

## ANNUAL DELEGATE CONFERENCE 2012

### NATIONAL STANDING ORDERS COMMITTEE (SOC) REPORT NO 2



This Report is to advise delegates of the SOC recommendations for:

- 1) Amendments to SOC report no.1
- 2) Motions transferred by the President from Group Conference agendas
- 3) Emergency motions
- 4) Procedure for references back of SOC reports
- 5) Other issues

*The SOC strongly recommends that you update your motions book with the changes listed in this and subsequent reports once they have been accepted by Conference so that you will be able to follow conference proceedings.*

#### 1) Amendments to SOC Report No. 1

Amendment to timetable:

Thursday 24 May 13:30-14:00 Affiliations (A104 - A107)

#### Recommendations for amendments to running order of Section 1 National Campaign

**A584** covers E1, E7, E154-E159 and E585-E587

**A588** covers E589, falls if A584 is carried

**A5** covers E194, falls if A584 or A588 is carried

**A6** falls if A584, A588 or A5 is carried

**A590** covers E591-E594, falls if A584, A588, A5 or A6 is carried

**A595** covers E596-E597, falls if A584, A588, A5, A6 or A590 is carried

**A598** falls if A584, A588, A5, A6, A590 or A595 is carried

**A599** falls if A584, A588, A5, A6, A590, A595 or A598 is carried

**A8**

**A2**

**A3**

**A4**

**A9**

**A10**

**A11**

**A12**

(NB. See the accompanying aide memoire which can be used an insert to your motions booklet subject to agreement by conference.)

**A1** to be re-categorised E1 covered by A584

**A5** falls if A584 or A588 is carried

**A6** falls if A584, A588 or A5 is carried

**A7** to be re-categorised E7, covered by A584

**A24** delete bullet points 1 and 2 at beginning of motion and replace with:  
“In the current government pursuit of misery above all else through austerity, it is promoting “work experience” schemes supposedly with the intention of reintroducing out of work people into a work environment.”

**A29** to be seconded by R&C Dundee (200029)

**A66** to be seconded by R&C Dundee (200029). A66 covers E578.

**A69** text in penultimate paragraph, times should read: “00:01 hours and shall finish at 23:59 hours on the allotted days”

**A112** to be seconded by Home Office South Yorkshire (026217). A112 covers E576

**A120** to be seconded by DWP Sheffield (047008)

**A132** to be seconded by DfT London & HQ Regions (201034)

**A141** to be seconded by R&C East Midlands (200033)

**A147** to be seconded by R&C East Midlands (200033)

**A148** to be seconded by R&C East Midlands (200033)

**X272** is X marked because “Branch cannot instruct the NEC”

**X273** X mark should read “Branch cannot instruct the NEC”

**E319** covered by A29

**R&C Dundee (200029)**

Text of motion should read:

“Conference recognises the move towards increased fiscal autonomy within Scotland as espoused in the Scotland Bill and Calman proposals. Conference welcomes this development and agrees that the principle of those spending the money also being responsible for raising it is a positive approach. On that basis, conference agrees that full fiscal autonomy for Scotland is the best basis for funding for the future and instructs the NEC to fully support any campaigns to achieve such an aim, and to openly publicise our support for fiscal autonomy for Scotland.”

**X339-X342** X mark should read “The following motions are identical to X338”.

**X404** X mark should read “Branch cannot instruct the NEC”.

**E463** to be re-categorised as A463, falls if A115 is carried

**Section: Finance and Services**

**Covers E579-E582**

**To be taken after A115 (page 96, SOC1)**

**Mover: DWP Sheffield (047008)**

**Second: DWP South East London (047034)**

Conference calls on the incoming NEC to immediately launch a PCS wide voluntary levy. The purpose of this levy will be to raise funds for paid selective action.

## **2) Motions transferred by the President from Group Conference Agendas**

Conference standing order A36 allows the National President, after consultation with Group SOCs and the relevant Branches, to transfer motions from Group Conference agendas to the National Conference. This section of SOC report no.2 lists those motions together with recommendations on how this additional business should be dealt with.

**A552**

**Section: Finance and Services**

**To be taken after A126, (page 100, SOC1)**

**Mover: NATS Southern (202015)**

Conference recognises the value of the services provided by the National Health Service, and the importance of continuing to support the NHS, and the valuable work done by NHS employees. However, Conference also recognises the value that membership of a mutual healthcare organisation would confer on our members. An organisation such as Benenden Healthcare provides healthcare services to public sector employees to complement rather than compete with the NHS.

The GEC is instructed to seek to include membership of Benenden Healthcare (or similar mutual healthcare organisation whose services complement those offered by the NHS) as part of the package of negotiated benefits offered to PCS members.

**A553**

**Section: Pay**

**To be taken after A21, (page 29, SOC1)**

**Mover: NATS Southern (202015)**

This conference notes that some time ago our sister union, Prospect, voted to receive a package including BUPA healthcare from NATS as part of their pay deal.

Conference now instructs the GEC to begin a process of balloting NATS members in PCS as to whether or not they wish PCS to negotiate BUPA benefits from NATS as part of a future pay deal.

## **A554**

### **Section: Equality**

**To be taken after A130 (page 103, SOC1)**

Covers: E555-E556

**Mover: DWP Essex (047050)**

**Seconded: DWP Fylde Central Benefits & Services (047139)**

Conference notes the importance of encouraging more women to become active within the union. An important part of being active is being involved in the policy-making process. Whilst there was an increase in the number of female activists attending Conference as full delegates in 2010, this number dropped again in 2011 to less than the 2009 figure.

Conference notes that some Branches try to address this imbalance by sending females as trainee delegates to Conference. This is insufficient and does not go far enough in resolving the matter. However, Conference believes that it is vital that more women play a full and active role within the union. In order for Conference to be more representative and reflective of the membership; Conference believes that more women should attend Conference as full delegates.

In order to seek to address this imbalance Conference instructs the GEC to:

- Continue to seek to encourage more women to attend Conference (both as trainee delegates and full delegates).
- Ensure that the facilities available to delegates, such as crèche facilities and help with additional childcare costs are clearly advertised well in advance of calls for Conference delegate nominations.
- Engage in discussions with Branches with a view to amending their constitutions to ensure that those who attend Conference as a trainee delegate have a reserved place to attend the following Conference as a full delegate.

**E555** covered by A554

**DWP Fylde Central Benefits & Services (047139)**

Conference notes the importance of encouraging under-represented groups to become active within the union. An important part of being active is being involved in the policy-making process. In respect to conference delegates in 2011 – only 38% were women, only 27% were disabled, only 8.9% were of sexuality other than heterosexual and only 10.4% were of an ethnicity other than white European.

Conference notes that some Branches try to address this imbalance by sending representatives from under-represented groups as trainee delegates to Conference. This is insufficient and does not go far enough in resolving the matter. However, Conference believes that it is vital that more representatives from under-represented groups need to play a full and active role within the union. In order for Conference to be more representative and reflective of the membership; Conference believes that more members from under-represented groups should attend Conference as full delegates.

In order to seek to address this imbalance Conference instructs the GEC to:

- Continue to seek to encourage more members from under-represented groups to attend Conference (both as trainee delegates and full delegates).
- Ensure that the facilities available to delegates, such as crèche facilities and help with additional childcare costs are clearly advertised well in advance of calls for Conference delegate nominations.
- Engage in discussions with Branches with a view to amending their constitutions to ensure that those who attend Conference as a trainee delegate have a reserved place to attend the following Conference as a full delegate.
- Finally, Engage in discussions with Branches with a view to amending their constitutions to include the following reservation to their conference delegates rule: “That 50% of the delegates to DWP Group Conference shall be from under-represented groups. Should no nominations from under-represented groups be received by the cut-off point as defined under the Branch Constitutions then this reservation shall not apply.”

**E556** covered by A554

**DWP HQ Leeds (047011)**

Conference notes the importance of encouraging more women to become active within the union. An important part of being active is being involved in the policy-making process. Whilst there was an increase in the number of female activists attending Conference as full delegates in 2010, this number dropped again in 2011 to less than the 2009 figure.

Conference notes that some Branches try to address this imbalance by sending women as trainee delegates to Conference. This is insufficient and does not go far enough in resolving the matter. However, Conference believes that it is vital that more women play a full and active role within the union. In order for Conference to be more representative and reflective of the membership; Conference believes that more women should attend Conference as full delegates.

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- Continue to seek to encourage more women to attend Conference (both as trainee delegates and full delegates).
- Ensure that the facilities available to delegates, such as crèche facilities and help with additional childcare costs are clearly advertised well in advance of calls for Conference delegate nominations.
- Finally, Engage in discussions with Branches with a view to amending their constitutions to include the following reservation to their conference delegates rule: “That 50% of the delegates to DWP Group Conference shall be female. Should no nominations from women be received by the cut-off point as defined under the Branch Constitutions then this reservation shall not apply.”

**A557**

**Section: Health and Safety**

**To be taken after A94 (page 79, SOC1)**

**Mover: EFRA RPA Workington (001049)**

Conference notes that the Cabinet Office guidelines stipulate that temperatures in offices should be maintained at 19-21 degrees, for the purported reason of environmental sustainability. While PCS are not convinced that this, rather than financial considerations, are the reasons, we are committed as a union to environmental sustainability. However, staff having to wear outdoor garments, hats, scarves and gloves, using blankets and hot water bottles while at work is clearly unacceptable. This has been reported in a number of workplaces in the Efra Group. With a temperature set-point of 19 degrees being enforced this has exacerbated 'cold-spots' in buildings which are due to a number of inter-related factors. Conference accepts that it will not be possible for management to find instant solutions to problems which require structural modifications, particularly where Facilities Management functions are outsourced. However, temporary adjustment of set-points should be within the gift of departments and as such the Cabinet Office guidelines should not be binding in all circumstances. Conference instructs the GEC, in collaboration with DTUS, to seek negotiations with the Cabinet Office on this issue as soon as possible.

**A558**

**Section: Organisation and Resources**

**To be taken after A87 (page 74, SOC1)**

**Mover: Met Police South West Outer (033106)**

This Branch instructs the GEC to ballot the membership on allowing each elected GEC to serve a 24 month term. It seems ludicrous to our branch that GEC members are only in term for one year.

The GEC are involved in so many lengthy discussions and projects that we feel that the possibility of change after a 12 month period damages those negotiations.

Working relationships have only just been formed and we as a branch feel that it would be more productive to allow these to grow over a longer period.

We propose that GEC should stay in office for two years.

