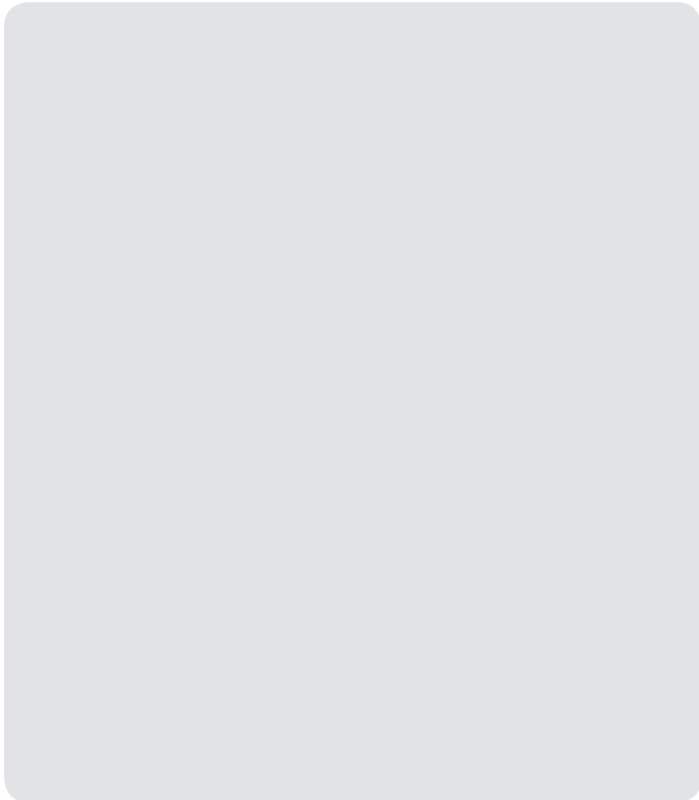




# MOTIONS BOOK

**Standing Orders Committee (SOC) Report No.1  
Conference Agenda**

Brighton Conference Centre  
24 – 26 May 2016



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# Introduction to the 2016 Standing Orders Committee (SOC) Report No.1

## 1. Duties

The duties of the Standing Orders Committee (SOC) are set out in Supplementary Rule 6.22 of the PCS Rules.

## 2. Categories of motions

This year the SOC received 404 motions by the deadline on 10th March. Among the total received 48 were found to be duplicated. The SOC have sent 2 motions for the attention of Group SOCs under conference standing order A35 about which the relevant Branches have been notified.

No motions have been excluded from the first report under the terms of Supplementary Rule 6.22(g).

This year 90 motions have been marked "A" for debate including 1 "composite" motion. The remaining motions have been allocated to categories "B", "D", "E" or "X" per conference Standing Order A34.

Motions categorised "D" are those that the SOC believe are "capable of being dealt with by correspondence with the General Secretary". Branches should note that this marking will require them to initiate correspondence directly with the General Secretary. If Branches feel that they then need to resubmit the same, or a similar, motion in 2017 it will assist the SOC in considering the appropriate marking if copies of any such correspondence are sent to the Secretary, National Standing Orders Committee at [steveb@pcs.org.uk](mailto:steveb@pcs.org.uk).

## 3. Duration of conference

The 2016 Conference will commence at 2:00 pm on Tuesday 24th May and end at 12:30 pm on Thursday 26th May. The SOC do not believe that there will be sufficient time for all motions marked "A" to be debated but, mindful of the length of Conference this year, we have taken steps in timetabling that we hope, with the co-operation of delegates, will maximise the number of motions that will be considered at the Conference.

## 4. References back (Standing Orders A14 – A16)

References Back on any conference matters contained within this report can be submitted via Motions Online (available through the PCS website) from 25 April up to 3pm on Friday 20 May for national conference. (NB. Deadlines for group conferences will vary so check with your Group SOC if you are unsure.)

## 5. Emergency motions (Standing Order A6)

Emergency Motions can be submitted via Motions Online (available through the PCS website) from 25 April up to 3pm on Friday 20 May for national conference. (NB. Deadlines for group conferences will vary so check with your Group SOC if you are unsure.)

## 6. Seconding and withdrawing motions

Branches requesting to second a motion, withdraw as seconder, or withdraw a motion can do so via Motions Online (available through the PCS website) from 25 April up to 3pm on Friday 20 May. Simply use the reference back facility to request any of the above.

Requests to withdraw a motion will be put to conference for agreement per standing order A4.

Branches can also submit the above requests throughout conference on form "SOC A" which will be available from the SOC during conference.

## 7. Guillotined motions section

It is the intention of the SOC to bring some guillotined motions back onto the agenda in a short session immediately prior to the close of Conference on Thursday 26 May. Branches wishing to request that a motion be included in this section should obtain form "SOC B" from the SOC during Conference.

## 8. Meetings with branch delegations to discuss references back and other matters

In line with conference standing order A41 the SOC will be available to meet delegates on the evening prior to the start of Conference to discuss references back. The session for delegates to meet with the SOC will be on Monday 23 May between 6:30 - 8:00pm in Meeting Room 2 (formerly known as the Sunrise Room) in the Brighton Conference Centre and will be conducted on a "first come first served" basis. All delegates are encouraged to obtain a copy of SOC report No 2 prior to meeting the SOC.

(NB. Delegations will be given a ticket to indicate their place in the queue. If a delegation is absent when their number is called, they will be reissued with a further ticket when they return.)

## 9. Other information

Delegates are reminded that if there are any queries on the content of this and subsequent reports the SOC will be available in the main hall throughout conference.

The National Standing Orders Committee wish all delegates and attendees well for a constructive and successful Conference in Brighton.

**Fiona Macdonald (Chair)**

**Jon Gamble**

**Derek Mellor**

**Gordon Rowntree**

**Calum Walker**

**Steve Battlemuch (Secretary)**

**Paul Hawkins (Admin)**

# 2016 Conference Timetable

## Tuesday 24 May (PM)

<b>14.00 – 14.10</b>	<b>Opening of Conference</b> Domestic Arrangements Minutes of Annual Delegate Conference 2015 Obituaries President's Address – Janice Godrich (Conference ballot boxes open)
<b>14.10 – 14.30</b>	<b>Adoption of Standing Orders Committee Reports</b>
<b>14.30 – 14.50</b>	<b>Presentation of the 2016 Annual Report</b> Mark Serwotka
<b>14.50 – 16.00</b>	<b>Jobs, Pay, and Pensions (A1–A9)</b>
<b>16.00 – 16.15</b>	<b>Guest Speaker</b> Jeremy Corbyn MP, Leader of the Labour Party
<b>16.15 – 16.45</b>	<b>Anti-Union Laws (A10–A12)</b>
<b>16.45 – 17.30</b>	<b>Organising (A13–A17)</b>
<b>17.30</b>	<b>Close</b>

## Wednesday 25 May (AM)

<b>9.00 – 10.00</b>	<b>EU Referendum (A18–A20)</b>
<b>10.00 – 11.00</b>	<b>PCS Services (A21–A27)</b>
<b>11.00 – 11.15</b>	<b>PCS Parliamentary Group Report</b> John McDonnell MP, Shadow Chancellor
<b>11.15 – 12.00</b>	<b>Fighting Austerity (A28–A31)</b>
<b>12.00 – 12.30</b>	<b>Equality (A32–A35)</b>
<b>12.30 – 13.30</b>	<b>Lunch</b>

## Wednesday 25 May (PM)

<b>13.30 – 14.30</b>	<b>Political Strategy (A36–A40)</b>
<b>14.30 – 15.10</b>	<b>Finance (including Finance Report) (A41–A44)</b>
<b>15.10 – 15.30</b>	<b>Affiliations (A45–A47)</b> (Ballot boxes close at 15.30)
<b>15.30 – 15.45</b>	<b>Distinguished Life Memberships</b>
<b>15.45 – 16.00</b>	<b>Break</b>
<b>16.00 – 16.15</b>	<b>Rules (A48–A49)</b>
<b>16.15 – 17.30</b>	<b>PCS Structures (A50–A57)</b>
<b>17.30</b>	<b>Close</b>

## Thursday 26 May (AM)

<b>9.00 – 9.30</b>	<b>International (A58–A63)</b>
<b>9.30 – 10.00</b>	<b>Environment &amp; Climate Change (A64–A66)</b>
<b>10.00 – 10.45</b>	<b>Personnel Policy and Health &amp; Safety (A67–A78)</b>
<b>10.45 – 11.45</b>	<b>Social and Economic (A79–A90)</b>
<b>11.45 – 12.15</b>	<b>Guillotined Motions</b>
<b>12.15 – 12.30</b>	<b>Vote of Thanks</b> <b>Close of Conference</b>

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# 1. JOBS, PAY & PENSIONS

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## A1 (General Debate with A2)

**Covers E97-E117**  
**National Executive Committee**  
**R&C Portsmouth – Portsdown Vectis (200091)**

Conference condemns the continuing government policy of austerity and its accompanying public sector cuts programme. The Comprehensive Spending Review outturn has resulted in further attacks on our members and their working lives. Some of the worst excesses include:

- In Revenue & Customs, the employer's plan to reduce its estate to just 17 sites employing 51,000 staff, accompanied by an entirely unnecessary declaration of compulsory redundancy for c150 staff
- In Ministry of Justice, the employer's announcement of its intention to close 86 courts in England & Wales and to cut 6,000 by 2020
- In Business, Innovation & Skills, the employer's announcement of the closure of the Sheffield office and the centralisation of all policy work in London, as part of a programme to deliver a 30 to 40% cut in staff and operating costs, reducing the estate from 80 locations to 7 or 8 regional centres (plus regional hubs) and cutting partner organisations by at least half.

Other parts of the union face similar attacks and Conference pledges its full support to all members affected by workplace closures and job cuts and instructs the NEC to:

- Demand central negotiations with the Cabinet Office on the estates strategy and other relevant issues,
- Focus the maximum possible resources on building workplace organisation in the areas affected,
- Carry out a mapping exercise to establish where closures are taking place in order to coordinate campaigning,
- Support and co-ordinate any disputes that arise, taking any opportunities to maximise pressure on the employer and the government,
- Work with the PCS Parliamentary Group to maximise political support for our campaigns,
- Work with community and anti-cuts groups to build alliances against workplace closures and to defend communities.

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## A2 (General debate with A1)

**Covers E118-E124**  
**DWP North Merseyside (047018)**  
**R&C Anglia (200147)**

This conference Notes:

The Tory Governments continuing assaults on the public sector and public sector services puts PCS members in the front line in the fight against austerity.

That the HMRC have already announced compulsory redundancies and has announced plans to close all its existing estate and shed 25% of its workforce

That DWP has announced a 20% cut back in its estates and continues to shed jobs, having already cut over 30,000 in the past few years.

That the mere threat of Group wide action in DWP at the end of 2012 saw management back down from going ahead with planned redundancies mainly in the AA grade.

That PCS has existing policy to call a civil service wide ballot in the event of compulsory redundancies being announced in any part of the civil service.

This conference Believes:

That as the Government seeks to shrink the state for purely ideological reason the risk of redundancies will only increase.

That cuts already announced, such as the HMRC, DWP and MOJ estates programmes, will prove impossible without redundancies.

That if the Tories are allowed to pick off one government department at a time this will reduce our chances of victory and it is therefore better to launch a united fight rather than sectional ones.

That while we recognise union density has been adversely affected by the end of check off by the employer all experience indicates that there will be an influx of members if the union is seen to be launching an effective fight back.

That PCS has a proud record of taking the leading role in the TU movement in the fight against austerity and we have no choice but to continue to do so to defend our members' interests and the services we provide.

Conference therefore resolves to reassert our existing policy that a ballot for national strike action across all Governments departments will be called in the event of compulsory redundancies being announced in any area of the civil service and instructs the incoming National Executive Committee to draw up plans for a campaign to win this position amongst the membership. In addition the NEC to give full support to any Group, Branch or workplace wishing to take action against the issue of any specific redundancy notice.

We further resolve to continue to use all means both political and industrial to build a united campaign across the wider trade union movement against the Governments unnecessary and damaging butchery of the public sector and public sector services.

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## A3

**Covers E125-E139**  
**National Executive Committee**  
**CPS East Midlands (070010)**

Conference notes that the Strategic Review of the union is considering our general approach to collective bargaining and that the NEC's intention is to hold a consultation with our lay structures on our bargaining priorities and campaign strategy at national and Group level, alongside the Strategic Review of our Group structures.

Conference further notes that the NEC has continued to press for progress on pay, tabling a proposal to the Cabinet Office seeking a fairer and more coherent pay system across the Civil Service and Non Departmental Public Bodies that is now the subject of talks.

Conference notes that, despite the policy of pay restraint, PCS has reached a number of agreements in bargaining areas on pay that have involved restructuring of systems, often involving the trading of contractual progression in return for significant sums of money for the lowest paid and progress on equal pay and the rate for the job. While, in some instances, this progress has been welcome,

Conference recognises that this approach has its limitations – such an approach can only be used once and members will be faced with the same problems caused by the pay restraint policy the following year. Offers of this nature from the employer also have the scope to create significant tensions and divisions between groups of members.

Conference condemns the government for its continuing austerity programme, including the continuation of a policy of pay restraint that is causing misery for millions of workers whose living standards are suffering appallingly, and creating a situation where pay for many of our members may be outstripped by the national minimum wage.

Conference endorses the strategy adopted by the NEC of:

- actively supporting and coordinating Group and Branch disputes, including fully utilising the new flexible staff structure we have set up in our regional hubs to build organisational readiness.
- advising negotiators to continue to press for restructuring of pay systems that eradicate the inequities inherent within current pay systems.

Conference instructs the NEC to:

- continue to press for co-ordinated action across the trade union movement to break the pay cap, and stand ready to organise a national ballot should we be successful in building such a coalition, as the most effective way of making progress on our current pay demands,
- explore possibilities around pay restructuring to secure better deals for members,
- press employers for a reduction in the number of bargaining units, and at Cabinet Office level for the restoration of central pay bargaining across the Civil Service and Non Departmental Public Bodies,
- explore the scope for equal pay challenges within and across bargaining areas,
- continue to work with the PCS Parliamentary Group to secure support for our objectives,
- develop a campaign focusing on low pay and the pay cap, including a parliamentary petition and consideration of a national demonstration, as a means of building support for joint union action.

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## A4

### Covers E140-E144

#### DWP Fylde Central Benefits & Services (047139) National Executive Committee

Conference rejects the sham consultation exercise undertaken by the Government in 2015 in terms of Public Sector (and Civil Service) Compensation schemes.

Conference was aware the threat from the Tories in January 2015 to cap the cost of an exit to £95,000 potentially impacting all those earning more than £27,000 if they won the General Election in May 2015. Conference notes that motions were submitted about this latest threatened attack, but unfortunately said motions weren't heard.

Conference agrees that a new campaign is needed to defend the Civil Service Compensation Scheme from the latest attacks which if imposed would cap civil service pay-offs at £95,000.

The cap will apply to all forms of compensation including:

- redundancy payments
- pension top-ups
- compromise agreements, and
- special severance payments.

We believe that this plan will impact on staff who are earning just above the average civil service pay and who

have long service. By including in the cap the buy-out of early pension reduction it means that even members who earn £27,000 but go early on their pension with long service will be affected as well as those who earn more than £47,400 who get 21 months' salary.

Conference believes that in order to commence a campaign to oppose the latest attacks, there needs to be the following:

– Details to all members about the original attacks which ended (or at least the campaign appeared to cease) with the outcome of the Legal Hearing, the judge Mr Justice McCombe. Mr Justice McCombe said that because rights to certain redundancy terms had accrued through length of service, they were classed as a "possession" and should not be "interfered with". But he also ruled that Government Ministers had not acted unlawfully because they had justified the cuts as a way of tackling the budget deficit and it was not for the court to interfere with the Government's economic or social policy. In other words there are times when the Law doesn't apply, or equally the Law only applies to some people not all and only when it suits.

– An acceptance that the issues surrounding the original attacks did not end, nor were they settled. During the period from the ruling to date many members will have lost ten of thousands of pounds in compensation and redundancy pay-outs.

– Issue an overview to Branches and Members providing a summary as the legal consideration of a continuation of the Legal Challenge to a higher Court (and ultimately to the European Court of Human Rights) was not favourable

Conference therefore further instructs the incoming NEC to continue with the campaign to oppose the latest, and original, attacks on the CSCS including methods such as:

- a) Media publicity
- b) Lobbying MPs
- c) Industrial Action
- d) further consideration of a continuation of the Legal Challenge to a higher Court (and ultimately to the European Court of Human Rights), or mounting a fresh legal challenge.

This list is not exhaustive.

Conference finally instructs the incoming NEC to keep Branches and members regularly updated as to any developments in the Campaign.

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## A5 (Composite A)

### Covers E145-E156

#### R&C Stockton and North Yorkshire (200108) Land Registry Croydon (030006)

Conference recognises the outstanding work PCS has delivered on tax justice in recent years. The success of the campaign has made the issue of tax avoidance, evasion and non-collection a key political issue that all the political parties have been forced to address to one degree or another.

The election of a new Labour leadership team with important links to this campaign offers an opportunity to step up this work. Shadow Chancellor John McDonnell pledged to take further action during his Party Conference address. We should seek urgent discussions with the Labour front bench to agree details of this. The tax justice campaign must be clearly linked to HMRC Group Campaigns against office and site closures, for jobs and staffing and making the case for additional resources with full involvement of the R&C Group.

Tax avoidance and evasion is a common feature in

the economic crisis across Europe and so our tax justice work must reflect this European dimension. Our cause is common with European Trade Union colleagues and the joint work we are doing with them through UFE, PSI etc. must continue to be developed. The sharing of experiences across the European Community is vital to building solidarity and resistance to them.

Conference agrees to:

- 1** Continue to promote Tax Justice as part of the solution to countering austerity arguments and stepping up Parliamentary lobbying seeking discussions with the Labour front bench team
- 2** Plan meetings of national PCS, HMRC group, Tax Justice Network, Parliamentary Group Officers, UK Uncut and TUC affiliates.
- 3** Link up with other campaign groups UK Uncut etc., where joint activity is possible.
- 4** Maintain and develop international links to organisations such as UFE and like-minded international campaigns supporting activities and events where it is beneficial and practical to do so.
- 5** Draw up a Tax Justice pamphlet and campaign materials based on the following but not exclusively:
  - i** HMRC resources, internal policies & procedures and legislation needed to tackle the tax payment, avoidance and evasion of FTSE companies and super rich.
  - ii** Progressive and redistributive form of taxation.
  - iii** Higher rate of Corporation Tax with increased resources and powers of collection.
  - iv** Windfall tax on profits of energy giants, supermarkets and banks/investment funds.
  - v** Radical reform of UK tax havens.
  - vi** A Land Value Tax
  - vii** Robin Hood Tax on transactions in equity/bond markets.

The pamphlet should explore the options, scope and increased revenue from a progressive system of taxation in the UK including in discussion with Labour and other political parties/politicians supportive of PCS Tax Justice policies and aims. It should also explore the scope for international co-operation between trade unions and at a governmental level. The campaign, along with a series of launch events and associated campaign materials and activities can assist our industrial and political agenda of challenging austerity and raising our alternative.

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## A6

**Covers E157-E161**

**National Gallery – CMSOA L&SE (101012)  
R&C VOA Greater London Valuation (200148)**

Conference notes:

The election of the Tory Government in May has led to a renewed assault on pay, public services, benefits and on our unions including the attacks on facility time, check off and the Tories' Trade Union Bill.

The fantastic solidarity that was received by the 111 day strike at the National Gallery including £180,000 in financial support which shows the support for anyone who makes a stand against austerity and the mood there is for a fightback.

250,000 People marched against austerity on the People's Assembly demo last June and up to 100,000 joined the TUC demonstration at the Tory Conference in Manchester.

The election of Jeremy Corbyn as leader of the Labour Party in September has electrified the movement. Thousands attended his campaign rallies and have responded to his anti-austerity stance.

PCS was at the centre of mass co-ordinated strike action against the Coalition government in defence of pensions and pay.

Conference believes:

The National Gallery strikers' strategy – bold initiatives, escalation of their action and linking with wider social movements was key to success. The strategy should be promoted by PCS and should be replicated in future disputes.

PCS needs to be at the centre of recreating a coalition of the willing to lead the fight against the Tory pay freeze and to take on the Trade Union Bill which if passed, we must be prepared to break.

The election of Jeremy Corbyn reflects the bitterness felt by working class people after years of austerity and the desire for real change. We should stand with Corbyn and McDonnell and build support for their opposition to austerity, war and racism

Instructs the NEC:

To encourage all members to be involved in the fightback against cuts, closures and privatisation. This should involve national and local strike action where possible.

To work with the TUC to prepare industrial action against the pay freeze and austerity, but be prepared to call action independently and to co-ordinate our strikes with other unions willing to take action.

