the campaign to free Shahrokh and Reza to our members in our newsletter and on our website.
- 2 Encourage members to sign the petition.
- 3 Write to the Iranian government expressing our solidarity with Shahrokh and Reza and all those fighting for union rights in Iran.
- 4 Work with the TUC to secure the release of Shahrokh and Reza.

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## 20. ENVIRONMENTAL ISSUES

### E385

**Covered by A115**  
**Scottish Prison Service (149010)**

This conference applauds the decisions of the Scotland and Wales governments for a moratorium on fracking. Whilst our devolved nations look to have a national conversation and consider the evidence, it puts further to shame the defeat of amendments calling for a UK wide moratorium and removal of all fracking related clauses during the passage of the Infrastructure Bill.

Labour Party amendments to strengthen fracking regulations were no more than a wrecking motion that has left the UK open to exploitation by powerful energy companies. This is despite widespread public opposition to fracking and at the expense of local communities, workers, the environment and climate change.

Further, the Infrastructure Bill enshrines in statute the legal duty to produce strategies to "maximise economic recovery" (MER) of onshore and offshore oil and gas. This is in complete conflict to the Climate Change Act 2008, the UK's international climate change commitments, and the need to leave fossil fuels in the ground if we are to have any chance of limiting global warming to within 2 degrees of pre-industrial levels.

PCS is proud that it has led trade union opposition to fracking in the UK, supported the growing number of anti-fracking groups, and worked with organisations such as Friends of the Earth to expose the myths on jobs, energy security and lower energy bills fracking is championed to bring. However to ensure moratoriums translate into bans and the UK government stops this dash for gas in England, we need to keep up the fight.

Conference therefore calls on the NEC to:

- 1 Expose the links within government to the fracking industry;

- 2 Challenge the establishment of the Oil and Gas Authority as a Government Company as well as its conflicting role to promote MER, grant licences and regulate on and offshore oil and gas operations;
- 3 Continue to support the anti-fracking movement and reaffirm its commitment to non violent direct action.
- 4 Pursue the consultation across the trade union movement on extreme energy, including a moratorium on fracking, in line with the PCS amendment to TUC Congress FBU motion 49.

**The following motions are covered by A115 and are identical to E385:**

**E386 Crown Prosecution Service (070005)**  
**E387 MoJ Associated Offices (052046)**  
**E388 MoJ West Midlands & Warwickshire (052011)**

## E389

**Covered by A115**

**R&C Benton Park View (200126)**

This conference welcomes the work of PCS in promoting climate change as a trade union issue amongst the members, alongside other trade unions and with environmental campaigners. There is a wide scientific consensus on the impact of burning fossil fuels upon the earth's climate. Co2 emissions have risen by 60 percent since 1980 which is the point the UN began brokering intergovernmental talks on the need for worldwide action. The economic and environmental crises are caused by the failure of the capitalist system and to address these twin crises will need to involve a challenge to the capitalist system itself.

As Naomi Klein's book "This Changes Everything : Capitalism v The Climate" states ; "if we are carry on at the current rate of emissions, major cities will very likely drown, ancient cultures swallowed by the seas and our children will spend much of their lives fleeing and recovering from vicious storms and extreme droughts. "The recent floods, the threat to forest estates, aviation expansion, the profits and power of energy companies at a time of rising fuel poverty, the rush towards extreme energy forms like shale gas extraction (fracking) all reinforce the case that climate is a trade union issue and this is recognised by growing numbers of PCS and other trade union members.

This conference agrees to:

- 1 Continue to promote the PCS green agenda amongst the union membership.
- 2 Fight for bargaining rights in the workplace, at group and employer level around the unions green/sustainability policies.
- 3 Campaign and lobby politicians for statutory rights for workplace environmental reps.
- 4 Promote and support the campaign for One Million Climate Jobs.
- 5 Mobilise support for the campaign activities against fracking, including forms of civil disobedience.
- 6 Support international campaigns to mobilise pressure upon governments at the COP talks in Lima 2014 and Paris 2015.
- 7 Co-operate with other trade unions and environmental campaigns in developing a programme for a just transition based on tax justice and climate jobs based on energy efficiency, clean transport networks, renewable energy forms, a modernised and publicly owned national grid and democratic forms of public ownership.