**X559 (cannot be implemented)**

**IPS London and South East (026119)**

This Conference confirms that it has no confidence in any serving Group Executive Committee Officer or Member who undertakes to promote or progress privatisation in the department; and fails to declare to the GEC their involvement prior to engaging in such action.

In the event that a serving Group Executive Committee Officer or Member is identified as acting in the above manner, This Conference agrees that:

- The Group Executive Committee will immediately call upon this Group Officer or Member to resign;

- In the event that the Officer or Member refuses to resign to insist that the Officer or Member travels at Group Expense to the affected area(s) and explain their actions to all of the members directly affected. The Group Secretary will be further instructed to produce a Group members brief explaining the situation.
- The Officer or Member should immediately declare to the Group Executive committee and the members affected any incentive they may have received with regards to promoting or progressing Privatisation.

The following motions are identical to X559:

**X560 Home Office West Yorkshire & NE (026111)**

**X561 Home Office West Yorkshire & NE (026111)**

**X562 Home Office IPS Eastern (026116)**

**X563 Home Office IPS Liverpool (026118)**

**X564 Home Office Criminal Records Bureau (026114)**

**X565 Home Office Merseyside (026124)**

**X566 Home Office IPS Scotland (026117)**

**D567**

**DWP Bucks & Oxon (047108)**

Conference notes the guidance on conducting secret branch elections. The guidance does not contain enough advice on the practicalities of branch secret elections.

Branches have limited facility time and branch funds and the post of scrutineer does not attract facility time. If scrutineers should not be BEC members and cannot have separate facility time it is impractical for them to receive and count those papers unless they do it in their own time. In addition local management are unlikely to agree to branches using printing and photocopying facilities for the amount of paper required for a secret ballot. This means branches will have to meet the costs of printing ballot and election addresses from already hard-pressed funds.

Some historic branch processes for conducting ballots mean that any ballot may be open to challenge.

The GEC are therefore instructed to gather good practice from branches and issue comprehensive advice on the practicalities of conducting secret branch ballots. This should be done in good time for next year's election periods. The GEC should also attempt to negotiate TUA time for branch scrutineers and if this proves impossible advise branches on the best way to manage the process.

**D568**

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

Conference instructs the GEC to explore how the electronic voting system used by the PCS for the pension ballot in February to March 2012, can be extended for branch use in its own consultations, voting exercises and elections. Secure and safe electronic voting will benefit members in many ways. It would save money that would otherwise be spent on printing, provide a faster answer from members on key voting issues, could assist members who otherwise cannot make a meeting to cast a vote, and preserve the environment by not using paper. The enquiry should examine how the cost per potential voting exercise could be built into each annual branch budget

application and be spread across all branches so economies of scale could be sought for obtaining the best value.

### **D569**

#### **MOJ North Wales (052036)**

Conference notes the valuable work that Union Learning Representatives undertake on behalf of members. Their hard work ensures that members are provided with help, support and advice on personal development, work based training and learning issues to name but a few.

ULRs are embedded in many branches and their work naturally links to branch organising, workplace mapping, event planning and much more. This, in turn, raises the visibility of PCS in the workplace and leads to recruitment of new members. The work that ULRs do often attracts members from under-represented groups and new activists. Organising has become an integral part of the ULR role.

PCS Sussex MoJ Branch notes that in order to undertake this work effectively ULRs require access to membership lists. This aids ULRs in targeting communications and events and to identify workplaces where their involvement may be beneficial to members and to increase membership.

We are aware however that ULRs are not on the list of branch officers with access to commix membership lists and that the work of ULRs can be severely hindered without current, up to date, lists of members. We are also aware that this has led to problems in some areas.

This branch urges Conference to recognise the vital work that ULRs undertake by committing to formalising the provision of full access to membership lists for ULRs.

The following motion is identical to D569:

#### **D570 MOJ Sussex (052028)**

### **D571**

#### **R&C East Midlands (200033)**

This GDC notes that throughout PCS and the regions there have been numerous recruitment packs to get new members to join however, there is no corresponding pack for ARMs (Associate and Retired Members).

Recruitment packs are a great way of providing information on the union and what it stands for and does. A recruitment pack for ARMs would allow potential members to find out more about ARMs, something that many members do not even know exists; let alone what they do. This would help PCS to retain some of its membership, as current members reach retirement age or leave the department.

This GDC instructs the GEC to design and create packs to give to people who are about to leave the department. The exact make up of the packs is to be decided by the GEC however, this GDC suggests that a copy of the ARMs magazine is included along with information about what ARMs is and how it relates to PCS and an application form. PCS can then either send these direct to members who are

leaving/have recently left the department or provide the names to the relevant branches; using the information on Commix to choose the appropriate recipients.

## **D572**

### **R&C South Wales (200102)**

This ADC notes the importance of communication with its representatives and members. Increasingly briefings are containing information on several activities/reports which is causing problems as they can sometimes include information regarding Industrial Action. Currently there are only two “labels” on briefings, namely BB and MB. Occasionally we will have within the issuing email, guidance if the Briefing can be sent electronically or not. Most times, no information is attached and it is down to the discretion of Branch Officers as to how things can be distributed.

In times when internal email controls are tightening and Internal Governance becoming more involved we need to protect our Representatives who are forwarding on the information provided by Headquarters. Also, rather than risk our employment, sometimes the information is not circulated promptly.

PCS Headquarters must therefore check all briefings prior to issue to determine if they can be issued electronically or not and instruct accordingly.

All briefings should also be made available on the PCS website.

We have paid officials at PCS HQ who have the knowledge and ability to make these decisions and it should not be down to the “volunteer” officers to make judgements to risk theirs, and their fellow representatives’ employment with HMRC.

This conference instructs the GEC to ensure that PCS Headquarters immediately amend the titles of briefings so that representatives can relay the information in the correct format by increasing the number of “labels” to four, namely the following:

1. MB – Members Briefing – can be issued electronically to all members
2. BB – Branch Briefing – can be issued electronically to all members that the briefing is relevant for.
3. RM – Restricted Members briefing – to be issued to all members but contains information that cannot be issued electronically. This briefing needs to be printed off and distributed in paper format.
4. RB – Restricted Branch briefing – to be issued to members that the briefing is relevant for, but cannot be issued electronically. This briefing needs to be printed off and distributed in paper format.

## **D573**

### **R&C East Yorkshire and Northern Lincolnshire (200034)**

That this Group Conference instructs the GEC to ensure that there is at least 65cm of legroom (between the front of each seat and the back of the one in front) between each row of delegate seating in the conference hall at future group conferences, this to be achieved without detrimental loss of space for the GEC, VOAC, SOC, staff or observers.

Conference further instructs the incoming GEC to conduct a consultation exercise with branches with a view to establishing any other reasonable requirements for a conference minimum accommodation standard prior to booking a venue for conference 2013.

The following motion is identical to D573:

**D574 R&C Dundee (200029)**

**E575** covered by A66 (page 59, SOC1)

**NHS Information Centre (022013)**

This conference recognises that it can be challenging to obtain relevant and timely legal advice on employment matters for members, where requests for such advice have to go through a full-time officer or bargaining unit.

Conference therefore instructs the GEC to:

- a) Establish a resource and questions and answers library to allow branch representatives access to more commonly asked legal questions. The library is to be updated each time legal advice is obtained;
- b) Allow branch secretaries direct access to the legal advice resources provided by the Union.

**E576** covered by A112 (page 94, SOC1)

**Home Office South Yorkshire (026217)**

Conference instructs the GEC to amend the model Branch Constitution for PCS Home Office Group – B14 “Branch Officers” - accordingly:-

The current wording, “B14 The Branch officers shall consist of a Chairperson, Vice Chairperson, Secretary, Organiser and Treasurer. The officers shall be members of the Branch elected by secret, individual ballot of the members in the Branch. The BEC may fill any casual vacancy”, will be removed.

It will be replaced by the wording, “The Branch officers shall consist of a Chairperson, Vice Chairperson, Secretary, Organiser, Treasurer and Branch Learning Coordinator. The officers shall be members of the Branch elected by secret, individual ballot of the members in the Branch. The BEC may fill any casual vacancy”.

Conference further instructs the Group to encourage Branches to adopt the new wording at the appropriate section of their Branch Constitution at the Branch AGMs in 2013. This will support the work of the Group on the learning agenda and will incorporate support of the Home Office Group organising and campaigning activities at Branch level through coordination of Union Learning Representative (ULR) activity directly through the BEC.

**E577** covered by A65 (page 58, SOC1)  
**Met Police South West Outer (033106)**

We feel that it is unfair to all members that they are not represented by a PCS legal representative at Employment Tribunals. Members pay their money and should be assisted with this need in particular. Many members are having to find and pay for legal assistance themselves and we feel that this is not acceptable.

Therefore we instruct the GEC to make legal representation available for these matters.

**E578** covered by A66 (page 59, SOC1)  
**R&C Dundee (200029)**

That this Group Delegate Conference is concerned at the level of dismissals within HMRC, which has been as a result of the draconian attendance management policy introduced without agreement of PCS.

The constant attacks on our most vulnerable of members, has meant that many of our disabled members are being treated unfairly, are clearly being discriminated against, and, in many cases, are being dismissed without a fair and proper hearing. Conference should also note that there are many other times, not including dismissal, when support from legal services is required.

Whilst this conference appreciates how very hard Legal Services work, with many referrals and limited resources, is dismayed at the level of support local representatives, and in particular the members receive whilst being in the process of, and after the horrific experience of being sacked by a cynical management workforce that is HMRC.

The GEC is instructed to:

1. Implement a strict turnaround time for reps to receive legal advice once a referral has been made (for ET purposes this should be no longer than 3 weeks);
2. Produce a template which clearly shows the separate advice given from group office and the advice received from the solicitors which shall be produced within that strict timeline after the referral has been made;
3. Where a rep is advised that PCS will no longer support an ET claim after an offer is made, that the person giving that advice is the one who contacts the member to state support is being withdrawn. This message should also be put in writing;
4. That where the case is particularly complex, reps will be provided access to the solicitor that has given the legal advice in order for them to give the member the best service that they possibly can;
5. That this work is completed by February 2013 and a report produced prior to GDC 2013.

**E579** covered by A463 (page 205, SOC1)  
**DWP South East London (047034)**

Conference calls on the incoming GEC to immediately launch a Group wide voluntary levy. The purpose of this levy will be to raise funds for paid selective action.

