

**PCS Annual Delegate  
Conference**

**2011**

# **Record of decisions**





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# Foreword

Dear Colleague

This booklet contains the Record of Decisions of the union's Annual Delegate Conference 2011.

The delegate conference is the principal policy-making body of the union and determines the policies of the union.

The conference decisions are now being processed by the National Executive Committee and Senior Full Time Officers.

We will issues progress reports during the course of the year.

Yours faithfully

Mark Serwotka

General Secretary

October 2011



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# Annual Delegate Conference 2011

## Record of decisions

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# Protecting public services

## **Motion A520 was carried**

### **NEC attitude: support**

Conference condemns the policies of the coalition government which are designed to cut hundreds of thousands of public sector jobs, cut services, attack public sector workers' pensions, and which have imposed a two year pay freeze.

Conference further condemns the proposed redundancies that have been recently announced in a number of areas and believes they could have been avoided.

Conference notes that the Government has already made it clear that it will implement the Hutton proposals meaning members will pay higher contributions and work longer for a lower pension.

Conference believes that it was not the jobs, pensions or pay of public sector workers which caused the economic crisis and rejects the coalition government's attempts to scapegoat public services.

Conference welcomes the recommendation of the April NEC for a national ballot for discontinuous strike action and for discontinuous action short of a strike. Conference further welcomes the ongoing talks with the education unions for joint action involving hundreds of thousands of public sector workers.

Conference therefore instructs the incoming NEC to:

- Proceed with a national ballot in defence of jobs, pensions and pay
- Continue to work with other trade unions to co-ordinate the action for maximum impact

Conference therefore urges all members and activists to prioritise mobilising for a 'yes, yes' vote.

*(E marked motions associated with lead motion A520: E521-E539, E564)*

## **Motion A2 was carried**

### **NEC attitude: support**

Conference deplores the cuts program being implemented by the Tory/Liberal Coalition Government and rejects any claim that this cabinet of millionaires has a mandate for this program. These cuts represent the deepest assault on working people and their jobs, services, conditions and communities since the 1920's. Even if only partially implemented they will mean the marginalisation and impoverishment of millions and the wholesale destruction of communities, many of which are reliant on public sector jobs.

The private sector too will be badly hit. In fact initial Treasury forecasts indicated that 700,000 private sector

jobs would go out of the estimated 1.3m job losses predicted as a result of the first tranche of the cuts.

These cuts are ideological and will almost certainly lead to a double-dip recession. Big business is determined to seize a once in a generation opportunity to take back all the gains working people have made over the past hundred years, including the National Health Service. They intend forcing a race to the bottom in order to extract every drop of profit they can from the vast majority in society in the interest of the tiny minority that puts profit before people.

Conference fully agrees with the campaigning response of the National Executive Committee, based on conference policy that rejects the need for cuts. These cuts are neither necessary nor inevitable. They make no economic sense and will worsen the economic situation. There is an alternative based on tax justice and creation of jobs including investment in the public sector. If we organise and campaign in our workplaces, through our unions and in our communities we can build a movement capable of defeating this government.

Conference believes the material produced by PCS on the cuts and the alternative has been of the highest standard, reflected in the impact it has had far beyond PCS and the wider trade union movement.

Conference agrees:

- Rather than cutting jobs and services there should be greater investment in the public sector to provide the quality of services our communities need and deserve.
- Tax justice should be at the heart of the alternative strategy to defeat the cuts.
- That utilities and services privatised under Conservative, Labour and Coalition Governments be brought back into public ownership.
- That the banks should be nationalised.
- To assist in building the widest possible unity in the trade union movement through joint campaign work, including industrial action in opposition to attacks on our jobs, conditions and services.
- To build the widest possible resistance in the workplaces and communities. To take the lead in setting up and building anti-cuts alliances at local, city and town, regional, country and UK level. To build for local, regional and national demonstrations were necessary.
- Dependant upon the scale and nature of the cuts program (e.g. an attack on pensions), raise the issue of a public sector general strike.

*(E marked motions associated with lead motion A2: E166-E169)*

## **Motion A3 was carried**

### **NEC attitude: support**

This Conference welcomes the result of the national policy ballot in which members supported the National Executive Committee's "There Is An Alternative" campaign strategy to oppose the government's cuts programme by an overwhelming 96%. This vote is a tremendous endorsement of the union's no cuts policy and demonstrates that when the issues are explained, especially that there is a viable alternative based on job creation, investment, job creation and an expansion of public ownership through effective campaigning and leadership then members see that the lie, "There Is No Alternative", can be challenged.

Conference deplores the cuts programme planned by the Tory/Liberal coalition government and rejects any claim this Cabinet of millionaires have a mandate for such savagery. These cuts represent the deepest assault on working people and their jobs, services, conditions and communities since the 1920's. Even if only partially implemented they will mean the marginalisation and impoverishment of millions, especially youth, women and ethnic minorities and the wholesale destruction of public sector jobs and our communities. The private sector too will be hit badly, Treasury forecasts indicate that 700,000 private sector jobs will go of the estimated 1.3m job losses predicted as a result of the first tranche of the cuts.

These cuts are ideological and make no economic sense whatsoever and will almost certain to lead to a double-dip recession. Big business is determined, through a policy of shock awe, to seize a once in a generation opportunity to take back all the gains working people have made over the past hundred years, including the National Health Service. They intend forcing a race to the bottom in order to extract every drop of profit they can from the vast majority in society in the interest of the tiny minority that obscenely and very visibly puts profit before people.

Conference fully agrees with the fighting campaigning response of the NEC, based on conference policy that rejects the need for cuts.

Conference believes the material produced by PCS on the cuts and the alternative has been of the highest standard, reflected in the impact it has had far beyond PCS and the wider union movement itself, PCS's work on tax justice has been the catalyst for the massive outrage at tax injustice that has engendered campaigning work throughout the UK and beyond on the issue and which has forced government ministers into addressing the issue albeit in an a completely inadequate basis. PCS insistence, along with a few other unions like the RMT and FBU on complete opposition to the cuts has made a major impact and actually shifted the debate at the TUC Congress and was, in part, responsible for pressurising the TUC leadership into adopting a more combative response.

Conference agrees:

1. Rather than cutting jobs and services there should be greater investment in the public sector to provide the quality of services our communities need and deserve and to create growth in the economy.
2. Tax justice should be at the heart of the alternative strategy to defeat the cuts, exposing as it does the sheer corruption at the heart of the unregulated free market but also to highlight the economic necessity that all should pay their fair share. Welfare justice must also be highlighted to expose the relentless attacks on unemployed workers and to fight for jobs or an adequate and fair level of provision.
3. Conference is unalterably opposed to privatisation and outsourcing, including that of health and education and agrees that all utilities and services privatised under the past thirty years of neo-liberal government, Tory and Labour and Coalition, be brought back into public ownership and the receipts used to finance the public sector and boost the economy.
4. That a million climate jobs are created and a programme of council house building is instituted.
5. That the banks are nationalised.

In opposing these cuts conference agrees that the maximum possible unity must be built in the trade union movement and in our communities. Conference recognises that while comparisons with the Poll Tax battle over twenty years are very appropriate it also notes that the nature of this struggle throws a far greater responsibility on the trade union movement to effectively respond by joint campaigning in the face of these attacks and particularly on the need for joint industrial action. The public sector composite passed at TUC contained demands for such coordinated campaigning and pressure must be continuously applied to the Trade Union Congress General Council to respond in the most effective way to these attacks.

This ADC therefore agrees:

1. To assist in building the widest possible unity in the trade union movement through joint campaign work, including industrial action in opposition to attacks on our jobs, conditions and services.
2. To build the widest possible resistance in society, including students and school students, within our communities, in our workplaces, town, cities, regions and countries and build support for campaigns against the cuts including industrial action.
3. Take the lead in setting up and building Anti-cuts alliances at local, city and town, regional, country and UK wide level. Building for local, regional and national demonstrations were necessary.
4. To give full support to anti cuts organisations and seek to build and extend our work in other unions
5. To call for the development of the Trade Union Coordinating Group.
6. Continue to oppose the attack on the Civil Service Compensation Scheme.

7. Raise the demand within the TUC for a general strike and to, at the very least, seek a commitment from the TUC to strategically co-ordinate the industrial action of its constituent unions where trades disputes exist.

*(E marked motions associated with lead motion A3: E170-E190, E503)*

### **Motion A4 was carried**

#### **NEC attitude: support**

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These cuts are ideological, make no economic sense, and will almost certain to lead to a double-dip recession. Big business is determined, through a policy of shock and awe, to seize a once-in-a-generation opportunity to take back all the gains working people have made over the past hundred or so years, including the National Health Service. They intend forcing a race to the bottom in order to extract every drop of profit they can from the vast majority in society in the interest of the tiny minority that puts profit before people.

Conference fully agrees with the fighting campaigning response of the NEC, based on conference policy that rejects the need for cuts.

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3. Take the lead in setting up and building Anti-cuts alliances at local, city and town, regional, country and UK wide level and building for local, regional and national demonstrations where necessary.

4. To give full support to anti cuts organisations and seek to build and extend our work in other unions
5. To call for the development of the Trade Union Coordinating Group.
6. To continue to oppose the attack on the Civil Service Compensation Scheme.

**Motion A7 was carried**

**NEC attitude: support**

Conference congratulates those members in DWP who have taken action against working conditions in the Job Centre Plus Contact Centre Directorate.

We welcome the decision of the National Executive Committee to step up the work of the Union in securing better conditions for call centre members.

Conference notes:

- That DWP Group Office received many messages of encouragement from members in Call Centres in other Government Departments and from the private sector stating that it was about time someone made a stand for workers in the call centre industry.
- That the JCP Call Centre Directorate has been described as the Governments “call centre network of choice” and is actively seeking to take work from other Government Departments such as R & C and UKBA.
- That some Departments such as R & C have been able to secure decent working conditions for their members in call and contact centres.
- That a host of other Government Departments are looking to adopting a telephony based business model as a way of implementing the Governments cuts agenda.
- That call centres are attractive to management because they are cheap.
- Furthermore by separating telephony out from other functions and decreasing skill levels the danger of privatisation of work is increased greatly.
- The adoption of the PCS Call Centre Charter by previous conferences and that this was strengthened by the passage of motion A75 Composite 1 at 2008 ADC.

Conference believes:

1. There is a real danger of a race to the bottom developing as Government Departments and the Private Sector compete for work and cut costs by attacking working conditions
2. That there is therefore the need for PCS to increase its efforts to achieve all the demands of the Charter as a means of forcing improvements across the call centre industry.
3. That the adoption of a call centre business model is detrimental to the level of service we offer to the public.
4. That the expansion of call centres and associated attacks on working conditions cannot be separated from the Governments cuts agenda.

Conference instructs the NEC to:

1. Encourage and support local and national industrial action where management reject improvements in conditions.
2. Raise the visibility of the campaign to attain the aims of the PCS Call Centre Workers Charter throughout our call centre members in both the public and private sector.
3. Resist attempts by Government to create competition for work between departments.
4. To launch a public campaign against the threat to public services posed by the extension of call centres.
5. To seek the support of the TUC, user groups and anti-cuts groups for the above policy.

*(E marked motions associated with lead motion A7: E195-E199)*

**Guillotined: A540, A8, A9, A10, A11, A12, A13, A14, A15**

# Pensions

## **Motion A16 was carried**

### **NEC attitude: support**

Conference notes that the interim “Hutton” report into Pensions in the public sector included attacks on the Civil Service Pension Scheme and further notes that the full report may appear this year which could include further attacks such as; working longer to receive the full Pension and individuals paying more contributions towards their pension. Conference notes that these attacks come at the same time as the attacks on jobs and pay as part of a package of fiscal measures to respond to the financial crisis created by the errors of the bankers and excesses of the millionaire class.

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 all Civil Servants are on gold plated pensions. Conference notes that far from being gold plated, the average civil service pension is £6,700.

Conference re-asserts the fact that pensions are deferred income not a lavish perk.

Conference understands that there may be any of the following in store for the future from the Government when it considers the “Hutton” report:

1. An increase in the amount of contributions that members pay towards their pension (i.e. An effective pay cut by any other name)
2. A reduction in the employer’s contribution (i.e. An effective pay cut by any other name)
3. A reduction in the amount of pension paid by the schemes (i.e. An effective cut in deferred income)
4. An increase to the number of years that a member would have to work until they can retire and draw their pension without actuarial reduction (i.e. An effective pay cut by any other name)
5. Reneging upon the 2007 deal on pensions and imposing a retirement at 65 clause for the members who are on reserved (accrued) rights to the pension scheme that they joined and have contributed towards (i.e. Re-write history in terms of conditions of service).

Conference notes that the above list is not exhaustive but is illustrative of some of the potential challenges that may lay ahead of PCS in the near future.

Conference therefore instructs the incoming NEC to:

1. Ensure that the negative messages spouted in the media and by the political elite are countered at every opportunity

2. Ensure that the ground work is done for a robust legal challenge if the government decides to attempt to breach contracts and imposed retrospective detriments to the terms of the pensions schemes
3. Build an alliance with other public sector trades unions to oppose any attacks on pensions and work/campaign jointly where possible
4. Ensure that there is an ongoing communications with the members as to the real threats to our pensions
5. Draw together a strategy of industrial action to defend our pensions as necessary

The above list is not exhaustive.