To continue to work with other unions, as well as developing our relationships with new political movements such as claimant organisations, anti-austerity, anti-racist and environmental campaigns, in recognition of the strength this unity brings to us all.

Wherever our members begin sustained action to organise solidarity days, collections and demonstrations as we did during the National Gallery dispute.

To build the biggest possible campaign against the Trade Union Bill and if it is passed into law, to prepare our members politically and organisationally for the fact that to continue to take effective action, defying the law may be necessary.

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## A7

**Covers E162**

**DWP North and Outer East London Branch (047033)  
DWP Sheffield (047008)**

Conference notes

- a)** that in September 2011 most PCS members were part of the classic pension scheme and were paying 1.5% of their salary in pension contributions. Now members are paying much more. Staff earning up to £21,000 are typically now paying 4.6%. Staff earning between £21,000 and £47,000 are paying 5.45%. Thus pension contributions have at least tripled for most members. Many members are now paying more than a thousand pounds extra in pension contributions. Any additional pay members have received since 2011 has been wiped out with pension contribution increases.
- b)** the decline in our pay due to the Government's pay policy has led to a decline in the value of members pensions.
- c)** The Government's recent use of the Consumer Prices Index (CPI) to uprate members pensions rather than the Retail Price Index (RPI) has drastically cut their value. The CPI has typically been 1% below the RPI this year.
- d)** The introduction of the Flat Rate Pension this year is also likely to have a detrimental effect on Civil Servants e.g through the Government reducing our earned qualifying years for state pension and changing our National Insurance Contribution (NIC) status so we pay the same

rate as many private sector workers.

- e) most Civil Servants will now reach their State Pension Age at 67 or 68. Alpha, the new Civil Service pension scheme has been linked to the state pension age.

Thus many members of staff are being forced to work longer to access reduced pensions.

Conference believes PCS cannot campaign on pay without campaigning against recent pension changes.

Conference instructs the NEC to campaign for

- a significant pay rise for Civil Servants this year to make up for years of pay cuts and pension rises
- Reduced pension contributions for Civil Servants
- Pensions being uprated in future using the Retail Price Index inflation rate
- a reduction in the Pension age for the Civil Service Pension Scheme and the new State Pension Scheme

Conference instructs the NEC to campaign against detrimental changes to Civil Servants through the introduction of the new State Pension e.g. a loss of qualifying years and/or an increase in National Insurance Contributions.

Also Conference instructs the NEC to provide advice on pensions to DWP bargaining groups so they can ensure their pay demands reflect the drastic impact pension changes have had on members take home pay.

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## A8

### R&C Bootle Taxes (200006)

This Annual Delegate Conference condemns the announcement by the Chancellor that public sector pay restraint is set to continue until at least 2020.

Conference notes that not only has civil service pay stagnated, but there is considerable disparity across the Civil Service so that civil servants on the same grade can be on wildly different rates of pay.

Conference agrees that all civil servants deserve a pay rise and that all civil servants on the same grade deserve the same rate of pay.

Conference therefore instructs the National Executive Committee to adopt the following demands on pay:

- That no civil servant earns an hourly rate below the Living Wage
- That, at each grade, the highest departmental rate available should be adopted as the baseline for that grade across the whole civil service
- A pay rise of 10% above this baseline
- That pay should be subject to national negotiations at Cabinet Office level rather than negotiations within individual departments
- The NEC is instructed to incorporate these demands into pay campaigning within two months of Conference.

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## A9

### R&C North Wales & North West Branch (200078)

That this ADC notes the progress made in reducing the working week particularly in Sweden France and Germany. Conference expresses its real concern at the complete lack of progress in achieving long term aims of reducing the working week by PCS and the TUC,

Conference therefore instructs the NEC to

- Open immediate negotiations to reduce the working week to 30 hours with no loss of pay
- Seek to mount a campaign for a 30 hour week with the TUC and other interested party.

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## 02. ANTI-UNION LAWS

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### A10

Covers E166-E184

Home Office Merseyside Branch (026124)

R&C Benton Park View (200126)

That this annual delegate conference notes:

Despite Britain already having some of the most draconian laws in Western Europe the Tories want to shackle our trade unions with yet more anti-union legislation.

The Tories want to impose new balloting thresholds for legal strike action that if applied to the election of MP's would see some 270 Tory MPs presently in the House of Commons unelected.

These new thresholds are being proposed by a government supported by only 24 percent of the electorate.

The Tories also intend to offer employers a licence to break strikes. They will make it legal to use agency workers during industrial disputes to replace strikers.

Restrictions on unions' right to fund political parties will not apply to the millionaires that back the Tories.

The Tories also plan to effectively criminalise picketing, to restrict union facility time, to lengthen the notice of industrial action to employers to two weeks' and for unions to be forced to re-ballot after four months.

TUC Congress supported calls for coordinated resistance to the Bill including "the possibility of assisting in organising generalised strike action should legal action be taken against any affiliate in connection with these new laws". And a pledge to support unions that found themselves "outside the law" if the legislation is passed.

Conference believes:

The Tories have declared war on the trade union movement.

The trade union movement cannot submit to these new laws. The right to organise and use collective action are the most basic civil liberties. We won't stand by and watch them be destroyed.

We need a massive campaign against the Trade Union Bill, but if it is passed onto the statute book we need to be prepared to defy the law.

Conference therefore instructs the NEC:

- To offer the maximum solidarity to all workers in struggle.
- To work with the TUC, other trade unions, and other anti-austerity organisations to build the widest possible resistance to this latest assault on our right to organise.
- To work with the TUC other trade unions, MPs, TUCG and campaign groups such as the People's Assembly, Unite the Resistance and the National Shop Stewards Network to organise the biggest possible campaign of meetings, rallies— and action— to defend the right to strike.
- To prepare our members politically and organisationally to defy the law if necessary to preserve our ability to organise effectively against austerity.

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## A11

### Covers E185

DWP East London (047030)

DWP Lambeth & Southwark (047031)

Conference notes:

- the government's plans to limit even further our already very limited right to strike, including the introduction of turnout thresholds for strike ballots through the Trade Union Bill.
- The leaked letter from Nick Boles to Oliver Letwin and Chris Grayling proposing 'concessions' around e-balloting, the length of time a strike mandate is live and the identification of picket line leaders.

That even if all of this was conceded it would not be enough to end our opposition to the Bill.

Conference instructs the NEC to campaign for a charter of workers rights which will include, but not necessarily restricted to:

- The right for trade unions to determine their own rulebooks without interference from the state around issues such as, but not limited to, balloting for industrial action
- A statutory right to check off and facility time for not only Trade Union duties but also activities.
- The right to take solidarity action
- The right to picket
- The right of workers to collectively and democratically decide who they will work with and who they won't, ie if a majority of workers want a closed shop this should legally enforceable.

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## A12

MoJ Greater Manchester (052010)

Conference welcomes the announcement by Jeremy Corbyn, leader of the Labour Party, that he supports legislation to make solidarity action by trade unions legal. However, Labour are not in power in Government and may not win the General Election in 2020. There may of course always be a snap election.

Conference agrees that PCS policy shall be to support solidarity action by trade unions to be made legal and instructs the NEC, in the meantime, to push for this at the TUC, to seek the agreement of other unions to this, to contact sympathetic parties to also pledge their support for this, and to campaign amongst our own members to support this.

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## 03. ORGANISING

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## A13

Covers E188-E200

National Executive Committee

Land Registry Birkenhead (030001)

Conference notes that our ability to successfully challenge employers and the government over pay, job cuts and privatisation demands that we do so from a position of strength. Government policy to cut the public sector and the drive towards privatisation presents PCS with challenges for the foreseeable future. The enactment of the Trade Union Bill, expected during 2016, is intended to undermine unions, our structures, and our ability to campaign and mobilise our members.

Conference notes that the experience of switching our members from check-off to Direct Debit has shown that we are capable of finding opportunity in seemingly insurmountable adversity. The Direct Debit campaign has been a phenomenal success, with DWP and HMRC signing up 85% of members to direct debit and in the Land Registry, 94% of our members had signed up to DD. More members are joining or re-joining the union every month than at any time in the last five years. More union members are getting active in the union than at any time in the union's history.

The success of the union's response to the removal of check-off has depended on solid workplace organisation; PCS is at its most effective where we have a voice and presence in every workplace, where our activist base is representative of our wider membership, where members can be encouraged to come forward and actively support the union and where there are no barriers to any of our members becoming involved in union activity.

The 2016 National Organising strategy aims to build our union in every workplace; recruiting non-members, involving members in PCS activity, finding new activists and advocates. In 2015 we surveyed activists and the survey results told us that talking to members face to face in the workplace are the best way to recruit members and get them involved in the union. This approach is at the heart of our National Organising Strategy.

Conference endorses the National Organising Strategy

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## A14

Covers E201-E206

National Executive Committee

BIS Northern (041207)

Conference notes that PCS has been a prominent critic of the government's austerity agenda and that the Tories tried, but failed, to silence us with a hostile attack on the union, by undermining collective bargaining, cutting facility time and withdrawing check-off.

Conference notes that we are continuing with a three year financial plan, including reductions in spending, which will result in the stabilisation of the union's finances. We have achieved a direct debit sign up rate in excess of 85%. Our direct debit campaign has been a fantastic success and is now admired across the trade union movement.

Conference notes that ADC 2015 approved a plan to carry out a root and branch strategic review of our structures and processes to turn the Tories' threat to the union into an opportunity. The central aim of the review is to ensure that PCS is continues to operate effectively in the new hostile environment and becomes an even stronger union, so that we can win meaningful bargaining at all levels and resist the cuts. We believe that the process of strengthening our position must start with the development of vibrant, active and strong workplace organisation.

Conference notes that a series of regional briefing sessions were organised in the autumn of 2015, and a senior lay reps meeting was held. A detailed document was then sent out across the union and a major consultation took place. A detailed report summarising the consultation responses and setting out immediate and medium term



actions was sent to branches.

During the year the NEC also agreed to the sale of our property in Vauxhall Bridge Road London. Part of the proceeds from the sale will be used to invest in an upgraded website, e-communications, database and internal finance and administrative systems, with digital replacements.

The far reaching nature of the review has led to the NEC submitting a number of enabling motions to ADC, to review aspects of the union's organisation and structures and make recommendations for rule changes to the 2017 conference. The NEC has also taken the following immediate actions:

- Approached the Labour Party to negotiate a UK civil service facility time and national bargaining machinery agreement.
- Carried out an intensive lobbying operation of shadow cabinet members.
- Developing new resources for reps, including a branch handbook and on-line resources; the development of the PCS academy and Membership Support Centre, and, in conjunction with the Commercial Sector, new strategies for organising in outsourced government contracts.
- Deploying staff to support organising in less well organised workplaces and maintaining support for key negotiations working with lay colleagues.
- Developing strategies for increasing participation from under-represented groups.
- Producing a series of clear and accessible guides to the union's structures and processes.

Conference instructs the NEC to continue to consult and report to branches and groups in carrying out the Strategic Review action points, and to ensure that major decisions and those which require rule changes are submitted to ADC.

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## A15

### Land Registry Durham (030009)

This conference notes the important data held on the PCS Commix system and how vital this information is in organising. This data is particularly important when embarking on initiatives such as switching members to Direct Debit and targeted recruitment campaigns. It is of concern that only certain individuals within branches can have access to the information relating to their branch and even more concerning that group officials, including Group Organisers, do not have access to wider group data. Given the reorganisations taking place in PCS, and the reduction of full time officers and office support it is essential that branches and groups can gain immediate access to membership records for organising purposes and that any amendments and changes can be made by those officers.

Conference instructs the NEC to investigate the access arrangements to Commix data to ensure that branch and group officers can organise effectively whilst ensuring Data Protection legislation is fully complied with.

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## A16

### DCLG/Headquarters National Branch (141802)

Conference notes PCS currently has over 80 national branches covering around 16,000 members, which are outside the mainstream civil service groups.

These branches heroically combine responsibility of both BECs and GECs by negotiating with their employers as well as recruiting and representing members across multiple sites. It is therefore disappointing that these branches haven't previously received sufficient support from PCS HQ. In particular:

- They have had limited or no access to support from full time officials
- They are restricted to the number of combined BEC & GEC meetings that can be held and have been financially penalised for holding too many meetings.

Conference instructs the NEC to ensure national branches receive support and are provided with sufficient resources ongoing forward.

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## A17

### Scottish Prison Service - PSg Scotland (149010)

The recent repeal of section 127 of the Criminal Justice and Public Order Act 1994, now legitimises strike action for our sister unions at the Scottish Prison Service.

Conference recognises this as the restoration of basic fundamental trade union rights in Scotland. Conference agrees that this heinous legislation should be repealed throughout the rest of the UK.

Precious human rights such as the right to withdraw labour should never be taken for granted and should be cherished and protected from government interference.

Conference agrees that the right to take industrial action including strike action should never be diluted or replaced by Binding Independent Arbitration, Conference notes that Binding Independent Arbitration used as a means to replace the right to withdraw your labour is a tactic of the right wing and has no place in trade unionism.

Conference instructs the NEC to ensure PCS works with sister trade unions across the trade union movement to reinforce the need for unity at a time when we face attacks from not just the Tory Government but from the Civil Service departments and Agencies who seek to enforce cuts and austerity onto the lowest paid workers.

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## 04. EUROPEAN UNION REFERENDUM

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### A18 (General debate with A19 & A20)

**Covers E208  
National Executive Committee  
NATS CTC (201001)**

Conference notes that, following the Government's renegotiation of the relationship between the European Union and the UK, the referendum on the UK's continued membership of the EU takes place on 23 June 2016.

Conference further notes that there are strongly held opinions on both sides of the referendum debate, in society as a whole and specifically within the trade union

movement.

The funding for the main cross party campaigns which dominate the debate comes largely from business interests and the arguments advanced by the campaigns often reflect that fact alongside the dominant theme of national sovereignty.

In the trade unions the arguments are centred on jobs, the economy, the 'social model', i.e. the protection of workers' rights, and privatisation. Some unions have clear positions to remain, others to leave and some have said that they could take a neutral position.

Progressive arguments on each side of the question concern the political nature of the EU, the promotion of neo-liberal economic policy, international solidarity and democracy. Unfortunately, however, the debate conducted within the mass media is dominated by the official leave and remain narratives, by Tory politicians and by arguments concerning migrant workers, in-work benefits for migrants, refugees and national sovereignty. In many areas of the UK this is merging into the general narrative about migrants, jobs and wages which has fuelled prejudice and myth in recent years.

Conference notes that within PCS there have been strong political arguments in favour of both positions in the debate advanced by activists within the union and that we have a diverse membership within which individual PCS members will also hold strong personal views on the question as citizens.

Conference agrees that our starting point in coming to a position on how to approach the EU referendum must be our clear and democratically agreed policies on campaigning for the alternative to austerity and for decent jobs, pay, pensions and public services. Given the dominant themes in the media and the polarised nature of the debate, there is a pressing need for concrete information on the effect of leaving or remaining on members' priorities.

Conference therefore instructs the NEC to launch a 'PCS informs – you decide' campaign immediately following ADC. Conference agrees that this is the only approach to such a polarised debate that will unite the union and that will not compromise our policy alternatives. The campaign must actively take PCS members' demands to both sides of the debate, challenging politicians of all parties to respond to those demands and providing information to members to make up their minds based on their responses.

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## A19

(General debate with A18 & A20, falls if A18 is carried)

**Covers E209-E215**  
**R&C Leeds & District (200056)**  
**DWP Cheshire (047014)**

This PCS ADC believes that the human rights and employment protections of our members are safer with Britain in the EU than outside it.

If Britain does leave the EU there can be no doubt the current majority conservative government will move quickly to erode employment protections to consolidate their grip on power even further. This would leave the UK as the second most draconian country in Europe after the dictatorship of Belarus.

The major players in the OUT campaign on the right such as Nigel Farage, Ian Duncan-Smith, Chris Grayling, Michael Gove and Boris Johnson are the most ardent advocates of this strategy.

The EU is flawed and is in need of democratic reform but this ADC believes that we should campaign for reform from within and work with our sister unions across Europe rather

than risk leaving.

The current major international debt, capital and refugee crises show that far from needing further nationalist solutions we need more international cooperation. The Syrian refugee crisis demands an EU wide solution and agreement on how to resolve it. The EU debt crisis needs a new EU wide fair deal to cancel debt, end austerity and invest in new green technology to build prosperity for all in the future.

This ADC therefore instructs the NEC to encourage all members to vote to remain in the EU and to campaign with other UK trade unions who share our view to encourage all eligible UK voters to vote to remain in the EU.

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## A20

(General debate with A18 & A19, falls if A18 or A19 is carried)

### DfT - East Midlands (201051)

Conference notes that the government is committed to holding an in/out referendum on Britain's membership of the European Union by the end of 2017.

Conference believes

That the European Union has nothing to do with internationalism, justice or democracy.

That the European Union was from its foundation an organisation pushing the agenda of big business across Europe.

That with successive treaties and unaccountable new institutions – from the Single European Act to the European Central Bank- the EU has hard wired into its nature the enforcement of neo-liberal policies of privatisation, marketisation and austerity. The EU's active promotion of TTIP is one indication of this.

That vicious racism is built into the foundations of the European Union – with free movement within the EU for those with the right passports being built on murderous racism towards our brothers and sisters from the rest of the world.

That any changes Cameron's government negotiates with the EU will bring more privatisation, marketisation and racism.

That Cameron and his government will be campaigning for Britain to stay in the EU on these new terms, and a vote to stay in will strengthen Cameron, Osborne and their racist and austerity agenda.

That if progressive forces line up behind Cameron and help him win the referendum they will do a great disservice to working people.

That we should recognise the danger of leaving opposition to the European Union, and Cameron's referendum package, to those motivated only by reactionary "Little England" chauvinism or downright racism – including sections of the Tory right and UKIP.

That we should therefore actively seek to work with the widest possible progressive forces to build a different, progressive, anti-racist, internationalist campaign against the EU, for a vote against Britain's membership of the EU neo-liberal big business club

That such a campaign should have as its key themes: No to racism – inside and outside the European Union; Yes to internationalism-solidarity across all borders; Defend public services- no to privatisation; No to the European Union.

That under no circumstance should such a campaign have any truck with, joint work with or share any platforms with forces which espouse any form of racism – including Ukip. That we should oppose all forms of racism and attacks on migrants - that our stance should be refugees and migrants are welcome here.

That we should stand for internationalism and solidarity

with struggles by workers and against all forms injustice across all borders – whether inside and outside the EU.

That if a progressive campaign against the EU is built, and Cameron defeated in his referendum it would be a near fatal blow to his government and bring nearer the day when it's swept from office

Conference instructs the NEC:

The NEC organise a wide campaign of discussion inside the union, and to actively seek out potential allies in the trade union and progressive movements to urgently try to build a progressive anti-EU movement.

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## 05. PCS SERVICES

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### A21

#### MOJ Associated Offices Branch (052046)

Conference Notes

- 1 The appalling way the Tory Government funds NHS Mental Health Provision
- 2 That about 1 in 3 of all GP appointments relate to Mental Health
- 3 The insufficient provision of Counselling and CBT for those with Mental Health Issues
- 4 The impact discrimination has on the employment opportunities for those with Mental Health Issues.
- 5 Mental Health issues are more common in those socially disadvantaged
- 6 PCS's Lack of a Strategy and Policy document with regard to mental health Issues
- 7 Those with Severe Mental Health problems have 15-20 years shorter life expectancy
- 8 Notes the Tory meagre contribution to the under resourced Mental Health Service
- 9 Tory cuts have reduced the services and programs available to those with mental health problems.

Conference Believes

- 1 The Tory Government's Austerity regime make the Nations Mental Health Worse
- 2 PCS's needs a Strategy and Policy document with regard to mental health Issues
- 3 That the mental health of many is made worse by the prejudice and discrimination exacerbated by Tory Austerity
- 4 The culture of unrealistic targets and bully in the Civil Service serves to cause excessive stress and brings about mental injury
- 5 PCS should be a good employer

Conference Condemns

- 1 Tory Austerity for the damage it does to the nation and society
- 2 The culture of unrealistic targets and bully in the Civil Service
- 3 The poor funding of Mental Health Services

Conference Instructs National Executive

- 1 To develop a policy document on Mental Health for how it treats its employees
- 2 To develop a policy document on Mental Health for PCS members
- 3 To develop a strategy to support the Mental Health for PCS members

- 4 To bring both policies and strategy before ADC (National Conference) next year for approval

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### A22

#### R&C Glasgow & Clyde HMRC & Valuation (200119)

Conference notes that experiences within the moving branch when representing members who have faced workplace issues as a result of sexual assault & domestic violence are that one of the main members' concerns is that nobody finds out about their experiences outside of those who absolutely have to know to deal with the workplace issue. From this (and a wealth of other evidence about under-reporting), conference agrees that it's extremely likely that many members remain silent whilst facing disciplinary action which has come about as a consequence of their ordeal (e.g. where it causes poor performance, poor attendance etc). Furthermore, conference agrees that PCS can do a lot to support these members where workplace issues are not ongoing as PCS reps could act as a safe point of contact for affected members to seek help. In this regard, conference instructs the NEC to do the following things..