The following motions are identical to E579:

**E580 DWP East London (047030)**

**E581 DWP Berkshire (047107)**

**E582** covered by A463 (page 205, SOC1)

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

This conference instructs the GEC to organise a strike levy of members in the Revenue and Customs group to support members in Personal Tax in their ongoing dispute against privatisation.

The strike levy should include all members who do not work in Personal Tax and should be used to compensate members in Personal Tax for some or all of the financial detriment they experience through strike action.

**X583** (unclear in intent)

**CPS Yorks & Humberside (070005)**

Conference is very aware that currently, and historically, PCS rules remain silent on the subject of the running of 'slates' and that the ongoing practice of their heavy usage as a primary tool within other Groups and NEC Elections is accepted as common practice.

Conference also notes, following the 2011 GEC Elections, the rising trend of the running of 'slates' within the CPS Group and the effect this could have on Group business.

This conference is keen to ensure within the Group that, should this current trend continue, any potential issues or negatives that could result from the running of 'slates' are managed and thus avoided through the adoption of core principles as part of GEC Business.

Conference believes that this management should involve the application and monitoring of a strong protocol providing an equality and democracy based template and structure to any electoral recommendations or slates, securing the ethical principles of unity impartiality, team spirit, and, in turn, the full representation of the wider membership's views.

Conference outlines that through this full representation of the wider membership's views we seek to promote and perpetuate an image as Trade Unionists that is Democratic; Inclusive; Apolitical; Open; Transparent; Altruistic and that we listen to, and therefore represent, the membership and what they actively want and require.

This conference therefore instructs the GEC to carry out the following:

1. Define a protocol based on the principles described that directs and instructs any electoral recommendations or 'slates' to be equal and democratic in application
2. To reflect the agreed protocol within the Group Business Paper.
3. To carry this forward as CPS Group practice.

### **3) Received by the SOC for consideration as Emergency Motions (EM):**

**A584**

**Section: National Campaign**

**To be taken at head of National Campaign (page 11, SOC1)**

**Mover: NEC**

**Seconder: MOD Veterans Agency National Branch (014300)**

Conference notes that on May 10 successful national strike action took place alongside Unite, NIPSA, the RMT, UCU, and the POA whose members, although barred from taking industrial action by law, courageously walked out in protest at the planned increase in the pension age to 68. We congratulate PCS members for their continuing determination to oppose the government's cuts in our pensions and their support for the national campaign.

Conference also notes and welcomes the result of the national consultation ballot which ended on 16 March - 90.5% of respondents rejected the government's proposals for a new pension scheme and, in what was the largest vote for action in any national ballot the union has held, 72.1% said they supported continuing the campaign, including further industrial action alongside other unions. This excellent result represented an overwhelming rejection of the government's plans to make members pay more, work longer for less pension and a clear mandate for action.

Conference notes that, following the national consultation ballot, the union wrote to Minister for the Civil Service requesting negotiations and that this has been rejected by the Cabinet Office. We condemn the government's continuing refusal to negotiate on the core pensions issues of paying more, working longer and getting less. We agree to continue the campaign and work to increase the pressure for a fair settlement.

Conference condemns the Government's continuing assault on the public sector and the welfare state, including its attack on PCS members' jobs, pensions, pay, and the services they provide. We note that in the Budget the Chancellor announced an annual review aimed at increasing the pension age still further.

Conference reaffirms its rejection of the idea that the cuts are necessary to deal with economic problems created by the failure and greed of the banks. Conference notes that we have put forward a powerful, credible and influential case against cuts in public spending based on a positive alternative programme of economic growth and tax justice.

Conference notes the limited concessions made by the Government in the run up to the magnificent strike on 30 November and endorses the NEC's decision to reject the Government's 'final offer' on the civil service pension scheme which would impose

increased contributions to pay for the economic deficit, an increase in the pension age up to 68, and pensions devalued by the switch from RPI to CPI.

Conference endorses the NEC rejection of the subsequent Government ultimatum made on 15 December 2011, and the decision to refuse to sign the 'Heads of Agreement'.

Conference notes with disappointment that the unity that had been built between unions around the issue of pensions was broken when the Government issued its ultimatum on the Heads of Agreement. Conference endorses the NEC's subsequent decision to continue the campaign and work to build a new coalition of unions willing to take action.

Conference endorses the NEC's decision not to call national action on March 28 but to build for action in May based on the clear strategy to win concessions from the government that members had voted by a large majority for - a programme of action across more than one public sector pension scheme which can generate the leverage necessary to bring about a settlement including joint national strike action, joint national, regional and local protests, lobbying of Ministers, MPs and other politicians, and coordinated targeted industrial action in some sectors.

Conference notes that in every major public sector scheme - health, education and the civil service - trade unions representing the majority of staff have now refused to accept cuts in their pensions.

Conference agrees that we should build towards further national action at the end of June with as many unions as possible if the government does not enter into genuine negotiations on pensions.

Conference notes that jobs and pay will become increasingly important in the national campaign and that our strategy centrally involves action taken by Groups where disputes exist and encourages GECs to implement their Group Action Plans and make submissions on industrial action where supported by members.

Conference instructs the NEC:

1. To call on the TUC to demand that the Government enter into central negotiations on the core issues of increased contributions, the switch to CPI and the link to the state pension age.
2. To argue for further national industrial on public sector pensions at the end of June with as many unions as possible and to take final decisions once the position of other unions becomes clear.
3. To build the joint union campaign "68 Is Too Late".
4. To organise a parliamentary campaign to block the Public Sector Pensions Bill and call on the opposition parties to support the campaign.
5. To continue to campaign jointly with as many unions as possible for the alternative of investment for economic growth and tax justice.
6. To continue to press the TUC for closer coordination between unions on campaigning and industrial action.
7. To fully support and build PCS members participation in the TUC demonstration against austerity planned for the autumn.

8. To fully support PCS Groups and Branches campaigning and taking industrial action against cuts as an essential part of our programme of action.
9. To fully support community campaigns, protests and peaceful civil disobedience against the cuts organised by campaigning bodies such as UK Uncut, the Occupy movement and welfare campaigners, and support and work with anti-cuts groups campaigning against the inequality of cuts.

**E585** covered by A584

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

This conference applauds the tremendous action taken by PCS members along with other Unites, NIPSA, UCU, RMT and the POA against the government's attempt to impose a tax on public sector workers by making us pay more, get less and work longer for our pensions as part of the national campaign to defend jobs, pay, pensions and services.

Conference recognises the leading and, at times, critical role played by PCS in the pensions battle and the wider battle against the cuts and privatisation programme of the coalition government. The strike on June 30th 2011 showed workers were prepared to struggle against the pensions robbery and on that day the argument that public sector were "unaffordable" was exposed and discredited. PCS was the major driving force behind November 30's industrial action and it was our union that stood out resolutely against the scandalous behaviour of the TUC leadership and some other union leaders who fell for the government's divide and rule tactics by accepting the so-called Heads of Agreement that offered no concessions on the core issues of paying more, getting less and working longer as the basis for an acceptable settlement. PCS's key role in re-building a union coalition capable of winning concessions from the government is a major blow to the government's plans to portray the pensions attack as a "done deal".

Conference notes the indicative ballot result in March - the 90.5% rejection of the pension proposals and the 72.1% support to continue the campaign with unions from at least two of the four public sector pension sectors demonstrated the absolute determination of our members to defend their pensions.

Conference further notes that this ballot produced a very clear mandate that the campaign had to be on the basis of a coalition with other unions that was capable of producing the type of campaign, including industrial action, capable of forcing the government back to the negotiating table and that when other unions either could not or would not take action on March 28th the national executive committee was correct to postpone action for a few weeks in order to put together the type of alliance members has voted for. As a result of these tactics there is now a growing coalition that members can have confidence is capable of winning concessions from the government.

Conference agrees; -

1. That the best way to defend our pensions is to continue to build the union coalition over at least two public sector pensions sectors around a campaign which has, as its central principle, a programme of coordinated national industrial action.
2. That further national action is built for June on this basis.

3. The pensions attack is part of the wider cuts and privatisation programme and that attacks on jobs, pay, conditions and services must be fought where they are taking place in the departmental groups and Non Departmental Public Bodies. This conference encourages GEC's to take every active step possible to implement their group action plan and that in any area where this has not been done it is prioritised as a matter of urgency. That the national union fully supports groups or groups of members taking action and to coordinate wherever possible within PCS itself and with other union action.
4. That action should be coordinated with disputes in the Commercial Sector when possible.
5. That campaign activity is continued and stepped up, legal, press and media and particularly parliamentary and political, as the primary legislation on public sector pensions is to be presented in the next parliamentary session.
6. A major demonstration is held as soon as possible, preferably in June but before the end of summer around the theme of opposition to the austerity programme and for tax and welfare justice, jobs, growth and investment.
7. That the union continues to raise awareness amongst members, trade unionists and in wider society by continuing, when appropriate, to produce the excellent series of "Alternative" pamphlets and other material in Activate and View.
8. To continue our work and step up pressure on the TUC to live up to its responsibility to build coordination between unions in order to defeat the pensions attack.
9. To fully support campaigns for Fair Pensions For All and 68 Is Too Late. Build links with private sector unions on the battle for fair pensions.
10. To continue to build and support the anti-cuts movement, including encouraging participation in the anti-cuts alliances themselves. Support campaigning activity, including civil disobedience where appropriate, To support UK Uncut, Occupy, welfare groups, National Pensioners Convention, etc.

**E586** covered by A584  
**DWP Avon (047093)**

This conference applauds the tremendous action taken by PCS members along with other Unite, NIPSA, UCU, RMT and the POA against the government's attempt to impose a tax on public sector workers by making us pay more, get less and work longer for our pensions as part of the national campaign to defend jobs, pay, pensions and services.

Conference recognises the leading and, at times, critical role played by PCS in the pensions battle and the wider battle against the cuts and privatisation programme of the coalition government. The strike on June 30th 2011 showed workers were prepared to struggle against the pensions robbery and on that day the argument that public sector were "unaffordable" was exposed and discredited. PCS was the major driving force behind November 30's industrial action and it was our union that stood out resolutely against the scandalous behaviour of the TUC leadership and some other union leaders who fell for the government's divide and rule tactics by accepting the so-called Heads of Agreement that offered no concessions on the core issues of paying more, getting less and working longer as the basis for an acceptable settlement. PCS's key role in re-building a union coalition capable of winning

concessions from the government is a major blow to the government's plans to portray the pensions attack as a "done deal".