*(E marked motions associated with lead motion A16: E221-E250)*

## **Motion A17 was carried**

### **NEC attitude: support**

Conference condemns the decision to privatise the My Civil Service Pension (MyCSP) organisation via a so called “Mutual Joint Venture” i.e. a joint government/private sector partnership, with the possibility of limited profit-sharing for employees. In particular conference notes that staff affected will lose their Civil Servant status leading to a loss of their membership of the very civil service pension schemes that they administer together with the vulnerability that such a move poses for their future employment as well as their existing terms and conditions.

Conference further notes that this decision not only places in jeopardy the future of MyCSP staff but also the service they provide for the members of the schemes they administer. The fact that this “Mutual Joint Venture” experiment is based on an expanding profit seeking model, initially set up as a Government Owned Company demonstrates that the government has learned nothing from the experience of the last GOVCO, the Forensic Science Service, which was a complete disaster in that it collapsed losing £2 million a month.

Conference recognises that the move has been badged as part of a new push to encourage mutuals within the public sector, but despite the hype, the model to be adopted and the manner the decision was taken are far from being ‘employee-led. Conference records that the decision was made by the Cabinet Office without any consultation or formal engagement with employees or their unions. Staff were simply informed of developments without the ability to negotiate or directly provide any input. This conference believes this blows a hole right through the government’s claim that it wants to hand more power back to employees.

Conference therefore welcomes the action taken by the NEC to respond immediately to the decision announced on the 27th January 2011 by informing members affected

of the union's total opposition and to begin the process of mounting a campaign to retain the service in-house. This campaign includes the following:

A series of membership meetings at MyCSP sites in order to combat management promotion of the "Mutual Joint Venture".

1. The ballot of MyCSP members to reject the privatisation of their jobs
2. To seek an urgent meeting with the Minister (Frances Maude) with the aim of reversing the decision and to keep the service in-house.
3. To write to Permanent Secretaries drawing their attention to the details of the decision, explaining why the service should be kept in-house as originally planned and seeking their support for such.
4. To establish a co-ordinating committee involving local PCS representatives, national lay representatives and PCS headquarters support.
5. To engage the PCS Parliamentary Group to provide necessary support and assistance.
6. To publicise the issue in appropriate union materials
7. To seek support for the campaign from other Civil Service Unions

Conference therefore pledges its full support to PCS members in MyCSP in this campaign in line with the union's wider campaign to oppose privatisation of public services and calls upon the National Executive to continue to provide all necessary assistance to further the campaign including, if necessary, support for industrial action.

*(E marked motions associated with lead motion A17: E251-E254)*

### **Motion A19 was carried**

#### **NEC attitude: support**

Management within MyCSP have identified two sites as surplus to requirements but has, as yet, done nothing to assist those staff in either remaining within the service by declaring them surplus and able to access CSVacs, or equipping them to find new roles outside.

Basingstoke and Leeds have been identified as being needed whilst MyCSP moves from DWP shares Services to first a mutual organisation in summer 2011 and then a joint venture at the end of 2011 as part of Francis Maude's vision to privatise the entire public sector. Senior management have acknowledged that these sites have no future beyond 2012.

By failing to take urgent action to relieve their distress, not only will these staff be privatised, they will then be made redundant, denying them the opportunity to move back to the Civil Service except by outside competition.

Vital knowledge of Civil Service pensions to the future administration of our pension scheme will be lost forever.

Conference calls on the NEC to negotiate with the employer to fulfil their moral obligations to their staff and provide them with the tools to equip them to find a future outside of MyCSP.

### **Motion A543 was carried**

#### **NEC attitude: support**

Members of staff of all grades and all areas of the Civil Service have been purchasing added years in the Principal Civil Service Pension Scheme (PCSPS) for many years. The added years are bought under a contractual arrangement and paid for by deductions from salary. The cost of paying for added years is calculated based on an actuarial assessment of the cost of providing them which is made at the outset of the contract. The actuarial estimate on which the deductions are established has always been based on the cost of providing added years to a pension uprated in line with the Retail Prices Index (RPI).

The Hutton Report (published on 10 March) has estimated that the decision to uprate public sector pensions in line with Consumer Prices Index (CPI) instead of RPI has reduced the value of benefits already accrued by scheme members by 15%-25% on average. That means the cost of providing benefits obtained by buying added years is clearly less than it would have been had CPI applied from the outset, with the result that members have been effectively overcharged for the added years they have bought so far, and that the salary deductions which continue to be made are now too high.

Following representations from staff the Department for Education has decided that added years purchased in the Teachers' Pension Scheme before 22 June 2010 will continue to be uprated in line with RPI, and not CPI (as originally proposed). In spite of this we understand from DWP HR that the Cabinet Office does not propose to take a similar approach with the PCSPS.

Conference therefore calls for PCS at a national level to press the government to agree that the pension benefit from added years purchased in the PCSPS before 22 June 2010, and later if changes are not made to the amount charged for them, will continue to be uprated in line with RPI and not CPI in line with the decision already taken in respect of the Teachers' scheme.

**Guillotined: A20, A21**

# Equality

## **Motion A22 was carried**

### **NEC attitude: support With Statement**

This Conference believes that the Coalition Government has attacked working people by removing the Socio-Economic Duty from the Equality Act 2010.

The socio-economic duty would have demanded public bodies consider the impact of policy on people from poorer backgrounds, in the same way they currently need to consider the impact of policy decisions on women, minorities and disabled people.

This further indicates the sort of society that the government wants – a society based on the haves and have not's, where the private sector can exploit the most vulnerable.

This Conference instructs the NEC to Campaign to:

- Expose this cynical attempt by the Coalition government to use this as cover against possible discrimination claims as cuts to services begin to impact on the most vulnerable in society
- To have the Act amended to reinstate the socio-economic clause.
- To improve poverty benefits levels.
- To increase the minimum wage to remove the need for top up benefits for working people.
- And to report to NEC Equality Advisory Committee's on a quarterly basis and to PCS AGC 2012.

*(E marked motions associated with lead motion A22: E260)*

## **Motion A265 was carried**

### **NEC attitude: support**

Conference notes that diversity information has been collected in the civil service for many years. This has been with union support as it assists with the application of progressive measures within the workplace. However, very little information is collected on social background, even though this is increasingly being seen as often the most significant factor in determining someone's life opportunities.

Conference also notes that Britain continues to be one of the most unequal countries in the world. So the socio-economic duties in the Equality Act – including a commitment to monitoring the position – were welcomed and Conference is disappointed to note that these measures are no longer being taken forward by the government.

As an additional step to assist in monitoring inequality in the civil service and wider society, this Conference proposes that PCS negotiators – at the UK and departmental levels – should enter into talks with management to determine the most appropriate means

for monitoring social background. Clear information on this, which has previously only been collected on an ad hoc or inconsistent basis, could then be used as the basis for tackling the sort of inequalities and unfairness likely to be demonstrated by such data collection.

## **Motion A23 was carried**

### **NEC attitude: support**

Conference has no illusions that the statutory equality duties will not stop the scale of the job loss planned by the Tory led coalition government and notes that the laws as framed stand side by side with a profoundly economically unequal Britain. Nevertheless, Conference notes that this is being undertaken without regard to the statutory equality duties of public authorities and registers the sheer hypocrisy of:

- A Tory led government which claims to want a fairer Britain whilst undertaking a huge cull of civil service and public sector jobs without proper regard for its equality duties and the requirement to equality impact assess its policies, and to do so in a way that ensures the equality evidence is taken into account in the development of policies;
- Mandarins who tell a far better story of their commitment to equal treatment than their actual practice.
- Conference does not believe that the limitations of the equality duties should deter us from exposing the hypocrisy and insisting on legal compliance and instructs the NEC urgently to:
- Work closely with bargaining unit negotiators to develop relevant political and legal tactics on inequalities in the jobs cull and the diminishing, reshaping and privatisation of public services, including, where necessary and where there is a sound legal case and tactical advantage, seeking judicial review;
- Seek to work jointly with other unions, Labour MPs, and anti-cuts campaigns, to place the EHRC management under publicly visible pressure to take timely and effective enforcement action against public authorities who do not comply with their equality duties.

*(E marked motions associated with lead motion A23: E261-E262)*

## **Motion A24 was carried**

### **NEC attitude: support**

This Conference notes that despite the Government's commitment to having robust processes to ensure that the deficit is reduced in a way that "protects the poorest and most vulnerable in our society" their austerity measures – if not effectively countered – will have a devastating impact, particularly on equality groups.

This Conference recognises that reps on NEC equality bodies will have a particular role in assisting the NEC in developing policies and strategies to defend all workers in general and vulnerable workers in particular from the impact of proposals that increase inequality and discrimination in the workplace.

Conference notes that because of delegation facility time is currently not allocated to members of NEC equality bodies in a consistent way. The amount of time allocated by Government Departments and NDPBs is often inadequate. Conference also recognises that there are particular difficulties faced by those members of NEC equality bodies who work in the Commercial Sector.

Conference instructs the NEC to work with its equality bodies to assess the level of facility time these bodies need in order to carry out their duties as set out by Conference policy. The NEC is then instructed to assist GECs and National Committees in securing this time from employers. In doing this the NEC is required to pay due regard to the fact that there are many types of trade union activity that require the use of facility time and that an appropriate balance has to be struck between these competing pressures.

Conference further instructs the NEC to provide a report to branches on progress in sufficient time in advance of ADC 2012 to enable branches to respond by submitting conference motions.

*(E marked motions associated with lead motion A24: E263)*

### **Motion A25 was carried**

#### **NEC attitude: support**

This Annual Delegates Conference notes the exemplary work undertaken by the National Blood Service in providing clean blood to those who need it, and encourages PCS members to donate as circumstances permit. Conference, however, further notes the discriminatory policies of the National Blood Service that impose a total ban on donations from men who have ever had sex with men, regardless of their personal circumstances.

Conference notes with concern the statements from the National Blood Service explaining that the position is based on statistical analysis showing that men who have had sex with men are a “High Risk” group. Conference, however, is not persuaded that there are no alternative methods of excluding “High Risk” individuals than banning a group defined only by gender and/or sexual preference.

Conference therefore instructs the NEC to coordinate a campaign with PCS Proud to bring greater attention to the issue to members, employers, counsellors, MPs and EPs with the aim of changing the policy of the National Blood Service to remove this unfair discrimination.

### **Motion A26 was carried**

#### **NEC attitude: support**

This conference notes the facts of the House of Lords case Archibald v Fife Council:

Mrs Archibald was employed by the council as a manual worker. She underwent minor surgery in April 1999 and as a result of which she became disabled. She was no longer physically fit to do her manual job.

There was nothing that the council could have done by way of adjustment to the manual labour job to cure that fact that she was unable to do that job due to her disability. That said she was not so disadvantaged that she could not conceivably have been employed by them at all. Notwithstanding that she was dismissed as she could not carry out the specific job that she had been hired to do.

Furthermore this conference notes that the House of Lords judged this dismissal to be unfair as they ruled that under the terms of the Disability Discrimination Act that reasonable adjustments are “capable of including the step of transferring a disabled person from a post she can no longer do to a post which she can do, provided that this is a reasonable step for the employer to have to take”.

This conference believes that the ruling in this case is applicable to operational grade members in the civil service who are no longer physically fit to do their role and for whom there is nothing that the organisation they work in can do in the way of reasonable adjustments to allow them to continue in the operational post but that they are not so disadvantaged that they could not conceivably be employed in some role in the civil service.

Given all the above this conference resolves on the following actions:

The NEC to seek a general agreement with the civil service to ensure that the Archibald principles are incorporated into sick absence and disability procedures;

That in the event that the civil service refuses, prevaricate or only inadequately implement the Archibald principles that the NEC:

1. Agitate amongst operational grade members on this issue to get the civil service to fully implement the Archibald principles; the NEC to determine the most effective way to do this;
2. To run a test case within the civil service around the Archibald principles;
3. To train union reps who under take operational grade personal cases in the Archibald principles; the NEC to provide standard letters for these reps to use.

*(E marked motions associated with lead motion A26: E264)*

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**Motion A27 was lost**  
**NEC attitude: oppose**

This conference recognises PCS's commitment to promoting equality, and to ensuring that the union's representative structures reflect the diversity of its membership. However in Wales where approx 20% of the population are Welsh speakers, no equality measures are in place to ensure that this group is represented on the main PCS Wales Committee. Conference therefore calls

on the NEC to have the necessary action so that Welsh speakers are recognised as a separate group for equality audit purposes in Wales and that steps are then taken to ensure that Welsh speakers as a group are given a guaranteed voice on the main Welsh PCS committee.

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## Health and safety

**Motion A551 was carried**  
**NEC attitude: support**

Conference condemns the 35% cut to the Health and Safety Executive's (HSE) grant funding and the plan to cut the number of proactive HSE inspections by a third, as disclosed in a leaked memo to the BBC and confirmed in the Government's announcement "Good Health and Safety, Good for Everyone" on 21st March.

This will shift the focus from preventive to reactive inspection only after someone is killed or injured, leaving vast swathes of industry in the knowledge that they will never get an inspector's call, especially if they do not report incidents.

This is in direct contrast to HSE's strategy in recent years, which was to increase preventive inspection, tackle rogue employers and build direct knowledge of poor performing sectors and individual businesses.

This Government has intervened further than any government before it, in undermining HSE's operational independence to decide without fear or favour who and when to inspect.

Conference believes that this will put more workers' safety and their lives at risk. In particular, it will have a major detrimental impact on HSE's ability to:

- Identify and tackle work-rated ill health – which is already massively under-reported and can only be addressed properly through enforcing compliance with occupational health duties;
- Play a role in exposing illegal work and extreme exploitation which is on the increase and is of its nature hidden from the statistics;
- Identify emerging risks from new technologies.