- Work with the women's networks within PCS to promote the idea to members that PCS provides a safe environment for members to open-up and deal with these issues
- Ensure reps have access to training & information to help reps support affected members, whether directly or through signposting to external organisations which have expertise in these areas
- Discuss with the civil service how it can promote the idea that the civil service provides a safe space for members to open up about these issues and to create civil service policies so that where members are facing workplace issues, the primary focus is on helping them cope with their ordeal and not trying to discipline them due to resulting consequences

Conference instructs the NEC to begin this work as soon as is practicable.

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### A23

Covers E234-E237

R&C Bootle Taxes (200006)

R&C Leicestershire (200059)

This Annual Delegate Conference notes that members join a trade union for many reasons, but clearly a prominent reason is protection.

It is with dismay then that this Conference notes that many requests that have gone through to PCS Legal for a decision on whether to support a case to Employment Tribunal have received a negative response. This is concerning for 2 main reasons

- 1 Many, if not most, PCS branches will have a number of experienced reps who conduct their own triage of cases which have the potential for progressing on to Tribunal. Reps are highly unlikely to put forward frivolous cases which have little or no prospect of success.
- 2 Once a negative decision is received back at the branch, it is then up to the volunteer lay reps to deliver that response to the member at a time when they need their

union the most. They may have been a member for many years and in so doing have paid substantial subscriptions only to be told that when the need is greatest, the union will abandon them.

Conference accepts the difficult financial position that the union is in. However, it would appear that we have got our priorities all wrong if we are willing to let members down in this way.

Conference therefore instructs the NEC:

- 1 To publish statistics on all cases sent for legal advice over the last 2 years, along with the number/percentage which we have gone to support and represent at Tribunal. This should be done by the end of September 2016.
- 2 To produce a report from these findings on the main reasons why support has been refused and what (if any) measures can be taken to increase the number of cases which receive support. This should be done by the end of 2016.
- 3 To produce and publish guidance for branches on how to challenge decisions by PCS Legal which they consider to be incorrect or erroneous. This should be sent to all branches electronically and easy to find in a prominent place on the union's website by the end of September 2016.
- 4 To fully consult with branches on their frustrations with, and the perceived failings of, PCS Legal as things stand and to bring recommendations for any changes back to Conference in 2017.

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## A24

### MoJ HQ (052053)

We are repeatedly reminded that PCS needs to manage its resources carefully. Yet, despite this, it continues to waste funds on materials which cannot be used and end up straight in the bin. One example is the materials produced to promote Disability Awareness Month. In 2014 PCS produced a glossy booklet promoting a month of events which would be taking place. The problem was that this was delivered to branches one week before the end of the month, after all the events had happened. In 2015 a single poster was sent to each branch promoting Disability Awareness Month halfway through the month – too late for use, particularly in branches which would have needed to order more copies to cover all workplaces. In both cases these materials went straight in the bin – an appalling waste of money, both in terms of the items themselves, but also the time spent by PCS staff working on them.

Branches need these types of materials to show the wide range of what PCS offers to members. They show different sides of the union and different topics can be of relevance to different members or potential members. However, it appears that little thought is given to why these materials are being produced. Some of these materials must have involved a large commitment of PCS time (and related cost) in the research and drafting of content. Then there is the time and cost of photography and design, followed by printing and postage. It seems an incredible waste that this huge investment just ends up in the bin because PCS staff are only focussed on the quality of the end product and not what it is intended to be used for and ensuring it gets delivered in good time.

Conference instructs the NEC to ensure that future resources are not wasted on publications by:

- 1 Ensuring that teams working on these topics produce their work and related materials to a reasonable deadline to enable printing and distribution to branches

- 2 That the final deadline considers that lay reps will have to manage this on top of existing day jobs and will not be able to respond immediately to requests to distribute materials
- 3 That branches be given early warning of specific topics or campaigns, so that they can consider and organise other linked activity they might think relevant in good time
- 4 That branches be given early warning of what materials they can expect, so that this can be included in their plans

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## A25

### Covers E238-E239

#### DWP Leeds Branch (047006)

#### DWP Calderdale and Kirklees (047004)

Conference notes that referrals to Transgender services in the UK are increasing exponentially.

That reps are increasingly called upon to represent members with Trans issues in the workplace.

That the representation we provide to Trans members could be improved.

That the services provided to our Trans customers often fall short.

This conference notes that on February 3rd and 4th 2016 the Yorkshire and Humberside Region piloted a Transgender awareness course.

This course was very positively received.

This conference calls:

- for Trans awareness training to be offered across the union
- for an awareness pack for branches to be produced
- for the development of a negotiators guide including staff support, staff awareness training and best practice for customers

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## A26

### DCLG/Headquarters National Branch (141802)

This Conference notes the financial situation the Union finds itself in and the need to make savings in every area.

With this in mind, and noting the Union's commitment to greater social equality and the need to practice what we preach rather than pay senior union salaries in excess of some 99% or more of the entire civil service, the NEC are instructed to:

- Immediately commence negotiations with the GMB to ensure that the wages of Employed Officers of the Union in paybands 4 – 7 are more reflective of the pay received by the vast majority of PCS members and,
- In doing so, to ensure that the legal rights of current Employed Officers are not infringed.

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## A27

### Covers E240

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

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

This conference notes that across various Departments reorganisations/regionalisations are happening, meaning wholesale moves for our members.

While conference applauds the NEC, Groups, Reps' and members' efforts to keep our offices open, we feel further work could be done on supporting members through the one-to-one process.

Currently each Group is coming up with its own guidance around the one-to-one process. Much of this work is duplication.

This conference instructs the NEC to review the various one-to-one processes across the Departments and where appropriate, with input from PCS equality networks/setups, create cross Departmental one-to-one guidance to support Reps and members through the process.

This work to be completed and the guidance made available by the end of July 2016.

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## 06. FIGHTING AUSTERITY

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### A28

**Covers E245-E254**

**DWP Kent (047101)**

**R&C North Wales & North West Branch (200078)**

This conference believes that the dismantlement of the social security system is an assault on the whole working class and should be of concern to the whole movement. Conference notes the success of the PCS campaign for a fair social security system and our attempts to change the political debate by working closely with campaigning organisations such as Unite Community, Black Triangle, Benefits Justice, Disabled People Against the Cuts and the TUC Unemployed Workers Centres.

We welcome the recent joint PCS/Unite initiative in October 2015 to build greater solidarity and strengthen links with all organisations prepared to work with us to fight for a better, more equitable system.

Conference further notes though that, in Tory Britain, over 1 million people have had to rely on food banks, whilst the government ramps up conditionality in its continued attempts to roll out Universal Credit and make the poorest, and most vulnerable, scapegoats for a situation not of their making. The progress of the government's welfare bill which is currently being pushed through parliament will see further misery and destitution unless we are successful in our campaign to not just fight it, but to positively influence the debate about the sort of system that we want to see.

Conference notes that the political landscape is changing fast and the election of Jeremy Corbyn as Labour leader gives us massive opportunities to engage with a new layer of activists, politicised by his campaign and willing to campaign with us for the sort of society that they want to see.

Conference agrees:

- That we should raise the profile of the government changes being driven through and that we should seek through the wider union movement, to highlight the consequences of those changes on the benefits system and the impact they will have on the most vulnerable.
- That building on the work developed through the

joint social security summit, we should pursue further opportunities to coordinate our welfare campaign work both nationally, but more importantly at a local level, encouraging joint work and solidarity locally, wherever this is possible. Examples being public meetings and further benefits justice days of action started in 2014.

- To intensify our work in campaigning against the sanction regime and government attempts to increase conditionality. Continuing to offer full support to members faced with disciplinary action and lower box markings for using their discretion in both sanctions referrals and decision making, despite the government continuing to claim that there are no targets.

Conference resolves that the provision of social security for every citizen is a basic and fundamental human right and pledges to do all we can, through to ensure that, in a society teeming with wealth, nobody is denied freedom from hunger and want.

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### A29

**Covers E255-E257**

**R&C East Kilbride (200031)**

**R&C Bradford & District (200008)**

This Conference recognises the threat to communities across the UK following the Chancellor's announcements on welfare reform and introduction of a "living wage" following the UK budget.

For example, the decision to remove entitlement to housing benefit for 18 to 21 year olds will disproportionately impact on younger members as well as the wider youth community, particularly those within other minority communities.

In addition, while this Conference welcomes any measure that increases earnings for our members and all workers, it notes the Chancellor's proposed "living wage" is merely an increase on the existing Minimum Wage, and not a true Living Wage, leaving many workers still struggling to make ends meet.

This Conference recognises that the decision to exclude 18 to 25 year olds does nothing to address inequality in earnings for many young people, and will instead have the opposite effect for large portions of workers in the UK, including those over 25.

This Conference also recognises that the decisions taken by the Chancellor places many people, including many workers, in the potential position of being unable to earn enough to support themselves, as considered by the level of the "living wage." These policies also have the potential to disproportionately affect members in underrepresented communities both within PCS and among the general population.

This Conference calls on the PCS National Executive Committee to:

- Liaise with each of PCS' equality groups to fully establish and understand the potential impact on each community from the proposed welfare reform and "living wage" policies
- Highlight the findings to PCS membership, highlighting the potential impacts on each community
- Campaign for the introduction of a wage of at least £10 an hour now for all regardless of circumstances
- Call on the TUC, and appropriate structures, to highlight PCS' findings and to support our campaign on welfare reform and the "living wage"
- Lobby elected national and devolved representatives to raise this Conference's concerns, to encourage discussion highlighting these issues and to consider possible measures to lessen their impact

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## A30

### DWP Lincolnshire & Rutland (047045)

Conference notes that:

- Cuts and austerity are having a devastating effect on local government services across the UK;
- UNISON estimates that nationally, local authorities will have lost £11.3 billion in central government funding grants by 2015/16;
- The scale of the cuts to local government has had a significant effect on the services that the public rely on, including social care, local welfare provision, libraries, sports centres, community centres, and fire and rescue services.

Conference believes that:

- It is not enough for local councillors to simply pass on government austerity by cutting the services used by working-class people including PCS members;
- There are a wide variety of legal powers at the disposal of local authorities to campaign against the cuts, including using reserves, preferential borrowing powers, consultations, local referenda, calling-in decisions, non-implementation of government policies, and co-operating together to demand the reversal of government funding cuts;
- That the above tactics only offer a short-term option, and the defeat of the government's cuts agenda can only ultimately be achievable by building a mass movement against all cuts and privatisation based in the workplaces and the communities.
- The marvellous historic campaigns of councillors in Poplar, Clay Cross and Liverpool show that elected representatives have a choice and can stand up for local services against austerity governments;

Conference calls on the NEC to:

- Widely publicise the legal powers that local authorities have at their disposal in developing opposition to cuts and privatisation;
- Demand that Labour, Plaid Cymru and SNP councils set legal no-cuts budgets, use reserves, capitalise eligible general fund expenditure and borrow prudentially to generate resources so that no council need make cuts;
- Call for the Labour Party to commit to a manifesto pledge to fully reverse the cuts to local government funding since 2010;
- Write to all TUC-affiliated unions, the TUC, TUCG, and national anti-cuts campaigns calling for a national campaign linking councils, trade unions and communities in a fight against the Government's austerity programme.

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## A31

### MOJ Associated Offices Branch (052046)

Conference notes the recent report from the housing charity Shelter which states that average private rents are unaffordable for working families in over half of all local authorities in England and details the failure of the private property sector to meet basic housing need, such as the "Buy to Let" fiasco.

Conference re-affirms its existing policies on the need for major expansion of council/social housing.

Conference is appalled at the current policies of housing pursued by all three major political parties which directly hit the working class and is nothing more than social cleansing

especially in London.

Conference instructs the NEC to lobby the TUC to campaign for the following:

- Make the case for a return to statutory rent controls on commercially – leased domestic accommodation, as was previously carried out by Rent Officers.
- The building of council and social housing which has affordable rents that mean affordable.
- Lobby against the introduction of market rents in Council or Social housing.

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## 07. EQUALITY

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## A32

### DCLG/Headquarters National Branch (141802)

This Conference notes that Annual Delegate Conference 2009 carried Motion A47 which.

- a) Recognised that inequality and unequal treatment have a profound affect upon the working lives of PCS members and exemplified this with nine examples of inequality and unequal treatment including the:
  - disproportionate representation of "junior" grade and ethnic minority staff in misconduct, poor performance, and poor attendance cases;
  - differential award by grade and ethnicity of performance box markings and therefore of performance related pay;
  - gender pay gap;
  - sharp relationship between civil service grade and morbidity and mortality rates.
- b) Noted that Ministers and mandarins are essentially indifferent to these and other inequalities and that these inequalities mirror inequalities in wider society.
- c) Agreed that a national campaign, feeding into the Groups and National branches and designed to redress these inequalities must be a major priority for PCS over the coming years.
- d) Instructed the then NEC to design and launch such a campaign, ensuring that it did a number of positive things designed to challenge inequality and promote equal treatment including:
  - Promoting and spreading best equality and diversity practice throughout the areas where PCS has members;
  - Training representatives in equality law;
  - keeps representatives abreast of developing equality case law;
  - ensures that grade is a key factor in all employer equality proofing exercises;
  - challenges social inequality as well as promoting "equality of opportunity";
  - seeks positive alternatives to current employer policies and practices such as PRP;
  - challenges Ministers to deliver on equality in their own workplaces rather than just lecturing everybody else;
  - identifies areas of poor practice or several specific equality problems and, working with the GEC or national branch, seeks urgent improvement and redress;
  - seeks agreement with Cabinet Office on strengthened delegation rules which meaningfully require departments to comply with their equality obligations;
  - periodically presents to the Cabinet Office examples of poor practice drawn from particular areas of the Civil Service and a wider picture of poor practice across the Civil Service and seeks centrally driven remedial action.

- 1 This Conference notes that if anything matters have got worse since 2009 – for example the complete disregard for the gender impact of the central decision to impose a UK wide mobility obligation in the civil service and the increasingly two tier and three tier nature of civil service employment.
- 2 Conference therefore instructs the incoming NEC to now draw up the equality campaign agreed in 2009 and with a view to:
  - a) seeking significant and positive change to civil service employment policies and practices from the Labour Party leadership and the next UK government and from the current devolved governments;
  - b) drawing up a detailed dossier on unequal treatment in the civil service with a view to naming and shaming delegated bargaining units, to drawing out the civil service wide and systemic nature of the inequalities;
  - c) challenging the compliance of departments with civil service and departmental equality and diversity commitments;
  - d) reporting progress to branches in a detailed report no later than end January 2017.

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## A33

### National Executive Committee

Conference notes that our union has a diverse membership and that PCS has always put equality at the heart of everything we do. Equality considerations are at the core of the Strategic Review – a focus on building our base in the workplace is an opportunity to look at how we can encourage more members from the equality groups into greater activity within the union, including representation at all levels.

Conference notes that all the Equality Forums submitted responses to the Strategic Review consultation, and that many Groups and Branches also made comments on equality issues.

The responses included:

- the need to build involvement of equality groups from the bottom up, i.e. by specific recruitment campaigns.
- mentoring as key to encouraging more members from equality groups to become reps.
- automatic enrolment of new members into the relevant equality network with an opt out option, not the current opt in system.
- focusing more resource on regional equality work as an opportunity to develop our work in a positive manner, investing in regional equality networks,
- bringing equality groups together in new overarching networks or bodies.

Conference instructs the NEC to review survey data and consultation responses and develop an action plan to increase involvement from under-represented groups, to further consult with the Equality Forums, and to bring any relevant rule changes to the 2017 ADC.

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## A34

### DWP Durham (047121)

Conference notes the existence of Neurodiversity champions within the TSSA union (Transport Salaried

Staffs' Association), according to the TSSA website these champions may be involved in doing a confidential hidden disabilities screener with a member, and/or advising on the process of screening, disclosure, assessment, and negotiating reasonable adjustments. The TSSA has also begun to provide training for these Neurodiversity champions.

Neurodiversity is also an area PCS could look at establishing champions for across its various groups. Neurodiversity or "neurological diversity" is defined by the TUC guide to Autism in the Workplace (Janine Booth, 2014) as "(the) difference in the neurological make-up, or 'brain wiring' of a population"; more broadly it is a term used by both the TSSA and Neurodiversity self-advocacy groups to describe a wide range of neurological conditions including Autism spectrum disorders (including Asperger's syndrome), Dyslexia, Dyspraxia, Dyscalculia, AD(H)D, Tourette's Syndrome and others. This is a wide ranging spectrum of disorders and disabilities that are considered 'hidden' or 'invisible' which will effect a large amount of PCS' membership, including both ordinary members but also workplace representatives and other union advocates themselves.

Conference instructs the NEC to review the possibility of establishing similar champions within PCS, to work within the existing PCS Equality strands to campaign and advocate for the rights of our neurodiverse members in their workplaces.

However, conference also instructs that we should build upon the example of the TSSA and go even further, by practising the social model of disability, in particular the demand of the disabled people's movement: 'Nothing About Us Without Us' and therefore recommend that these champions should preferably themselves have a neurodiverse condition. This is to promote self-advocacy and allow the voices neurodiverse members themselves to be heard within PCS.

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## A35

### MOJ Associated Offices Branch (052046)

At a time when poor mental health support is becoming a key issue around the country but funding is at an all time low; and the stigma and silence surrounding mental health is still high, we need to start putting action behind our pledges to push for adequate support and training around mental health and disability in the workplace.

More than ever, we need to work hard to make certain we are ready to face the challenge of tackling the increasingly damaging and limiting mindset of profit over people. More than ever, we must ensure that we take a focused and active approach to challenging unfair or lacking policies, behaviour and cultures in the places where we spend most of our adult lives.

With a constantly increasing number of cases flowing in involving mental illness and disability, we have to make sure that we are strong, united and confident in our support of our members, reps and colleagues.

Conference therefore instructs the NEC to negotiate with the employer to try and achieve the following:

- 1 Pledge to focus (15-20)% of all union learning time on general and specific mental health and disability issues and awareness, with training covering both staff and managers.
- 2 A further commitment to quickly engage with department/organisation based L&D teams during the re-envisioning of CSL learning activities created by the recent switch in provider, to;
  - a) Push for more advanced and accessible mental health

and disability awareness courses to ensure they are fit for purpose - including covering the relevant work place policies.

- b) Push for standardised management training to include advanced policy and workplace specific training covering subjects such as:
- Dealing with staff with a mental illness/disability.
  - Dealing with sensitive issues/having difficult conversations with staff.
  - Absence, sickness and making reasonable adjustments for disability and mental health related issues.

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## 08. POLITICAL STRATEGY

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### A36

(General debate with A37 & A38)

**Covers E261-E273**

**National Executive Committee  
Registers of Scotland – PSg Scotland (149007)**

Conference notes that the election of a majority Conservative government in the general election of 2015 has produced an acceleration of austerity policies including cuts to public spending and a continuation of the public sector pay cap.

Conference further notes that the Tories have sought to reduce opposition to their cuts by introducing the Trade Union Reform Bill which, amongst other things, proposes to make changes to trade union Political Funds so that all members will be required to opt-into the Fund before they can contribute. Evidence from other unions shows that this would significantly reduce the size of the fund.

Conference welcomes the fact that PCS has continued to build its deserved reputation as a vibrant, independent and effective campaigning union despite the hostile environment we are operating within. PCS at all levels has campaigned consistently for alternatives to damaging and unnecessary austerity policies.

Conference further notes that the campaign against austerity has had a significant boost from Jeremy Corbyn's election as Labour Leader. His election has presented us with an opportunity to exert more influence on Labour's policy development through our longstanding relationships with Jeremy and John McDonnell.

Conference agrees that in this new situation we need to review our political campaigning strategy.

Conference notes that, following the Strategic Review consultation, the NEC has implemented the following action points:

- Continued our political campaign against the austerity policies of the government, working with political and campaign organisations to put forward an argument for a coherent economic alternative based on public investment.
- An intensive lobbying operation of shadow cabinet members, alongside our ongoing work to lobby politicians from all parties, in order to pursue our key policy and membership issues within each departmental remit has been agreed by the NEC and is underway.
- Development of constituency based campaigning through regions and devolved areas in support of our industrial campaigns.

Conference instructs the NEC to conduct a full review of the union's political campaigning, bringing any new proposals to ADC 2017, to include:

- 1 our Make Your Vote Count operation,
- 2 the policy of supporting or standing candidates in exceptional circumstances,
- 3 our relations with anti austerity parties in the devolved administrations,
- 4 our relations with the Labour Party, including the issue of affiliation.