Conference notes the indicative ballot result in March - the 90.5% rejection of the pension proposals and the 72.1% support to continue the campaign with unions from at least two of the four public sector pension sectors demonstrated the absolute determination of our members to defend their pensions.

Conference further notes that this ballot produced a very clear mandate that the campaign had to be on the basis of a coalition with other unions that was capable of producing the type of campaign, including industrial action, capable of forcing the government back to the negotiating table and that when other unions either could not or would not take action on March 28th the national executive committee was correct to postpone action for a few weeks in order to put together the type of alliance members has voted for. As a result of these tactics there is now a growing coalition that members can have confidence is capable of winning concessions from the government.

Conference agrees; -

1. That the best way to defend our pensions is to continue to build the union coalition over at least two public sector pensions sectors around a campaign which has, as its central principle, a programme of coordinated national industrial action.
2. That further national action is built for June on this basis.
3. The pensions attack is part of the wider cuts and privatisation programme and that attacks on jobs, pay, conditions and services must be fought where they are taking place in the departmental groups and Non Departmental Public Bodies. This conference encourages GEC's to take every active step possible to implement their group action plan and that in any area where this has not been done it is prioritised as a matter of urgency. That the national union fully supports groups or groups of members taking action and to coordinate wherever possible within PCS itself and with other union action.
4. That action should be coordinated with disputes in the Commercial Sector when possible.
5. That campaign activity is continued and stepped up, legal, press and media and particularly parliamentary and political, as the primary legislation on public sector pensions is to be presented in the next parliamentary session.
6. A major demonstration is held as soon as possible, preferably in June but before the end of summer around the theme of opposition to the austerity programme and for tax and welfare justice, jobs, growth and investment.
7. That the union continues to raise awareness amongst members, trade unionists and in wider society by continuing, when appropriate, to produce the excellent series of "Alternative" pamphlets and other material in Activate and View.
8. To continue our work and step up pressure on the TUC to live up to its responsibility to build coordination between unions in order to defeat the pensions attack.
9. To fully support campaigns for Fair Pensions For All and 68 Is Too Late. Build links with private sector unions on the battle for fair pensions.
10. To continue to build and support the anti-cuts movement, including encouraging participation in the anti-cuts alliances themselves. Support

campaigning activity, To support UK Uncut, Occupy, welfare groups, National Pensioners Convention, etc.

**E587** covered by A584

**MOJ Associated Offices (052046)**

This conference applauds the tremendous action taken by PCS members along with other Unite, NIPSA, UCU, RMT and the POA against the government's attempt to impose a tax on public sector workers by making us pay more, get less and work longer for our pensions as part of the national campaign to defend jobs, pay, pensions and services.

Conference recognises the leading and, at times, critical role played by PCS in the pensions battle and the wider battle against the cuts and privatisation programme of the coalition government. The strike on June 30<sup>th</sup> 2011 showed workers were prepared to struggle against the pensions robbery and on that day the argument that public sector were "unaffordable" was exposed and discredited. PCS was the major driving force behind November 30's industrial action and it was our union that stood out resolutely against the scandalous behaviour of the TUC leadership and some other union leaders who fell for the government's divide and rule tactics by accepting the so-called Heads of Agreement that offered no concessions on the core issues of paying more, getting less and working longer as the basis for an acceptable settlement. PCS's key role in re-building a union coalition capable of winning concessions from the government is a major blow to the government's plans to portray the pensions attack as a "done deal".

Conference notes the indicative ballot result in March – the 90.5% rejection of the pension proposals and the 72.1% support to continue the campaign with unions from at least two of the four public sector pension sectors demonstrated the absolute determination of our members to defend their pensions.

Conference further notes that this ballot produced a very clear mandate that the campaign had to be on the basis of a coalition with other unions that was capable of producing the type of campaign, including industrial action, capable of forcing the government back to the negotiating table and that when other unions either could not or would not take action on March 28<sup>th</sup> the national executive committee was correct to postpone action for a few weeks in order to put together the type of alliance members has voted for. As a result of these tactics there is now a growing coalition that members can have confidence is capable of winning concessions from the government.

Conference agrees;-

1. That the best way to defend our pensions is to continue to build the union coalition over at least two public sector pensions sectors around a campaign which has, as its central principle, a programme of coordinated national industrial action.
2. That further national action is built for June and early July on this basis.
3. The pensions attack is part of the wider cuts and privatisation programme and that attacks on jobs, pay, conditions and services must be fought where they are taking place in the departmental groups and Non Departmental Public Bodies. This conference encourages GEC's to take every active step possible

to implement their group action plan and that in any area where this has not been done it is prioritised as a matter of urgency. That the national union fully supports groups or groups of members taking action and to coordinate wherever possible within PCS itself and with other union action.

4. That action should be coordinated with disputes in the Commercial Sector when possible.
5. That campaign activity is continued and stepped up, legal, press and media and particularly parliamentary and political, as the primary legislation on public sector pensions is to be presented in the next parliamentary session.
6. A major demonstration is held as soon as possible, preferably in June but before the end of summer around the theme of opposition to the austerity programme and for tax and welfare justice, jobs, growth and investment.
7. That the union continues to raise awareness amongst members, trade unionists and in wider society by continuing, when appropriate, to produce the excellent series of “Alternative” pamphlets and other material in Activate and View.
8. To continue our work and step up pressure on the TUC to live up to its responsibility to build coordination between unions in order to defeat the pensions attack.
9. To fully support campaigns for Fair Pension For All and 68 Is Too Late. Build links with private sector unions on the battle for fair pensions.
10. To continue to build and support the anti-cuts movement, including encouraging participation in the anti-cuts alliances themselves. Support campaigning activity, including civil disobedience where appropriate. To support UK Uncut, Occupy, welfare groups, National Pensioners Convention, etc.

## **A588**

### **Section: National Campaign**

Covers: E589

**To be taken after A584, falls if A584 carried**

**Mover: DEFRA London (001026)**

**Seconder: CPS East Midlands (070010)**

Conference welcomes the strike on 10 May 2012 called in connection with the ballot mandate for action over pensions, jobs and pay and congratulates the members who once again came out on strike in defence of living standards.

Conference expresses its warm solidarity with the members of other Unions who struck with us in March and in November and June 2011.

Conference expresses its deep dismay at and condemnation of the way in which the 30th November strike was quickly followed by many Union leaders accepting that workers should work longer and pay more to receive less by way of their Pension.

Conference reiterates its opposition to the Coalition attacks on public sector pensions, jobs and pay.

Conference notes that the March strike took place over five months after the previous one day strike and instructs the NEC to urgently:

- a) emphasise that the dispute is over pay and jobs as well as pensions and to produce union material accordingly. As part of this to regularly set out to members its clear negotiating demands on pay and jobs as part of the dispute;
- b) draw up a programme of national and regional action to ensure that PCS hits the government hard and often in its effort to win the dispute;
- c) seek to build and maintain public sector trade union unity in defence of our respective pension rights whilst insisting on PCS's right to fight as an independent union in defence of its members and without having to wait many weeks and months for other trade unions to join us in action (and of course recognising the right of other Unions to do likewise);
- d) seek to build public sector trade union unity over jobs and pay;
- e) reports promptly and fully to members on all negotiations that may take place in connection with the core issues of the dispute.

**E589** covered by A588

**CPS East Midlands (070010)**

Conference notes with concern the current program of "strike for 1 day, pause for a few weeks or months, then strike for another day... etc" industrial action in furtherance of our campaign to protect our pensions, fight cuts, pay freezes and privatisation.

Conference hears the significant proportion of members who, in the lead up to, during and after the action on May 10th are increasingly losing confidence in this strategy and calls for a more focused and sustained program of action, which is necessary if we are to have any chance of success.

The NEC is therefore instructed to work with Groups and national branches to develop a more focused, sustained and imaginative program of action, which could include: -

- Strikes for a more sustained period (i.e. longer than a day)
- More regular "quick" action, such as walkouts at regular intervals
- More imaginative action short of a strike other than simple overtime bans,
- Sectoral specific action and Group specific action.

Industrial action should be planned accordingly and begun before the end of June 2012.

**A590**

**Section: National Campaign**

Covers: E591-E594

**To be taken after A6, falls if A584, A588, A5 or A6 is carried**

**Mover: DfT Nottingham (201044)**

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

This conference welcomes the NEC's unanimous decision in calling for a further national strike on May 10th in defence of pensions, pay and the on-going threat of privatisation. Conference notes the recent government announcement which stated that over 80% of public sector cuts are still to come and that it is essential we take further industrial action now to stop further attacks in the future. We also note that

many members were disappointed that we didn't take action on March 28th, but we are now in a position to re-build the momentum.

Conference further notes that the Coalition Governments plan to cut public sector spending to solve the economic crisis is proving to be a failure, as official figures have now been released which show that GDP has contracted for a second successive quarter, marking the first double-dip downturn since 1975.

Conference re-affirms the belief that investment in the public sector is a necessary investment for the long term recovery of the economy. There are also 60 leading economists, including the Nobel Prize winner for economics and former Chief Economist of the World Bank, Joseph Stiglitz, who argue the same. Conference applauds the PCS campaign "There is an Alternative", which calls for the collection of the £120 billion of tax evaded or avoided each year by corporations. The campaign is now used by other trade unions, anti-cuts groups and organisations like UK Uncut as a way to address the deficit.

Conference recognises that the 1 day strikes have been essential in uniting the other unions, particularly around the issue of pensions, and that the action now needs to be escalated in the face of the Government's austerity measures.

Conference therefore instructs the NEC:

1. To campaign for a 2 day national strike across the trade union movement, and if necessary, for PCS to take any such action alone.
2. To continue to press the TUC for closer co-ordination between unions on campaigning and industrial action.
3. To fully support PCS Groups and Branches campaigning and taking industrial action against the cuts.
4. To fully support community campaigns, protests and peaceful civil disobedience against the cuts organised by groups such as UK Uncut, the Occupy movement and Welfare campaigns.

**E591** covered by A590

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

This conference welcomes the NEC's unanimous decision in calling for a further national strike on May 10th in defence of pensions, pay and the on-going threat of privatisation.

Conference notes the recent government announcement which stated that over 80% of public sector cuts are still to come and that it is essential we take further industrial action now to stop further attacks in the future. We also note that many members were disappointed that we didn't take action on March 28th but we are now in a position to re-build the momentum.

Conference further notes that the coalition governments plan to cut public sector spending to solve the economic crisis is proving a failure, as official figures have been released which show that GDP has contracted for a second successive quarter, marking the first double-dip downturn since 1975.

