

26 January 2024

Take action over the 60% return to offices

We are encouraging individual members, reps and branches to get involved in fighting the government's plans to force staff back into offices.

[PCS condemned the announcements](#) made by government departments in November last year that civil servants who are office workers will be required to attend workplaces for a minimum of 60% of their working time.

PCS General Secretary [Mark Serwotka has written to the Cabinet Office](#) describing the decision as “unnecessary, unreasonable and irrational” and referring to the results of our members' survey. In our survey 83% of members said they believed that hybrid working made them more productive and 100% of members said that they would lose valuable time with the extra commuting, as well as facing increased travel costs. Nearly 60% said that they would face extra stress and be less able to look after those that they care for.

Negotiators will be raising a range of issues with employers to try to push back on attempts to increase compulsory attendance at workplaces. PCS is opposed to the plans and believe that staff should be allowed the maximum possible choice and flexibility over how and where they do their jobs. We are seeking a national collective agreement, and agreements with employers, to that effect.

The national executive committee has agreed an action plan including encouraging members to submit individual grievances. We have produced a [template grievance letter](#) (login to PCS Digital required) which can be adapted as required.

The NEC is also asking branches and groups to consider applying to the national disputes committee if there is sufficient support among their members for taking industrial action over this issue. Branches are encouraged to hold members' meetings as soon as possible (speakers notes are available) to gauge levels of support and help members with the grievance process.

[Resources for reps including speakers' notes.](#)

Campaign materials will be available soon on [PCS Digital](#).

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