It will also enlarge the gap between businesses visited and enforced by HSE and those enforced by Local Authorities.

Furthermore, by closing regional HSE offices in an attempt to save money, HSE is losing business critical

local knowledge, damaging inspection teamwork and knowledge sharing, and increasing its travel overhead – all diminishing its effectiveness as a respected policy maker, regulator and enforcing authority.

Conference therefore instructs the NEC to work with the TUC to:

- Continue the joint campaign for adequate resources for HSE;
- Monitor and commission research into the effects of a purely reactive model in the enforcement of health and safety;
- Regain commitment to a continued regional HSE presence; and,
- Adopt a closer, more transparent dialogue with trade union-appointed HSE board members to support them in challenging the cuts and policies which damage this country's framework of protection for workers' health and safety.

Conference also instructs the NEC to:

- Donate £500 to the families against corporate killers campaign;
- Re-affirm continued affiliation to the hazards campaign and magazine.

**Guillotined: A28, A29, A30, A31**

# Commercial sector

## **Motion A32 was carried**

### **NEC attitude: support**

This conference notes that for every job cut by the Tories and Liberals in the civil service there will be one lost in private sector. Defending members' jobs and communities is the priority. Areas likely to be most impacted by the Coalition Government outsourcing plans are Facilities Management (FM), Welfare to Work and areas that can be grouped and packaged as 'shared services'.

Conference also notes that there are proposals to increase the role of the private sector.

Conference believes that our union needs to properly resource a carefully planned strategy to build membership, train new activists, develop democratic structures and ensure that our commercial sector is at the forefront of the fight to organise workers and resist the Coalition Government's cuts programme in the private sector.

These conference further notes the recommendations set out in the 'Commercial Sector Update and Progress Report to this ADC' and instructs the NEC to implement those recommendations as a key priority.

*(E marked motions associated with lead motion A32: E269-E271)*

## **Motion A33 was remitted**

### **NEC attitude: remit/oppose**

This conference applauds the work of our Commercial Sector and recognises the need for our union to be as strong as possible to support our campaign to defeat the cuts agenda being driven by the government.

Conference recognises that it is crucial that our union continues our work in the Commercial Sector, campaigning for better pay and conditions for our private sector members – fighting against job cuts and redundancies. Private sector employers who view public sector contracts as easy options for making millions at the expense of workers pay and conditions can be made to think again when workers can be organised and encouraged to fight. With our experience in this area, PCS members in the Commercial Sector believe we have an important role to play in the national campaign to defeat the cuts and protect the interests of our members in both public and private sectors.

Conference notes that Commercial Sector members are keen to become more involved in the leadership of our union but have struggled over the years to secure representation on the NEC. While the NEC leadership has always ensured support for our work in the Commercial Sector, there has not always been a voice on the NEC that can influence our national work from a private

sector point of view. There is a pool of knowledge and experience within the Commercial Sector that is not always in a position to be involved in the decision making process of the NEC and conference believes this is a missed opportunity for the whole of our union.

Conference agrees that having an NEC that is wholly made up of civil servants is a lost opportunity for us to utilise the skills and experience we have developed through our work as a union in the private sector.

Conference therefore instructs the NEC to look at the benefits of ensuring private sector representation on our NEC and instructs the NEC to submit a motion to ADC 2012 that will include the necessary rule changes for private sector representation on the NEC from 2013.

## **Motion A34 was carried**

### **NEC attitude: support**

Conference commends PCS' active involvement in the responsible investment charity FairPensions' 'Counting the Cost' campaign in 2010. This aimed to persuade Shell and BP to report on the investment risks associated with their involvement in the Tar Sands 'unconventional oil' projects in Canada. Conference notes the ground breaking success of this campaign in mobilising around 5,000 people to lobby their pension providers to back resolutions at both Shell and BP AGMs.

Conference further notes that following on from this success, at the end of 2010 FairPensions launched another major campaign based on 'shareholder activism'. The 'Just Pay' campaign aims to raise labour standards in FTSE 100 companies by persuading them to pay living wages to their staff and to adopt responsible contracting policies for facilities and support services. The FTSE 100 are the largest companies on the London stock exchange and held in every pension fund in the UK.

PCS has members in a number of these companies. At the same time as declaring staggering profits many of these companies pay their workers disgracefully. For example Capita members working on the DWP Filestores contract are paid £6.11 per hour. Their Chief Executive Paul Pindar earns more in a week than our members earn in a year and Capita has recently declared half year profits of £160 Million and in 2010 won new contracts worth half a Billion pounds in 2010.

Conference believes there are a number of benefits of PCS participating in this campaign including:

- Being part of a broader campaign for a living wage and minimum standards in private sector companies where we have secured recognition

- Putting the PCS ethical investment policy into practice through raising responsible contracting issues via PCS investments and staff pension funds
- Engaging members – both in the civil service and the commercial sector – in shareholder activism as part of PCS work around sustainable development.
- Donate £15,000 to FairPensions' 'just pay! Campaign as requested
- Publicise the campaign widely among PCS members and encourage them to take part in campaign actions.

#### **Motion A35 was carried**

##### **NEC attitude: support**

Conference instructs the NEC to engage in a campaign of lobbying parliamentary groups etc. That TUPE 2006 should include provisions, that will make the transferring company liable for the continuity of employment when off-shoring of employment between UK based company and a company located in a non EU country.

Therefore conference instructs the NEC to:

- Encourage PCS members employed in companies targeted by the campaign to speak at these companies AGMs to make the case for socially sustainable economic growth through living wages and decent working conditions
- Raise the issue of responsible contracting by government departments through central sustainability forum talks with the office of government commerce/ cabinet office

## Finance

#### **Motion A36 was remitted**

##### **NEC attitude: Oppose**

This Annual Delegate Conference believes that there is likely to be an increase in industrial action if PCS is to successfully challenge the Government's cuts agenda.

Conference recognises that this will put a burden on members, some who are low paid, others facing pay freezes and all facing ever-increasing costs of living.

The time is right for the National Executive Committee to explore the possibility of paying strike pay in certain circumstances.

Conference accepts that the finances of PCS would be unable to meet these costs in the present circumstances.

Conference therefore instructs the NEC to consult with Branches & put a paper to ADC 2012, including appropriate rule changes, with a view to increasing subscriptions to 1% of pay, abolishing the cap on subscriptions and the extra revenue generated to be used to fund strike pay.

*(E marked motions associated with lead motion A36: E279)*

#### **Motion A37 was lost**

##### **NEC attitude: support**

Conference agrees that the union should do all it can to support union members taking industrial action and this includes addressing hardship incurred.

Conference instructs the NEC to immediately organise a national levy of all members in order to make payments to members on strike.

Conference instructs the NEC to encourage all PCS members to make donations to strike hardship funds whenever PCS members take strike action.

*(E marked motions associated with lead motion A37: E280)*

**Guillotined: A38, A39, A571, A40, A41, A43**

# Social and economic

## **Motion A44 was carried**

### **NEC attitude: support**

Conference notes:

1. The Government's White Paper on Universal Credit – a single benefit to replace most benefits and tax credits by October 2013;
2. DWP is to manage and have responsibility for delivering the Universal Credit although it will be paid through the PAYE system;
3. Publicity surrounding the announcement has talked about getting 300,000 more customers into work and making sure that people are always better off working;
4. Around five million people will be affected – the 1.5 million on Jobseeker's Allowance, 700,000 single parents and 2.6 million claiming Incapacity Benefit;
5. A claimant who fails to take up a job offer will lose their benefits for three months. A second refusal will mean that people can lose benefits for six months and a third could mean a loss of benefits for three years;
6. Disabled people and lone parents with children under five will be forced to attend "work preparation" and "keeping in touch" interviews. They will be expected to be preparing for work;
7. A parent who fails to attend an interview because their child is ill can be "sanctioned" – and have their benefits withdrawn for a week;
8. The proposals also suggest withdrawing the hardship fund currently available to those who lose their benefits – a lifeline that prevents people sinking further into poverty;
9. The attack on welfare also threatens the wages of those who have work – since unemployed people will be pushed off benefits and into badly paid jobs;
10. The Tories and the media have laid the ground for this assault by painting a picture of the unemployed as "work shy" and "scroungers";

Conference believes:

1. The welfare reform programme represents the most brutal Government attack on poor and unemployed people since the creation of the welfare state;
2. The Tories want to smash the idea that the welfare system is there to protect people if they lose their jobs;
3. Unemployed people will be hounded as scroungers under the new scheme when, in reality, they are victims of a rotten system;
4. More claimants would be able to find work if jobs were created rather than cut.

Conference instructs the National Executive Committee to campaign alongside other organisations such as welfare rights groups, other trade unions and unemployed workers' groups in opposition to these welfare reforms.

This campaign to include:

1. Opposition to harsher sanctions;
2. Ensuring that members' safety is not put at risk if and when the welfare reforms are introduced;
3. Full representation and protection of members' rights during and after the process of implementing these reforms, should they be introduced.

*(E marked motions associated with lead motion A44: E295-E297, E299-E300, E506)*

## **Motion A545 was carried**

### **NEC attitude: support**

Conference notes with concern the Government's statement on 11th May 2011 that they will review more areas of employment law, including collective redundancy consultation periods, the Transfer Undertakings (Protection of Employment) Regulations (TUPE) and compensation for discrimination awarded by employment tribunals.

Despite Government claims that these reviews are designed to 'encourage growth and kick-start the economy', conference recognises that they are likely to lead to even further attacks on the rights of working people and tip the balance of the law even more towards employers.

Conference rejects the claim that making it easier for employers to sack people and attack their terms and conditions will help the economy to grow.

Therefore, conference instructs the NEC to play a leading role in 'extinguishing the bonfire' of alleged red tape by:

- Working with TUC affiliates to defend the existing rights of workers and make the argument for advances in employment law to offer further protection against unscrupulous employers.
- Demanding that the TUC co-ordinates a robust political and media campaign in defence of existing provisions and highlight the folly of claims that workers' rights are the cause of the bust economy. Should the TUC fail to act, PCS should work with like minded affiliates to achieve the same.
- In the event that the reviews propose detrimental changes, make the case for the broadest possible action amongst workers from both the public and private sector, including co-ordinated demonstrations and industrial action where there is the legal basis to do so.

The above options are not exhaustive.

## **Motion A45 was carried**

### **NEC attitude: support**

The government's cuts agenda will leave the youth of today and future generations with poorer life prospects and a likelihood of lower living standards. Examples of this are:

- Abolition of EMA
- Increase in university fees
- Cuts in university funding and places
- Privatisation of schools through Academies
- Cuts in council funding to children's centres
- Slashing of connexions and youth services
- Scrapping future jobs fund
- Increase in youth unemployment

Young people have so far played an active involvement in the anti-cuts movement in organisations such as university occupations and Ukuncut. Student led events have breathed life back into the labour and political movement. The anger shown by the youth has occasionally resulted in violence and arrests, but their passion and organising methods has been inspiring for many. However, some demonstrations and actions have often lacked strategy and coherence.

Conference believes the labour movement needs to take the lead in organising youth anti-cuts campaigning. Trade unions are, by far, the biggest democratically-run organisations in the country, representing seven million workers. Trade unions have the potential to mobilise huge numbers of people, and such mass support is needed make an impact. We have the potential to give young people confidence in the trade union movement, rather than allowing them to see it as irrelevant. We must also ensure that campaigns and issues young people are raising are part of a coherent class response, and not segregated from the mainstream anti-cuts campaigning. Demands for free education, jobs and a decent future should be balanced by highlighting the alternative to cuts.

PCS young members made good links with youth sections from other trade unions and student unions during young workers week in 2010. Joint rallies and meetings were organised in Manchester, Nottingham, Leeds, Bristol and Newcastle. The theme of the week was 'young workers united against cuts'. Conference commends the initiative and believes that a longer term strategy for youth is needed to build upon this work to increase solidarity and an organised response to cuts from young trade unionists.

Conference notes its disappointment in the failure of the TUC to implement instructions in motion 52, submitted by the TUC youth conference and passed at TUC congress 2010. The aims and objectives of this motion, specifically the call for a national demonstration against youth unemployment in 2010, would have raised further confidence to fight back against the attacks amongst young trade union members. The national demonstrations organised by the TUC on the 26th March and 29th January are positive steps. However, they do not go far enough.

Conference calls on the NEC to campaign for:

- Decent, socially useful, permanent jobs for all young people.
- Free education for all – training opportunities and apprentices to be created
- Continue to promote the alternatives to public spending cuts – close tax gap, invest in housing and the green economy for economic growth.

Conference instructs the National Executive Committee to:

1. Promote the 'young workers united against cuts' campaign within PCS, to the TUC and other trade unions.
2. Use regional offices to continue supporting the activity of PCS young members in cross-union/student campaigning.
3. Produce 'there is an alternative' campaigning literature for young workers.
4. Continue to support and promote all youth demonstrations/action against cuts.
5. Request that the TUC organises further, regular joint student/youth events including conferences and demonstrations to encourage a joint strategy. If the TUC will not convene further conferences and demonstrations, PCS will take the lead in organising such events.

*(E marked motions associated with lead motion A45: E301-E304)*

## **Motion A46 was carried**

### **NEC attitude: support**

This conference notes:

That over 50,000 students and staff marched on Wednesday 10 November 2010 to oppose the Liberal Democrat-Conservative Government's cuts and attacks on Education, including increasing tuition fees, axing the Education Maintenance Allowance for FE/6th-form students and axing the Adult Learning Grant.

This demonstration was the largest week-day protest in Britain since George Bush visited Britain in November 2003.