Conference reaffirms the belief that investment in the public sector is a necessary investment for the long term recovery of the economy. There are also 60 leading economists including the Nobel Prize winner for economics and former Chief Economist of the World Bank, Joseph Stiglitz, who argue the same.

Conference applauds the PCS campaign "There is an Alternative" which calls for the collection of the £120 billion of tax evaded or avoided each year by corporations. The campaign is now used by other trade unions, anti-cuts groups and organisations like UK Uncut as a way to address the deficit.

Conference recognises that the 1 day strikes have been essential in uniting the other unions particularly around the issue of pensions and that the action now needs to be escalated in the face of the government's austerity measures.

Conference instructs the NEC:

1. To campaign for a 2 day national strike as a start across the trade union movement, and if necessary, for PCS to take the action alone.
2. To continue to press the TUC for closer co-ordination between unions on campaigning and industrial action.
3. To fully support PCS Groups and Branches campaigning and taking industrial action against cuts.
4. To fully support community campaigns, protests and peaceful civil disobedience against the cuts organised by groups such as UK Uncut, the Occupy movement and Welfare campaigns.

**E592** covered by A590

### **DFT London & HQ Regions (201034)**

This conference welcomes the NEC's unanimous decision in calling for a further national strike on May 10th in defence of pensions, pay and the on-going threat of privatisation.

Conference notes the recent government announcement which stated that over 80% of public sector cuts are still to come and that it is essential we take further industrial action now to stop further attacks in the future. We also note that many members were disappointed that we didn't take action on March 28th but we are now in a position to re-build the momentum.

Conference further notes that the Coalition Government's plan to cut public sector spending to solve the economic crisis is proving a failure, as official figures have been released which show that GDP has contracted for a second successive quarter, marking the first double-dip downturn since 1975.

Conference reaffirms the belief that investment in the public sector is a necessary investment for the long term recovery of the economy. There are also 60 leading economists including the Nobel Prize winner for economics and former Chief Economist of the World Bank, Joseph Stiglitz, who argue the same.

Conference applauds the PCS campaign "There is an Alternative" which calls for the collection of the £120 billion of tax evaded or avoided each year by corporations. The campaign is now used by other trade unions, anti-cuts groups and organisations like UK Uncut as a way to address the deficit.

Conference recognises that the 1 day strikes have been essential in uniting with other unions - particularly around the issue of pensions - and that the action now needs to be escalated in the face of the Government's austerity measures.

Conference instructs the NEC:

1. To campaign for a 2 day national strike across the trade union movement, and if necessary, for PCS to take the action alone.
2. To continue to press the TUC for closer co-ordination between unions on campaigning and industrial action.
3. To fully support PCS Groups and Branches campaigning and taking industrial action against cuts.
4. To fully support community campaigns, protests and peaceful civil disobedience against the cuts organised by groups such as UK Uncut, the Occupy movement and Welfare campaigns.

**E593** covered by A590

**R&C East Midlands (200033)**

This conference welcomes the NEC's unanimous decision in calling for a further national strike on May 10th in defence of pensions, pay and the on-going threat of privatisation.

Conference notes the recent government announcement which stated that over 80% of public sector cuts are still to come and that it is essential we take further industrial action now to stop further attacks in the future. We also note that many members were disappointed that we didn't take action on March 28th, but we are now in a position to re-build the momentum.

Conference further notes that the Coalition Governments plan to cut public sector spending to solve the economic crisis is proving to be a failure, as official figures have now been released which show that GDP has contracted for a second successive quarter, marking the first double-dip downturn since 1975.

Conference re-affirms the belief that investment in the public sector is a necessary investment for the long term recovery of the economy. There are also 60 leading economists, including the Nobel Prize winner for economics and former Chief Economist of the World Bank, Joseph Stiglitz, who argue the same.

Conference applauds the PCS campaign "There is an Alternative", which calls for the collection of the £120 billion of tax evaded or avoided each year by corporations. The campaign is now used by other trade unions, anti-cuts groups and organisations like UK Uncut as a way to address the deficit.

Conference recognises that the 1 day strikes have been essential in uniting the other unions, particularly around the issue of pensions, and that the action now needs to be escalated in the face of the Government's austerity measures.

Conference therefore instructs the NEC:

1. To campaign for a 2 day national strike across the trade union movement, and if necessary, for PCS to take any such action alone.
2. To continue to press the TUC for closer co-ordination between unions on campaigning and industrial action.
3. To fully support PCS Groups and Branches campaigning and taking industrial action against the cuts.
4. To fully support community campaigns, protests and peaceful civil disobedience against the cuts organised by groups such as UK Uncut, the Occupy movement and Welfare campaigns.

**E594** covered by A590

**DWP Liverpool (047017)**

This conference welcomes the NEC's unanimous decision in calling for a further national strike on May 10th in defence of pensions, pay and the on-going threat of privatisation.

Conference notes the recent government announcement which stated that over 80% of public sector cuts are still to come and that it is essential we take further industrial action now to stop further attacks in the future. We also note that many members were disappointed that we didn't take action on March 28th, but we are now in a position to re-build the momentum.

Conference further notes that the Coalition Governments plan to cut public sector spending to solve the economic crisis is proving to be a failure, as official figures have now been released which show that GDP has contracted for a second successive quarter, marking the first double-dip downturn since 1975.

Conference re-affirms the belief that investment in the public sector is a necessary investment for the long term recovery of the economy. There are also 60 leading economists, including the Nobel Prize winner for economics and former Chief Economist of the World Bank, Joseph Stiglitz, who argue the same.

Conference applauds the PCS campaign "There is an Alternative", which calls for the collection of the £120 billion of tax evaded or avoided each year by corporations. The campaign is now used by other trade unions, anti-cuts groups and organisations like UK Uncut as a way to address the deficit.

Conference recognises that the 1 day strikes have been essential in uniting the other unions, particularly around the issue of pensions, and that the action now needs to be escalated in the face of the Government's austerity measures.

Conference therefore instructs the NEC:

1. To campaign for a 2 day national strike across the trade union movement, and if necessary, for PCS to take any such action alone.
2. To continue to press the TUC for closer co-ordination between unions on campaigning and industrial action.

3. To fully support PCS Groups and Branches campaigning and taking industrial action against the cuts.
4. To fully support community campaigns, protests and peaceful civil disobedience against the cuts organised by groups such as UK Uncut, the Occupy movement and Welfare campaigns.

## **A595**

### **Section: National Campaign**

Covers: E596-E597

**To be taken after A590, falls if A584, A588, A5, A6 or A590 is carried**

**Mover: DWP East London (047030)**

**Secunder: DCLG HQ (301005)**

Conference welcomes the strike on 10th May 2012 called in connection with the ballot mandate for action over pensions, jobs and pay and congratulates the members who once again came out on strike in defence of living standards.

Conference expresses its warm solidarity with the members of other Unions who struck with us in May 2012 and in November and June 2011.

Conference expresses its deep dismay at and condemnation of the way in which the 30th November strike was quickly followed by many Union leaders accepting that workers should work longer and pay more to receive less by way of their Pension.

Conference reiterates its opposition to the Coalition attacks on public sector pensions, jobs and pay.

Conference notes that the May 2012 strike took place over five months after the previous one day strike and instructs the NEC to urgently:

- a) emphasise that the dispute is over pay and jobs as well as pensions and to produce union material accordingly. As part of this to regularly set out to members its clear negotiating demands on pay and jobs as part of the dispute;
- b) draw up a programme of national, regional, and paid selective action to ensure that PCS hits the government hard and often in its effort to win the dispute;
- c) seek to build and maintain public sector trade union unity in defence of our respective pension rights whilst insisting on PCS's right to fight as an independent union in defence of its members and without having to wait many weeks and months for other trade unions to join us in action (and of course recognising the right of other Unions to do likewise). We should seek to take action with as many unions as possible but this should not be a pre-condition for taking further action. PCS should go it alone if no other Unions are prepared to strike over this issue;
- d) seek to build public sector trade union unity over jobs and pay;
- e) reports promptly and fully to members on all negotiations that may take place in connection with the core issues of the dispute.

**E596** covered by A595  
**DCLG HQ (301005)**

Conference welcomes the strike on 10 May 2012, called in connection with the ballot mandate for action over pensions, jobs and pay. Conference congratulates the members who once again came out on strike in defence of living standards.

Conference expresses its warm solidarity with the members of other unions who struck with us in May 2012 and in November and June 2011.

Conference expresses its deep dismay at, and condemnation of, the way in which the November strike was quickly followed by many union leaders accepting that workers should work longer and pay more for less pension.

Conference reiterates its opposition to the coalition attacks on public sector pensions, jobs and pay.

Conference notes that to date many months have come between each PCS strike in the current dispute and instructs the NEC to urgently:

1. Draw up a programme of national, regional and paid selective action to ensure that PCS hits the Government hard and often in its effort to win the dispute;
2. Regularly set out to members its clear negotiating demands on pay and jobs as part of the dispute;
3. Seeks to build and maintain public sector trade union unity in defence of our respective pension rights whilst insisting on PCS's right to fight as an independent union in defence of its members and without having to wait many weeks and months for other trade unions to join us in action (and of course recognising the right of other unions to do likewise);
4. Reports promptly and fully to members on all negotiations that may take place in connection with the core issues of the dispute.

**E597** covered by A595  
**DFT London & HQ Regions (201034)**

Conference welcomes the strike on 10 May 2012 called in connection with the ballot mandate for action over pensions, jobs and pay and congratulates the members who once again came out on strike in defence of living standards.

Conference expresses its warm solidarity with the members of other Unions who struck with us in March and in November and June 2011.

Conference expresses its deep dismay at and condemnation of the way in which the 30th November strike was quickly followed by many Union leaders accepting that workers should work longer and pay more to receive less by way of their Pension.

Conference reiterates its opposition to the Coalition attacks on public sector pensions, jobs and pay.

Conference notes that the March strike took place over five months after the previous one day strike and instructs the NEC to urgently:

- a) emphasis that the dispute is over pay and jobs as well as pensions and to produce union material accordingly. As part of this to regularly set out to members its clear negotiating demands on pay and jobs as part of the dispute;
- b) draw up a programme of national, regional, and paid selective action to ensure that PCS hits the government hard and often in its effort to win the dispute;
- c) seek to build and maintain public sector trade union unity in defence of our respective pension rights whilst insisting on PCS's right to fight as an independent union in defence of its members and without having to wait many weeks and months for other trade unions to join us in action (and of course recognising the right of other Unions to do likewise);
- d) seek to build public sector trade union unity over jobs and pay;
- e) reports promptly and fully to members on all negotiations that may take place in connection with the core issues of the dispute.