Conference further instructs the NEC to run a high profile campaign to maximise the level of member opt-in to the PCS political fund.

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### A37

(General debate with A36 & A38,  
falls if A36 is carried)

**Covers E274-E279**

**DfT London and South East (201053)  
DWP Birmingham South (047053)**

Conference notes:

The election of Jeremy Corbyn as leader of the Labour Party was a welcome surprise to trade unionists and anti-austerity campaigners. John McDonnell, now shadow chancellor, was the chair of the PCS parliamentary group.

Since his election Corbyn has stood firm opposing bombing Syria, against Trident, opposing racism and austerity.

The FBU decision to affiliate to the Labour Party.

However the Parliamentary Labour Party remains overwhelmingly hostile to Corbyn, Labour councils continue to make massive cuts and the Labour Party machine remains in the hands of people hostile to Corbyn and McDonnell.

The moves to create Trade Union Momentum, a coalition of trade unions mostly unaffiliated to Labour as an organisation of resistance that is sympathetic to Corbyn and McDonnell.

The coalition of the willing, the trade unions that were prepared to take a lead in organising the pensions strikes in 2011, were mostly not affiliated to Labour.

Conference Believes:

That Corbyn's electoral success reflected the bitterness against the austerity project felt by millions and the desire to see an end to the rightward march of Labour.

That trade unionists need to do everything we can to support the Corbyn / McDonnell project in their opposition to austerity.

It was not an accident that the unions which took a lead in the 2011 pensions' dispute were mostly non Labour unions. They were under less pressure to put Labour's electoral interests over those of their members. It was the big Labour funding unions that abandoned the fight over pensions.

Despite the millions that trade unions have poured into the Labour Party, once in office it has failed to represent trade union interests.

Our union should remain unaffiliated to any political party as the best guarantee of our political independence.

That the most important thing we can do to support Corbyn and McDonnell is to continue to build the movement in the streets and the workplaces against austerity and the anti-union bill.

Conference instructs the NEC:

To work closely with the Corbyn-McDonnell leadership of the Labour Party.

To develop our work in Trade Union Momentum – seeking the wider involvement of PCS members.

To participate in and build a general movement opposed



to privatisation, austerity and racism.  
To re-affirm our independence from any political party.

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## A38

(General debate with A36 & A37,  
falls if A36 or A37 is carried)

**Covers E280-E281**  
**DWP South East London (047035)**  
**DWP East London (047030)**

Conference agrees in principle to affiliate to the Labour Party. Conference instructs the NEC to take all necessary actions to ensure this happens including any constitutional requirements to ballot members.

The Labour Party is a democratic socialist party. It believes that by the strength of our common endeavour we achieve more than we achieve alone, so as to create for each of us the means to realise our true potential and for all of us a community in which power, wealth and opportunity are in the hands of the many not the few; where the rights we enjoy reflect the duties we owe and where we live together freely, in a spirit of solidarity, tolerance and respect.

The cost of affiliation is £3.00 per member.

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## A39

**DWP Leeds Branch (047006)**

Conference notes that over 800,000 voters have been lost from the electoral roll as a consequence of recent legislative changes.

Conference believes that the voting is a hard fought for right and we should encourage everyone to use it.

Conference calls on the incoming NEC to make voter registration part of our make your vote count strategy.

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## A40

**Heathrow Airport Holdings - Heathrow (202019)**

Conference notes that PCS previously made efforts to secure a Constituency Representative across all of the parliamentary boroughs in which we have members. This proactive work has appeared to fall by the wayside following the loss of several key full-time members of the team at HQ due to VR/VER. The work carried out by such representatives and the potential value of securing key relationships with local MPs should be a priority for the incoming NEC in ensuring that our voice is heard. The opportunity to put forward our members views not only in their workplace but also in the local community must not be missed.

Conference instructs the NEC to

- Immediately commence a campaign with the aim of electing a constituency representative in each and every borough where we have members.
- Form regional forums/councils where such elected representatives can meet to ensure we maintain a co-ordinated approach.

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# 09. FINANCE

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## A41

**Covers E286-288**  
**National Executive Committee**  
**Home Office – Croydon (026011)**

Conference welcomes the financial planning and direct debit campaign that has helped stabilise our financial position and equips the union with the resources to defend our members against the continued attacks we face.

As a result of the Strategic Review a number of measures have been identified for immediate action. These include updating Finance Resources, Treasurer training, enhanced monitoring of income/members by employer, revised subscription and banding rates and updated guidance on sourcing of campaign/organising/learning funding.

A number of measures have been identified as requiring further review and consultation. Conference instructs the NEC to review;

- Options on subscriptions rates and direct debit banding formula.
- Contracts with external suppliers with the aim of negotiating more favourable terms.
- PCS Credit Union and options for extending this benefit to members and their families.
- The form and timing of the budgeting process.
- IT Finance Systems.

Conference instructs the NEC to report on these areas of work to ADC 2017.

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## A42

**Covers E289**  
**R&C Telford (200114)**  
**BIS Yorkshire & Humber (041213)**

Conference regrets that the fighting fund, and its successes thus far, have been insufficiently promoted to members.

Conference supports the principle of a fighting fund to support members in taking targeted industrial action.

Conference therefore instructs the NEC to develop a plan and strategy along the lines of that used for Check Off. This should include a coherent campaign to publicise and market the fighting fund in order to encourage sign-up by members. The strategy should also demonstrate how the fighting fund will be used to strategically identify and support future targeted industrial action. It should also state how feedback will be given to members on successful usage of the fighting fund.

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## A43

**Covers E290-291**

**R&C East Kilbride (200031)**

**R&C Leicestershire (200059)**

This Annual Delegate Conference notes with concern that The NEC's Finance Committee agreed revised branch expenditure guidelines at their meeting on 19 November 2015 which removed funding for Branches to print their own newsletters, ruling all newsletters should be sent to members' home email addresses.

Whilst recognising the need to keep costs to a minimum, we believe few if any Branches have home email addresses for all their members nor that emails are opened by all members who have supplied a home email address. Further to this, many Branches have launched their own campaigns recently as the cuts agenda threatens hundreds of individual sites.

We believe face to face contact handing out location specific newsletters at the start or finish of the day is a vitally important campaigning tool to keep members informed of the issues that their local reps are fighting on.

We therefore believe the decision of the Finance Committee is flawed and must be overturned. We recognise the need to keep costs to a minimum, therefore Conference instructs the NEC to recalculate 2016 Branch rebates allowing 75% of actual expenditure on Newsletters & Printing in 2014, have a similar arrangement for 2017 (75% of 2015's actual expenditure allowed) & instructs the finance committee to consult with Branches for future years, reporting back to Conference 2017, to ensure local printing can continue but be done in a financially sound manner.

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## A44

**DWP Fife (047064)**

Conference Notes:

- The severe attacks on facility time and the removal of paid Trade Union Activity time in some departments
- The negative effects that these attacks can have on crucial union business
- PCS expenses and policy guidance which states that " Private car Mileage will only be paid if it can be demonstrated to be the cheapest total option including any additional subsistence that would have been due if public transport had been used. "
- That many branches cover large areas with limited public transport or public transport that is not cohesive.
- Conference Further Notes:
- The need for the union to organise and review existing policies to overcome these attacks.
- The good work that branches do to operate within branch budgets.
- The significant amount of time using public transport can take in many areas
- Conference Instructs:
- The NEC to arrange for the PCS Expenses and Policy Guidance to be amended to reflect that Private Car Millage will be paid where officers of the relevant group or branch decide that use of private cars is appropriate to safeguard limited facility time.

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## 10. AFFILIATIONS

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### A45

**DWP North London (047032)**

Conference welcomes the election of Jeremy Corbyn as leader of the Labour Party. We further welcome his appointment of John McDonnell as shadow chancellor. Jeremy and John have been key supporters of PCS in Parliament and we wish them well.

Conference notes that the campaign that elected Jeremy Corbyn as leader has become what is now known as Momentum. This organisation set up in October 2015 now has over 100 local groups, an elected national committee and links with key trade unions.

Conference notes the aims of Momentum are to strengthen support for Jeremy Corbyn and his anti austerity agenda, by increasing participation and engagement at a local, regional and national level.

The key policies it is campaigning for include:

- Redistribute wealth and power from the few to the many
- Put people and planet before profit and narrow corporate interests
- Support workers and their Trade Unions defending the interests of their members, families and communities
- Target growth not austerity, invest to create jobs and reverse privatisation of railways, the energy sector and public services
- End discrimination based on race, religion, sex, sexual orientation, gender identity or age.

Conference notes that this is an historic opportunity for the trade union movement and that we now have a leadership of the Labour Party committed to working with us, not against us. We believe that by working with Momentum we can raise key issues facing PCS members with an organisation that will be very influential within the Labour Party.

Therefore conference agrees to affiliate to Momentum at the cost of £600 which is the affiliation rate for Trade Unions of over 100,000 members.

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### A46

**Covers E294**

**DWP Kent (047101)**

**MoJ Associated Offices Branch (052046)**

Conference notes:

- Many reports – by the UN, Channel 4, human rights organisations, etc – have highlighted the slaughter of tens of thousands of Tamil civilians by Sri Lankan armed forces in 2009.
- Hundreds of thousands were then held in open prison camps, thousands have 'disappeared'.
- Tamil women have been subjected to systematic rape and sexual violence by Sri Lankan armed forces.
- No one from the Sri Lankan government or armed forces has been held accountable for these well-documented war crimes and human rights abuses.
- Predominantly Tamil land in the north and east is now under military occupation.

Conference also notes

- A general clampdown on democratic rights throughout Sri Lanka continues. Sri Lanka is still considered unsafe place for journalists, human rights campaigners and other activists. Sri Lankan government enforced ban on various organisations and individuals who fight for human rights continues.
- Violent nationalist groups continue to threaten and attack minorities.
- 'Free economic zones' are being opened up, allowing overseas multinationals to further exploit sweatshop labour.
- The driving through of privatisation, job losses and cut-backs in public services, hitting working people and the poor hardest.
- Regarding the Tamil Solidarity campaign, we note:
- Since 2009 Tamil Solidarity has campaigned tirelessly to raise awareness of the situation facing the Tamils in Sri Lanka.
- Tamil Solidarity is a non-sectarian campaign taking up the rights of workers and all oppressed people in Sri Lanka, regardless of their ethnic or religious background.
- Tamil Solidarity implemented 'join a union' initiative to encourage workers from the Tamil community to get involved in the trade union movement in Britain.

The Tamil Solidarity Campaign calls for an independent war crimes investigation; the withdrawal of troops from Tamil areas; an end to detention without trial; to stop arms sales to Sri Lanka; for democratic rights for all; support for independent trade unions; to defend the right of Tamil self-determination.

A Number of national Trade Unions are affiliated to Tamil Solidarity. PCS is therefore instructed to affiliate to Tamil Solidarity at the affiliation rate of £250 for national unions.

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## A47

### Moj Associated Offices Branch (052046)

Conference notes that CRAIC (Campaign for the Rights and Actions of Irish Communities) Fighting the Cuts was established in June 2011. Its aim is to campaign against the negative impact of cuts on Irish people and their families in their capacity as workers, service users, residents and communities, especially during a time of mass emigration caused by the austerity crisis in Ireland.

Campaign for the Rights and Actions of Irish Communities (CRAIC) Fighting the Cuts is a new coalition opposed to the government's plans that affect the entire Irish Diaspora in Britain. It consists of public and voluntary sector workers, trade unionists, community organisations, service users and concerned individuals with an aim to create a critical mass of opposition to the current Government's policies. Such policies include cuts in public services as well as community third sector organisations, deregulation of industry, lack of trade union rights and unnecessary evictions, especially Travellers that will further discriminate against Irish societies in Britain. These policies will act as a catalyst leading to cuts in social, cultural and welfare support along with opportunities, and alienate the communities from the rest of society.

CRAIC Fighting the Cuts embraces the various different cultures within and outside Irish society that are fully compliant with the Equality Act of 2010. It, also, aims to work in mutual cooperation with any community and Trade Union groups throughout Ireland in opposing poverty and austerity.

The main objectives of the campaign are:

- To campaign in defence of jobs and services,

- To highlight the disproportionate and adverse impact that the cuts will have on Irish communities in Britain.
- To provide a campaigning platform in order to fight against cuts in jobs and services, including any adverse disproportionate impact on Irish communities, thereby preserving their services for future generations!
- To Work in partnership and build alliances with others facing and fighting similar attacks.
- To fully engage with various Irish community groups and the Irish community throughout Britain.

Conference believes that the work of CRAIC Fighting the Cuts must be supported. Therefore, we ask that PCS affiliate to this organisation on a national basis at a cost of £100 per annum and encourage branches to make affiliations/donations as well.

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## 11. RULES

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### A48

#### R&C Glasgow & Clyde HMRC & Valuation (200119)

That this conference agrees to create the following rule in the Equal Opportunities part of Section 5 of the PCS rules – "5.21 The NEC shall seek to ensure, where possible, that women make up at least 50% of all lay representational structures within the Union."

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### A49

#### DWP Stockport & Tame Valley (047024)

Motions shall be moved when called and seconded immediately after the mover's speech, otherwise they shall fall.

We have seen instances where A marked motions have fallen because the moving branch is not present in the Conference hall when the motion is called by the Chair. In such circumstances motions that have been 'E' marked as they are deemed to be covered by the A motion are also in effect felled.

Conference feel that it is unfair for a branch whose motion has been E marked to not have their motion heard purely because the over-riding A motion is not heard due to non-attendance of another branch. Conference therefore agrees that in the event of an A motion falling in this manner the first following E marked motion should replace the felled motion in the order of business to allow the issue to be debated.

The rule A3 should be amended to read as follows:

A3 Motions shall be moved when called and seconded immediately after the mover's speech, otherwise they shall fall. In such circumstances where the A marked motion is felled due to the moving branch being absent from the conference hall the first following E marked motion related to the felled motion will be heard.

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## 12. PCS STRUCTURES

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### A50

**Covers E300-E306**

**Land Registry Birkenhead (030001)  
R&C South East Essex (200144)**

This conference notes the Strategic Review agreed at ADC 2015.

The scale of attacks upon the conditions of PCS members and the targeting of PCS through cuts in facilities and the removal of check off require the union to review how our organisation's resources and democratic structures can best equip us for the fight ahead.

Conference agrees that the outcome of the SMR should be the subject of the widest debate in PCS and reiterates the following democratic principles:

- a) A membership led union with the workplace branch at the heart of the structure
- b) Democratic accountability of reps at all levels
- c) Conference as the policy making body of the union

To ensure the Strategic Review is open, effective and democratic Conference agrees:

- 1 The democratic power of the NEC, GEC, Branches and ADC are fully protected.
- 2 Proposed changes that impact on the Rulebook are put to ADC for endorsement.
- 3 Groups will continue to set their bargaining, campaigning and organising priorities in line with Group Conferences and GEC decision.
- 4 Dispersal of staff and work to Nations and Regions must also ensure Regions fully engage members and reps through the Regional Committees, Town Committees, regular briefings, training of reps, building links with other unions, equality/young members/green networks, intervention at TUCs, Trade Councils and campaign activities across the region and in communities.
- 5 Consultation to include written submissions and the fullest opportunity for discussion and debate amongst lay structures.
- 6 To continue consultation with the staff trade union GMB.

The review of organisation, resources and structures to be carried out under the direction of the NEC but any changes must carry the agreement of ADC for PCS to build our organisational and bargaining power as part of the wider fight against austerity.

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### A51

**Covers E307-E310**

**National Executive Committee  
SG Saughton (038015)**

Conference recognises PCS represents members in all nations and regions of the UK. Some of our members working in devolved areas are covered by UK wide terms and conditions while others are not.

The constitutional settlement within the UK has changed significantly since 1997 when referenda on devolution to Scotland and Wales were conducted. In reviewing our structures, bargaining arrangements and campaigning strategy we will need to recognise the changes brought about by devolution. We have been able to achieve gains for members on Job protection, retention of check off and facilities time and we made an effective intervention in the Scottish Referendums Campaign in 2015. Motions A54 on Welsh Devolution carried at ADC 2015 agreed a number of measures. Direct Debit has been made a priority and election pledges and a campaign plan have been drawn up for intervening in the Wales Assembly elections. Work has been commissioned to analyse and identify options for devolution and their potential impact upon members' terms and conditions, the public services we provide and bargaining arrangements.

Strategic Review responses emphasised the different industrial and political situation in devolved areas and the need to reflect this in campaign materials. Our democratic and organisational structures will need to reflect the changing nature of how government is delivered across the UK.

The NEC is instructed to carry out a review of policy development and union structures in all devolved areas with proposals/options brought to ADC 2017.

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### A52

#### National Executive Committee

Conference notes the Strategic Review Consultation Report issued by the NEC. The report noted that the delegated bargaining system imposed by the employer has created a situation whereby the government refuses meaningful national negotiations on the major issues facing members, and at the same time departmental management can state that they have no leeway to negotiate with the unions. This has caused a lack of coherence in bargaining across departments.

Conference instructs the NEC to conduct a review of our Group structures, in consultation with GECs, underpinned by the following objectives:

- The eradication of the false divisions that the employer has established through the delegated bargaining system,
- The establishment of more effective bargaining for members through negotiation with management,
- The realisation of economies of scale that reflect our tighter financial position,
- Ensuring that our bargaining agenda and structures are lay led, open and democratic.

Based on the outcomes of the review, Conference instructs the NEC to bring forward any necessary rule changes to the Annual Delegate Conference 2017.

Conference further instructs the NEC to enter into a dialogue with Groups on our bargaining priorities and campaign strategy at national level, alongside the review of the Group structure.

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## A53

### National Executive Committee

Conference welcomes the fact that PCS is one of the most democratic unions in the UK. No other union involves its members and reps in decision making as we do through the extensive consultations that we run regularly as well as our formal election processes.

The Strategic Review gathered views on union democracy from across PCS including increasing turnout in ballots and elections, changes to our democratic and representational arrangements to encourage greater participation by members, and the structure and the size of BECs, GECs and the NEC.

Responses to the consultation included:

- Widespread support for moving to online methods of holding elections in non-statutory elections,
- more information on how the union works,
- improving commercial sector representation at the national level,
- protecting and improving the representation of equality groups on our structures.

Conference endorses the immediate actions taken by the NEC:

- Building strong, vibrant workplace organisation as the first and most important step in creating the conditions for further democratic involvement of members in the life of the union.
- An ongoing 'health-check' of the NEC, GEC and BEC electoral processes looking at the timetabling, materials, candidate statements, hustings, accessibility, and new communication strategies that could support the election process.

Conference instructs the NEC to:

- prepare for all Group elections to be carried out securely online from 2017 onwards, in line with the current Rules and with a guarantee that all members will be able to vote.
- Review how workplace balloting could be facilitated in non-statutory ballots,
- Review the size, structure, method, and frequency of election of the NEC, as well as existing conference policy on extending elections, bringing forward any proposals for change for debate at ADC 2017
- step up the campaign with other unions for changes to the law to permit workplace balloting for statutory ballots.

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## A54

### Covers E311

#### National Executive Committee R&C North West and Central Lancashire (200146)

Conferences notes that the central aim of the Strategic review is to identify ways to restructure the union that will enable us to build stronger and more active workplace organisation and thus increase our bargaining power at all levels. We have paid particular attention to the reduction in facility time and supporting workplace reps.

The Strategic Review has included a thorough 'health-check' of PCS workplaces and branches, and a major survey of reps and members, including quantitative and qualitative data.

Conference notes that the consultation produced a large number of comments and suggestions on a wide range of organising issues which were summarised in the report to branches.

Conference notes the actions taken by the NEC following the consultation which included: approaching the Labour Party to negotiate a UK civil service facility time agreement, beginning the development of the PCS academy, new strategies for organising in outsourced government contracts, and deploying staff to support organising in less well organised workplaces.

Conference believes that our main focus for 2016 must be to continue to build our union in the face of austerity and union busting, so that we can most effectively fight for our members, locally, at employer level and nationally.

Conference instructs the NEC to conduct a review to include:

- branch structures in each Group, in consultation with GECs,
- a revised model branch constitution with a view to putting workplace organisation at the heart of our union, and bring consequent rule changes to the 2017 conference,
- methods of organising members working on Government contracts in the private sector as a priority area for the union.

Conference further instructs the NEC to report back with any recommendations to ADC 2017.

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## A55

### Covers E312

#### National Galleries of Scotland - CMSOA Scotland (109001) National Executive Committee

Conference believes that the time has come to relocate the ADC.

Considering the financial constraints which are faced by PCS we feel that it would be considerably more cost efficient for the ADC to be held in a more central location. There are a number of reasons behind this proposal.

