

30 June 2023

PCS A to Z: Job Security

Job Security is part of our current national campaign, and something that PCS is constantly working to improve.

As a PCS member, you are guaranteed the support of a union that will fight to improve your job security, and to protect your job if cuts or redundancies are proposed by an employer.

Alongside pay, pensions and redundancy terms, job security is one of the key planks in our [current national campaign](#).

Employers are [legally obliged to consult with trade unions](#) if they are considering making more than 20 people redundant. Over the years, PCS has had experience in saving jobs and guaranteeing better job security across a variety of employer areas.

For example, a fierce grassroots [community and political campaign in Portsmouth](#) led by PCS resulted in the saving HMRC jobs in the area in early 2022. And in 2020, after a strike by PCS members, Tate Enterprises agreed to an improved re-employment and re-deployment policy for members, including an agreement for preferential recruitment for vacancies across its Tate Gallery sites.

PCS is committed to obtaining job security guarantees and protecting job losses - and securing redeployment where the former two options are not possible. This commitment feeds into our involvement with the [TUC's Our Work Matters campaign](#), which was launched on 17 May 2023.

The campaign highlights how cleaners, security guards, porters and caterers are campaigning for better pay and fairer treatment at work. And it includes how outsourced workers can work together to improve their working conditions and job security.

Not a PCS member? [Join online](#).