## **A598**

### **Section: National Campaign**

**To be taken after A595, falls if A584, A588, A5, A6, A590 or A595 is carried**

**Mover: Treasury Solicitors, PSg (L&SE) (141024)**

Further to the action on the 10<sup>th</sup> May, conference notes and salutes the continued willingness of PCS members to defend their jobs, pensions, pay and terms and conditions of employment from the Government's unrelenting attacks on the same.

However, notwithstanding the worthy aims of the other motions put forward in the National Campaign category, conference recognises that an unprecedented attack on the public sector in general, and the Civil Service in particular, may require an unprecedented response, should the existing strategy of further one day strikes, other industrial action, sectoral action and action in conjunction with other public sector unions not bring about satisfactory resolution of the dispute.

While forging links – and taking action with – other public sector unions concerning the national dispute is an important objective, conference recognises that we need to advance a national campaign strategy concerning pensions which forces the Government back to the negotiating table and that strategy needs to be as effective as possible in the context of the Civil Service alone, in the event that we cannot secure the support of other public sector unions in this respect.

While one day strikes may bring media coverage and raised public awareness and support, they are unlikely, in themselves, to force the Government to change its position. If so, a sequence of one day strikes which have no apparent effect on the Government's position may only weaken the resolve of members to take further industrial action and their financial ability to do so.

The most effective means, in the context of the Civil Service, of forcing the Government back to the negotiating table, will be to target action on the Government's ability to collect revenue, in other words, to target action on the HMRC group, supported by a levy of other PCS members. We recognise the potential

difficulties in collecting levies especially in isolated and under-resourced branches, but instruct the NEC to counter-act any such difficulties by concentrating campaigning and organising resources on the levy.

Conference therefore instructs the NEC to liaise with the HMRC group to determine whether their members are prepared to take sustained, or even indefinite, industrial action, supported by a levy on other PCS members.

Such action should not rule out further and judicious use of cross union one day strikes or sectoral action geared to maximum disruption. Its purpose would be to strengthen collective resolve and add teeth to the campaign.

## **A599**

### **Section: National Campaign**

**To be taken after A598, falls if A584, A588, A5, A6, A590, A595 or A598 is carried**

**Mover: Home Office Merseyside (026124)**

Conference recognises the leadership shown by the PCS National Executive Committee in the campaign to defend jobs and pensions; particularly when faced with the position where some Unions have distanced themselves from the campaign. However conference believes that the approach outlined at the National Campaign Liaison Group held on 19 April 2012, which merely encourages Groups and National Branches to take action, risks creating the impression that our strategy is limited to occasional 'compulsory' national action, run alongside more 'voluntary' action by Groups and National Branches - who may not then see their Group/National Branch action as being part of the national campaign.

Conference agrees that increasing the level of national co-ordination is essential, if we are to make all Groups and National Branches feel like they are fully engaged in the national campaign. However, if we are to achieve this, conference agrees that it will be necessary to take the step of centrally directing Groups and National Branches to take Group/National Branch action. Conference believes that this can be done without resorting to a 'one size fits all' approach to said Group/National Branch action.

Conference therefore calls upon the National Executive Committee to agree to a campaign strategy involving a specified minimum number of days national action; and a specified minimum number of days Group/National Branch action, all to be taken within a specified deadline. The direction on Groups and National Branches, should allow flexibility in order to ensure that the action is most effective (e.g. some Groups may wish to take five one-day strikes; others may prefer action escalating from half-days to a two day strike etc.) Obviously if Groups and National Branches feel that they can deliver a greater number of days of Group/National action, then this should be positively considered by the National Executive.

Conference further calls upon the National Executive to discuss with Groups and National Branches the timing of their action, to seek to maximise the impact of the action not just by that specific Group, but also on the action being taken by sister Groups and National Branches.

**A600**

**Section: Social & Economic (page 36, SOC1)**

**To be taken after A27**

Covers: E601-E602

**Mover: R&C Bootle St Johns House (200007)**

**Seconder: R&C East Midlands (200033)**

Conference notes with dismay and disgust the personal attack on PCS representative Phil Dickens that appeared on Facebook on Friday 11th May.

The fascist group the North West Infidels created a Facebook page that criminally insults and harasses our comrade and puts his personal safety at risk. The social network attack follows a physical attack on Phil and other members of PCS Bootle Taxes who were lawfully picketing their workplace on M10.

This public and personal attack on a PCS member is unacceptable and Conference calls on the NEC to use the full force of the law to protect members against attacks physical or libellous when they are carrying out the democratic functions of this Union.

Conference also instructs the NEC to approach any social networking (or other media outlet) site that allows such pages to persist and remind them that Internet Service Providers have a duty to ensure that content they host has to exist within the law and within their own Terms and Conditions.

Our Union must protect us when we are acting legally for our Union.

**E601 covered by A600**

**R&C East Midlands (200033)**

Conference notes with dismay and disgust the personal attack on PCS rep Phil Dickens that appeared on Facebook on Friday 11 May. The fascist group the North West Infidels created a Facebook page that criminally insults and harasses our comrade and puts his personal safety at risk. The social network attack follows a physical attack on Phil and other members of PCS Bootle Taxes who were lawfully picketing their workplace on M10.

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**E602 covered by A600**  
**R&C South East Essex (200144)**

Conference notes with dismay and disgust the personal attack on a PCS rep that appeared on Facebook on Friday 11 May. The fascist group the North West Infidels created a Facebook page that criminally insults and harasses our comrade and puts his and our members' personal safety at risk. The social network attack follows a physical attack on Phil and other members of PCS Bootle Taxes who were lawfully picketing their workplace on M10.

Attacks on trade unionists by the far right are on the increase. Recently, trade unionists were attacked in Lewisham, Brighton and Leeds, amongst other incidents. This shatters any illusions people may have that far right groups represent the views of ordinary working people. Far right groups oppose people being members of an organisation that fights to defend jobs and services and protects our rights and conditions in the workplace and wider society. Trade unions continue to be the biggest voice for working people in the UK and the main proponent of an alternative to the cuts in comparison to the mainstream political parties who all continue to offer a future of austerity.

The far right breeds racial hatred in communities, particularly within ethnic minority communities. They offer no answers to the one million young people unemployed or the vulnerable and disabled under attack by the governments' austerity programme. Conference agrees that it's not the fault of these communities that our economy is in a mess - it is the fault of the speculators and big business. It's in this context we must explain to our members and communities why we oppose the far right and why we need to fight for the PCS alternative to the cuts.

The public and personal attack on a PCS member is unacceptable and Conference calls on the NEC to use the full force of the law to protect members against attacks physical or libellous when they are carrying out the democratic functions of this Union. Conference also instructs the NEC to approach any social networking (or other media outlet) site that allows such pages to persist and remind them that Internet Service Providers have a duty to ensure that content they host has to exist within the law and within their own Terms and Conditions.

In addition, conference recognises that these types of incidents are on the increase and our reps and branches must be supported and assisted in organising protests and demonstrations against the far right in local areas where they pose a threat, this includes approaching other trade unions for assistance. This should include providing branches with guidance on security and safety when organising future protests/action. We need a robust labour movement response to the far right, one that is based on our industrial agenda to cut across any illusions people may have that they represent our views.

**A603****Section: Social & Economic****To be taken after A25 (page 34, SOC1)****Mover: R&C Bootle Taxes (200006)**

Conference is appalled at the 2012 budget and holds that it is a tax on the poor whilst reducing the tax responsibilities of the rich.

Of particular concern is the removal of the 50% rate of tax, and the proposals to start charging VAT on the humble pie and pasty that has long been choice of dinner for many of the working class.

Conference calls on the NEC to campaign for a return of the 50% tax rate and to vigorously oppose any attempt to charge VAT on pastry encased savouries served above, at or below ambient temperatures.

**E604** covered by A4**Home Office Merseyside (026124)**

Conference is appalled by the fact that, on 01 May 2012, My Civil Service Pension (MyCSP) was privatised - under the spurious guise of a 'Joint Mutual Venture'. Conference recognises that, given the outright opposition of staff to the plans, there is nothing 'mutual' about the privatisation.

Furthermore conference is appalled by the fact that the constantly shifting target date for the privatisation, meant that members in MyCSP were forced to live with constant uncertainty; with final confirmation not being provided until mid-April 2012.

Conference recognises that PCS have secured safeguards for members through both the transfer agreement and the industrial relations/union recognition agreement. However conference deplores the privatisation; and instructs PCS negotiators to campaign for the restoration of full civil service status for all staff working for MyCSP.

**X605** (not accepted as an emergency motion)**Met Police HQ Branch (033111)**

This conference instructs the NEC to instruct Groups to set up protocols with their respective employers to ensure that every Branch can communicate with members to enable the organisation of campaigns and to be able to get our message out to members without fear of disciplinary action. Each group must negotiate a protocol that must allow the Branches to communicate strike action information and to gather support for campaigns. As a union it is impossible for us to contact everyone unless we can use the computer systems freely and without fear. In the recent strike action the Met Police policy on the use of IT systems was interpreted to mean that Branches could not communicate with members advocating and organising strike action. As a Union we must not allow employers to dictate how we communicate and what we communicate with our members. We must also protect Union Branch officials from disciplinary action from employers. A protocol will protect union reps and officials from attacks by employers. It is perfectly legitimate for reps and Branch officers to communicate with their members regarding strike action.

**X606** (not accepted as an emergency motion)  
**MOJ Greater Manchester (052010)**

Conference welcomes the fact PCS General Secretary Mark Serwotka, on the 3 May BBC Question Time actually urged Londoners to vote for Ken Livingstone for London Mayor based on the policies he was standing for rather than on personalities. Mark took a stance on a candidate who was clearly better for most members than Boris Johnstone.

This is in total contrast to the woefully inadequate initiative that is the PCS 'Make Your Vote Count' so called Campaign that never recommends a vote for anyone. Over the years the PCS MYVC has not called for votes for such good friends of PCS as John McDonnell. More recently MYVC played no part in delivering George Galloways stunning victory for Respect in Bradford West nor in the subsequent May council elections where up to 5 more Respect councillors were elected. MYVC did not recommend any votes for TUSC candidates either. The anti far right work attributed to MYVC could just as easily be delivered as part of our affiliation to 'Unite Against Fascism'.