Brighton has been the venue of the ADC for a number of years. However, it is a very much a South-East / London-centric choice when the distribution of PCS members is taken into account. The total number of PCS members as of December 2015 was 194,548. With 41.5% being made up of the 80,649 members who make up the Scottish, Northern, North West and Yorkshire and Humberside regions. London and South East Region comprises of 46,933 members and a further 66,966 members make up the remaining seven regions.

One of the issues with Brighton is the lack of direct transport links from areas other than London. If the venue of the ADC was changed to more centrally located destination money would certainly be saved by PCS on delegates' travel expenses. In turn there would also be a reduction on the accommodation outlay that is met by the union.

In 2015 699 members attended the ADC, not including trainee delegates, paid observers, visitors, NEC, Trustees, SOC, Auditors etc. A more equidistant location would decrease the amount of time, whether facilities time or annual leave, those delegates have to arrange to spend away from work. It would also hopefully encourage an increase in attendance and the ensuing benefits that this would provide for PCS.

Therefore, Conference asks the NEC to investigate the cost and logistics of holding the ADC in other potential locations.

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## A56

### Covers E313

#### National Executive Committee MoJ HQ (052053)

This conference recognises the potential to develop the Professional Managers Association (PMA) as an effective means of building union support and taking up the issues affecting members HEO grade and above with a managerial / specialist / professional role.

In the name of austerity, the impact of government policy towards the civil and public services has had a detrimental effect upon PCS members of all grades, delegated areas and across the UK.

PCS continues to organise a national response linking up group campaigns and working with other unions and campaign organisations as the most effective defence of all of our members.

Conference also recognises how government and senior civil service policies impact upon PMA members and welcomes the re-launch of the PMA.

Conference endorses the work being carried out to establish the PMA across the union and agrees the following action to develop this work –

- 1 To continue to map potential PMA members through self registration and obtaining statistics from Groups.
- 2 To review the definition of PMA members to represent managers from HEO grade and above who hold a managerial, specialist or professional role.
- 3 Draw up further recruitment and campaign materials encouraging PMA members to self register and setting out the benefits of PMA membership.
- 4 Produce further guidance to branches, regions and groups on identifying PMA reps and promoting PMA issues amongst members and with employer.
- 5 Draw on experience of Scottish and Welsh Government group in representing PMA members and invite further views/ideas and articles for PMA news.
- 6 To develop PMA training/learning for members and reps.
- 7 To strengthen the link with groups and identify and take up the priority bargaining issues affecting PMA members.
- 8 To continue to produce regular PMA newsletters and articles in PCS publications.
- 9 To ensure the PMA message covers members in civil and public services and commercial sector areas.

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## A57

#### Heathrow Airport Holdings - Heathrow (202019)

Conference notes that trade union mergers/takeovers can be a difficult period for the members and individual branches concerned. This may be due to any combination of factors, including, in effect, removing the choice of union by an individual which may be based upon factors such as democratic processes and structures being different from one trade union to another. This could leave members, or indeed whole branches, being faced with the choice of remaining within a 'merged' trade union that is not in line with the ideals, or perhaps in the best interests of those affected, or having no choice but to leave the consultative bargaining process in a workplace completely.

Conference instructs that in the event of any merger/ takeover concerning the Public and Commercial Services Union (PCS) and any other recognised union, that individual branches be allowed the option to ballot their membership,

on a branch by branch basis, to withdraw as such from PCS, and move to another union of their choosing, in the form of a 'transfer', supported by the current NEC, and without seeking any action against such branches, in seeking discipline, or expulsion through invoking dispute resolution procedures similar in nature to the Bridlington Principles.

Purpose of motion:

- To protect individual branches where any merger/ takeover would have a negative, and possibly disastrous impact on the structure and solidarity of the membership of that branch
- To prevent other Trade Unions seeking financial gain, by way of absorbing the revenue stream of member contributions involved in any merger/takeover.
- Sets a new standard for grass roots union membership throughout the UK, protecting any individual branch within a trade union in such circumstances
- Would allay any fears and/or concerns of a number of PCS members. Conference is fully supportive of and committed to the on-going solidarity and resistance to the on-going attacks by the Tory Government of public service employees in the UK. It is strongly felt that any merger/takeover may jeopardise this and leave the union vulnerable, and as such instructs the NEC to formalise such an agreement.

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## 13. INTERNATIONAL

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## A58

(General Debate with A59)

### Covers E314-E319

#### DEFRA Southern (001026) DfT Wales (201058)

Conference notes:

We are witnessing the biggest movement of people since the Second World War.

In 2015 over 3,000 people drowned in the Mediterranean Sea trying to reach Europe while thousands more languish in camps in the most appalling conditions, including the Calais 'Jungle' on the UK border.

The government's response has been completely inadequate. Meanwhile the press and some politicians have sought to demonise people who are fleeing war, poverty, and persecution. Many are fleeing wars which our own government are involved in.

We welcome the fact that PCS regions have been working with Stand Up To Racism which is a broad based campaign that seeks to challenge racism, Islamophobia and the scapegoating of migrants and refugees.

There are 770,000 empty homes in Britain and 11 million empty homes in Europe.

The incredible outpouring of support for refugees across Europe, including huge fundraising efforts for the Calais 'Jungle' organised by trade unionists.

Conference believes:

The government's austerity measures pose a far greater threat to the public's standard of living than migrants and refugees.

The hundred thousand people who attended the Stand Up To Racism jointly organised 'Refugees Welcome' march in London in autumn 2015, and the thousands at protests across the country show there is widespread support for allowing more refugees into the UK.

Refugee camps such as that at Calais demonstrate the

inhumanity and racism of this government as well as the dangers of the rise of the far right in the UK and the rest of Europe who seek to exploit and fuel racism.

Our trade union must campaign to make “refugees welcome here” a reality.

That humanitarian intervention alone cannot solve this crisis, it needs a political solution that involves opening the UK borders to those seeking refuge.

Instructs the NEC to:

Support and publicise future solidarity delegations to Calais and their other refugee campaigns.

Work with French Trade Unions and any other Europe Wide TU initiatives to support refugees and pressure European governments to open their borders.

Continue to campaign amongst PCS members to expose the racism of the government and media in their treatment of refugees and migrants.

Continue to work with Stand Up To Racism and other anti-racist and refugee support initiatives.

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## A59

(General Debate with A58)

**Covers E320-E323**

**SG West and Central Scotland (038023)**

**MoJ London Tribunals (052049)**

This conference is appalled by the refugee crisis where millions of people are displaced, forced to flee their homes, live in appalling conditions, face brutality from state forces and sectarian militias while putting their lives at risk as they seek safety. This is the stark reality and direct result of wars that have followed years of foreign, imperialist intervention in the Middle East.

Hundreds of thousands of people have come to Europe having faced perilous journeys, state brutality and exploitation from racketeers. As the situation has got worse, more people are dying as governments, particularly those in the European Union, put obstacles in their way. This includes the replacement of the European Union’s Mare Nostrum rescue mission in the Mediterranean with the much more limited Triton operation aimed at making crossing the sea more dangerous.

The British government said that Mare Nostrum encouraged people to try to reach Europe, and told the British parliament last October that these “emergency measures should be stopped at the earliest opportunity”. This exposes the true positions of capitalism and big business further evidenced by the disgraceful words of Home Secretary Theresa May who branded those who make it to Britain to claim asylum as the “rich and fit”, and in some way less deserving as refugees than the poorest and most vulnerable trapped in the sprawling refugee camps of the Middle East and Africa – marking a new low in the debate about refugees and migration.

There is an urgent need for a united struggle of all workers against austerity and public sector cuts. This includes demanding resources in order to meet the needs of refugees without detriment to the existing population. The trade union movement needs to urgently mobilise both in defence of the refugees and against austerity, building on the support and demonstrations already organised.

Therefore this Conference agrees that PCS should adopt a position that refugees have a right to asylum and instructs the NEC to campaign as follows:

- Opposition to UK military intervention in Syria – it is clear that the US and Russian intervention has only exacerbated an already dreadful situation.
- Opposition to detention centres and for far more hospitable arrangements to house refugees.
- To expose the lie that refugees are contributing to the

austerity agenda of big business and capitalism and the lie that there are no resources. Unless this is done there is a danger that a counter-reaction is provoked as the right-wing and far right try to exploit the situation.

- To ensure that this is integrated into the PCS alternative vision including Tax justice and Welfare reform – part of this to counterpose the position of the far right.
- To argue for increases in staff in both the Borders Agency and the Home Office to ensure that refugees are handled in a humane and supportive fashion. To discuss with the Home Office group to ensure we develop a policy which tackles the industrial questions facing members in these areas as well as the broader political questions.

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## A60

**R&C Glasgow & Clyde HMRC & Valuation (200119)**

That this conference recognises the brutal & indefensible treatment of workers employed to build stadia for the Qatar World Cup & in a broad sense, the treatment of all workers subject to the Kafala system, a system which amounts to little more than the legalised enslavement of migrant workers across the majority of Levantine & Gulf states. Whilst estimates put the migrant-worker death toll in the thousands in respect of the Qatar World Cup, this is far from the only issue. The Kafala system requires migrant workers to be sponsored, with sponsors regularly withholding workers’ passports, stopping wages, denying workers’ rights that most of us would take forward granted & restricting access to any sort of legal or industrial recourse - so whilst the numbers dying in the building of world cup stadia are shocking, these deaths are inevitable under such a system. As such, this conference instructs the NEC to lend PCS’ weight & support to campaigns which seek to highlight & stop the abuse of workers employed to build Qatari World Cup Stadia, the wider Kafala system and do everything in PCS’ power to help these workers organise against this brutal system.

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## A61

**DCLG/Headquarters National Branch (141802)**

Conference expresses its extreme repulsion at and total opposition to the totalitarian, murderous and warped ideology and actions of the Islamist group Daesh, which has mass murdered Muslims who differ from its obscurantist and sectarian views, non-Muslim religious and secular peoples, and practiced slavery and rape against its female victims.

Conference notes the shift in its tactics from the conquest of land and peoples in the Middle East to the addition of terrorist attacks with its claimed responsibility for the:

- 1 Destruction of a Russian passenger aircraft over Sinai, Egypt, on 31 October, killing 224 people;
- 2 Bombing in Beirut on 12 November, killing 43 people;
- 3 Slaughter in Paris on 13 November, in which 129 people were killed.

Conference does not believe that these attacks by Daesh were essentially about the military involvement of Hezbollah or the French and Russian states in Syria; rather these were propagandistic acts of sectarian intent (against Shia Muslims, Christians and others in Beirut for example), aimed at provoking tension, conflict and repression within

other countries, not just those targeted, and attracting new recruits to itself.

Conference notes that:

- 1 The USA and other Western powers remain:
  - NATO allies of Erdoğan's regime in Turkey, which has permitted Daesh activities and sought to undermine Kurdish resistance, including through military assault, as a means of undermining Kurdish national self-determination and the Assad regime in Syria.
  - Allies of Saudi Arabia and the other Gulf states which have funded the Sunni-sectarians in Syria and thereby helped the development of Daesh.
- 2 Kurdish forces have been the most effective opposition to Daesh in Syria and Iraq.

Conference:

- 1 Opposes restrictions on civil liberties and religious tolerance in Britain and elsewhere in the name of fighting Daesh and other Islamist terrorist groups.
- 2 Opposes the vile attempt of British and European politicians and media to pass the responsibility for Daesh onto the victims of that organisation who have fled to Europe and Britain for safety.
- 3 Opposes all racist scapegoating and welcomes the refugees, calling for them to be given asylum, benefits, housing and jobs in Britain and Europe.
- 4 Opposes British bombing in Syria but supports the right of the Kurds to ask for weapons and air support in their efforts to repel Daesh and without endorsing the politics of the Kurdistan Workers' Party (PKK).
- 5 Recognises that the ability of trade unionists within Britain to offer meaningful solidarity with the victims of Daesh, other Islamist-sectarian groups and Assad is painfully limited but that solidarity will not be aided by political support for and confidence in the actions of the Western and Russian governments which have done so much damage in the region.
- 6 Instructs the NEC to develop, and encourage PCS branches and members to develop, links with and provide material support to trade unions, democrats, socialists, feminists, and workers in the Middle East.

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## A62

### MoJ Associated Offices Branch (052046)

Conference is well aware of the huge austerity measures hitting Ireland in general. In the Republic of Ireland, more than five years of austerity have hammered ordinary people. Many Irish families are forced to pay the Property Tax in addition to the rising level of Water Charges. As a result, households will be hit with bills of £1, 000 Euros a year and more before too long.

Currently, the government is attempting to deduct the tax from wages, social welfare, pensions or farm payments if one refuses to sign up for it. Yet, there is little sign of this money being used to improve public services but it seems to be more for the benefit of the bondholders.

Already, boycotting campaigns are increasing in Ireland, especially against the Water Charges. A least 22 activists were arrested in February 2015, including Paul Murphy, one of the TDs in Dublin.

Conference notes that this level of austerity measures and crackdowns against the boycotting campaign by the Irish government is unacceptable. Therefore, we ask PCS to support Trade Unionists and activists in these campaigns including the "Campaign Against Household & Water Taxes" in Ireland.

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## A63

### Covers E324

### DCLG/Planning Inspectorate Branch (145802)

### MoJ Associated Offices (052046)

The Nazarbayev dictatorship in Kazakhstan has lasted for well over 20 years now since the collapse of the USSR. It consists of a small layer around the president who has raked off the wealth of the country. Their privileged position is protected by all the familiar methods of a police state. Real trade unions, which fight for workers' rights and decent wages and conditions, are illegal. Tame unions run by state loyalists are of no use to the mass of workers who are wracked by threats to their jobs and living standards.

In 2011 a nine months long oil-workers strike in the area of Zhanaozen was drowned in blood by an attack of state forces on a peaceful gathering. More than 70 people were killed and many more injured. Since then there have been important battles, but workers who try to organise and protest are harassed and threatened with dismissal. Protests are regularly punished with summary imprisonment. Lawyers, human rights activists and writers who voice their opposition to the regime are held for years in prison on trumped up charges and in atrocious conditions.

Campaign Kazakhstan has campaigned on these issues and has the backing of a number of political and trade union figures. It fights for basic democratic rights and for genuine, free and fair elections. Nazarbayev was elected president in April 2015 with 97% of the vote. No genuine opposition was allowed and government employees were compelled to go to vote for him on pain of losing their jobs.

Campaign Kazakhstan has been set up with the aim of coordinating world-wide condemnation of the regime and the international corporations who collaborate with it. It also seeks maximum support for those who are fighting back most prominent among them, Ainur Kurmanov and Esenbek Ukteshbayev, prime targets of the state, and Vadim Kuramshin, imprisoned lawyer and human rights activist supporting the striking oil workers of west Kazakhstan.

This Conference agrees:

- 1 That PCS gives full support to Campaign Kazakhstan including building links with activists and campaigning independent unions in Kazakhstan and gives whatever practical assistance in terms of disseminating material, publicising the campaign throughout the movement and sponsoring campaign activity.
- 2 That PCS makes a donation to Campaign Kazakhstan, organises a solidarity visit to Kazakhstan, donates money towards organising genuine trade unions (within the strictures of the union's current financial situation) and circulates news about the country and about special appeals in its publications.



# 14. ENVIRONMENT & CLIMATE CHANGE

## A64

**Covers E327-E329**  
**National Executive Committee**  
**NATS CTC (202001)**

Conference notes the December 2015 Paris Climate Agreement which recognised that climate change represents an urgent and potentially irreversible threat, requiring deep reductions in global emissions to keep average temperature below 2 °C or better 1.5 °C. For the first time, it also recognised the need for a “just transition of the workforce and the creation of decent work and quality jobs”.

Conference further notes that 2015 saw new climate records broken with the wettest winter on record in Wales, Scotland and Northern Ireland, and the second on record for the whole of the UK after 2013/14.

In December David Cameron told the COP 21 Climate talks that “...instead of making excuses tomorrow to our children and grandchildren, we should be taking action against climate change today.” But government action today is the opposite. There has been a bonfire of green policy in this Parliament and promotion of a fossil fuel energy policy, including fracking, offshore oil and gas, at the expense of renewables.

Government is also failing to get its own house in order and support sustainability as a bargaining issue. The last report on meeting Greening Government Commitments showed it missed targets on carbon emissions, domestic flights, waste, and water usage.

Conference believes that we need to challenge government policy as climate change is potentially the biggest threat to livelihoods, and to work with others including opposition politicians, academics and climate justice groups to map out a pathway to a new renewable energy economy which supports all workers through that process.

Conference instructs the NEC to:

- 1 Continue to demand formal consultation mechanisms on sustainability issues with civil service trade unions both at national and local levels, and to lobby for statutory rights for workplace environmental reps and workplace environmental audits;
- 2 Develop integrated environmental policy/strategy across different groups with common interests such as the transport sector (DfT and Aviation) and Environmental Sector (DECC, EA, Efra);
- 3 Work through the Trade Union Sustainable Development Advisory Committee (TUSDAC) to raise the profile of the One Million Climate jobs campaign with TUC affiliates and ensure that sustainability issues remain at the heart of the TUC's agenda;
- 4 Work in partnership with organisations such as Friends of the Earth and This Changes Everything (UK) to develop and promote the People's Demands project, and support the 40th Anniversary of the Lucas Plan event in the autumn;
- 5 Work with other trade unions including international affiliates to develop and promote a plan for a just transition for workers and their communities based on protection of workers as we transform from a fossil fuel

economy to one based on renewable energy.

- 6 Engage in the Labour Party policy review process, and in particular lobby for a sub-group of the Economic Advisory Committee to discuss just transition as part of a new renewable energy economy.

## A65

**Covers E330**  
**DWP Fylde Central Benefits & Services (047139)**  
**DCLG/Headquarters National Branch (141802)**

This Conference notes that: -

- the arms trade has a devastating impact on human rights and security;
- the arms trade damages economic development by diversifying resources;
- large scale military procurement and export reinforces a militaristic approach to international issues;
- the UK government is sending a message of support to repressive regimes by continuing to sell arms to them:

This Conference also notes that: -

- there is a shortage of skilled engineers;
- the world needs to urgently tackle climate change through the development of renewable energy and low Carbon technologies;
- there are many workers within the arms industry who have skills consistent with those to develop and produce these technologies:

This conference instructs the NEC to campaign for the support and incentives which are currently given to the arms industry to be transferred to the renewable energy sector and to promote the use of renewable energy sources through the distribution of the one 'Million Climate Jobs' leaflet.

## A66

**Moj Scotland(052065)**

Conference notes that in 2014 nearly 4 million animal experiments were completed in the UK. This is a shocking and shameful statistic. This number included experiments on dogs, cats, monkeys, horses, rabbits, guinea pigs, rats and mice.

In March 2015, the Coalition Government announced that the testing of household cleaning products on animals would be banned – with the ban coming into effect from October 2015. The ban also applied to chemicals where more than 50% is intended or expected to be used as an ingredient in the product when it is tested.

This would seem like a positive and welcome development. However the last three annual Government statistics (2011-13) showed that no animals were actually used to test the finished household product.

This all raises concern about how this “qualified” ban will be implemented within the UK as the ingredients could still be tested on animals. It is therefore still possible and very likely that thousands of animals will still be used to produce products such as detergents, washing up liquids, bleach, air freshener, floor and toilet cleaners, paint products etc. These animals can be force fed chemicals and be subjected to other painful toxicity tests that cause unnecessary

suffering and death. Testing is still allowed within the European Union (EU). This is a grim and unacceptable situation.

Are we still prepared to sacrifice animals' vital interests for the benefit of our own non-vital interests?

There is already a wide range of effective household cleaning products already on the market approved by the internationally recognised Humane Household Products Standard. These are easily identified by the Leaping Bunny logo, are safe to use and is the only guarantee that the product and its ingredients have not been tested on animals. Companies such as The Co-Operative, Marks and Spencer's and Sainsbury's produce their own products that have the Leaping Bunny logo.

When a product says "not tested on animals" and does not carry the Leaping Bunny logo, it means that the ingredients may have been.

George Bernard Shaw once said "atrocities are not less atrocities when they occur in laboratories and are called medical research." The Trade Union movement has a long and proud history of campaigning against injustice and speaking up for those who have no voice. Let's not be indifferent to the suffering of these animals.

It's time to end cruelty in cleaning.

Conference instructs the NEC to:

- Take immediate steps to ensure that all cleaning products used in PCS offices have been certified as not tested on animals as identified by the Leaping Bunny logo;
- Open dialogue with the Government and seek to ensure that all cleaning products used in
- Government owned or leased buildings have been certified as not tested on animals as identified by the Leaping Bunny logo;
- Lobby the UK Government and UK MEP's to put pressure on the EU to end the cruel and unnecessary practice of testing household cleaning products and their ingredients on animals.