That the protest was peaceful and determined, and when the courtyard of the Millbank Tory HQ on the route of the march was unguarded, some 5,000 protesters at the front of the march spontaneously occupied the courtyard for several hours that day.

The arrests of hundreds of students following the 4 major student demonstrations in November and December 2010. 22 year old Bryan Simpson from Strathclyde University was arrested at his home in Glasgow in a dawn raid by police officers at 6am on 24th November 2010.

This was prior to a fresh set of planned demonstrations on the 24th November which saw 130,000 college, university

and school students take to the streets throughout the UK, including in Glasgow.

Bryan was questioned on suspicion of violent disorder, which could lead to a 5 year term of imprisonment.

Gerard Carroll and Simon McConville were arrested following student demonstrations in Belfast and have been charged with carrying out a provocative act by sitting on a public highway, and obstructing lawful activity in a public place.

The draconian 32 month sentence given to Edward Woollard, convicted of violent disorder following the demonstration at Tory HQ, when he dropped a fire extinguisher off a balcony. The judge who sentenced him admitted the intention was to make an example of him.

The violence of the police towards protestors on these demonstrations, which left Alfie Meadows requiring brain surgery and saw Jody McIntyre being dragged from his wheelchair.

Conference believes:

- That the right to protest and freedom of assembly are fundamental to any notion of democracy.
- That this targeting of protestors can be accurately described as a 'witch-hunt', that it is a deliberate attempt to obscure the main issues facing our movement and to deter people from protesting against the government.
- That individual protestors who are charged are unlikely to face a fair trial.
- That we must reserve the right to support non-violent direct action including pickets, strikes and occupations.
- That whilst the government and media remain silent on acts of violence committed by the police, and instead seek solely to criminalise protestors, it is the responsibility of the Trade Union movement to defend the individuals and groups who have stood up against Tory cuts.

Conference resolves to:

1. Actively campaign in the defence of any individual who becomes victim to this witch-hunt of demonstrators and their supporters.
2. Counter attempts by the media to demonise protestors, and publicise evidence of state repression and police violence.
3. Campaign for the charges against Bryan Simpson, Gerard Carroll, Simon McConville and any other student demonstrators to be dropped.
4. Pledge support for the Defend the Right to Protest Campaign.

*(E marked motions associated with lead motion A46: E305-E306)*

## **Motion A48 Composite A was carried**

### **NEC attitude: support**

Conference welcomes the decline in support for the BNP at the General Election and notes the key role played by trade unionists in campaigning against the far right. However the proposed programme of cuts on jobs and public services by the ConDem government is likely to lead to an increase in the scapegoating of minority groups, racist attacks and a potential growth in support for the BNP and other far right-organisations.

Conference expresses its disgust and concern at the Prime Minister's statement in Munich when he implied that Muslims support extremism and that multiculturalism has failed and notes that the speech inappropriately took place on the day that EDL held a march through London.

Conference also notes:

1. The recent increase in Islamophobia, racism and fascism across Europe, such as the openly fascist Hungarian Jobbik party, France's effective ban on the burka and British Tabloids' demonisation of Muslims.
2. There has been the rise of the increasingly fascist English Defence League (EDL) and their attempts to organise European Defence Leagues. They have links to the rabidly anti-union and racist Tea Party in the USA.

A leading member of the EDL recently described student protestors as "scum who must be stopped", which comes after previous condemnations of trade union and anti-cuts campaigns.

EDL supporters tried to attack a Peterborough Trades Council rally on Dec 11th but were repulsed by trade unionists and UAF supporters.

This marks a further heightening in their attacks on the organised labour movement and requires the maximum unity from trade unionists in addressing their potential threat.

We also note the BNP's new turn to "militantly protesting" outside Mosques.

3. Unite Against Fascism (UAF) has led ongoing work in opposing the BNP and the EDL. UAF in 2010 alone has organised 25 protests against the EDL and took a delegation to Amsterdam to be part of a Dutch mobilisation against Geert Wilders and the EDL. UAF also organised a national demonstration against the EDL's highly provocative presence in Luton on Feb 5 2011.

Conference believes:

1. That the EDL through its words and actions poses a direct physical threat to trade unionists, socialists and ethnic minorities. Resisting them and the BNP remains essential for everyone involved in the working class movement.
2. That UAF is right to campaign vigorously against both the BNP and the EDL. We need to stand firm against the EDL threat to our multi racial society by organising

demos and rallies against EDL attempts to divide our community.

3. Calling for bans on the EDL will not stop them.

Conference instructs the NEC to:

1. Publicise opposition to the activities of the EDL and to continue to encourage PCS members to get involved in all the campaigns against the EDL, BNP and other fascist organizations.
2. Promote the campaign to prevent the EDL returning to Luton in July 2011 by supporting and promoting the activities of anti-racist groups in the town and by promoting the petition against the visit [Petitions.Com/petition/racistfreesummer/](http://Petitions.Com/petition/racistfreesummer/) on the national website and by any other means possible.
3. Condemn the prime minister's speech which appeared to pander to the extremist views within his own party and certain elements of the media.

Conference agrees that PCS campaigning work against the BNP must continue we therefore instruct the NEC to:

1. Support all genuine anti-fascist groups and initiatives, ensuring that PCS policy is advocated within them and arguing for democratic and accountable structures through which the PCS and other affiliates can influence decision making.
2. To campaign for the maximum possible unity in action between different anti fascist groups.
3. Respond to new developments with consideration of the most effective tactics to combat the far-right at all times, involving trade unions and local communities in these considerations.

*(E marked motions associated with lead motion A48: E307-E308, E310-E327, E329-E330)*

### **Motion A546 was carried**

#### **NEC attitude: support**

Conference notes that the way that redundancy payments are treated for HMRC tax purposes effectively treats the month of payment as a typical month, resulting in those taking redundancy facing a probable taxation of their redundancy payment at a higher rate than if it was treated as by using the rules used prior to 6th April 2011.

Conference further notes that in some departments those taking exit packages were not warned about this change until after they had to make a decision about taking the package, and condemns the poor advice given them by their department's HR teams.

An example of explanatory guidance states:

- From 6 April 2011 (2011/12 tax year) the tax treatment of payments made to an employee after they have left employment, and the P45 has already been issued, will change in line with new PAYE regulations.
- Examples of such payments include arrears of pay, payments in lieu of notice, unpaid holiday pay,

redundancy and termination payments.

- Old rules (pre 6 April 2011) – Redundancy/severance payments in excess of the £30,000 tax free limit were taxed at the Basic Rate (20%) using tax code 'BR'. At the end of the tax year the actual tax liability was assessed and any under/over payment was accounted for.
- New rules (from 6 April 2011) – Redundancy/severance payments in excess of the £30,000 tax free limit are to be taxed using tax code OT (zero T) Month 1 (on a non-cumulative basis). This means that the payment will be taxed, depending on the amount, at the basic rate (BR 20%), higher rate (HR 40%) and the additional rate (AR 50%) if appropriate. This is because code OT means zero tax free allowances (so all of the payment is taxable) and assumes you earn this amount each week or month (for example if someone monthly paid receives a redundancy payment of £50,000, they will have the first £30,000 deducted as tax free, and the balance of £20,000 will be taxed as if they earn this amount each month which equates to £240,000 per annum and puts them in the 50% tax bracket).
- The payment will initially be taxed at the BR of 20% up to the BR threshold (£2917 pm / £674 pw for 2011/12). Any excess will be taxed at the HR of 40% up to the HR threshold (£12,500 pm / £2,885 pw for 2011/12) and the AR of 50% thereafter.

Conference believes this places an obligation on individuals to reclaim overpaid tax, it means the Exchequer gets the money and earns interest on it rather than the individual, and that it is based on wholly different principles to those used when dealing with means-tested benefits, where capital sums are expected to be used over the period of time they were expected to cover.

Conference instructs the NEC and PCS negotiators to seek to have this change to the rules altered so that it is more analogous to the treatment used in assessment of benefit, with the payment either averaged over the tax year in which it is paid, or if the sum represents more than 12 months, then averaged over the period of the time it covers (eg the 21 months redundancy maximum is treated as being paid over 21 months).

### **Motion A49 was carried**

#### **NEC attitude: support**

This conference condemns the government's decision to increase tuition fees to a maximum of £9,000. This act will inevitably mean that very few of the children of civil servants will ever benefit from a University education and creates a greater division in our society when access to further education is a privilege for the rich.

The right to protest is enshrined in any decent society. We believe that the increasing of tuition fees and the axing of the education maintenance allowance is a regressive change and attacks our education system.

The practice of a provocative police tactic entitled "kettling" protesters by penning them in without

access to food, water or toilet facilities is inhumane and degrading. Even worse is the violence meted out to those who protest in defence of a fair open state funded education system!

Alfie Meadows is a 20 year old student who had emergency brain surgery after being struck with a police baton whilst being kettled. Jody McIntyre was pulled twice from his wheel chair by a police officer whilst being kettled.

Yet whilst a protestor confessed to throwing a fire extinguisher from Millbank where no one was injured, received a 32 month sentence after his case was fast tracked as “deterrent to others”, the perpetrators of Alfie Meadows injuries are still at large.

This conference whole heartedly rejects the police brutality seen at the recent student demonstrations and the sinister Operation Malone in which protest, activism and civil disobedience and likely to see you beaten up or thrown in jail.

We demand that the NEC:

1. Use political lobbying to support the EDM laid by Katy Clark calling for a ban on kettling;
2. Encourage members via circulars and website to write to their MPs urging a support for a ban.

*(E marked motions associated with lead motion A49: E331)*

### **Motion A50 was carried** **NEC attitude: support**

This conference notes with concern the public comments made by senior members of the Conservative Party, such as David Cameron and Boris Johnson, that legislation should be introduced to make it harder for unions to win a ballot for industrial action.

Due to the anti union laws introduced by previous Tory Government, British trade unionists already face massive hurdles and delays before legal strike action can be called.

In the past year several unions, including Unite and the RMT, have had strike action thwarted by the Courts’ application of a strict interpretation of the onerous balloting and notification procedures of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULRCA). This is despite huge majorities for strike action in their ballots.

The employers’ organisation the CBI is pushing for a tightening of the ballot rules so that a strike can only go ahead if a minimum of 40% of the balloted workplace supports it (in addition to a simple majority of those voting).

This could result in the ridiculous scenario where every single person who returned their ballot paper voted for a strike, but because the turnout was only 39%, any strike action would be classed as illegal.

Conference calls upon the incoming NEC to:

- Continue to campaign against the anti trade union laws
- Begin to plan now how they would oppose any new anti union proposals by the Government
- Call on the TUC to campaign against any anti union attacks
- Work with other unions to ensure a coordinated industrial response
- To investigate all legal avenues to oppose any anti union legislation
- Set up a working group to investigate how to improve turnout in all PCS elections and ballots
- This group would report back at the national conference in 2012 with proposals to improve turnout.

*(E marked motions associated with lead motion A50: E332-E334)*

### **Motion A51 was carried** **NEC attitude: support**

Conference believes that the Tory led government are considering a further attack on trade unions via a new round of restrictive legislation.

Conference further believes that this is more likely should Unions organise industrial action to resist their austerity drive, in particular around balloting thresholds, strikes in ‘essential’ services and access to facilities.

We re-affirm PCS policy that trade unions should be free to write their own rule books without interference by the state.

In particular we instruct the NEC to campaign for positive legal rights for Unions, including the right to:

- Organise ballots for industrial action and trade union elections in the manner they believe is most likely to maximise membership debate and participation;
- To take solidarity action;
- Agree a closed shop with the employer where a majority of union members in a workplace want this;
- Automatic recognition where workers want this, without regard to any threshold;
- Have adequate facilities for representatives in order to effectively represent trade union members individually and collectively;
- Hold strike meetings on work place premises;
- Distribute union material, including electronically using work place computers.

### **Motion A547 was carried** **NEC attitude: support**

This Conference notes that over 400 engineering construction workers have been locked-out for over 2 months at the BP/Vivergo bio-fuel plant at Saltend, Hull. This is in breach of the national industry NAECI agreement and TUPE employment rights.

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Conference condemns the arrest of GMB national officer Phil Whitehurst on May 4th on a peaceful and lawful protest at the site

This Conference recognises that these workers have turned down payments from the company in order to bravely campaign to secure their re-employment at the site.

This conference also notes that these private sector workers initiated a joint demonstration in Hull with public sector workers fighting cuts and job losses, an example that should be encouraged in all towns and cities.

This Conference therefore supports the workers and their unions, GMB and Unite, in their fight for their jobs.

They should be immediately reinstated on their existing agreed terms and conditions.

Therefore, this Conference instructs the NEC to –

1. Send a message of support to the Saltend workers' lock-out committee and their respective unions, the GMB and Unite
2. Publicise their campaign to all branches and members, including via 'PCS View'
3. Make a donation to the Saltend locked-out workers' hardship fund and encourage branches to donate

**Guillotined: A52, A53, A548, A433, A54, A55, A56, A57, A58, A59, A60, A61, A62, A63, A64, A65, A66, A67, A68, A69, A71, A72, A73, A74, A75, A76, A77, A78, A79, A80,**

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## Personnel policy

### **Motion A81 was carried**

#### **NEC attitude: support**

Conference notes with concern the rapid development of the Next Generation HR programme in the Civil Service. We deplore the Government's stated intention to cut jobs in HR and learning and to reduce the level of HR services to our members, and assert our opposition in principle to the damaging impact of the changes involved.

Conference reaffirms its commitment to national bargaining and a more consistent approach to achieving better terms and conditions across the Civil Service. We recognise that NGHR does open up a channel for pursuing these aims.