Conference does not now accept (following Galloway's election) that PCS should only stand candidates 'in exceptional circumstances' and even then, only to gain publicity. The savage austerity cuts mean PCS members, as civil servants and PCS members have a vested interest in really threatening the dominance of the main three political parties - Tories, LibDems and Labour by seriously trying to get our candidates elected - or those of other unions with similar aims to PCS - such as TUSC or the very rare anti cuts Labour candidates.

Conference therefore instructs the NEC to widen the remit of the ballot of PCS members soon to be asked to endorse our standing our own candidates, to not just be in 'exceptional circumstances solely to gain publicity for our campaigns' but to get anti war anti cuts candidates elected. The Labour Party are expecting to just coast to a General Election victory without making any promises of reversing any cuts, of being against privatisation, or being against any further pay freezes or Regional pay.

**X607** (not accepted as an emergency motion)  
**MOJ Greater Manchester (052010)**

The totally unexpected stunning success of Galloway standing for Respect on a clear and open anti war, anti cuts platform, and his staggeringly large majority in a former safe Labour seat, and the subsequent success of another 5 Respect candidates clearly shows now so many people will vote for anti war, anti cuts candidates if given the chance. The same anti austerity mood of voters is evident in Europe.

Trade unions affiliated to the Labour Party have no shame or hesitation in urging their members to still vote for Labour 'no matter how bad' so why should PCS say nothing to its members despite years of MYVC and our bad experiences as employees attacked by both Labour and Tory Governments?

Conference instructs the NEC to actually ensure the PCS MYVC Campaign really does make members votes count by looking at candidates responses to PCS pledges and/or policies and to look at the candidates record (where there is one) and actually

now make recommendations on who PCS members should consider voting for in the best interests of PCS members and PCS major campaigns aims.

**X608** (not accepted as an emergency motion)  
**CPS West Midlands (070011)**

This conference notes:

On 31st January 2012, the Ministry of Justice introduced a new contract for interpreters at Court. The contract was awarded to Applied Language Solutions (ALS), and all Court bookings are now to be made through them. Applied Language Solutions immediately cut the fees paid to the interpreters. Previously they received a flat fee of £85, a quarter-hourly rate after three hours, and were paid for travel time and expenses - but this has been replaced by hourly fees in three tiers of £16, £20 and £22, plus no travel time and reduced expenses. They are also only paid for the time spent in the courtroom, and are not reimbursed for time spent waiting for cases to be called on. The result is that many interpreters are refusing to work for ALS. This has led to ALS employing linguists with no qualifications or experience.

The result of the change is that interpreters are failing to turn up for Court appearances, which then have to be adjourned, often time after time. In some cases, the quality of the interpreters being provided means that they are unable to interpret adequately or at all, and on occasion, simply sit in the dock with the defendant without saying a word.

The agreement with ALS is that they have until 3pm that day to inform the Court whether or not they are able to provide an interpreter. In a case of breach of bail, the defendant has to be dealt with within 24hrs of their arrest. Prosecutors who have asked what the procedure is where an interpreter is unavailable for a breach of bail case have been told that the breach would have to be withdrawn and the defendant released, which has serious implications for the safety of victims and witnesses.

Conference instructs the NEC to join our fellow union Unite in condemning this new contract, to highlight the issues to the wider public and to campaign for this decision to outsource to be reversed and to reintroduce direct employment of freelance interpreters by the Courts, Police and Crown Prosecution Service.

**X609** (not accepted as an emergency motion)  
**DWP Manchester and Salford (047023)**

Conference notes the decision of the NEC, communicated on 19<sup>th</sup> March, to call off the strike on March 28<sup>th</sup>. We note that members had been informed that there would be a strike on this date and that money had already been spent on publicity.

Conference notes that reps and members were informed that the strike had been called off through a message on the website saying the NEC had decided to build for action during April. Conference considers it unacceptable that local reps were left in a position where members were asking questions and they had no answers to give them.

Conference understands and accepts that:

1. It is preferable to take action alongside other unions and the NEC is involved in negotiations with these other unions.
2. The NEC may have to make tactical decisions at short notice and there may not always be the opportunity for full consultation with branches.
3. It is necessary to balance the need to build for a strike in some areas with the desire of some members to be as disruptive as possible to the employer
4. Some decisions the NEC has to make may be difficult.

Conference reminds the NEC that it is also difficult to be a local, lay rep. Conference believes a successful campaign is dependent on the commitment and hard work of reps at this level.

We instruct the NEC to:

1. Only publicise further strikes outside of the legally required notice period, at the point where a firm decision has been made to go ahead.
2. Only cancel future strikes in extreme circumstances, for example if all our demands have been met.
3. If a strike is to be cancelled inform activists by text message and/or email and/or phone with the aim being to directly communicate with the maximum number of activists possible.
4. If a strike is cancelled provide activists with as much information as possible about the reasons for the decision.

**X610** (not accepted as an emergency motion)  
**R&C East Midlands (200033)**

The Anti-cuts and Boycott Workfare movements have succeeded in bringing the DWP Work Programmes into the public eye and, by publicising the appalling treatment of unemployed young people, have caused some large companies to re-think their approach. Tesco, for instance, announced that any Work Programme participant can choose to be paid at the going rate and, if satisfactory, will be guaranteed a job interview at the end of their placement. The improvements are not enough.

The Work Programme takes the young unemployed, sick and disabled people and those who are terminally ill and forces them to work, often for large profit-making companies, in order to be able to continue claiming their benefits. Often, the participants have no choice in the matter; they cannot refuse to take part, to do so means they face benefit sanctions potentially leaving these most vulnerable people destitute.

This Conference instructs the NEC to ensure that no Departments take part in any placements under the Work Programme (or similar scheme) until such times as it is clear that:

- The scheme is entirely voluntary;
- The scheme does not breach any of the Government's own existing rules about eligibility for state benefits;
- That any Work Programme Participant is paid the going rate for the job.

The NEC is also instructed to ensure that work placements are never used to cover any existing or potential vacancy.

Conference notes that Boycott Workfare will be attending Brightfest here in Brighton on Saturday 26th May and looks forward to seeing PCS support for the Festival. The true measure of any civilised society is the way it treats its most vulnerable members. The Work Programme shows us to be exceptionally uncivilised as it effectively reintroduces slavery to 21st Century Britain.

**X611** (not accepted as an emergency motion)  
**R&C East Midlands (200033)**

This conference notes;

1. That the government's vicious cuts are affecting all working people, including LGBT people. For example, in London, LGBT health organisations have had funding cut by 43%.
2. That LGBT people are more likely to work in the public sector and are more likely to be reliant on benefits and student support. They are therefore disproportionately affected by cuts in these areas.
3. That the number of homophobic attacks and hate crimes are on the rise. For example in Oxford in 2010/11 they rose by 170 % and in the West End of London by 20.9%.

This conference believes;

1. That equality for all, including LGBT people, has had to be fought for and will need to continue to be fought for. That this Tory government, despite David Cameron's support for gay marriage, cannot be trusted when they are making vicious cuts to LGBT services.
2. That in order to challenge this and fight the cuts, we must unite together and not allow the government to play 'divide and rule'. All of us, LGBT and straight, should be angry and appalled at attacks on LGBT people wherever they happen and whatever form they take, and we must campaign to prevent more of them.
3. That at a time when the Tory government is driving through massive attacks on working people, a strong trade union presence on 'World Pride 2012' will be important.

This conference resolves;

1. To work with our LGBT members to send branch banners and delegations to 'World Pride 2012' in London as a demonstration of our support for LGBT struggle.
2. To join with other trade union delegations and LGBT anti-cuts campaigns on 'World Pride 2012' to ensure the strongest possible anti-cuts presence on the parade.
3. To make links with and support any campaigns against cuts in services for LGBT people in our area.
4. To encourage PCS branches where possible to support local Prides in our own towns and cities.

**X612** (not accepted as an emergency motion)  
**DWP South East Wales (047116)**

This conference notes:-

- The passage of the NHS bill on 20th March

- The Welsh Assembly Government decision on 1st May to conduct a PR exercise early in the summer to convince the public why cuts and closures are necessary
- Health needs don't fall neatly within the nations' borders within the UK, and many patients travel considerable distances for services.
- Public service spending cuts adversely impact on the devolved areas as well, which leads to cuts even though the decisions taken can vary.

This conference therefore instructs the NEC to:-

- Continue campaigning with other unions and community campaigns against health cuts
- Demand that services which have been privatised should be brought back in house
- Call on the TUC to organise a UK wide demo on the NHS. Working to unite campaigns and trade unionists across England and the devolved areas as we are stronger when we fight together.
- Continue to give solidarity to health unions fighting to defend jobs, conditions and services.
- Continue to campaign for the NHS to be properly funded, universal, public, good quality health care system.

**X613** (not accepted as an emergency motion)

**DWP Wirral (047019)**

This conference congratulates the Jobcentre members in Merseyside District for the Industrial Action (IA) that they have taken to oppose the compulsory transfers of members from the Jobcentres to Contact Centres.

Conference notes that through the efforts of the representatives at District TU and Branch level that many members have had erroneous decisions overturned and continue to work within the Jobcentres on Merseyside.

Conference notes that local management have continued to select and post members on solely mobility grounds despite national negotiators being told, at a meeting in Sheffield 27 March, that no further transfers were likely to be required.

However conference also notes that Liverpool, North Merseyside, St Helens & Halton and Wirral Branches efforts to escalate the action from the 2 x 3-hours of action taken to 3 days has been hampered because of the lack of clarity about what would be needed by the Group and NDC. As with all industrial action taken, lessons can and should be learnt.

Conference agrees that many other Branches would be willing to make submissions for Industrial Action but fail to do so because they are unclear of the administration that is required for any submission to gain support and be endorsed by the NDC. Conference applauds the DWP North West Regional Committee for recognising this failure in our guidance for reps and that they have begun to put this right.

Therefore conference instructs the incoming NEC, immediately following conference, to:

- Request written reports from each Branch as to the problems they have faced from the start of this campaign
- Liaise with the NW Regional Secretary and Organiser to look at what work has been done so far on drafting guidance for branches.
- Finalise and issue guidance for branches on what action they will need to take when making a submission for Industrial Action.

This guidance should also include details about what each branch should expect from the full time officer assigned to a campaign of industrial action.