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## 15. PERSONNEL POLICY AND HEALTH & SAFETY

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### A67

#### GCG Branch (024001)

Conference notes that:

- When Premium/Classic Plus was introduced in 2002, people already in the Classic pension scheme were given the option either to remain in their current scheme, or switch to a different one.
- Many people chose to remain in Classic due to the lower contribution rate (1.5% instead of 3.5% at the time).
- Some of these people were sufficiently close to pension age to remain in their legacy scheme on April 1 2015 at the time of the move to Alpha. These people are now all paying contributions at the same levels as their peers who remained in Premium/Classic Plus, despite the benefits for Classic being lower than for Premium/Classic Plus - this disparity previously being recognised by the contribution rate for Classic being 2% lower.
- Effectively this means that people still in Classic are paying the same amount in pension contributions as

those in Premium/Classic Plus, but will receive less benefit for that amount.

Conference believes that this is unreasonable.

Conference instructs the NEC to highlight the discrepancy to Cabinet Office and Treasury with a view to resolving this issue.

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### A68

#### Covers E337

#### MoJ HQ (052053)

#### R&C Leicestershire (200059)

Work-related stress is on the increase across all types of workplace, but is recognised as the number one hazard to health for Civil Servants. All too often stress is treated as a personal problem, rather than an organisational one which is linked to bad decisions and strategies made and developed by the employer. PCS should engage with employers on the impact this has. However, where work-related stress is identified, the employer has a responsibility under health and safety legislation to take action to eliminate, or at least reduce, the impact on health. Conducting a thorough survey of work-related stress will provide PCS with the evidence to provide additional arguments (backed by health and safety legislation) to deter the employer from pushing forward decisions which impact negatively on staff. The HSE's "Management Standards for Work Related Stress" examines stress under six headings:

- Demands (eg workload, work patterns and the work environment)
- Control (how much say the person has in the way they do their work)
- Support (eg encouragement and resources provided by the employer, manager and colleagues)
- Relationships (eg promoting positive working to avoid conflict and dealing with unacceptable behaviour)
- Role (whether people understand how their role fits into the organisation and avoiding conflicting roles)
- Change (how large or small organisational change is managed and communicated)

Conducting research using the HSE Standards would help underpin Group negotiations on restructuring, bullying, job cuts and resultant heavy workloads (to name but a few) with analysed statistical evidence which demonstrates the negative impact of poor decisions made by the employer. Once identified as a work-place hazard, this research could enable representatives to use health and safety legislation to support their arguments within negotiations on other issues.

Conference instructs the NEC to:

- 1** To run the HSE survey across the whole of the membership within the union
- 2** To split the data according to Group and, in the case of larger groups, to sub-divide it so that different parts of a group can be compared
- 3** To collect equality data to see if there is adverse impact on those with protected characteristics and at different grades
- 4** To produce a report for each Group which can be used by negotiators to support future negotiations on a range of topics
- 5** To produce an overarching report on the whole of the membership, to be presented at conference in 2017 and included in the annual report and other publications

## A69

### Covers E338-E340

National Executive Committee  
R&C Bristol West Country (200011)

Conference notes the key findings of the report by Keele University, commissioned by PCS, on the 2014-15 Performance Management ratings data across 17 Departments:

- 1 That there are highly statistically significant differences in performance outcomes based on gender, age, grade and working patterns and, particularly, in relation to disability and ethnicity.
- 2 That these outcomes are consistent with a series of research findings based upon performance-related appraisal systems, and consistent with policy concerns and the limited research into this area within the UK Civil Service.
- 3 The data raises disturbing evidence about organisational structure, job content and industrial relations across the civil service which may act to embed and facilitate discriminatory outcomes.

Conference believes that the data – and the experience of PCS members who are on the receiving end of this damaging and discredited system - demands that the Cabinet Office must take urgent action to prevent further discriminatory practises.

Specifically the Cabinet Office should immediately suspend the use of forced/guided distribution, break any link between box marking and pay and withdraw the guidance that it has issued encouraging departments to consider formal measures where staff receive two consecutive box 3 marks.

These steps should begin a process of negotiation between PCS and the Cabinet Office over the dismantling of the current system.

Conference commends the production of the PCS Performance Management toolkit which provides members and reps with the practical tools necessary to confidently assert their rights under the system. Conference also welcomes the fact that, at its meeting in March, the NEC agreed plans for a week of action on performance management and welcomes the wide support for our campaign across Groups.

Conference welcomes the legal action taken by PCS and notes that the Essop vs UKBA case has now reached the UK Supreme Court with a hearing date set for November 2016.

However conference believes that our campaign to scrap the performance management system must be stepped up and instructs the NEC to:

- 1 Co-ordinate a campaign across the civil service across PCS, and where possible involve other Trade Unions, against the invidious quotas/guided distribution in the performance appraisal system.
- 2 To work with Groups and PCS Equality Networks in the development of a bargaining agenda that can bring about an objective system that replaces the current system with one that places the emphasis on the development and motivation of staff and equality of outcomes.
- 3 To consider further employment tribunal cases based on the findings of the Keele University report.
- 4 To secure a commitment that an incoming Labour Government would scrap the system and to ensure MP's and others are mobilised to support our campaign.
- 5 Ensure that performance management remains a key demand of our national campaign and
- 6 Assess the levels of support for industrial action on performance management.

## A70

### Covers E341

R&C West Mercia (200149)  
MoJ Northern Wales (052036)

Conference notes that, despite the views held on the Civil Service People Survey by this union, it can be used as a useful source of information regarding weaknesses in the running of the Civil Service and the feelings of staff on their treatment in the workplace.

Conference acknowledges the figures relating to Bullying, Harassment and Discrimination within the Civil Service People Survey 2014 and again in 2015, many of which show between 14-24% of members in those workplaces suffer from derogatory behaviour aimed towards them. Conference also acknowledges the increase across these years in derogatory treatment based on age, disabilities, ethnic background and working location, of which 54% of this treatment is carried out by management.

Conference notes that when further investigation into bullying, harassment and discrimination have taken place within departments such as HMRC, 17% of those who came forward stated that they had not indicated, when completing the People Survey, that they had been suffering from harassment or discrimination, which indicates that the problem is much wider than the poor results in the People Survey suggests.

Conference recognises that with the ever-present fear of redundancies and job cuts within the Civil Service, these figures make poor reading for members, especially those who have suffered during their employment, whose fears are that this discrimination will carry over when the current Government continues to cut staff numbers, and will result in members that are older, disabled, or simply working in an office that doesn't suit the Government, will be the first on the chopping block.

Conference condemns the management that has failed in recent years to act on these figures, failing in their responsibilities to members to ensure equal treatment and reasonable consideration for the differences in capabilities of members, and allowing a substantial number of members go through the severe emotional and psychological stress of being harassed and discriminated against, when they are just trying to do a job that has been made ever harder over the past few years.

Conference instructs the NEC to:

- 1 Highlight to the Cabinet Office and Ministers the levels of derogatory treatment suffered by members;
- 2 Where there exists the will to cooperate with the Union at Cabinet Office or Group/Department level, consult, discuss and come to agreement on a policy plan, to be enacted with the support of both the employer and the union, to tackle the increase of this behaviour;
- 3 To involve the NTUC in discussions and campaigns
- 4 Where there does not exist the will, at Cabinet Office or Group/Department level, to cooperate with the union, to advise members to report bullying in accordance with current guidance and/or report it through their department's accident/near-miss/ill health reporting process, due to the ill health, through stress, this treatment can cause;
- 5 To establish a campaign against bullying and discrimination in the workplace; and
- 6 To give greater guidance and assistance for branches to tackle these issues at the grassroots.

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## A71

### R&C Glasgow & Clyde HMRC & Valuation (200119)

That this conference notes that according to the British Heart foundation, every minute without CPR and defibrillation following a cardiac arrest reduces the chance of survival by 10%. Currently defibrillators are not a mandatory requirement in government buildings. In the UK in 2014, cardiovascular disease (CVD) was responsible for 27% of all deaths. 41,000 of these deaths were classed as premature. Modern defibrillators are relatively cheap, simple to use and failsafe. This conference instructs the NEC to negotiate with the employer with the aim of securing the installation of defibrillators in all staffed government occupied estates, as part of their duty of care, with assurances that these will be positioned within one minute walking distance of all staff where possible, with the aim of achieving this within twelve months of the close of conference.

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## A72

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

Conference notes a condition of service issue, regarding paternity rights. Currently the amount of Paternity leave available to civil servants is two weeks off paid at full rate of pay.

Although there have been improvements; Fathers now have the option of taking additional paternity leave. This is only available when the mother doesn't take her full maternity leave.

The issue with this is this additional paternity pay is only paid at a statutory rate. Maternity pay and even adoption leave is currently paid at full rate of pay for 26 weeks.

Parents should be allowed the same conditions of service to look after their children and not have to choose which parent takes on that responsibility based on financial implications.

Conference instructs the NEC to negotiate with the employers for better paternity rights. Firstly an increase to the amount of time given to fathers following the child's birth and secondly for any additional paternity pay to be paid at the full rate of pay to match the existing agreements for maternity and adoption leave. Such negotiations to be conducted within the next 12 months and report back at Conference 2016.

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## A73

### DCLG/Headquarters National Branch (141802)

This conference notes that:

- In 2013, when DCLG attempted to end check off, that the union won a court ruling that staff had a contractual right to check off;
- Following grievances for unlawful deduction from wages submitted in 2013 DCLG granted paid time off to DCLG delegates to attend PCS Group and National conferences;
- In early 2015 PCS (and other unions) won a high court against DfT's detrimental changes to sick absence trigger

points, the high court ruling that the existing trigger points are contractual, and that in a communication to staff DfT management said "the court has found that trigger points for managing short term absence cannot be changed without Trade Union agreement."

- Some areas of membership have benefitted from successful legal action to compel the payment of progression pay and others have benefitted from the employer's acknowledgement of their employees' entitlement to contractual progression pay.

Conference further notes that, whilst it would be an error to rely upon the law, contractual rights can be an important defence against arbitrary changes to members' terms and conditions and legitimate expectations.

Conference therefore agrees that:

- It will be the aim and policy of PCS to win explicit contractual rights for members in the private and public sector and in as many areas of the employment relationship as possible and to defend those contractual terms that we already have from unilateral change or termination.
- Suitable training and briefing material will be produced for group and national lay representatives and employed officers regarding the negotiation and defence of contractual terms and conditions of employment.
- Groups and other bodies of PCS that have a direct negotiating responsibility for terms and conditions of employment will be required to examine their existing terms and conditions (seeking advice where necessary) to determine what is in contract already. Suitable training and briefing material will be produced for group and national negotiators regarding defending existing contractual terms and conditions.
- The PCS NEC will seek a general commitment from the Jeremy Corbyn led Labour Party that key beneficial terms and conditions of employment will be put into the contract of all our civil and public sector members, including rights as employees who are trade union members and representatives e.g. paid time off for tribunals, branch committee meetings and Union conferences.

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## A74

### NOMS National Branch (052067)

Conference notes that the introduction of "New Fair Deal" still presents a considerable threat to all members working wholly or mainly on the outsourced (or transferred) function.

Under the current guidelines promotions and lateral transfers are deemed as a contractual change. Therefore the decision about whether or not employees would still be eligible to participate in the PCSPS following promotion is for the employer to make as part of the terms and conditions of the new role.

The incoming NEC is therefore instructed to re-open negotiations with Cabinet Office to ensure that all members who are working wholly or mainly in the outsourced function can remain in the PCSCPS following promotion or lateral transfer.

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## A75

### Treasury Solicitors - PSg L&SE (141024)

Conference notes the latest measures on Special Leave emanating from the centre and in particular the blurring of the purposes of Annual leave and Special Leave. By encouraging managers and staff to use annual leave (or flexi-leave) in place of special leave for domestic emergencies, the new policy contradicts the purpose for which annual leave is intended ie Rest and Recuperation.

While attending funerals might be some people's idea of a relaxing day out, the guidance represents a marked departure from previous guidance which was clearer to managers and formerly served its purpose.

If you mix unclear guidance and devolved management, you allow the steely eyed fundamentalists to reap havoc with people's lives. Cue shedloads of unnecessary personal cases.

It is noted further that the proposed restrictions are likely to have a disproportionate effect on disabled staff or staff with caring responsibilities as well as ethnic minority staff needing to attend funerals abroad.

Conference therefore instructs the NEC to include as one of the aims of the national campaign negotiations on leave provisions that protect the use of annual leave for rest and recuperation and promotes the use of special leave for the purposes originally envisaged, underpinned by equality considerations.

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## A76

### R&C North Wales & North West Branch (200078)

That this ADC recognises the increasing detrimental effect climate change is having on workers. Conference notes in particular the recent flooding which decimated communities and prevented many from getting to work for many days

Conference notes that government departments should have a plan for the effects of climate change but that these are built around protecting estate rather than the well being of workers. Conference also notes with concern the centralisation of work into large urban areas making travel to work even more problematical

Conference welcomes positive steps to protect workers such as the TUC advice issues on the floods but believes that more needs to be done

Conference therefore instructs the NEC to open national negotiations to reach an agreement on climate change that gives protection to workers, particularly around issues such as access and travel to work, time off, excessive heat and the siting of work places accessible to workers and communities.

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## A77

### DSg North West (014505)

Conference notes that the civil service, whilst wanting to maximise declaration rates for protected characteristics, do not count "choose not to declare" as a declaration in its own right and this lowers the percentage declaration rate.

Conference notes the importance of "choose not to declare"; when it comes to disability (as an example) for example there is an absolute legal right not to inform your employer of a disabling condition. Another example may be that a person does not wish to "out" their sexuality in the workplace and thus chooses not to declare it.

Conference calls on the incoming NEC to approach Cabinet Office to change the policy on "choose not to declare" in that if a member of staff takes that option it should count towards that Department's declaration rate.

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## A78

### R&C Dundee (200029)

That this Conference instructs the National Executive Committee to work with any and all Groups of PCS to ensure that any PCS Member not in a uniformed, customer facing role is free from the oppression of a formal dress code at work, and in particular, instructs the National Executive to support HMRC Members transferring to the DWP under Universal Credit in continuing to dress as they have done since commencing their employment.

Should the employer still seek to impose any dress code on staff, the NEC are instructed to support GEC in securing a uniform allowance to cover the costs of purchasing and cleaning a separate wardrobe for work purposes, failing which, Members should be supported in continuing non-cooperation up to the point of individual meetings in which a written instruction is given and explained.

Should the employer waste so much time and energy on continuing to treat staff like toy people that they can dress up all pretty, at this point members should be instructed to acquiesce to the instruction under protest, and provided with guidance on how to claim reasonable tax relief on the costs incurred.

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## 16. SOCIAL & ECONOMIC

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## A79

**Covers E354-356**  
**EFRA Natural England (001064)**  
**MoJ Scotland (052065)**

Junior doctors are fighting to defend their conditions of work, but also for patient safety and the future of the

NHS. NHS workers' struggles are a vital part of defending the health service from the Tories' accelerating cuts, marketisation and privatisation.

Conference believe the junior doctors' dispute – together with student nurses' and other student health workers' fight to save their bursaries, and the return of the NHS Bill to Parliament in March – gives us an opportunity to step up our role in the fight to save the NHS.

Conference agrees:

- To support the junior doctors and student nurses by making links locally, visiting picket lines and inviting them to meetings.
- That we continue to oppose the privatisation and marketisation of the NHS and support the rebuilding of a comprehensive, well-funded, publicly-owned and run NHS.

We also instruct the NEC to campaign in the TUC and along with other unions for a national demonstration in support of these struggles, and to save and rebuild the NHS as a comprehensive public service.

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## A80

### DWP Greater Glasgow (047076)

The Scotland Bill devolves to the Scottish Government some aspects of Welfare and Employment provision. This includes:

- Disability Living Allowance, Attendance Allowance, PIP, Carer's Allowance, Industrial Injuries Disablement Allowance
- Benefits which currently comprise the Regulated Social Fund – Winter Fuel payments, Cold weather payments, Funeral Payments and the sure Start Maternity Grant
- Discretionary Housing Payments
- The power to vary the housing element of UC in Scotland and to vary UC payment arrangements
- Powers over support for unemployed people through employment programmes.
- In addition a new clause gives the Scottish Parliament the power to create new benefit in any area of devolved responsibility.
- The UK government will still have responsibility for reserved welfare provision including the State Pension and Pension Credit, JSA, ESA and IS and the majority of UC provision.

This is to be welcomed on the grounds of democratic accountability and responsiveness to specific welfare needs and priorities and it provides an opportunity for The Scottish Government to mitigate some of the worst effects of the UK Government Welfare Cuts and, to a limited extent, to implement fairer and more enlightened and socially inclusive provisions. However it also raises issues about which agencies are best placed to deliver this provision.

Most but not all of the provision to be devolved is currently delivered by staff in DWP.

Conference agrees the main objective for PCS should be to protect and, where possible, advance the interests of PCS members and to make sure that any devolved welfare powers are publicly accountable and delivered by well-resourced and valued public sector staff.

We should therefore be seeking to ensure that any devolved Welfare Provision is delivered by PCS members working for either the Scottish Government, a UK Government Department carrying out this work on behalf of the Scottish Government or a Scottish national agency should one be established for this purpose.

We oppose the view that this provision should be delivered by local authorities as this risks unacceptable fluctuations in service and the creation of unintended and

perverse incentives.

We also oppose the view that this provision could be delivered by the third sector although we recognise that this sector has a vital role to play in advocacy, scrutiny and support.

Conference calls on the NEC to:

- 1** Work with the PCS Scotland Committee and other interested PCS representative bodies in Scotland such as the DWP Group Scottish (Regional) Committee and the Scottish Government Group and their branches to ensure that the PCS view and the interests of PCS members in Scotland are promoted in relation to the provision of these devolved Welfare and Employment provisions.
- 2** In particular ensure that the job security of DWP members in Scotland is safeguarded either by retaining the devolved work within DWP where possible and desirable or facilitating the transfer of DWP staff to Scottish Government or another public agency given responsibility for delivering this provision with no detriment to pay or conditions.

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## A81

### R&C Telford (200114)

This Conference notes with concern the threat to the future of trade union education because of government policy to reduce drastically the funding for trade union education over recent years and to cut it entirely in 2016/17.

We note that the TUC has secured one-off funding for the next year to try and secure a network of college centres. We welcome the development of online courses and resources but note the much higher course completion rates when learners attend classroom based courses.

This Conference agrees that the work of trade union studies units is essential to train and develop future generations of trade union reps who will be central to the success of our movement and that collective learning, getting reps together, is fundamental to the TUC approach to trade union education

This Conference agrees to:

- a)** Raise the importance of the provision of trade union education with all unions and the wider community;
- b)** Make full use of college trade union studies units for our union programmes;
- c)** Work closely with UCU to defend the jobs of staff delivering trade union education and the future provision of TU Education;
- d)** Lobby MPs and other sympathetic authorities to support this position particularly with a view to securing government commitment to full support of TU education in order to realise the proven benefits of improved industrial relations across all sectors of the economy

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## A82

### MoJ Associated Offices Branch (052046)

This conference agrees to support the Mark Duggan Justice Campaign.

Mark Duggan, a young black man who lived in Tottenham and was a dad of six was shot and killed by police on 4 August 2011.

The jury in an Inquest into Mark's death delivered a verdict that Mark was not unlawfully killed even though

they concluded that he was not holding a gun when he was shot dead by armed police.

Since 1990 some 1,476 people have died in police custody or following police contact (source: inquest.org.uk). Yet not one police officer has been convicted. In Tottenham the family and friends of Cynthia Jarrett, Joy Gardner and Roger Sylvester and now Mark Duggan still have no justice.

Mark and his family have been demonised by sections of the media with misinformation and lies spread about the case. Mark's criminal record was very minor – two fines on his record yet the media refer to him as a violent gangster and one of the 48 most dangerous criminals in Europe. In the days following Mark being killed information emerged in the media that there was a shoot-out and that a bullet was fired at police which was not true.

In stark contrast with no police officer having faced criminal charges for killing young black men, many young people were given disproportionate sentences for minor crimes during the riots that took place following Mark's killing.

This conference believes that:

- The verdict in the Inquest into Mark Duggan's killing was influenced by the racist way in which Mark's character was tarnished by the police and media.
- the decision to find it lawful for the police to shoot an unarmed person has put all young people and in particular young black men at risk

We instruct the NEC to:

- send a message of solidarity to the family of Mark Duggan at this very difficult time
- to sign the Mark Duggan Justice Campaign statement/ petition
- to support the family in their continuing fight for justice for Mark

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## A83

### R&C Glasgow & Clyde HMRC & Valuation (200119)

That this conference notes the current legal position in the UK which bars men from donating blood if they have had sex with another man within the last year (and bars them indefinitely in Northern Ireland). Not only does this law restrict the pool of available blood donors, but more so, stigmatises gay and bisexual men by reinforcing the discredited notion that HIV/ AIDS is related to homosexual activity. Thus, this conference calls upon the NEC to condemn the current legal position in the UK and lend support to campaigns which call for this backward & discriminatory legislation to be repealed.