## E390

**Covered by A115**

**R&C Stockton and North Yorkshire (200108)**

This conference welcomes the work of PCS in promoting climate change as a trade union issue. This conference agrees to:

- 1 Continue to promote the PCS green agenda amongst the union membership.
- 2 Fight for bargaining rights in the workplace, at group and employer level around the unions green/sustainability policies.
- 3 Campaign and lobby politicians for statutory rights for workplace environmental reps.
- 4 Promote and support the campaign for One Million Climate Jobs.
- 5 Mobilise support for the campaign activities against fracking, including forms of civil disobedience.
- 6 Support international campaigns to mobilise pressure upon governments at the COP talks in Lima 2014 and Paris 2015.
- 7 Cooperate with other trade unions and environmental campaigns in developing a programme for a just transition based on tax justice and climate jobs based on energy efficiency, clean transport networks, renewable energy forms, a modernised and publicly owned national grid and democratic forms of public ownership.

**The following motion is covered by A115 and is identical to E390:**

**E391 MoJ Associated Offices (052046)**

**The following motions are covered by and identical to A117:**

**E392 MoJ West Midlands & Warwickshire (052011)**  
**E393 MoJ Associated Offices (052046)**

## E394

**Covered by A117**

**National Museums Scotland (109003)**

This Conference commends and applauds the great work being done by our Green Reps, and the pro-active environmental stance taken by PCS. However, Conference is also aware that the proverbial 'elephant in the room' – Industrialised animal farming, is yet to be fully wrestled with.

Heavy industrialised animal agriculture was cited as early as 2006 by the Food and Agriculture Organization (FOA) as contributing on a "massive scale" to climate change. It is responsible for massive deforestation, water scarcity, desertification, soil erosion, land degradation, air pollution, and a decline in natural habitats and biodiversity.

For instance, 70% of the land deforested in the Amazon Rainforest was cleared to produce soy crops to feed animal livestock. In Brazil alone, 5.6 million acres of land was cleared to provide animal feed for Europe. Global meat production is likewise responsible for 18% of global greenhouse gas emissions (9% of carbon dioxide, 35-40% methane, and 64% nitrous oxide) – more than all of the world's cars, trains and planes combined – and will only increase as the world population grows.

With the FOA's conclusion that, "the livestock sector

emerges as one of the top two or three most significant contributors to the most serious environmental problems, at every scale from local to global" it is an issue that can no longer be ignored.

Conference therefore instructs the NEC to develop our Green Policy to include reference to the growing scientific evidence surrounding the environmental impact of industrialised animal agriculture, and simply to give it its due consideration when discussing climate change.

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**The following motions are covered by and are identical to A119:**

**E395 MoJ Associated Offices (052046)**

**E396 MoJ West Midlands & Warwickshire (052011)**

## X397

(Motion received incomplete)

### Crown Prosecution Service (070005)

The trade union movement rightly emphasises the need for a just transition and sustainable development as we look to move from a high carbon emitting, fossil fuel society, to one based on clean energy and climate jobs as set out in the One Million Climate Jobs pamphlet. However we need to make these more than well meaning phrases and agree within the trade union movement both what this means in practice for workers and communities, and our plan for achieving this.

As part of this discussion, PCS believes we need to be clear calls for decent work, quality jobs and environmental justice for example are laudable aims but we are not seeking a path to 'green' capitalism. If we do not address within any discussion issues of control and ownership of our resources whilst we may go some, and only some, way to curbing emissions of dangerous greenhouse gases, we will fail to tackle the main cause of climate change - a failed economic model. As the Canadian author and new convert to the politics of climate change Naomi Klein says, "This changes everything".

As part of any plan, PCS believes that we need to talk about energy justice and energy democracy. The dominance of the Big Six energy companies and reliance on the private sector to develop renewable energy will never achieve the scale and access to energy that is required to eliminate issues of rigged energy markets delivering vast profits for the energy companies, fuel poverty, and a global economy reliant on polluting fossil fuels.

PCS's participation in the Trade Unions for Energy Democracy initiative is welcomed by conference as a good start to this discussion based on their founding document of Resist, Reclaim, Restructure.

To build on this and take forward further, conference calls on the NEC to:

- Continue our participation in the Trade Unions for Energy Democracy initiative;
- To keep members informed of discussions via regular briefings and updates including information on the PCS website;
- To begin a discussion with sister unions both in the UK and globally (through TUED) a clear definition and plan for a just transition with tax justice, public ownership and energy democracy at its heart;

To promote the One Million

## X398

Fails Standing Order A2

### MoJ London Tribunals (052049)

The trade union movement rightly emphasises the need for a just transition and sustainable development as we look to move from a high carbon emitting, fossil fuel society, to one based on clean energy and climate jobs as set out in the One Million Climate Jobs pamphlet. However we need to make these more than well meaning phrases and agree within the trade union movement both what this means in practice for workers and communities, and our plan for achieving this.