However, the Government is open in its intention that NGHR will, on average, reduce the number of HR workers from a ratio of 1 to every 50 employees to a ratio of 1:100; and that NGHR will deliver the aims of the Efficiency and Reform programme by using what it believes to be more cost effective commissioning and procurement methods to move work from the public to the private sector.

In line with the national campaign and our alternative vision for public services, PCS opposes these outcomes, and recognises that cuts in HR and learning jobs are part of the overall attack by the Government on public spending.

At a time of immense change and uncertainty, employees need greater access to timely HR support and learning opportunities and line managers need extra support to deal with the demands that are placed on them. To change, reduce and withdraw established channels of support at such speed in such circumstances risks undermining the health and well-being of both employees

and managers with dire consequences for the essential public services they deliver. It also places unwelcome, additional pressure on PCS representatives at all levels.

Conference endorses the National Executive Committee's response to the NGHR programme, which has sought to:

- Set up channels and processes to ensure that national and group representatives are consulted on ngrh developments and policy, and in the interim has established a moratorium on national policy changes.
- Oppose spending cuts and job losses
- Defend and protect good terms and conditions, personnel practice and hr support
- Retain provision in the public sector
- Oppose compulsory redundancies
- Protect and support members who face redeployment and redundancy by making full use of the protocols.
- Ensure that processes of selection for ngrh posts are as fair and transparent as possible, with equality impact assessments carried out.

Conference recognises the effort made by the NEC to put in place a procedural agreement to take account of new consultation and negotiation structures, and which clarifies and gives due weight to the roles of the national and departmental trade unions. It endorses the principles adopted by the NEC to determine consultation and negotiation on HR policy:

- Proceeding by agreement
- No detriment to existing terms and conditions
- Coherent and improved policies based on best practice
- Equality proofing through full impact assessments.

Conference instructs the NEC to build on this progress by:

1. Establishing mechanisms for consultation and involvement of groups in negotiations, with adequate facility time provided.
2. Consulting members in accordance with pcs rules, including ballots of members on significant changes.
3. Campaigning nationally and departmentally against detrimental changes
4. Using the law to challenge and protect against adverse conditions of service and contract changes
5. Co-ordinating disputes and industrial action where possible.

*(E marked motions associated with lead motion A81: E372-E387)*

**Motion A384 was carried**  
**NEC attitude: support**

This conference is led to believe the planned Government change towards Next Generations Human Resources (NGHR) may result in a centralised set of HR policies that are simple and broad-brushstrokes based – more of a Code than a Staff Handbook. This fits with the Government belief that current departmental and agency policies are currently over prescriptive and too detailed.

If, then, policies do lack sufficient detail, the concern becomes that departments and agencies will not supply guidance to fill this void – and, instead, will simply devolve decisions on policy detail to local offices or individual managers. This arrangement would be unacceptable – for it would result in inconsistencies and undermine collective negotiations.

This conference therefore instructs NEC negotiators to ensure, as part of the NGHR negotiating process, that if any new HR policy is general, simplified and lacks detail, then departments and agencies will not be permitted to merely devolve the policy detail down to local offices and individual line managers and will, instead, be required to provide a fully negotiated supplementary policy, covering the important details, with departmental and agency PCS Groups negotiators.

**Motion A82 was carried**  
**NEC attitude: support**

This conference notes that Next Generation HR will mean that, in future, any negotiations PCS undertakes with regards to HR policies will be in relation to all Government departments.

Conference believes that it is vital that a formal structure be put in place to ensure that:

- Expert technical advice relating to all of the equality strands is both sought and provided in all future negotiations on cross departmental HR policy and
- All draft guidance is thoroughly checked by bodies with the relevant expertise for equality impact and use of appropriate language prepublication.

Conference instructs the NEC to construct draft proposals for a structure by the end of December 2011 for consideration by Groups through their appropriate equalities structures and to report back to conference 2012.

**Motion A83 was carried**  
**NEC attitude: support**

Conference condemns the action of the Government in seeking to cast aside the legal judgement obtained by PCS in 2010, which quashed the Labour Government's imposed Civil Service Compensation Scheme, by legislating to put in place much inferior terms. These new arrangements completely fail to address members existing accrued rights to redundancy compensation, in many cases built up over lengthy service.

Conference supports continuing opposition to the imposition of the rigid caps now being supplied, and applauds the ballot result in January 2011, which showed members strong support for opposition. It notes that a case was lodged in the High Court in March, on behalf of PCS and POA, which challenges the legality of the changes imposed by Government, using Human Rights legislation.

Also conference agrees the principles set down by the NEC in January – as set out in negotiating guidance issued to group.

- Not accepting that the new scheme is lawful and therefore not agreeing to its terms nor to them being applied in a compulsory redundancy situation.
- To advise members to write to protect their legal position.
- Not accepting that compulsory redundancies are necessary, and seeking full and proper application of the protocols.
- Campaigning against cuts in jobs and services.
- Arguing for discretion to be used to make available the best possible scheme terms.

Conference agrees that where unsatisfactory scheme terms are advertised, groups should consider how best to inform members of their options.

Conference recognises that since the turn of the year, many department / bodies have been pursuing the use of voluntary schemes on the basis of the imposed arrangements. However, the government's cuts in public expenditure, and decisions to abolish many public bodies are already creating widespread threats of redundancies, some of which are becoming enforced redundancies. It is recognised that the full use of the protocols agreement for handling staff surpluses will be even more important in the period ahead, but difficulties or failures in applying the protocols must be vigorously pursued not only at top level across the civil service but also with departments and employers covered by the protocols.

In the developing circumstances, it is clear that PCS must meet these challenges by pursuing campaign activity

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and actively considering industrial action in all cases where possibilities of redundancies exist. Conference instructs the NEC to ensure that the potential for action must be considered at an early stage, and reliance on the protocols alone, until actual redundancies are near, must be avoided.

Conference instructs the NEC to ensure that all bargaining groups affected by job cuts have active campaign strategies in place and that these campaigns are co-ordinated whenever possible as an important part of our national campaign.

*(E marked motions associated with lead motion A83: E388-E391)*

### **Motion A541 was carried**

#### **NEC attitude: support**

Conference notes with concern the issue of Employer Pension Notice EPN298 which changed the cap on Compensation Lump Sums for Inefficiency from 2 years to 1 years pay. This change, alongside other changes to the Civil Service Compensation Scheme, is a detrimental change to our terms and conditions and the NEC are instructed to oppose this through all means including legal recourse & through a ballot on industrial action alongside its campaign on other aspects of detrimental change to the compensation scheme.

*(E marked motions associated with lead motion A541: E542)*

**Guillotined: A84 Composite B, A85, A86, A87, A88, A89, A90, A91, A92, A93, A403**

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## Pay

### **Motion A94 was carried**

#### **NEC attitude: support**

Conference deplores this Governments approach to pay for the public sector and calls for an end to this unfair and divisive pay freeze for public servants and for the introduction of a fairer pay system to be introduced across the civil service. This conference also calls for all progression to be contractual and costed separately to any cost of living increase. The remit guidance that was issued by the Treasury precludes the introduction of contractual progression for the many civil servants who have been denied their progression to the max in addition to the freeze on their cost of living. This conferences opposes the use of performance pay which we have evidence discriminates against certain groups of members.

Conference strongly opposes the austerity measures in relation to public sector pay. We believe that there is an alternative to the cuts programme and believe in order to maintain high quality public services to support people through these tough times we need to ensure that the people who deliver those services are properly rewarded.

Conference notes that when they first came into power, this Government acknowledged the need for a simplified pay system for the civil service and indeed it was an urgent term of reference for the Efficiency and Reform Group, however this does not seem to have progressed.

Conference notes the results of the survey on members finances, in which over 5000 PCS members took part which highlights the difficulties members are experiencing with rising costs and static or reducing incomes, and high levels of debt to contend with at the same time as

proposed increases to pension contributions. The increase to pension contributions, which amounts to a cut in take home pay, could potentially lead to up to a quarter of members opting out of the pension scheme.

PCS members are facing severe financial hardship having endured below inflation pay increases for a number of years. The imposed pay freeze that was announced last June in the Budget will apply to all members earning over £21k this year, with at least £250 consolidated payment for those below £21k. For many members on the max a pay freeze is not a new phenomenon as the rate for the job (or max) has, in many areas of the civil service, been frozen for some years and long serving experienced members have seen the value of their pay and potentially pension eroded year on year.

PCS has consistently campaigned for fair and equal pay in the civil service and this conference urges the NEC to spend the period of the pay freeze in detailed discussions with the Cabinet Office and Treasury to achieve a single transparent pay system with contractual min to max progression in five years or less for all grades.

Conference calls on the NEC, Groups and National Branches to run active membership based campaigns wherever possible and with other Unions for:

- An end to the pay freeze.
- The reintroduction of national pay bargaining informed but not constrained by an independent research body.
- The introduction of a National or at least departmental equality proofed pay systems.

- Contractual progression for all civil servants within five years or less, to be funded separately from cost of living increases.
- An end to divisive performance related pay or bonuses in favour of consolidated pay for all staff.
- Co-ordinated action on pay.

*(E marked motions associated with lead motion A94: E408)*

### **Motion A95 was carried**

#### **NEC attitude: support**

Conference notes that, despite the adoption in 2009 of Treasury Solicitor's ADC Motion, which called for a renewal of the London pay claim and campaign, using any new evidence available from the Greater London Authority, and in collaboration with other Trade Unions; and instructed that the London claim be tabled separately from departmental pay claims to maximise co-operation between branches and circumvent problems caused by differing pay settlement dates.

Conference notes further that the current provisions lack transparency, consistency and fairness and have resulted in the erosion in value of London Pay, with London living costs continuing to escalate disproportionately against a background of pay cuts.

A simplified approach to London Pay would ensure that staff in London receive equal value pay for performing the same work as colleagues elsewhere in the country, that existing and potential recruitment and retention difficulties, and serious morale problems are addressed.

Conference therefore calls for implementation of that policy with immediate effect.

### **Motion A96 was remitted**

#### **NEC attitude: remit/oppose**

Conference instructs the NEC to raise via the TUC if other unions agree, and with the Treasury direct if they don't, an exemption for part time staff from the coalition Government's pay freeze on public sector staff earning more than £21,000 which is being applied to part time staff if their earnings pro rata would take them above £21,000 if they worked full time. The NEC may also pursue any avenue open to them from Equalities legislation given that the majority of part time staff across the public sector, and certainly within the civil service, are women.

### **Motion A97 was remitted**

#### **NEC attitude: remit/oppose**

Conference agrees that the current pay systems are discredited and it still takes too long for most members to reach the maximum rate of pay. Conference also notes that it is often argued that the maximum is the "rate for the job".

Conference therefore instructs the NEC to campaign for the maximum rate to be paid to all employees on completion of their first year's service.

*(E marked motions associated with lead motion A97: E410-E11)*

**Guillotined: A98, A99, A502, A100**

## Rules

### **Motion 101 was Lost**

#### **NEC attitude: oppose**

Conference notes rule 6.13 concerning conference representation which states;

"Branches may send delegates to Delegate Conferences on the following basis:

up to 250 members: 1 delegate

251-500: 2

501-1000: 3

1001-1500: 4

Plus one delegate for each complete additional 1000 members."

This conference is concerned that in the current climate of job cuts, exit schemes and redundancies; that it is inevitable that many branches will see a significant dip and year on year fall in membership figures; which will adversely affect the proportion of representation at future Delegate Conferences. The impact will be felt

hardest particularly by smaller branches who will find it a struggle to build or sustain their membership range despite best efforts and are likely therefore to suffer an unfair detriment in terms of the degree of delegate representation in the future.

Conference recognises that the cuts announced in the last Comprehensive Spending Review amount to approximately 20% or more of the workforce and that this should be reflected in future quotas of conference representation.

Conference believes it is therefore necessary to remove the following passage;

"up to 250 members; 1 delegate 251-500: 2 501-1000: 3 1001-1500:4"

and insert in its place "up to 200 members; 1 delegate 201-400: 2 401-800: 3 801:1200: 4"

The new rule 6.13 shall now read;

“Branches may send delegates to Delegate Conferences on the following basis:

up to 200 members: 1 delegate

201-400: 2

401-800: 3

801-1200: 4

Plus one delegate for each complete additional 1000 members.”

### **Motion 102 was Lost**

#### **NEC attitude: oppose**

This conference notes that under the current administration, the union; its members; its conditions and its activities are constantly under attack both in the media and by the administration itself.

This conference also notes that in order to rebuff such attacks, it is essential to have a strong union, not only in its leadership, but also in its grass roots – its membership.

It is vital for the survival of this union to have a strong and healthy membership in terms of numbers and activists. This conference recognises and applauds the essential and productive work carried out by activists throughout the branches that combine to make this union the success that it is.

However, this conference notes that under the existing rule 6.13, branches are restricted to sending delegates to Annual Delegate Conference on the following basis:

Up to 250 members	1 delegate
251 – 500 members	2 delegates
501 – 1000 members	3 delegates
1001 – 1500 members	4 delegates

Whilst this rule may not have any effect on the larger branches within the larger departments, for the some of the smallest branches within the union it represents a huge restriction.

Let us therefore extend our comradeship to the smallest branches by encouraging more members to take on an active role within their branches. What better way to encourage and inspire an activist than to allow them to attend Annual Delegates Conference and leave motivated and eager to carry on the fight within their respective branches.