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## A84

### R&C South Wales (200102)

As a union we are proud of our commitment and record to challenging any expression of prejudice or discrimination directed against any group or individual (whether in the form of racism, Islamophobia, anti-Semitism, to sexuality, gender or disability).

David Cameron's recent announcement that migrant spouses who fail English language tests may have to leave the UK, and highlighting Muslim women in particular. Without evidence, Cameron also links this supposed lack of

English language skills to susceptibility to "extremism".

This is just the latest example of a deepening attempt by some politicians and sections of the media to associate Muslims with terrorism, with the implicit – and sometimes not so implicit – suggestion that Muslims are somehow collectively responsible for terrorist attacks. No such implication is put forward when white Christians, such as Anders Brevik, a fascist who killed 77 people in Norway, commit terrorist attacks.

Such attempts to associate Muslims with extremism and terrorism is accentuating the discrimination many Muslims face in the everyday lives. For example, a report by Dr Nabil Khattab and Professor Ron Johnston of Bristol University, drawing on the Office for National Statistics' Labour Force Survey, revealed that Muslims are the most disadvantaged in terms of employment prospects of all minorities in the UK.

The government's Prevent strategy, which forces public sector workers to look for signs of "radicalisation", is also having a very damaging impact. A recent report by the Institute of Race Relations notes that in education this "undermining children's rights to freedom of thought". Where religious affiliation data was collected, some 57 percent of children referred in 2012-13 were Muslim. The report suggests "Islamophobia has become more mainstream, with nearly one-third of young children believing Muslims are taking over England and over a quarter believing that Islam encourages terrorism."

This union resolves:

- To campaign together with Stand Up to Racism, anti-racist and civil rights campaigns and Muslim community and faith organisations against all manifestations of Islamophobia.
- To actively campaign against Prevent on the grounds that it is reinforcing divisions and prejudice and to call on the government to withdraw the Prevent programme.

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## A85

### Moj Associated Offices Branch (052046)

Conference should be aware that the billions acquired by Bankers, Tax Evaders and deposed dictators are being squirreled away in Tax Havens under the authority of the UK government. Yet while ordinary working people suffer as a result of the greed and mess left by the banking fraternity and ex dictators the current UK government refuses to clamp down on these tax havens where there is enough cash to plug the deficit caused by tax payers having to bail out the banks.

Conference therefore instructs the NEC

- To lobby the TUC and our Parliamentarians to close the tax havens under UK authority.
- To get back all tax owed to the taxpayer to used to properly finance public services.
- To lobby Parliament and the TUC so that the public can access what every company and individual has paid in tax on the internet, similar
- as to what happens in Finland.
- To insist on complete transparency of all financial accounts and transactions in all off shore tax havens and to exclude any company who refuses to divulge their assets in these offshore havens from trading in Britain.

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## A86

### MoJ Associated Offices Branch (052046)

We note that PCS has a policy on supporting the decriminalisation of sex work. Ending criminalisation would increase safety as sex workers could work together and report violence without fear of arrest.

In Scotland, when clients were criminalised in 2006, the number of assaults on sex workers almost doubled in one year. In Sweden where clients have been criminalised since 1999, sex workers and academics report that women have been forced further underground into the hands of pimps. Criminalising clients will not stop prostitution, but it will make it more dangerous and stigmatising for sex workers. Romanian mother, Mariana Popa was murdered in East London in 2013 in the wake of a police crackdown which drove sex workers into side streets to avoid arrest.

The English Collective of Prostitutes estimates that 70% of sex workers are mothers, mostly single mothers supporting families.

Therefore, we ask for PCS to ensure the following policies:

- Campaign to oppose current legislation in parts of the United Kingdom and plans in Parliament that would criminalise clients as they would drive sex workers further underground and into more danger.
- To work jointly with groups such as the English Collective of Prostitutes, Global Women's Strike, and such other associated organisations to reverse welfare cuts and benefit sanctions which are increasing poverty, driving more women and young people into prostitution to survive. Some women working on the streets have not eaten for days.
- To ensure such joint campaigning is used for an end to zero hours work contracts, for a living wage for carers, pay equity, social housing and affordable rents so that no one is forced into prostitution by poverty, and those who want to leave are able to do so.

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## A87

### MoJ Associated Offices Branch (052046)

Conference will be aware of the immense damage that Private Equity Firms do companies that they take over and slice to the bone. Such companies are on record for reducing employees to the very minimum and doing vast damage to their terms and conditions. The review done by David Walker does not go far enough to control these private equity firms. The takeover of AA by private equity firm Permira resulted in thousands of job losses and an eventual merger with Saga, the over 50's insurance and publishing firm. Private equity is centred on its get rich-quick asset stripping and tax avoidance. One could well argue that it is the failure to regulate the private sector has contributed to the "credit crunch" which has affected economies around the world.

Conference therefore instructs the NEC to lobby the TUC for the following

- Private Equity Firms and so-called portfolio companies based in the UK that use huge loans to purchase large companies should release plans of what they intend to do with those companies, and how they intend to pay back the loans, to the employees, customers and stakeholders before any acquisition attempt.
- They should disclose details of investments and how they have performed over time. An annual report would

suffice.

- Firms based off shore to escape UK taxes should be excluded from acquiring other companies in the UK.
- Buyout firms should also detail the board members and senior managers in charge of specific funds.
- An annual report which should appear no later than 3 months after the year end should include a discussion of its performance and information about employees, its effect on the environment and social and community issues.
- The financial risks of using excessive debt to fund buyouts should also be added to the reporting requirement.
- The huge pay and fees enjoyed by private equity bosses should be included in the annual reports.
- There should be robust protection for employees' terms and conditions of employment once an acquisition has taken place.
- The above bullet points should not be part of a voluntary code but should be made compulsory.

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## A88

### MoJ Associated Offices Branch (052046)

Conference should be aware that the current Government is opposed to the banning of short selling in the financial markets. Short selling is where a broker borrows shares sells them at a high price and then talks the shares down to their previous cost so he can buy them back cheaply and make a profit by handing them back to the original owner. There are many permutations of this kind of selling but what it can mean is that drives the market into recession by stopping companies from recovering their values in the stock market. Some Brokers or "Hedge Funds" buy enough shares in a company so as to block any recovery so they can bet on a rival company whose shares will escalate. Shares that these Hedge funds or Brokers have already bought and stand to make a killing if the rival company fails. It is like sabotaging a horse so the one you want to win will win.

Short selling is banned in the US, Brazil, Japan, Hong Kong and Australia. In 1997 the Asian financial crisis was triggered by a co-ordinate attack by short sellers on the Tai baht.

Conference therefore instructs the NEC

- To lobby the TUC to prohibit the practice of short selling in the United Kingdom.

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## A89

### Covers E357

#### DWP HQ London (047039)

#### DWP East London (047030)

That this conference recognises and applauds the work by PCS against racism and fascism and in partnership with organisations such as "Hope not hate".

Conference is alarmed at the rise of increasing number of marches and events against refugees that are being organised by far right organisations to pursue their racist and fascist agenda.

Conference is further alarmed that increasingly those opposing such events suffer physical and verbal attacks, by people best described as racist and Nazi thugs. However conference believes that media often reports those marches as "a local community protest opposed by left leaning



outsiders looking to create trouble”.

Conference instructs the National Executive Committee to:

- a) Actively look at ways to organise opposition to racist and fascist events and in partnership with local and regional union branches and partner organisations, such as the Anti Fascist Network;
- b) Work and influence media so it reports more accurately on the perpetrators of any violence at these events;
- c) Ensure PCS equality team is appropriately resourced to organise and campaign against racism and fascism and in particular against events organised by far right groups such as English Defence League.

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## A90

### R&C Euston Tower (200040)

This ADC notes the consultation exercise regarding proposals to increase certain courts and tribunals fees and to introduce a fees system for Tax Tribunals and Property Tribunals issued by the government in July 2015. Responses were sought by 15 September 2015.

This branch understands that PCS did not enter any response to the document.

The consultation is before Justice Secretary Michael Gove and has been discussed at House of Commons Select Committee.

This branch notes that following representations from various groups, Michael Gove announced the scrapping of the Courts Levy from 24 December 2015. This demonstrates that compelling representations can result in policy changes.

This ADC believes that:

- 1 Savings in tribunals costs need to be balanced by the unquantifiable costs to individuals and society as a whole of there being large numbers of people who decide not to enter an appeal on costs grounds rather than on the merits of their situation. The consultation document itself places much weight on the fact that fee imposition has substantially reduced the numbers of appeals in some areas of litigation, particularly employment tribunals.
- 2 The government responses to consultation documents place much emphasis on evidence provided with the representations made. It is, at present, impossible to evidence how many people will be effected adversely should the proposals be introduced.
- 3 Where appealable decisions are in respect of relatively low financial amounts the decision may be taken not to appeal based on comparative costs grounds. For example, a cost of £250 to defend a £300 penalty. The proposed increase to the amount of disposable capital those who need to pay a larger court fee are allowed to have in order to qualify for remission will not necessarily address this.
- 4 The case for reform part of the consultation document states:
- 5 “The case for revisiting the way we charge court fees is based firmly on the need to ensure that Her Majesty’s Court and Tribunal Service (“HMCTS”) is funded properly to protect the vital principle of access to justice. Access to justice is crucial to the maintenance of an effective and functioning democracy, helping to uphold social order and underpinning an effective economy.”

If the increase/introduction of courts and tribunals fees results in a number people deciding not to appeal on costs grounds then this would be contrary to protecting “the vital principle of access to justice” and also contrary to tribunals providing “the opportunity for individuals and businesses to enforce their rights by dealing with cases fairly, quickly and

with certainty, leading to just outcomes.”

This ADC does not believe that the increase/ introduction of courts and tribunals fees will serve to meet the government’s stated aim of “protecting access to the courts and tribunals for those who need it”.

This ADC therefore instructs the NEC:

- To adopt a policy against the proposals.
- Notify PCS’s objections to the proposals to Michael Gove, members of the select committee and the PCS Parliamentary Group.
- Publicise PCS’s opposition to existing and proposed courts and tribunals fees.

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## OTHER MOTIONS B, C, D, E, X

### 91 Not Allocated

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## 17. JOBS, PAY & PENSIONS

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### B92

(See A20 ADC 2015)

#### Land Registry Croydon (030006)

Conference recognises that the continued drive by Government to deliver public services digitally poses a major risk to both access to public services and members’ jobs.

Conference agrees that Digital by Design will result in many users of Public Services being excluded from vital services either because of limited access to the internet or lack of necessary advice and guidance. Conference also agrees that some services cannot be delivered digitally and instead require public sector workers interacting with users and/or requiring a high degree of security and confidentiality.

Conference notes that Government Departments are using Digitisation as a means of transferring functions from the public services, offshoring, closing offices and cutting staff. This often results in proposals for compulsory redundancies,

Such developments must be resisted across the Public Sector until it can be shown that jobs are protected and services are not worsened.

Accordingly the NEC is instructed to submit the following national demands;

- 1 That Digitisation of Public Service functions can only progress with the full consultation and negotiation with PCS on all aspects including the impact on jobs and members’ terms and conditions must be fully assessed with an agreement that there is no detriment
- 2 That Digitisation must not result in Compulsory Redundancies or relocations
- 3 Staff must see some benefits by improved working conditions including additional pay over and above any Government cap
- 4 There must be a genuine improvement in the services

- offered
- 5 It must not be used a precursor to offshoring or privatisation

The NEC is instructed to liaise with Groups and Bargaining Structure in developing the campaign to achieve these objectives.

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## B93

(See A20 ADC 2015)

### R&C North Wales & North West Branch (200078)

That this ADC notes with concern the potential threat to members of digitalisation. Conference notes for example articles in Computer World forecasting jobs cuts 40% in HMRC.

Conference recognises that we live in a digital age and the benefits of this if used for the benefit of all

The NEC is therefore instructed to open immediate negotiations to ensure

- Full training for all to ensure members have a range of IT skills
- Re deployment where digital genuinely replaces work
- Re skilling and re training for workers
- A reduction in the working week to 30 hours to share our work and achieve a work life balance

Conference notes that digitalisation is an issue across the Trade union and Labour movement. It therefore also instructs the NEC to press the mount campaigns with TUC and other interested party for the creation of green and socially useful jobs to replace those lost by digitalisation, a 30 hour week and a basic income scheme.

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## D94

### MoJ HQ (052053)

With job cuts come an expectation that fewer staff will do more work. Partly this is because staff are afraid that saying “no” will place them at risk, but also there is a form of emotional blackmail which encourages staff to think that they should work longer hours in order to avoid their colleagues having to pick up the slack. Staff are often working late into the evening and even during the night and weekends, well above their contracted hours and in breach of employment law. We have now reached the point where staff feel that working excessive hours without pay is normal and that staff who stick to their contracts are somehow being unreasonable.

In the past PCS has run short campaigns to promote the need to work contracted hours, but something more is now needed to re-educate staff that it is entirely reasonable to work the hours contained within contracts and no more. We need a long campaign focussed on educating staff about the related law and the concern that complying with a long hours working culture, far from reducing pressure on colleagues, will lead to further cuts in staff and greater pressure. We need to build support for the campaign so that members across the various workplaces are in the majority when they say “no” to excessive hours.

Conference instructs the NEC to develop a “work your hours campaign”, to include, but not be limited by:

- 1 Educating members on their legal obligations to working hours

- 2 Educating members about their employers’ obligation on working hours
- 3 Directing GECs to negotiate on the topic of excessive working hours
- 4 Later in the campaign, to have a high profile “work your hours” period where members commit to refusing to work excessive hours or be contactable outside reasonable office hours (where not specifically contracted to do so)

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## D95

### R&C East Kilbride (200031)

This conference notes that the campaign to improve pay is stalled. Whilst accepting the previous conference stance that we should work with other public sector unions around pay there has been little or no campaigning material issued to members explaining where we are and giving an update. Conference instructs the NEC to issue a briefing to members noting the current position on our pay campaign on a minimum of a quarterly basis

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## D96

### MoJ HQ (052053)

Across the Civil Service, we have faced an unrelenting ideologically driven campaign to cut public sector jobs and transfer work to the private sector. Reps are continually required to defend jobs and, while it is right that we should do this, there is a strong case for PCS reconsidering this strategy and going on the offensive.

All departments are required to declare their over £25k spend, placing on the UK.GOV website all instances where more than £25k has been spent on the use of non-permanent civil servants: contractors, managed services companies and agency staff. This data is in the public domain (and therefore places no member at risk as a result of whistle-blowing), but is largely overlooked by the union and media.

In our branch, following an announcement that 2000 jobs might be cut, we drafted a letter to the Permanent Secretary sent on behalf of the recognised unions highlighting the hundreds of millions of pounds being paid to these companies – often with little or no scrutiny. We demanded that no large scale cuts in jobs would be made for permanent staff while such large financial resources continue to be allocated to high priced external staff. At the time of writing this motion, the Permanent Secretary is investigating the issue and we are awaiting his reply. We believe that the NEC should follow our example and use the over £25k spend data to tackle departments on how it spends its money while claiming there is none left to pay civil servants.

Conference instructs the NEC to:

- 1 Collate the over £25k spend data found on the UK.GOV website
- 2 Work with Groups to identify what these figures represent
- 3 Launch a campaign to challenge departments expenditure on the use of external staffing while cutting permanent staff
- 4 Consider using the media to highlight the difference in treatment of permanent and external staff, if judged to be strategically advantageous

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## E97

**Covered by A1**  
**R&C Portsmouth - Portsdown Vectis (200091)**

Conference condemns HMRC announcement on the 12 November 2015 to cut the number of offices from 170 to 13 Regional Centres & 4 Specialist sites.

Apart from the job losses of thousands of HMRC members, these proposals if implemented would impact deeply on communities currently with a tax office both as a service provider and its contribution to the local economy.

These attacks are politically motivated following the attacks and union busting tactics aimed at PCS and leading lay activists in HMRC Group of last year. PCS responded to these by re-signing over 90% of our members in the Group despite the threat of a rival union being set up.

This announcement in November exposes the Tories bogus claims about clamping down on tax avoidance. A key part of HMRC strategy is to withdraw from sites where Mapeley is the landlord; The shady off-shore company which was gifted ownership of the majority of the current buildings that HMRC staff occupy by the Blair government in 2001. The massive dislocation that would accompany the 10 years of disruption announced by HMRC has major implications for our members & the future of the UK Tax System.

The PCS R&C Group Executive Committee have launched a campaign of opposition to the closure plans and any further job cuts & have demanded that HMRC:

- enter into substantive talks with PCS over the principles & impact of their location & change proposals, sharing all planning assumptions with the union
- subject their location & change plans to parliamentary scrutiny
- open an internal HMRC-wide consultation, alongside an external public consultation, which will inform further planning decisions & the parliamentary scrutiny
- confirm that no action will be taken on implementing the locations proposals until the internal, along with the public, consultation has concluded & parliament has taken a view on the outcome

There have been welcome commitments from senior Labour front bench figures on this issue but these words must be matched by practical support and action.

The NEC is instructed to give full support to the R&C GEC in its campaign against these closures and any threat of compulsory redundancies up to and including endorsing industrial action.

The NEC is also instructed to ensure that this is central to its campaigning work and to encourage all members to get involved in supporting activities organised by HMRC Group.

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## E98

**Covered by A1**  
**Home Office Croydon (026101)**

Conference notes the number of government departments affected by office closures as the impact of the Governments Estates Strategy, combined with the Civil Service Reform Plan and the public sector job cuts continues. Major estates reductions have or are planned in departments including MOJ, HMRC, MOD, BIS and DWP

Conference is concerned about the impact of these proposals on a number of fronts:

- a)** The impact on local communities economically and

socially

- b)** The impact on disadvantaged groups trying to access public services
- c)** The equality impact of these plans
- d)** The effect on staff including enforced redundancy or transfers and lack of career prospects and effect on carers

Conference instructs the NEC to undertake appropriate research on the effects of office closures across the civil service on members' terms and conditions and the wider social impacts including access to public services, to publicise the results of this research, use in parliamentary activity and in our general campaign against austerity and cuts in public spending

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**The following motions are covered by A1 and identical to E98:**

**E99 Land Registry Birkenhead (030001)**

**E100 Land Registry Croydon (030006)**

**E101 DCLG/Planning Inspectorate Branch (145802)**

**E102 MoJ Leicestershire and Rutland (052024)**

**E103 DWP Birmingham North (047054)**

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## E104

**Covered by A1**  
**BIS Yorkshire & Humber (041213)**

Conference notes the potential impact of the Government Estates Strategy, combined with the Civil Service Reform Plan. Major estate reductions have already been announced in MOJ, HMRC, MOD and BIS. We further note the proposal in BIS to shift policy work back to London which flies in the face of the Government's Northern Powerhouse agenda. If allowed to go unchecked all this will have a devastating and everlasting effect both on our members' jobs, but also have huge detrimental impact on local economies, local communities and entrench even further the "north-south" divide.

Conference is appalled at these proposals and the devastating impact this will have on:

- 1** Our members' jobs
- 2** Local communities
- 3** Local services

Conference instructs the NEC to ensure that we organise and campaign against these proposals using all means possible. We agree that our demand should be "no to any office closure without PCS agreement" and that we campaign and unite the membership across the whole union behind this demand. We also instruct the NEC to undertake appropriate economic and equality research which demonstrates the impact such closures and the knock-on impact this has on local towns, cities and communities. This material should be integrated and used as part of our wider campaign to fight austerity; also, to publicise the results of this research, use in parliamentary activity and in our general campaign against austerity and cuts in public spending.

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## E105

**Covered A1**  
**Treasury Solicitors - PSg L&SE (141024)**

Conference notes the Government's renewed charge towards relocating staff, and instructs the NEC, in the context of an overall campaign on terms and conditions, to provide best practice guidance to branches and ultimately to negotiate protocols around relocation, such protocols to apply nationally and ensure

- 1 that any financing of office and staff moves be kept separate from pay and productivity measures, so that the cost of relocation will not be used to place additional restrictions on pay negotiations/outcomes;
- 2 Equality assessment of all moves;
- 3 Re-instatement of non mobile grades.

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## E106

**Covered A1**  
**Disclosure and Barring Service (026125)**

Conference is well aware of the Government's agenda of attacking public sector workers under the guise of austerity. With major office closure programmes proposed and attempts in some Departments to speed up the redundancy process, it is clear that there is little management appetite to avoid redundancies through redeployment. The "stage 2" process within CS Recruitment allows for members to slip through the net and miss opportunities in their area, and the employer cannot be trusted to put members interests above their own agenda; that being to cut jobs, erode the terms and conditions of members, and create a casual workforce.

Whilst it is critical that redundancies and office closures are robustly opposed through campaigning and industrial action, we also need to robustly challenge the employer's application of the recruitment and redeployment processes; ensuring that if redundancies are proposed, every opportunity to secure a new job is provided to those members who want it.