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- 3 To begin a discussion with sister unions both in the UK and globally (through TUED) a clear definition and plan for a just transition with tax justice, public ownership and energy democracy at its heart;
- 4 To promote the One Million Climate Jobs campaign as part of any transitional plan.

The trade union movement rightly emphasises the need for a just transition and sustainable development as we look to move from a high carbon emitting, fossil fuel society, to one based on clean energy and climate jobs as set out in the One Million Climate Jobs pamphlet. However we need to make these more than well meaning phrases and agree within the trade union movement both what this means in practice for workers and communities, and our plan for achieving this.

As part of this discussion, PCS believes we need to be clear calls for decent work, quality jobs and environmental justice for example are laudable aims but we are not seeking a path to 'green' capitalism. If we do not address within any discussion issues of control and ownership of our resources whilst we may go some, and only some, way to curbing emissions of dangerous greenhouse gases, we will fail to tackle the main cause of climate change - a failed economic model. As the Canadian author and new convert to the politics of climate change Naomi Klein says, "This changes everything".

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- 1** Continue our participation in the Trade Unions for Energy Democracy initiative;
- 2** To keep members informed of discussions via regular briefings and updates including information on the PCS website;
- 3** To begin a discussion with sister unions both in the UK and globally (through TUED) a clear definition and plan for a just transition with tax justice, public ownership and energy democracy at its heart;
- 4** To promote the One Million Climate Jobs campaign as part of any transitional plan.

# APPENDIX 1

## Glossary of conference terms

### Agenda

Motions tabled for debate listed in priority order together with the timetable in the Booklet of Motions. Issued to members and delegates not later than four weeks before conference.

### Briefings

A number of briefing meetings are held at lunch time or after conference.

### Card vote

Called either by the conference chairperson or demanded by at least 50 delegates. A card vote allows each branch to cast a number of votes equivalent to the number of members in their branch (as opposed to a 'show of hands' vote whereby each branch can only cast one vote per branch delegate).

### Credentials badge

Issued two weeks before conference and to be worn at all times in order to gain access to the conference hall.

### Conference chairperson

The person chairing the conference. Usually the union president or, in his/ her absence, one of the vice-presidents.

### Election ballots

Delegates to the various TUC conferences, members of National Standing Orders Committee, Editorial Board, Distinguished Life Members (in accordance with Rules 6.23 and 6.24) are elected by delegates completing their branch ballot papers and inserting them in ballot boxes on the conference floor at times indicated in the conference timetable.

### Emergency motions

Motions concerning issues that arise after the closing date for receipt of ordinary motions, which must be submitted to the Standing Orders Committee at least five days before conference (in accordance with rule A6 (a)). Further details contained in Standing Orders Report No.1.

### Guillotine

Light displayed usually with an illuminated letter 'G' to indicate that time has run out (according to the timetable adopted as part of conference Standing Orders) for debating a particular section of the agenda.

A 'guillotine section' is inserted into the timetable at the end of the last conference section to debate some of the motions 'guillotined' earlier in the conference. Branches can suggest which motions should be in this section on the appropriate form (SOC B) available from the Standing Orders Committee located at the front of the conference floor.

### Lights

System of 'traffic lights' located on the top table and each speaker's rostrum to indicate how much time a speaker has left.

- a green light comes on as the speaker commences
- an amber light comes on when they have only one minute left
- a red light comes on when they have used up all their time (ie five minutes allowed for speakers who are movers of motions and three minutes for all other speakers).

### Mandate

Instruction to branch delegate(s) on which way to vote on motions decided by branch members at a mandating meeting held prior to conference when the Booklet of Motions and timetable has been received and distributed: for example:

- 'for'
- 'against'
- 'abstain' or
- 'listen to the debate and decide for yourself which way you think the branch members would want you to vote.'

### Motions

Subjects for debate submitted by branches and the national executive committee. Motions are 'marked' in the Booklet of Motions as follows:

- A** – motions requiring debate to establish union policy on an issue
- B** – motions which confirm existing policy (and so do not require debate)
- C** – motions seeking to reverse existing policy as determined within the last two years (and so which cannot be debated).
- D** – motions which can be dealt with by correspondence with the general secretary (and are thus not debated – the motion is treated as the initial correspondence with the general secretary to which s/he is subsequently obliged to reply).
- E** – motions covered by composite motions in category A above (delegates from branches where these motions originated are normally called in the debate on the covering 'A' motion if they indicate they wish to speak).
- X** – motions which are ruled out of order (a brief reason is indicated against the motion number in the Booklet of Motions).