**X614** (not accepted as an emergency motion)

**MOJ London Courts (052055)**

The PCS Ministry of Justice London Courts Branch notes :

The Ministry of Defence plans to situate high velocity missiles on housing estates and in communities across London

The Rapier and Starstreak missiles that the Ministry of Defence are planning to deploy have a range of 3-4 miles. If they were to be used they would therefore be aimed at targets over some of the most densely populated areas in London, causing large numbers of casualties

Residents have serious concerns about such a disaster, the possibility of accidents, and the fact that the deployment of missiles is accompanied by the presence of armed soldiers and dangerous equipment in our communities. Everyone wants the Olympics to be safe, but such measures are in danger of turning the Olympics into a festival of the global security industry.

This branch believes everyone living, working and visiting in London has an interest in opposing these plans.

This branch resolves to support the campaigns that are being set up against missiles in our communities, and to support and publicise public meetings and protests that these groups organise.

This branch calls upon PCS Annual Delegate conference to support the campaigns that are being set up against missiles in our communities, and to support, campaign and publicise public meetings and protests that these groups organise.

**X615** (not accepted as an emergency motion)

**DEFRA York (001048)**

Outsourcing of Shared Services

The Cabinet Office solution for all Shared Services is to merge all such services around the most efficient models, achieving economies of scale.

The Defra Network Shared Services Programme has continued to develop following the Cabinet Office publication 'Government Shared Services: Strategic Vision'. Shared Services are now working with the Cabinet Office towards these plans. The

direction was decided at the Defra Management Committee meeting in February 2012. It was agreed that a "realignment of the Shared Services strategy" to fit with the CO model for shared services as proposed in the Cabinet Office plans.

Specifically;

- The Cabinet Office strategy states that the four big Shared Service Centres should continue - MoJ, MoD, DoH/NHS and HMRC

Remaining Shared Services will be clustered into two Independent Shared Service Centres (ISSC):

- ISSC1 - DfT plus a collection of smaller departments, e.g. CO and DCLG
- ISSC2 - DWP, Defra network (SSD) BIS, EA, HSE and DECC.

Conference re-affirms the PCS Policy to oppose any privatisation of shared Services. Conference also acknowledges that all groups are fully committed to supporting and campaigning with the PCS National Body to oppose the privatisation of the Civil Service. Conference confirms its support via the PCS National Executive Committee and its campaigning work with other Public Sector Trade Unions who are also seeking to oppose privatisation of the Public Sector.

Conference understands that on 23 March 2012 and 2nd May 2012 there have been announcements made on the Defra Intranet indicating that Defra Shared Services Directorate (SSD) would be moving towards a "mutualisation" partnership with the private sector or some other "model". Throughout the rest of ISSC2 the same announcements would have been made. It is understood that ISSC1 is due to be privatised as soon as possible - potentially July 2012.

Conference believes the term "mutual" has been abused as there will not be anything 'mutual' in any of the proposed transfer of work options. There is no "Mutual status" within the Public and Private Sectors the "mutual" status for employees does not exist in the Shared Services strategy plans.

Conference believes this is yet another privatisation dressed in sheep's clothing. Other forms of privatisation or outsourcing cannot be ruled out.

Conference confirms that policy issued to Branches from PCS NEC has been guidance on how to deal with the media, about the CSR job cuts, attacks on pensions, privatisation etc, and this was guidance on how to use the media to put forward PCS's policy of "There is an alternative" to the job cuts, pay cuts, pensions cuts, privatisation etc.

Conference agrees that outsourcing etc of Shared Services should be a strand of this campaign which should include members bulletins, draft press releases for Branches to use, draft MP's letters for members to send to their MP.

Conference instructs the NEC to instruct Branches to gauge members' feelings in terms of Industrial Action to oppose the threat of privatisation / outsourcing etc.

Conference therefore instructs the incoming Defra NEC to oppose the impending privatisation of Shared Services and to adopt a campaigning strategy against

privatisation / outsourcing and to support the Branches who campaign against privatisation / outsourcing.

**X616** (not accepted as an emergency motion)  
**R&C Dundee (027029)**

That this Conference notes the announcement made on 17th of May this year regarding the transfer of HMRC staff working on Tax Credits into the DWP. Members are extremely concerned that there has not been enough consultation or information about the future plans for those within HMRC that are being considered for moves into Universal Credit work and possible transfer into the DWP Group.

The GEC is instructed to;

1. consult all members on sites and in areas that may go into UC work about their preference for remaining in HMRC or transferring to DWP;
2. to press Official Side to provide a cost/benefit analysis of the costs associated with a TUPE/COSOP transfer; Such an analysis must include detailed costings in relation to salary differences between HMRC and DWP, and the official side proposals for dealing with these differences, differences in HR practices, especially in relation to annual leave, public and privilege holiday working, attendance management protocols and any other areas where DWP practices and procedures differ from HMRC in relation to terms and conditions of service.
3. to press Official Side to provide details regarding the type of work that staff not transferring into DWP may expect to have to undertake within HMRC;
4. To press official Side to release full information regarding the matters that they have discussed with DWP in relation to the transfer and how it affects staff transferring, what concerns they have identified and what solutions they propose for addressing those concerns
5. to use the parliamentary group and other forms of political campaigning to put pressure on the relevant ministers before decisions are made about the future of staff going into UC delivery;
6. To ensure that a representative from any Branch that may have members potentially being involved in the transfer to DWP is involved in any joint PCS working group established to deal with issues arising from the transfer of staff and roll out of Universal Credits

The GEC should consider the outcome of the membership consultation and be prepared to further consult members on what steps and actions can be taken if the members state that they do not want to transfer to DWP, as well as formulating a strategy should there be a significant split in membership wishes.

**X617** (not accepted as an emergency motion)  
**R&C Dundee (027029)**

This National Conference condemns the failure of the UK Government to sign up to the Council of Europe Istanbul Convention. In May 2011, the Council of Europe opened a new convention. The Istanbul Convention seeks to combat violence against women and domestic violence. Currently it has been signed by 18 countries of the 47 member states but the UK isn't one of them.

The Convention was set up to ensure countries conform to an agreed minimum standard and so that a proper framework is set up to protect and assist victims, promote equality between men and women, and support's law enforcement and international co-operation on eliminating violence.

Conference believes the UK Government should not have any problem signing up to these principles and also believes that by not doing so this could weaken the hand of other countries. Countries where a strong convention could see a start to addressing major problems in the handling of violence against women and domestic violence. The UK has double their responsibility at the moment as chair of the Council of Europe for a six month term and has promised to use the position to focus on promoting human rights.

Violence against women and domestic violence presents a grave threat to the equal treatment and well being of millions in the UK and worldwide. It is estimated that at least one out of every three women around the world has been beaten, coerced into sex, or otherwise abused in their lifetime. Conference therefore notes by not signing the Istanbul Convention this undermines leadership of the UK government in this area and of more importance and concern they are sending out a signal nationally and internationally that violence of this nature is somehow acceptable and not a priority.

This Conference instructs the NEC to;

1. Expose UK Government failings in this area. The UK coalition government issued a joint statement on the 8th March 2012, International Women's Day, stating that they were committed to signing the Council of Europe's Convention on Violence Against Women and Domestic Violence but to date have not; the announcement of any intention to sign is simply not enough.
2. Campaign Members to lobby their MP's for support in securing a real commitment from the UK Government in that they will tackle the issues of violence against women and domestic violence by immediately signing the Istanbul Convention.
3. Ask members to petition Parliamentary Under-Secretary for Equalities, Lynne Featherstone, asking her to commit the UK immediately signs the Istanbul Convention.
4. Work jointly with TUC, STUC, NIPSA, WTUC and other Trade Unions for joined up action regarding these issues.

**X618** (factually incorrect)  
**DWP Liverpool (047017)**

This Conference Applauds:

1. PCS members in DWP in Mersey District for the strike action they have taken to protect staffing levels in the local Jobcentre network.
2. The successful local campaign to prevent the closure of Old Swan Jobcentre in Liverpool.

This Conference Notes:

1. That following a meeting of the four branches involved on 24th April with DWP Group officials a request was sent to the National Disputes Committee to escalate the dispute with a proposal for three days strike on half pay.

2. That this request was reportedly turned down by the office of the Deputy General Secretary without any discussion of the proposed escalation by the full NDC.
3. That while it is appropriate for the office of the DGS to collate all relevant information in order to deliver legal industrial action, it is not the role of the DGS to block action without reference to the NDC.
4. That in addition to the Mersey JCP dispute a call from JCP Call Centre members for further strike action, following a meeting on 12/04/12, supported by the DWP GEC on 19/04/12 was still awaiting formal response on 05/05/12.
5. That these delays in requests for industrial action reaching the NDC are not unique.

This Conference believes:

1. That the process branches have to follow in order to obtain support for local strike action is far too complex and lengthy.
2. That the Tory led Government has declared war on the public sector and it is the job of PCS to support members who are up for a fight.
3. That far from diluting members support for national action, local/group strikes raise the combative spirit of the membership and help build the mood for national action.

This Conference instructs the National Executive Committee:

1. That in future all request for industrial action should be referred for consideration by the NDC by the office of the DGS at the earliest opportunity.
2. To conduct an urgent review of the process for submitting requests for industrial action with a view to simplifying the procedure to be completed within one calendar month of the close of conference
3. To report details of the new process to branches, to include a pro-forma for branches to complete all information required to obtain support for action, with a view to encourage industrial action submissions at a local level.

#### **4) Venue and Procedure for References Back to SOC Reports**

The SOC will be available to meet delegates seeking to move references back on this report, and SOC report no. 1, in Office 2 (follow the signs from the registration desk) in the conference centre between 6:30pm and 8.30pm on Tuesday 22<sup>nd</sup> May 2012.

Delegates should note that reference back credentials are necessary to enable delegates to move references back from the conference floor on SOC reports 1 & 2. The credentials are available up to 8.30pm. Only Delegates from Branches who have complied with standing orders A14 and A15 will be entitled to credentials.

#### **5) Other Issues**

Branches wishing to second a motion, withdraw a motion or withdraw as seconder to a motion should obtain form SOC A from the SOC table during conference or use the forms at appendix 2 of SOC report no.1.

Branches wishing to nominate a motion for inclusion in the Guillotine Section should obtain form SOC B from the SOC table during conference or use the forms at appendix 2 of SOC report no. 1.

On Thursday and Friday mornings the SOC will publish an update of decisions taken by conference on the preceding days. Delegates should note that these will not be classified as SOC reports so there will be no entitlement to move reference back.

**Calum Walker (Chair)**  
**Ian Fitzpatrick**  
**Jon Gamble**  
**Derek Mellor**  
**Gordon Rowntree**  
**Steve Farley (Secretary)**  
**Laure Djida (Admin)**  
**Rose Cooney (Admin)**