

9 April 2024

# Submit a grievance over the 60% return to offices

We are encouraging members and reps to submit a grievance or consider taking collective action over 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.

In the [members' survey that we carried out late last year](#), 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.

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. At the [Office for National Statistics, members have recently voted to take strike action](#) over the forced return to offices which was imposed on them this year.

[Download our template grievance letter.](#)

[Resources for members and reps challenging the forced return to offices.](#)

## A shorter working week

A "significant shortening of the working week with no loss of pay" is one of our [pay demands for 2024/2025](#) and in Defra, PCS has reached agreement with management to [explore the idea of a four-day week](#). These options would benefit members currently facing more time in the office, improving work-life balance

and reducing work-related stress.

[Make sure you vote in our national ballot.](#)

Not yet a PCS member? [Join online today](#). Join before 21 April to get a vote in our ballot for strike action over our national campaign demands.