Conference therefore instructs the NEC to amend rule 6.13 to read as follows:

Branches may send delegates to Delegate Conference on the following basis:

Up to 500 members	2 delegates
501 – 1000 members	3 delegates
1001 – 1500 members	4 delegates

Plus one delegate for each complete additional 1000 members.

This simple rule change would not affect the larger branches, but would assist the smallest branches to become better established and active within their realms of business.

### **Motion 103 was Lost**

#### **NEC attitude: oppose**

Conference notes that in many elections a considerable number of votes are wasted because the person for whom the member voted has already been elected to a more senior post or is displaced under the rules. This means that where a candidate is standing for more than one post then members who want to be sure their votes will count must predict accurately the result of one or more of the elections before they cast their vote.

Conference therefore agrees to allow members to indicate their preference for an alternative candidate or candidates should this happen. Conference notes that a similar system was implemented in one of PCS's previous unions.

Conference therefore agrees to insert at the end of rule PR9:

The regulations and arrangements for these elections shall include the facility for members to identify, in order of preference, those candidates to whom they wish any votes reallocated where their candidate of first choice is no longer eligible in that election because the candidate has achieved election to another post or been displaced under the operations of these rules; and shall ensure that those votes are reallocated, and if necessary further reallocated, accordingly to another candidate in that particular election in accordance with those preferences.

**Guillotined: A104, A105, A106, A107, A108, A109, A110, A111, A112, A113**

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# Environmental issues

## **Motion A114 was carried**

### **NEC attitude: support**

This meeting believes that the idea of the Green Deal is sound if it enables members of the public, particularly those with low incomes, to improve the energy efficiency of their homes at no upfront cost and repay the cost from savings made in their energy bills.

However, we are concerned that financial mechanisms will be introduced to make the proposal attractive to energy companies and others that result in the public paying more for the home improvements than they would actually cost. This would have the effect of shifting the benefits of the policy from those on low incomes to big businesses. It may also reduce take-up of the offer when the total costs of the scheme become clear, thereby reducing the energy savings the scheme is designed to achieve.

This meeting believes that the Government should invest in a programme of insulation, draught proofing, double-glazing and replacing inefficient boilers. We therefore call on the NEC to campaign for the Government to subsidise the Green Deal so that householders are not required to pay any more than the cost of having the work done.

## **Motion A115 was carried**

### **NEC attitude: support**

Natural England is responsible for managing the network of National Nature Reserves (NNRs) across England. NNRs represent a range of important natural environments, from marshland to forests, and heathland to coastal habitats. There are hundreds of NNRs, with the largest being The Wash at 8880 hectares.

Importantly, NNRs are open all year round, all ages are welcome and entry is free. They represent an important resource held and maintained for the nation, and accessible to all.

Natural England has been exploring outsourcing of this valuable resource to the third sector. It is hard to see how this will make any real savings, since any other body prepared to take this on will want the funding to go with it. The risk is that this eventually leads to a situation where the National Nature Reserves are closed and only accessible to those able to pay for the privilege.

This Conference instructs the NEC to campaign for this important national resource to be protected, and held as a resource free for all to access.

## **Motion A116 was carried**

### **NEC attitude: support**

Walking for Health is an initiative run by Natural England and funded by the Department of Health. It provides access to short organised walks with trained Walk Leaders, as a simple way of providing access to a physical activity, making use of the natural environment.

Running this activity is under serious threat of outsourcing to the third sector. This will not save money, and could in fact end up costing more, as third sector bodies may, in the medium term, be unable to continue this activity as funding continues to be squeezed. If this were to happen, costs to the NHS would rise, as it has been demonstrated that access to this scheme reduces the need for access to NHS services over time, as it increases levels of fitness.

This conference instructs the NEC to include the protection of Walking for Health as part of its National Campaign, recognising this as an example of a valuable public service that already saves the country money.

### **Guillotined: A117**

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# Organisation and service structure

## **Motion A118 was carried**

### **NEC attitude: support**

Conference welcomes the decision made in December 2010 to dissolve the Council of Civil Service Unions (CCSU), following attempts over the previous two years by PCS to reform the CCSU and ensure that majority decisions could be taken. It recognises that in recent years the consensus rule operating in CCSU had allowed even the smallest union to veto an agreement reached by a majority. In particular the difficulties surrounding

negotiations on the CSCS demonstrated the inadequacies of the constitution of the CCSU.

Consequently, PCS made clear that it wanted to reform the CCSU to make the arrangements more democratic. Conference agrees that the CCSU was no longer fit for purpose and that negotiations with the employer over central issues had become increasingly difficult, particularly on fundamental matters of interest to our members on key terms and conditions. It notes that the

dissolution of the CCSU does not require departmental Trade Union (TU) arrangements to be affected or to be changed because of this development.

Conference instructs the NEC to agree proposals to be put forward by PCS to create a new, more democratic trade union co-ordinating body at national level for the civil service and notes the generally positive approach of other national unions to creating the proposed National Trade Union Committee.

*(E marked motions associated with lead motion A118: E438)*

**Motion A120 was carried**  
**NEC attitude: support**

It is with disgust that this conference notes the example of the eighty two PCS representatives who were found to have been bullied by their employer in R & C CCD.

We also find the incident of a PCS representative having facilities time withdrawn by DWP management appalling.

We further deplore the recent actions of Home Office management in dismissing two of our most senior representatives in what appears to be a clear example of oppressing our activity.

Conference accepts these few examples are not isolated and each year we hear reports of similar stories from our colleagues nationwide.

In this climate of cuts, attacks on our terms and conditions and pay freezes it is more important than ever that our members can seek the support of their PCS representatives.

Whilst we support the hard work currently being carried forward to seek justice for these individuals, not enough is being done to defend lay representatives in the workplace.

This conference therefore instructs the NEC to:

1. Appoint a member of the NEC to specifically carry the portfolio for the welfare of PCS representatives within one month of ADC 2011.
2. Set up a sub-committee within three months of ADC 2011.
3. Contact all branches with the view of collating reports of victimisation of representatives and co-ordinate action in response to such examples.
4. Produce regular feedback to NEC, GEC and Branches.
5. Produce a paper updating the membership for ADC 2012.

*(E marked motions associated with lead motion A120: E439)*

**Motion A121 was carried**  
**NEC attitude: support**

This Annual delegate's conference applauds the work of the PCS National Young Members Network in raising the awareness of Trade unions among students and young people.

The speakers in schools program is a unique and valuable tool to stop the decline in trade union membership so that the future workers of Britain also become the future trade unionist's of Britain

Currently the biggest obstacle to Speakers in schools program is time for speakers to go to schools and share their experiences with students.

This conference instructs the NEC to negotiate a policy that allows trade union activists paid time off work to promote this program as part of the government's agenda for citizenship within schools. This time should include the preparation as well as speaking/facilitating so that this program can be as great a success as possible.

**Motion A122 was carried**  
**NEC attitude: support**

This conference recognises the democratic rights of members and branches and the vital role of ADC in determining union policy. Conference also notes the ongoing review of PCS finances and the need to prioritise expenditure on developing activists and strengthening our bargaining and campaigning activities. . Therefore, Conference agrees to investigate the scope for reducing annual ADC costs while protecting the democratic process by carrying out a review of conference which covers the following areas:

1. Branch delegation formula for ADC
2. Branch delegation formula for Group conferences
3. Future venues/locations
4. Conference arrangements

The NEC is instructed to carry out this review consulting with Groups and Branches in order to present a report to ADC 2012. This report will set out options including commensurate costings.

**Guillotined: A123, A507, A124, A125, A126, A127, A128, A129**

# Affiliations

## **Motion A130 was carried**

### **NEC attitude: support**

Conference notes that Black Activists Rising Against Cuts (BARAC) UK was established in August 2010 to campaign against the negative impact of cuts on black workers, service users and communities.

The campaign consists of a coalition of black 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 Government cuts to services and jobs.

The main objectives of the campaign are:

- To campaign in defence of jobs and services,
- Highlight the disproportionate and adverse impact of the huge reduction of public spending on deprived communities in particular black communities,
- Provide a campaigning platform to fight against cuts to jobs and services including on any adverse, disproportionate impact on black workers and communities
- And work in partnership and build alliances with others facing and fighting similar attacks.

Conference believes that the work of BARAC must be supported and agrees that the PCS affiliates to BARAC on a national basis at a cost of £100 per annum and also encourages branches to affiliate and make donations to support BARAC.

*(E marked motions associated with lead motion A130: E463-E470)*

## **Motion A552 was carried**

### **NEC attitude: support**

This PCS ADC notes with great concern the bill that was passed through parliament on 4 May 2011 by conservative MP, Nadine Dorries, that proposes compulsory abstinence based sex education for girls aged 13 to 16. We believe this would be a regressive and dangerous step that will lead to increases in both teenage pregnancies and sexually transmitted diseases, especially at a time when funding for independent sexual health clinics is being drastically cut, resulting in the closure of these essential services in many areas.

This conference also notes with concern the amendments that Nadine Dorries and Frank Fields MP are seeking to make to the Health and Social Care Bill, due to be heard in parliament in the next few months, that aims to introduce mandatory counselling for women seeking abortions, a move which not only disregards counselling arrangements currently in place, but which would create further delays and obstacles for women seeking abortion care.

Anti-choice activists have been focusing on the issue of mandatory counselling and the need for new 'Informed Consent' legislation for some time, on the erroneous basis that full information about the physical and mental risks associated with abortion is currently being deliberately withheld from women seeking the procedure.

Its proponents claim that abortion providers cannot be trusted to offer appropriate counselling to women seeking abortion as they have a 'vested financial interest' in the procedure going ahead, and that many women with unplanned pregnancies 'currently receive little or no counselling'.

Abortion is already thoroughly regulated in the UK, and like any medical procedure, requires the informed consent of the patient before it can be carried out. Healthcare providers are legally obliged to provide the patient with all necessary information.

The fact that independent-sector providers such as BPAS are licensed by the Department of Health to carry out abortions under NHS contract confirms their adherence to medical and governmental regulations. Indeed, approximately 20% of women seeking abortions at BPAS clinics decide not to proceed with a termination following the counselling they receive.

Aside from the fact that we trust private health care providers in other areas of medicine to offer unbiased and accurate information to patients, even though they may have a financial interest in providing treatment, it should be remembered that abortion providers such as Marie Stopes and BPAS are registered charities, they are not for-profit organisations.

The introduction of 'Informed Consent' legislation paves the way for anti-choice pregnancy counselling services or 'Crisis Pregnancy Centres' to become involved in providing support to women seeking advice around unplanned pregnancy. Such organisations market themselves as offering 'unbiased information' on pregnancy options, often offering pregnancy tests and ultrasound screening, but do not disclose their ideological opposition to abortion. Their sole aim is to dissuade women from having mental after-effects of the procedure, via the provision of grossly inaccurate and misleading information on the physical and mental consequences of abortion.

PCS has for several years held the policy of supporting Women's right to choose what they do with their own bodies and has affiliated to Abortion Rights, a charity campaigning organisation that not only campaigns for this right, but also offers advice and support for women faced with the very difficult choice of deciding how to proceed with an unplanned pregnancy. They have also been one of the only organisations to highlight and campaign on the

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issues of cuts to sexual health services as well as leading the campaign against the recent Abstinence based Sex Education Bill.

It is well documented that cuts in sexual health and abortion services disproportionately affect women from deprived economic backgrounds such as low paid civil servants and their families.

This conference resolves to reassert its policy of supporting a Woman's Right to Choose as well as its opposition to the regressive and sexist moves by Nadine

Dorries MP in relation to sex education in schools and cuts in sexual health funding by continuing to affiliate to Abortion Rights.

This conference also instructs the NEC to circulate details of the Abortion Rights Campaigns on these issues to our members.

*(E marked motions associated with lead motion A552: E553-E554)*

**Guillotined: A132, A133, A134**

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## International

### **Motion A135 was carried**

#### **NEC attitude: support**

- Conference celebrates the Tunisian people's overthrow of the brutal regime of Ben Ali.
- Welcomes the union's brilliant work in making links and extending solidarity to the Egyptian Tax Collectors strike in 2009.

Conference notes:

1. A Revolution has ousted the corrupt Tunisian leader President Zine al-Abidine Ben Ali.
2. Ben Ali had ruled Tunisia since 1987. He has presided over a country blighted by massive levels of poverty and inequality. The state was propped up by a brutal secret service and police force.
3. Ali's regime was also a slavish ally of the US and Western governments. The regime supported secret CIA rendition flights and torture as part of the "war on terror".
4. The protest movement was sparked by the suicide of a 26-year old graduate, Muhammad Bouazizi. Muhammad doused himself in petrol and set himself alight in front of a government building after police confiscated the fruit and vegetables he was trying to sell to make a living. Muhammad's desperate situation was not unique.
5. The impact of economic crisis, rising food prices and growing unemployment means thousands of Tunisians suffer grinding poverty.
6. That the events in Tunisia have inspired demonstrations across the Middle East, most significantly in Egypt against Mubarak's regime.

Conference believes:

1. This is the first time revolution has overthrown a Middle Eastern leader since the fall of the Shah of Iran in 1979.
2. The Tunisian uprising will have an electric impact across North Africa and the Middle East.

3. The trade unions played an important role in the uprising. The Union Generale des Travailleurs Tunisiens (UGTT) has been a tool of the regime for a long time, but it has switched sides very quickly. The union became more and more radical as the protests went on. It led the movement in the centre of the country and called the demo in front of the Ministry of Interior that pushed Ben Ali out.
4. Events in Tunisia show that the power of a mass movement from below can bring down even the most entrenched regime protected by a heavily armed state.