In addition, some motions submitted by branches are not printed if the Standing Orders Committee has decided, after taking legal advice, that the wording of the motion could lead to legal proceedings against the union (Rule 6.22(g)).

### Mover

The first person to speak after a motion is called for debate by the conference chairperson. S/he will be a delegate from the branch listed at the bottom of the motion set out in the Booklet of Motions.

### Opposition

Speakers voicing opinions against the ideas and instructions contained in a motion.

### Points and motions of order

As well as speaking on motions, delegates can also come to the rostrum at any time – even while another delegate is speaking during a debate on a motion – to raise a point of order, but only in order to prove either that:

a current speaker is using sexist, racist or abusive language or one of the union's rules is being broken.

A 'motion of order' can be made in a similar way but only at the conference chairperson's discretion and to achieve one of the following aims:

- that the debate be adjourned
- that the vote in a debate be now taken
- that conference proceed to the next item of business on the agenda
- that conference do now adjourn.

Once moved by a speaker, these motions of order are voted on by conference without any further discussion.

### **Quorum**

The minimum number of delegates that need to be present in the conference hall in order for conference legitimately to be able to vote on a motion and thus establish a union policy. (Rule 6.8 states "The quorum shall be a majority of delegates entitled to attend.")

### **Reference back**

Procedure by which branches can seek to change the marking of motions or the order in which they are debated at conference. See Rules A14 to A16 and Standing Orders Report No.1 for more details of this procedure.

### **Remission**

Instead of going to the vote on a particular motion, the national executive committee (NEC) may seek to remit it. If both the moving branch and conference agree to a remit a motion its terms and instructions are discussed by the NEC but they are not bound to carry out those specific terms and instructions.

### **Rostrum**

This is where delegates make their conference speeches. A raised platform (one at either side at the front of the conference hall) equipped with microphone, illuminated document-rest and lights indicating how much time delegates have left to speak.

### **Rules**

The unions' Rules and Constitution govern everything we do. An essential document for all delegates, especially for understanding motions that seek to change the Rules.

### **Seconder/ withdrawing as seconder**

The first speaker in a debate on a motion after the mover. The conference agenda identifies seconding branches for some motions. Where there is no such identification delegates may 'request to second' by completing a simple form {SOC A} available from the Standing Orders Committee which can also be used to withdraw as seconder to a motion.

### **Right of reply**

Where there have been speakers calling for opposition to a motion, the mover has the right to reply to that opposition in a further three minute speech just before the vote is taken.

### **Standing orders**

The term used to cover the agenda and timetable (and any alterations made to it in standing orders reports issued to delegates between the publication of the motions and timetable booklet and the start of conference sessions). Produced by the Standing Orders Committee.

### **Standing orders committee**

The committee elected under Rule 6.20 who publish the motions and timetable booklet and subsequent standing orders reports.

### **Standing orders reports**

Publications produced by the Standing Orders Committee to notify branches of the agenda of motions and the conference timetable and to notify delegates of any subsequent alterations.

### **Suspension of standing orders**

Once standing orders have been 'adopted' (agreed) by conference they can be changed by the agreement of conference if either a delegate requests in writing to the conference chairperson (who shall decide if the suspension is admissible under the union's rules) that standing orders be 'suspended' (Rule A19) or if suspension is proposed by the conference chairperson (Rule A20).

In both instances this has to be supported by "not less than two-thirds of the votes entitled to be cast by delegates present" Rule A17.

### **Timetable**

The order in which motions are debated as decided by the Standing Orders Committee and published in the Booklet of Motions. NB The order in which sections of the agenda are debated at conference (as appears in the timetable) is rarely the order in which the motions are printed in the Booklet of Motions.

### **Voting**

Usually by 'show of hands' whereby each branch only casts the same number of votes as they have delegates present on the conference floor at the time the vote is taken (but see also card votes above).

### **Withdrawal**

Branches may withdraw any of their motions from the agenda at any time but only by writing to the Standing Orders Committee who will put to conference on your behalf that the motion should be withdrawn. A motion can only be withdrawn with the consent of conference. Delegates can obtain form SOC A from the Standing Orders Committee for this purpose.

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## NOTES

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## NOTES



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