

30 August 2024

PCS members employed by OCS at the FCDO vote for strike action

Members have voted overwhelmingly for action to demand decent pay, terms and conditions.

Cleaners and caterers working for the private contractor OCS at the Foreign and Commonwealth Development Office have voted overwhelmingly for strike action.

In a ballot which closed today (30), PCS members rejected an insulting pay offer and 100% of members voted for industrial action. The turnout was also 100%

The pay offer tabled by OCS would give most members no more than the [Living Wage Foundation's living wage](#) of £12 per hour which is a contractual requirement funded by the civil service, not the private contractor. OCS have refused to backdate this payment to the announcement date of October 2023 which has been custom and practice on the ex-DFID site for many years. The new 2024-25 real Living Wages rates will be announced in just over a month and will leave our members lagging further behind and even more out of pocket.

OCS have also refused to equalise terms and conditions including company sick pay and annual leave entitlement. All of those that receive no sick pay are women.

Members will now consider the timing and duration of their strike action.

Fran Heathcote, PCS general secretary, said:

“The results of a PCS cost of living survey were presented to OCS which demonstrate the financial pressures our members are under. Over 50% reported having to skip a meal or not being able to afford to put the heating on in the colder months and 67% said they had come into work when unwell because they can't afford to take time off to recuperate. This level of financial hardship in a civilised society is completely unacceptable.

"Our members have sent a clear message to OCS that they must act now to make an improved offer or face disruptive strike action. This strike action will be a powerful reminder of how fundamental our members are to keeping the FCDO running. The FCDO must now consider insourcing the contract in line with the policy of the new government"

You can show solidarity for our ongoing insourcing campaigns by using our [PCS e-action](#) to send an automatic letter to your MP asking them to support the insourcing of outsourced facilities management work.