Conference resolves to:

1. Support the uprising of the Tunisian workers, poor and students and support any attempts to set up independent unions.
2. Send a message of support to the Tunisian UGTT congratulating its members role in helping depose the President Zine al-Abidine Ben Ali.
3. Support public meetings, protests and rallies in support of the Tunisian revolt.

*(E marked motions associated with lead motion A135: E477, E479)*

### **Motion A544 was carried**

#### **NEC attitude: support**

This conference welcomes the groundswell of resistance to despotic regimes in the Middle East. From Egypt to Bahrain ordinary working class people are standing up to defend themselves and campaign for democratic rights against tyrannical regimes.

In the past months the fundamental desire of the working class in the Middle East has been clearly expressed. The mass of the people in the region have a clear wish to be 'walking in their own shoes'. Their demonstration of their will and ability to take their own destiny into their own hands has been an inspiration to people fighting tyranny and exploitation across the world.

This conference also notes that the revolutions in the Middle East have thrown Western powers into confusion as highlighted by Mark Serwotka, our General Secretary, on Question Time when he said “It’s not that the Government doesn’t like dictators, it’s that it doesn’t like this dictator (Colonel Gaddafi) at this point but it doesn’t really matter who comes next.” by so convincingly demonstrating the ability of ordinary people in the Middle East to shape their own destiny. This conference also notes that recent developments throw into question the whole approach of Western powers in the Middle East – an approach which, historically, has depended upon propping up and supporting despotic regimes in the region.

In Libya ordinary working class people are taking a stand against a despotic regime of Colonel Gaddafi that has ruled the country for more than 40 years. They are doing so through campaigning and through active and armed resistance to the regime.

This conference supports the efforts of the Libyan people and fully supports their struggle for democratic rights, along with similar struggles across the Middle East.

This conference notes that the Western powers including particularly the USA, France and the UK, have sought to intervene in the Libyan Revolution by seeking amenable “partners” – frequently former Gaddafi henchmen – and imposing ‘no fly zones’ and by bombing missions that have led to civilian and rebel casualties and run the risk of hardening nationalist sentiment in support of the Gaddafi regime.

This conference believes that this intervention is motivated solely by the desire of the major Western powers to present themselves as sympathetic to the revolutions taking place in the Middle East while maintaining their traditional hegemony over the region and its oil. We also note that it is striking that no similar interventions in Syria or Bahrain have taken place. This inconsistency lays bare the blatant self interest of the Western powers intervening in Libya.

In reality, since 2003, the Western powers have been trying to cultivate the Gaddafi regime for economic reasons and are now desperate to retain influence with those who may control the country in the future and to present themselves as a friend to the uprisings in the Middle East – whilst being solely concerned with maintaining their influence within the region – an influence that hitherto has been nothing but harmful.

This conference therefore instructs the NEC to:

1. Oppose the military intervention in Libya and publicly state that PCS nationally is opposed to such intervention on the basis that it has and will lead to further civilian casualties, place Western interests before those of the Libyan people and favours the

most reactionary elements over the most progressive and democratic;

2. Continue to support the Stop the War Coalition and other bodies in campaigning against the bombings and attacks on civilians in Libya and elsewhere; and
3. Liaise with groups within Libya and across the Middle East, particularly trade unions, with the aim of giving the maximum level of support for their struggle for democratic, social and economic rights.

### **Motion A136 was carried**

#### **NEC attitude: support**

Conference believes that the mass uprisings in support of democracy, workers’ rights and social justice across North Africa and the Middle East, particularly in Egypt, Libya and Tunisia, are deeply inspiring, and recognises that their struggles are not over and the need for ongoing solidarity with them continues.

Conference deplores the violence and loss of life in Libya and condemns Colonel Gaddafi’s use of violence on his own people, and calls on the UN to do all it can to bring about a peaceful transition to democracy. Conference also deplores the UK and US Governments for their hypocrisy: selling arms to and engaging in political alliances with autocracies across North Africa and the Middle East one day, and purporting to support the emergence of democracy in the very same countries the next. Conference is also concerned that the motivation for this new political support stems from seeking to position British business interests to benefit from any programme of public service privatisation that may be promoted to these countries during this period of change and uncertainty.

Free and independent trade unions are a key foundation stone of democracy, and events in Egypt, Libya and Tunisia create a major opportunity for the development of fair, enforceable and International Labour Organisation-compliant labour laws. In particular Conference welcomes the formation of the Real Estate Tax Authority Union (in 2009) and in January 2011 the Federation of Egyptian Trade Unions – both independent of government.

Conference also notes that it is over eight years since the fall of Saddam Hussein’s regime in Iraq, yet many of its repressive laws continue to apply, making it impossible for unions to operate freely and effectively, and for workers to have a voice. Conference therefore pays tribute to the ongoing campaigning of the free trade union movement in Iraq to secure a just labour law.

Conference mandates the NEC to work with the TUC, PSI and other bodies to which it is affiliated to support and work with independent trade unions across these countries to make ILO labour laws a constitutional reality – and to counter any UK or other foreign-led initiative to promote the privatisation of these countries’ public services.

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The aforementioned events also provide a major opportunity to further pursue the cause of Palestine and to push for an end to the siege of Gaza through the opening of the land boundary between Egypt and Gaza.

Conference therefore instructs the NEC to continue to work with the Palestine Solidarity Campaign (PSC) and other organisations to which it is affiliated, to build links with the new independent trade unions emerging in Egypt, in order to raise awareness of poor labour rights in relation to health and safety, contracts and collective bargaining suffered by Palestinian workers in the illegal settlements. Following the collapse of the peace process, there needs to be increased pressure on Israel, the US and EU to end the occupation and to bring about a two-state solution in keeping with existing PCS policy.

Furthermore, Conference instructs the NEC to continue to support the TUC/PSC boycott campaign of those firms complicit in making profits from the occupation, the wall and the illegal settlements – including the campaign against BT due to its business links with Israeli telecommunications which supply services to the illegal Israeli settlements.

*(E marked motions associated with lead motion A136: E480-E481)*

### **Motion A137 was remitted NEC attitude: remit/oppose**

Conference – being conscious of moved in the UK to raise the retirement age and to curtail the Civil Service Compensation Scheme – notes that: Cuba's Government has moved to raise the retirement age for both women and men by five years; Cuba's Government is in the process of laying off one million public sector workers in an offer of compensation of one month salary for every ten years worked, the largest labour organisation in Cuba, the Workers' Central Union of Labour, (Central de Trabajadores de Cuba, CTC), has urged its members to fully support these decisions by the Cuban Government and even announced the mass lay-offs before the Government did; PCS is affiliated to the TUC and the Cuba Solidarity Campaign.

Conference instructs the NEC: to protest against the cuts agenda in Cuba to Esther Armenteros Cardenas, the Cuban Ambassador to the UK; and to lobby the TUC, its members unions and the Cuba Solidarity Campaign to speak out in solidarity with the workers and all people of Cuba against the cuts agenda of the Cuban Government that leaves hundreds of thousands in an economically difficult situation without a trade union speaking out for the workers against the Government's cuts agenda.

**Guillotined A138, A140**

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## **Campaigning and communications**

### **Motion A141 was carried NEC attitude: support**

Conference re-affirms its belief that joint trade union action is a crucial part of the fight against the Government's cuts in public spending. The Tory/Lib Dem Government is engaged in an ideological attack on the whole public sector and coordinates its activities accordingly. To deal with the scale and breadth of such a programme, the coordination of union activity across the movement is essential. Conference notes the role played by the TUC in coordinating campaigning but believes that unions themselves must also initiate closer collaboration and action where possible.

Conference notes that PCS has worked at all levels to build alliances with other unions. Campaigning activities and anti-cuts alliances are being built at Branch and Regional levels. Nationally, approaches have been made to other unions proposing formal agreements on joint working. An agreement has already been established with Unison which commits both unions to campaigning, and, where possible, taking action in unity and support of each other, building public sector alliances across central and local government, and co-operating in terms of communications and media strategy, including press

releases, leaflets and sharing resources.

Conference notes that one important effect of the Unison agreement in some areas has been to facilitate cooperation between union reps at the branch level, and believes that both unions should work to make this consistent across all areas. Conference welcomes the further work being carried out with Unite and other unions towards similar agreements.

Conference also notes the new, democratic National Trade Union Committee being put in place in the civil service.

Conference further notes the important work being done by the Trade Union Coordinating Group. The TUCG was launched in 2008 and consists of an alliance of ten unions: PCS, NUT, UCU, POA, RMT, NAPO, FBU, URTU, BFAWU & NUJ. The TUCG coordinates parliamentary lobbying and other events, and has begun to play an important role in the campaign against the government's cuts by placing the need for action firmly on the agenda. TUCG unions lobbied successfully for the TUC anti-cuts demonstration in Manchester and for the TUC-organised meeting of unions on the coordination of industrial action.

Conference believes that close working between unions will become even more important to the defence of PCS members' terms and conditions in the future.

Conference resolves to endorse the agreement established with Unison and instructs the NEC to work to ensure its consistent application at all levels across the UK.

Conference further instructs the NEC to:

1. Continue to press the TUC to coordinate campaigns and industrial action against cuts
2. Prioritise the pursuit of joint agreements and bilateral talks with Unite and other unions
3. Work with TUCG unions on initiatives aimed at building the campaign against the government's cuts program.

*(E marked motions associated with lead motion A141: E495)*

### **Motion A142 was carried NEC attitude: support**

Conference condemns the Coalition Government's unprecedented assault on the public sector and the welfare state, which is cutting and privatising vital community services and causing mass unemployment.

Conference believes our union will need to fight this assault by industrial action, legal action in the courts and through political campaigning.

Conference welcomes the fact that since 2005 the union has engaged in political campaigning through establishing parliamentary groups in Westminster and in the devolved legislatures in Scotland and Wales, through our Make Your Vote Count campaign, and by challenging far right activity in the workplace, in communities and in elections.

Conference notes the political consensus that favours privatisation, cuts to public services and jobs, and that for many members there is a lack of real choice at the ballot box, and a lack of voice for the interests of trade union members and other communities.

Conference notes that ADC 2009 passed resolution A72, which instructed the NEC to consult branches on whether the union should support or stand candidates in elections. Conference notes that just under two-thirds of branches backed the proposals in principle, but raised a number of serious questions about the proposals would work in practice.

Conference recalls that ADC 2010 passed motion A40, by a majority of just under two-thirds of delegates, instructing the NEC to consult further on the practical details of how the proposals might work in practice.

The responses to the consultation on A40 were thoughtful and often detailed, and again backed the principle. There was also a clear consensus on each of the six consultation questions.

Conference welcomes the open and democratic nature of this process, which has been accountable to ADCs, and has engaged with branches and members on clear questions.

Conference therefore agrees that the union should proceed with the proposal to stand or support candidates in national elections, on the basis supported by the A40 consultation:

1. That the union considers backing candidates only in exceptional circumstances where a campaign offers us the chance to advance our campaigns members' interests; and that NEC decides this in consultation with local branches and regional committees as appropriate;
2. That we support candidates as independents, or as members from existing parties, subject to NEC approval;
3. That the union does not back a candidate where there is a risk of splitting the vote and allowing a far right candidate to win;
4. That any candidate backed by the union must stand on a platform in line with our union's main campaigning priorities and share our commitment to equality;

Conference also recognises the concerns raised by members in both consultations, and call on the NEC to seek negotiations with the Cabinet Office to repeal those parts of the civil service code that restrict members' political activity.

Conference reaffirms that:

1. PCS is an independent trade union not affiliated to any political party
2. There would be no increase in members' subs as a result of this proposal and that any expenditure would be paid for from the Political Fund

Conference therefore instructs the NEC to hold a full membership ballot before ADC 2012 to decide whether the union could stand or support candidates in national elections.

**Guillotined: A144, A145, A146**

# Guillotined motions section

## **Motion A540 from Protect Public Services was carried**

### **NEC attitude: support**

This conference deplores the fact that staff, in the Commission for Rural Communities (CRC) and the Sustainable Development Commission (SDC), were made compulsorily redundant on 1st April 2011. This conference also believes that these redundancies could have been avoided if Defra had not treated these staff differently because they worked in Non-Departmental Public Bodies (NDPBs). Conference believes that this attitude by Defra failed to follow the spirit of the Cabinet Office protocols and that redeployment opportunities could have been found for these staff had Defra agreed to the following actions:

That Defra, as the parent Department, accept ownership of those staff within the closing organisations who wished to apply for loan or secondment opportunities in other government departments and who were otherwise prevented from doing so;

That Defra open its internal redeployment opportunities to staff in the closing organisations as soon as the closure announcements were made;

That staff who wished to do so, be given the opportunity to work their notice rather than have CILON imposed upon them, thus giving them a further six months to seek redeployment. A six months during which opportunities would arise through the embedding of sustainability responsibilities across government and through back filling opportunities created by the Departmental voluntary exit scheme.

(Conference notes with dismay that 3 weeks after the closure of SDC, DECC announced a number of vacancies that would have been particularly suited to the skills and experience of SDC staff, even in the same and adjacent office building!)

Conference therefore instructs the NEC to:

- Challenge Ministers both directly and via any other means to explain their decision to spend hundreds of thousands of pounds of tax payers money on making staff redundant when redeployment opportunities could have been made available;
- Continue to challenge the government over its claim to be the greenest government ever and its decision to sack the sustainability experts in SDC instead of utilizing their skills to embed the new, cross government, sustainability vision;
- Press the Cabinet Office to seek to ensure that our NDPB and other arms length body members are treated fairly and equitably under the protocols

and that parent Departments of such bodies should be required to take action to support that body in avoiding compulsory redundancy and not be allowed to close their doors to staff. To recognise that staff who were compulsorily transferred into NDPBs from the civil service and who were now at risk of redundancy due to the withdrawal of Government funding by parent Departments should not be placed at a disadvantage by their status as public servants.

- Fight any future proposals to create new arms length bodies or to transfer existing civil servants into such bodies unless these issues of unequal treatment and disadvantage are addressed.

## **Motion A53 from Social and Economic was carried**

### **NEC attitude: support**

Conference notes:

- the alarming increase in fuel poverty (770,000 people in Scotland alone)
- the grotesque levels of profiteering by the major privatised energy companies (£8bn profits for the six biggest suppliers in 2010)
- the inflation-busting price increases facing householders, with clear evidence of the privatised companies acting as a cartel that coordinates price rises, largely blocking off the option of switching suppliers to avoid crippling fuel bills
- the horrendous added punishment of people in fuel poverty, with the higher tariffs and standing charges for use of pre-payment meters
- the continued failure of privatised energy companies to invest adequately in eco-friendly, renewable and sustainable forms of energy
- the appalling levels of insulation in much of housing stock – particularly the homes of the poorest sections of society.

Conference therefore demands the democratic public ownership of the entire energy industry – gas, electricity, oil, and renewable energy sources – as the only means of taking the rampant profiteering out of heating and eating.

Conference instructs the NEC to produce campaign materials and hold forums – in conjunction with other organisations concerned at the blight of fuel poverty – to help build the case for public ownership, popularizing the case that we could thereby freeze or cut household prices; scrap standing charges and the higher tariffs on pre-payment meters; invest in eco-friendly sources of energy; and invest the profits accumulated by the privatised energy giants into the free insulation of every public sector house in the UK.

*(E marked motions associated with lead motion A53: E343)*

## **Motion A128 from Organisation Structures and Services was carried**

### **NEC attitude: support**

Conference believes that the maximum possible participation of members in the democratic processes of the union is crucial as we face a period of increased activity and calls for action.

Conference notes that the law currently compels unions to conduct postal ballots in national elections. Conference notes, however, that workplace ballots have significantly improved turnout in PCS Group elections.

Conference notes that the turnout in PCS national union elections is very similar to other unions, and in some cases better. Nevertheless, Conference believes that it is important to attempt to increase turnout in our national elections as part of building an active, organising and campaigning union, particularly at a time of cuts and increased activity.

Conference notes that a variety of national electoral systems are in use across the union movement.

Conference instructs the NEC to:

1. continue to campaign to reform the law on national union elections;
2. encourage Groups to review their rules and use workplace ballots in elections;
3. carry out a review of electoral systems, and other measures to increase accountability and member participation in national elections, and report back to ADC 2012.

*(E marked motions associated with lead motion A128: E451-E452)*

## **Motion A548 from Social and Economic was carried**

### **NEC attitude: support**

This conference notes:

- The referendum in Wales which took place on 3rd March 2011, with a 65.3% strong yes result announced the following day, to give the Welsh Assembly Government direct law making powers over devolved issues such as health and education.
- The election of an SNP majority administration in Scotland following the Scottish parliament elections on 5th May
- The formation of NEC sub-committee for the devolved areas.
- The successful policy forums that took place in the devolved areas in the past year.

This conference instructs the NEC to:

- Develop the role of the NEC sub-committee on devolved areas to look at how we:

- maximise the campaigning and parliament and assembly lobbying opportunities in the devolved areas
- recognise the differences between the devolved areas including the political outcome of the elections
- Discuss issues that not only have an impact in the devolved nation but could have an impact on the whole union – e.g. the idea of a Welsh / Scottish Civil Service.
- formalising and democratising the Scottish Sector Group to deal with Scottish Government Policy directly impacting Civil Servants working under the charge of Scottish Parliament.
- The NEC should fully consult branches for views on these complex issues to formulate motions to determine PCS policy and consult ADC where appropriate:
- Work with the devolved nation committees through policy forums to develop a programme of how we can use the new powers to help defend our members' jobs and services and what demands we should be placing on the newly elected politicians. And discuss how we can build up resistance to all cuts working with other unions, trades councils, anti-cuts campaigns and politicians.
- Publicise any improvements won in any part of the UK recognising that any gains will increase the confidence and combatively of trade unionists and benefit us all across the union.

*(E marked motions associated with lead motion A548: E549-E550)*

## **Motion A84 from Personnel Policy was carried**

### **NEC attitude: support**

This conference is concerned that the CONDEM Government has abolished the right of civil servants dismissed after 30 November 2010 to appeal against that dismissal to the Civil Service Appeal board (CSAB).

Conference believes that the CSAB performed a vital role in giving members a right of appeal to an independent body. The withdrawal of this right is likely to mean that civil servants in many cases will have less rights than recommended in the ACAS Code of Practice. Rather than save money it is likely that the abolition of the CSAB will increase the number of employment tribunal applications with the added costs that departments will have to pay to defend cases.

This conference instructs the NEC to urgently campaign for the reinstatement of the CSAB. Should this not prove achievable the NEC are instructed to seek a replacement that would offer a right of appeal to an independent board in dismissal cases.

Such a campaign should include lobbying, legal action, and if possible, be undertaken with other Civil Service unions.

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As part of the campaign consideration should be given to establishing additional regional appeal facilities rather than just being centralised in a single location.

*(E marked motions associated with lead motion A84: E392-E398)*

**Motion A20 from Pensions was carried**

**NEC attitude: support**

This Conference notes and applauds the various safeguards on primary and secondary TUPE transfers that PCS has managed to negotiate with the Cabinet Office over the years. In particular it notes the work around 2-tier workforces, and union recognition.

However it also notes that these safeguards are not comprehensive and that there still remain many areas not covered that can be and are exploited by private sector companies receiving PCS members due to either a TUPE transfer or a corporate takeover.

This Conference further notes that although there are now mandatory clauses inserted into Invitations To Tender (ITT) protecting the provision of Civil Service mirror pensions, this is not automatically extended to other company provided final salary pension scheme members caught up in secondary TUPE transfers.

This Conference therefore instructs the NEC to approach the Cabinet Office to rectify this shortcoming and ensure that on secondary TUPE transfers ITTs and contracts under the authority of all government departments always contain the stipulation that any and all final salary pension scheme provision is mirrored across the transfer.

*(E marked motions associated with lead motion A20: E255)*

**Motion A138 from International was carried**

**NEC attitude: support**

This Conference sends greetings of solidarity to our fellow trades unionists in public service in the state of Wisconsin USA, in their battle for jobs and trades union rights. The Republican state governor, Scott Walker, elected on a Tea Party ticket in November 2010, has pledged to decimate the public sector as a whole, and trades union rights in particular, under the guise of “scaling back the deficit”. If Walker succeeds in passing his vindictive anti-union legislation, then other adjoining Republican states have pledged to follow suit. With this in mind, Conference further pledges to support the campaign in the spirit of solidarity, to send a message to those seeking to destroy public services and trades unionism that our movement throughout the world is not prepared to stand by while all-out war is declared on jobs, rights and conditions fought for over decades

**Guillotined: A55, A571**

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# Appendix 1

## **EMERGENCY MOTIONS ADDED TO THE AGENDA AT ADC 2011**

14 Emergency Motions were submitted to the agenda. 11 were carried (A520, A540, A543, A551, A545, A546, A548, A547, A541, A552, and A544), 1 fell (A534) and 2 were guillotined (A571, A507).

# Appendix 2

## **CARD VOTES**

There were no card votes at conference this year.

# Appendix 3

## RESULT OF ELECTIONS AT ADC 2011

### Editorial board

No of ballot papers received – 358

No of ballot papers declared null and void – 1

No of ballot papers counted – 357

Total no of votes counted – 805,278

Editorial board			
Miss E Haven	Land Registry	Elected	144,821
Mrs S Edwards	Identity and Passport Service	Elected	143,553
Ms J Bremner	PSg Eastern	Elected	137,563
Mr R Faulds	Education	Elected	137,420
Mr PJS Morcom	DWP	Elected	134,684
Mrs A Marsh	DCLG	Not elected	31,846
Mr J Cox	DWP	Not elected	29,753
Mr H Gieschen	EFRA	Not elected	25,420
Mr J Macro	NOMS	Not elected	20,218

### Member trustees

No of ballot papers received – 327

No of ballot papers declared null and void – 0

No of ballot papers counted – 327

Total no of votes counted – 411,566

Member trustees			
Mrs M D Purvis	ARMS	Elected	161,796
Mr CP Lamb	ARMS	Elected	152,187
Mr H Geischen	EFRA	Elected	97,583

### Scottish TUC conference delegation

No of ballot papers received – 345

No of ballot papers declared null and void – 2

No of ballot papers counted – 343

Total no of votes counted – 1,333,007

Scottish TUC conference delegation			
Mr J Davidson	HMRC	Elected	154,812
Mrs S Edwards	Identity and Passport Service	Elected	150,038
Mrs P M Crawford	DWP	Elected	140,738
Ms J L McAuley	Forestry Commission	Elected	138,328
Mr C Walker	DWP	Elected	135,767
Ms R Henderson	Scottish Government	Elected	134,514
Ms F Macdonald	PSg Scotland	Elected	132,185
Mr M Clark	Scottish Government	Elected	130,955
Miss L McGachey	DWP	Elected	123,754
Mrs M Campbell	DWP	Not elected	39,316
Mr D McBride	DWP	Not elected	28,330
Mr D J Hunter	DWP	Not elected	24,270

### Scottish TUC women's conference

No of ballot papers received – 331

No of ballot papers declared null and void – 0

No of ballot papers counted – 331

Total no of votes counted – 743,983

Scottish TUC women's conference			
Mrs S Edwards	Identity and Passport Service	Elected	145,119
Ms F Macdonald	PSg Scotland	Elected	139,067
Miss LM Hollingsworth	DWP	Elected	130,755
Miss I Drummond-Murray	Scottish Government	Elected	129,846
Ms R Henderson	Scottish Government	Elected	117,965
Mrs M Campbell	DWP	Not elected	40,619
Mrs A Curran	HMRC	Not elected	40,612

### Scottish TUC youth conference

No of ballot papers received – 166

No of ballot papers declared null and void – 0

No of ballot papers counted – 166

Total no of votes counted – 147,947

Scottish TUC youth conference			
Miss LM Hollingsworth	DWP	Elected	59,571
Miss C Boyd	DWP	Elected	47,321
Mrs S Edwards	Identity and Passport Service	Not elected	41,055

### TUC conference delegation

No of ballot papers received – 361

No of ballot papers declared null and void – 0

No of ballot papers counted – 361

Total no of votes counted – 851,656

TUC conference delegation			
Mrs D Luxford	HMRC	Elected	152,568
Miss H Flanagan	DWP	Elected	152,168
Ms J Aitchison	DWP	Elected	145,414
Mr G Rowntree	HMRC	Elected	137,058
Mr P Mcgoay	Identity and Passport Service	Elected	124,660
Mr R Kurup	HMRC	Not elected	37,112
Miss RL Barrowclough	DWP	Not elected	28,656
Mr J Haskings	PSg London and south east	Not elected	22,674
Mr J Cox	DWP	Not elected	18,384
Mr H Gieschen	EFRA	Not elected	11,913
Mr A Harney	Ministry of Justice	Withdrawn	4,839

### TUC women's conference

No of ballot papers received – 365

No of ballot papers declared null and void – 0

No of ballot papers counted – 365

Total no of votes counted – 1,134,584

TUC women's conference			
Ms M Owens	HMRC	Elected	161,837
Miss E Haven	Land Registry	Elected	148,077
Ms K Williams	DWP	Elected	143,605
Miss R Edwards	DCLG	Elected	141,583
Mrs P M Crawford	DWP	Elected	136,473
Miss D Tosley	Met Police	Elected	121,493
Ms A Smith	Identity and Passport Service	Elected	116,047
Ms S Smith	Home	Office Elected	57,896
Ms R Huzzard	DWP	Not elected	39,397
Mrs A Marsh	DCLG	Not elected	35,640
Mrs E Anderson	DWP	Not elected	32,536

### TUC youth conference

No of ballot papers received – 166

No of ballot papers declared null and void – 0

No of ballot papers counted – 166

Total no of votes counted – 88,496

TUC youth conference			
Miss D Mallet	HMRC	Elected	56,407
Miss C Nurse	DfT and DCLG & GO	Not elected	13,081
Mr EG Foster	HMRC	Not elected	6,740
Miss S Smethurst	HMRC	Not elected	6,179
Mr C Battle	HMRC	Not elected	6,089

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**Wales TUC conference**

No of ballot papers received – 147

No of ballot papers declared null and void – 0

No of ballot papers counted – 147

Total no of votes counted – 79,835

<b>Wales TUC conference</b>			
Ms EN Evans	Land Registry	Elected	29,221
Mr A Mason	HMRC	Not elected	21,628
Mr O Dodd	Home Office	Not elected	15,184
Mrs J Thomas	Department for Transport	Not elected	10,672
Mr K J Evans	EFRA	Not elected	3,130

**Wales TUC women's conference**

No of ballot papers received – 330

No of ballot papers declared null and void – 0

No of ballot papers counted – 330

Total no of votes counted – 344,579

<b>Wales TUC women's conference</b>			
Ms M Owens	HMRC	Elected	153,944
Ms K Williams	DWP	Elected	144,172
Mrs K Bracy	HMRC	Not elected	25,657
Mrs M Davies	HMRC	Not elected	20,806

These results have been certified as a true record of the ballot carried out on in accordance with the union's rules.

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# Notes