Conference therefore instructs the NEC to:

- 1 Urgently organise a cross-group committee whose purpose is to specifically match recruitment opportunities with surplus staff by region; ensuring that surplus members are aware of the vacancies and the recruiting employer is aware that surplus staff exist.
- 2 Continue to press the Cabinet Office, in an effort to improve redeployment protocols, securing clarity and consistency across departments on how surplus staff should be treated in recruitment exercises.
- 3 Create a clearly defined mechanism to report breaches of policy that can be taken forward nationally.
- 4 Report back to members on the progress of this cross-group committee, including numbers of staff successfully redeployed; against the number of staff who are made redundant (either voluntarily or compulsorily)

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## E107

**Covered by A1**  
**R&C Bradford & District (200008)**

This this ADC notes with extreme concern the decision by HMRC to issue compulsory redundancy notices at a time when it is actively recruiting staff.

When this is taken in conjunction with the proposed caps on the compensation employees will receive and the measures such as denying PCS representation at 1-2-1 meetings, it represents a stark threat to the job security of our members should be challenged using all available means.

The treat that the loss of jobs means to Yorkshire, the North East and the wider communities will contribute to an accelerated downward spiral of living standards that is starting to pose a threat to the health, social cohesion and arguably stability of these communities.

Therefore PCS is instructed to campaign within our communities, their representatives, social and traditional media to oppose these changes and consider the possibility of exercising legal challenges to the proposals by use of Equality, H&S (Stress risk assessment on vulnerable people) and any other appropriate legislation.

If after a reasonable period there is no progress PCS should consider targeted and supported industrial action.

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**The following motions are covered by A1 and identical to E97**

- E108 R&C Stockton and North Yorkshire (200108)**
- E109 Scottish Government West Central Scotland (038023)**
- E110 R&C Benton Park View (200126)**
- E111 DWP Lincolnshire and Rutland (047045)**
- E112 DCLG/Planning Inspectorate Branch (145802)**
- E113 R&C Criminal Justice Branch (200039)**
- E114 MoJ Associated Offices Branch (052046)**
- E115 R&C East Midlands (200033)**
- E116 SG Edinburgh Leith (038008)**

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## E117

**Covered by A1**  
**BIS Yorkshire & Humber (041213)**

Conference notes the Government's programme of attack upon the Civil Service and public sector, including reductions in terms, conditions and services.

Conference instructs the NEC to continue fighting these attacks and to gather wider support with the wider trade union movement, but also with the wider non-unionised public in order to gain support.

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# E118

**Covered by A2**  
**R&C Anglia (200147)**

This Conference believes the PCS should oppose with vigour further detrimental changes to redundancy terms. These changes are designed to get rid of large numbers of staff on the cheap. This is especially galling when in HMRC recruitment is taking place at the same times as others are being made redundant and their offices closed. This conference also believes that all grades in an affected area should be the same set of voluntary terms and not offer as has happened different terms according to grade.

This conference instructs the NEC to:

- 1 Immediately ballot for Industrial action on this issue.
- 2 Campaign with and co-ordinate industrial action if at all possible with other unions affected by these changes.
- 3 Explore other means to oppose these changes such as legal action, parliamentary lobbying etc.

The aim of this campaign should be to achieve a negotiated settlement that is acceptable to PCS members in national ballot.

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**The following motions are covered by and identical to A2**

**E119 DfT - East Midlands (201051)**  
**E120 DWP Bucks & Oxon (0471080)**  
**E121 EFRA Natural England (001064)**

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# E122

**Covered by A2**  
**DEFRA Southern (001026)**

This conference notes:

- 1 The present Government's continuing public sector cuts threatens PCS members' jobs pay and conditions.
- 2 That the HMRC have already announced compulsory redundancies and has announced plans to close all its existing estate and shed 25% of its workforce.
- 3 That DWP has announced a 20% cut back in its estates and continues to shed jobs, having already cut over 30,000 in the past few years.
- 4 That the mere threat of Group wide action in DWP at the end of 2012 saw management back down from going ahead with planned redundancies mainly in the AA grade.
- 5 That cuts in Defra threaten redundancies via office closures, relocations and restructuring

This conference believes:

- 1 That the Government is seeking to shrink the state for purely ideological reasons risking compulsory redundancies and damaging public service delivery.
- 2 That cuts already announced, such as the HMRC, DWP and MOJ estates programmes, will prove impossible without redundancies.
- 3 That our chances of successfully resisting redundancies are better if we unite across the union rather than run separate sectional campaigns.
- 4 That while we recognise union membership has been adversely affected by the end of check off by the employer all experience indicates that there will be an influx of members if the union is seen to be launching an effective campaign.

Conference therefore resolves to ballot for national strike action across all Governments departments in the event of compulsory redundancies being announced in any area of the civil service and instructs the incoming National Executive Committee to draw up plans for a campaign to win this position amongst the membership. In addition the NEC to give full support to any Group, Branch of workplace wishing to take action against the issue of any specific redundancy notice.

We further resolve to continue to use both political and industrial means to build a united campaign across the wider trade union movement against the Governments unnecessary and damaging butchery of the public sector and public sector services.

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# E123

**Covered by A2**  
**R&C Greater Manchester (200135)**

This Conference notes:

- 1 That the Government's continuing austerity agenda means they want to shrink the public sector and that puts all civil servants at risk.
- 2 That the move to regional centres for HMRC means office closures and job losses. 150 compulsory redundancies have already been announced and there is a target to reduce HMRC workforce by 25%.
- 3 The DWP is experiencing similar cuts to both its estate and workforce.

This conference believes:

- 1 That the cuts already announced to HMRC, DWP and MOJ estates programmes will prove impossible without redundancies.
- 2 That individual sections or departments cannot be left to fight these cuts on their own. If the Government are allowed to pick off one department at a time this will reduce our chances of victory so it is better to launch a united fight rather than sectional ones.
- 3 We need to build a broad base of union support across all PCS workplaces so we can defend each other and while union density has been adversely affected by the end of check off by the employer, union membership will grow if the union is seen to be launching an effective fight back.

This conference resolves:

- 1 To reassert our existing policy that a ballot for national strike action across all Government departments be called in the event of compulsory redundancies being announced in any area of the civil service and instructs the incoming National Executive Committee to draw up plans for a campaign to win this position amongst the membership.
- 2 The NEC to give full support to any Group, Branch or workplace wishing to take action against the issue of any specific redundancy notice.
- 3 Conference further resolves to continue to use all means both political and industrial to build a united campaign across the wider trade union movement against the Governments unnecessary and damaging cuts to all public sector jobs and services.

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## E124

**Covered by A2**

**DWP Manchester and Salford (047023)**

Conference notes the announcement on 16.02.16 of 150 compulsory redundancies in HMRC.

Conference agrees that the “line in the sand” identified by the NEC has now been crossed and that it is now time for industrial action across the Civil Service. Conference instructs the NEC to:

- a) Immediately hold a ballot of all relevant members.
- b) Liaise with other public sector unions and the TUC to coordinate dates for industrial action if possible.

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## E125

**Covered by A3**

**CPS East Midlands (070010)**

This conference condemns the Governments further cap on public sector pay until 2020.

The result of previous pay freezes and caps has seen a big cut in PCS member’s living standards. Attacks on progression rights, freezes for members on their max, the growth in the numbers of low paid, the discriminatory and punitive aspect of pay linked to performance form part of the concerted attack upon the pay of PCS members and public sector workers.

This is in the context of so called delegation where pay policy continues to be proscribed by the annual Treasury Remit guidance. Conference endorses the approach adopted as PCS policy and agrees that we should continue to push for the following to be implemented through our official structures.

- 1 PCS continues to work with NTUC unions to press government for the restoration of central pay bargaining across the civil service and PCS recognised areas. We continue to enlist the widest support in parliament and with the Labour shadow front bench.
- 2 To work through the TUC and directly with TUC affiliates to develop co-ordinated action of public sector workers against the pay cap.
- 3 Co-ordinated action on pay should be linked to wider issues of trade union rights, anti-austerity and the case for an industrial and political alternative.
- 4 Action and protests to be organized in every city and town, involving local union branches, anti-cuts and community campaigns and trades councils.
- 5 PCS to ensure very clear advice and support is given to all Groups and National branches based on:
  - a) Clear pay claim, bargaining objectives.
  - b) Access to Financial information to determine the pay remit in full.
  - c) Flat rate increases/London living wage/action to protect lowest earners as a top priority.
  - d) Cost of living increases for all grades.
  - e) Defence of progression
  - f) Breaking the link with performance
  - g) Increases consolidated/pensionable
  - h) Equality proofing
  - i) Access to necessary pay data (LRD)

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**The following motions are covered by A3 and identical to E125**

**E126 Land Registry Birkenhead (030001)**

**E127 DfT DVLA (201050)**

**E128 DWP Glasgow (047066)**

**E129 DWP Bradford (047002)**

**E130 Land Registry Croydon (030006)**

**E131 DCLG/Planning Inspectorate Branch (145802)**

**E132 R&C Criminal Justice Branch (200039)**

**E133 DWP Greater Glasgow (047076)**

**E134 MoJ Associated Offices Branch (052046)**

**E135 R&C East Midlands (200033)**

**E136 MoJ London Tribunals (052049)**

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## E137

**Covered by A3**

**R&C Benton Park View (200126)**

This conference condemns the Governments further cap on public sector pay until 2020.

The result of previous pay freezes and caps has seen a big cut in PCS members living standards. Attacks on progression rights, freezes for members on their max, the growth in the numbers of low paid, the discriminatory and punitive aspect of pay linked to performance all form part of the concerted attack on pay of PCS members and public sector workers.

This is in the context of so called delegation where pay policy continues to be proscribed by the annual treasury guidance.

Conference endorses the approach adopted by PCS to previous pay freezes and caps and instruct the NEC to pursue the following:

- 1 Work with NTUC unions to press government for the restoration of central pay bargaining across the civil service and PCS recognised area. We continue to enlist the widest support in parliament and with the Labour shadow front bench.
- 2 To work through the TUC and directly with TUC affiliates to develop co-ordinated action of public sector workers against the pay cap.
- 3 Co-ordinated action on pay linked to wider issues of trade union rights, anti-austerity and the case for an industrial and political alternative.
- 4 Action and protests organised in every city and town, involving local union branches, anti cuts and community campaigns and trade councils.
- 5 To ensure very clear advice and support is given to all Groups and National branches based on:
  - Clear pay claim, bargaining objectives
  - Access to Financial Information to determine the pay remit in full.
  - Flat rate increases/London living wage/action to protect lowest earners as a top priority
  - Cost of living increases for all grades.

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## E138

**Covered by A3**

**Treasury Solicitors - PSg L&SE (141024)**

Conference notes the pointless charade that passes for pay negotiations in most bargaining units and the need to focus on coherence and underlying equality issues as a central tenet of future bargaining, with the ever widening chasm of pay differentials for staff carrying out similar

duties at the same grade. NEC is instructed therefore to compile comprehensive data detailing best practice which should, along with equality considerations, formulate the basis for national policy on pay claims, and be made readily available to all bargaining units, along with legal guidance. This should not preclude arguments relating to membership hardship caused by years of real terms pay cuts and pension contribution increases, but the emphasis in negotiations must be based on arguments around coherence and equality.

Similarly the NEC is instructed to campaign, using existing equality data, legal advice, and all other available means to scrap performance pay and the pernicious systems underpinning it, not least guided and forced distribution of performance markings.

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## E139

**Covered by A3**  
**R&C North Wales & North West Branch (200078)**

That this ADC notes with alarm the increasing threats to our terms and conditions. It further notes that these threats are in many cases being carried out group by group, for example DWP, HMRC and Home Office

The NEC is therefore instructed to mount a national campaign to establish national pay and terms and conditions bargaining and to ensure the best of all pay, terms and conditions

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## E140

**Covered by A4**  
**National Executive Committee**

Conference notes that when the Tory-led coalition government imposed cuts to the Civil Service Compensation Scheme in 2010 the minister responsible told parliament the changes were an “affordable and sustainable” long-term settlement. Unsurprisingly, these words have turned out to be worthless and conference condemns the latest attack by the government on the redundancy terms of public sector, and former public sector, workers.

Conference congratulates PCS members on the stand that they took during the last attack on their redundancy terms, taking strike action to defend their interests. Conference notes that the union’s high court action successfully delayed the cuts in the CSCS to the benefit of members, but that the changes were eventually implemented when the government pushed through a change in the law.

Conference believes that, in the event that we are to launch a further industrial action campaign in defence of the current terms of the Civil Service Compensation Scheme, such action will need to be targeted and sustained, that it will need to have a detrimental effect on the employer’s operations, and that it will need to be based on strong workplace organisation if it is to have the desired impact.

Conference endorses the strategy agreed by the NEC to:

- Convene a meeting of Senior Lay Representatives across the union to explore the possibility of a programme of action,
- Produce a briefing for the PCS Parliamentary Group

outlining our position

- Lobby the Labour Party shadow front bench and other parties to ask them to oppose the changes,
- Organise constituency based lobbying of MPs, linking the cuts in redundancy provision to the issue of office closures,
- Organise a parliamentary petition,
- Lobby the devolved administrations to support our position,
- Hold members’ meetings to raise awareness of the campaign and build support for action, also using them as recruitment and organising events,
- Encourage members to respond to the consultation, producing template guidance,
- Publicise our position in members and branch briefings, emails, flash texts, website and journals.

Conference instructs the NEC to:

- Continue to implement the strategy of opposition to cuts in the CSCS using all available means up to and including industrial action following consultation with branches and members,
- Make a concerted effort amongst members to build the Fighting Fund.

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## E141

**Covered by A4**  
**DWP South East London (047035)**

Conference condemns the Government’s latest proposals to cut civil service redundancy pay.

Conference notes the consultation on the civil service compensation scheme which runs until 4th May, welcomes the NEC’s initial negotiating and campaigning response, but believes further urgent work is required to highlight this latest attack facing members.

Conference instructs the NEC to step up the campaign against any further erosion of the compensation scheme and redundancy pay, highlight the danger to members, actively seek the participation of members in the campaign against these proposals, and coordinate action with other public sector trade unions wherever possible.

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## E142

**Covered by A4**  
**Moj Northamptonshire (052004)**

Conference is appalled at the recent consultation launched by the Cabinet Office to further erode member’s terms and conditions with further reductions in the terms of the Civil Service Compensation Scheme.

This comes after the previous reassurances from Francis Maud that the last assault left the scheme in a sustainable position for the future.

It is thus deeply galling to see the cabinet office now revisiting the scheme in order to use hard working civil servants compensation to feed the flames of austerity and reduce the “deficit” on the backs of members hard won rights and terms and conditions.

Conference therefore instructs the NEC to:

Develop a strategy to challenge this vicious proposal that takes account of what was effective in the previous

campaign, and ensure that members are kept fully updated on progress.

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## E143

**Covered by A4**  
**Disclosure and Barring Service (026125)**

This conference notes the renewed attacks on the Civil Service Compensation Scheme (CSCS) recently announced by the Government, with a 'consultation' period of February – May 2016.

These proposals represent yet another attack on terms and conditions, even though the existing imposed arrangements were described by the Cabinet Office Minister as 'fair and affordable' when using legislation to force them through in 2011. This again offers an alarming insight into the present government's long term intentions and ideology, which will affect a huge number of Civil and Public Servants and hit long serving colleagues particularly hard.

This conference, therefore, instructs the NEC to oppose any further detrimental changes to the CSCS as vehemently as possible, to include political campaigning, legal action, if possible, and industrial action if necessary and supported by members.

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## M144

**Covered by A4**  
**DWP Greater Glasgow (047076)**

The Tory Government is making further attacks on our terms and conditions by forcing in more changes to the Civil Service Compensation Scheme. This is despite Frances Maude, the Cabinet Secretary, saying in 2010 when the scheme was last "reformed" that, "I believe that we now have a scheme which is fair, protects those who need most support, addresses inequalities in the current system and is right for the long term".

Options being considered include:

- Potential removal of the requirement to make a voluntary redundancy offer before moving to compulsory redundancy
- Potential reduction of the cap for voluntary exit to 18 months from the current 21 months
- Potential reduction of the cap for voluntary redundancy to 12 months from the current 21 months
- Potential reduction of the cap for compulsory redundancy to 9 months from the current 12 months

Changes to employer funded early access to pension, including:

- Potential removal of the employer funded top-up
- Potential increase of the minimum age to within 5 years of state pension age
- An absolute cap on compensation payments, in line with the government's proposed legislative changes that will cap payments at £95,000.

In addition compensation paid to staff dismissed due to "inefficiency" on grounds of attendance or performance is also under attack.

The Tories say the current scheme is not affordable and is not working effectively.

However it is the savage cuts being imposed on Government Departments under the austerity programme that will see thousands of civil service jobs cut and redundancy costs rise.

They also say that the Civil Service of the future requires different skills from that of the past, there is growing divergence between the skills required for the future and those prioritised in the past and that employers will need to refresh the skills they need which may involve exiting some staff.

Conference rejects both of these premises.

We believe that rather than make staff redundant the Civil Service should be creating jobs and recruiting staff to improve public services.

It is an insult to long serving Civil Servants to suggest that their skills are redundant and they should leave their careers and look for more suitable work. If skills need to be updated and refreshed the employer should be supporting staff to acquire these skills rather than showing them the door.

In circumstances where reductions in staff can no longer be resisted then it is right that we should seek for this to be on voluntary terms and offering the best possible financial compensation.

We note that the Government is also carrying out similar attacks on exit schemes across the public sector.

Conference calls on the National executive Committee to:

- 1 Oppose these attacks on the Civil Service Compensation Scheme
- 2 Keep members fully informed of developments
- 3 Seek discussions with other public sector unions with a view to developing a strategy of co-ordinated campaigning including industrial action.

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## E145

**Covered by A5**  
**R&C Stockton and North Yorkshire (200108)**

Conference recognises the outstanding work PCS has delivered on tax justice in recent years. The success of the campaign has made the issue of tax avoidance, evasion and non-collection a key political issue that all the political parties have been forced to address to one degree or another.

The election of a new Labour leadership team with important links to this campaign offers an opportunity to step up this work. Shadow Chancellor John McDonnell pledged to take further action during his Party Conference address. We should seek urgent discussions with the Labour front bench to agree details of this. The tax justice campaign must be clearly linked to HMRC Group Campaigns against office and site closures, for jobs and staffing and making the case for additional resources.

Tax avoidance and evasion is a common feature in the economic crisis across Europe and so our tax justice work must reflect this European dimension. Our cause is common with European Trade Union colleagues and the joint work we are doing with them through UFE, PSI etc. must continue to be developed. The sharing of experiences across the European Community is vital to building solidarity and resistance to them.

Conference agrees to:

- Continue to promote Tax Justice as part of the solution to countering austerity arguments and stepping up Parliamentary lobbying seeking discussions with the Labour front bench team
- Clearly link the issue to HMRC Group campaigns against office closures, for more jobs and resources, with full



involvement of the R&C Group.

- Link up with other campaign groups UK Uncut etc., where joint activity is possible.
- Maintain and develop international links to organisations such as UFE and like-minded international campaigns supporting activities and events where it is beneficial and practical to do so.

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## E146

**Covered A5**

**Land Registry Croydon (030006)**

Conference recognises the financial crash and so called austerity has become the pretext for the biggest assault on workers living standards and rights in living memory. We also recognise the success of PCS in raising the issue of Tax Justice and making it a part of mainstream political debate.

Conference also agrees the importance of campaigning for Tax Justice, fighting to defend the pay, jobs and conditions of members in HMRC and ensuring this remains central to our alternative to austerity. In view of the scale of the threats in HMRC we recognise the Tax Justice campaign needs to be relaunched.

In order to promote and revitalise our Tax Justice work, conference instructs the NEC to:

- 1** Plan meetings of national PCS, HMRC group, Tax Justice Network, Parliamentary Group Officers, UK Uncut and TUC affiliates.
- 2** Draw up a Tax Justice pamphlet and campaign materials based on the following but not exclusively:
  - i** HMRC resources, internal policies & procedures and legislation needed to tackle the tax payment, avoidance and evasion of FTSE companies and super rich.
  - ii** Progressive and redistributive form of taxation.
  - iii** Higher rate of Corporation Tax with increased resources and powers of collection.
  - iv** Windfall tax on profits of energy giants, supermarkets and banks/investment funds.
  - v** Radical reform of UK tax havens.
  - vi** A Land Value Tax
  - vii** Robin Hood Tax on transactions in equity/bond markets.

The pamphlet should explore the options, scope and increased revenue from a progressive system of taxation in the UK including in discussion with Labour and other political parties/politicians supportive of PCS Tax Justice policies and aims. It should also explore the scope for international co-operation between trade unions and at a governmental level. The campaign, along with a series of launch events and associated campaign materials and activities can assist our industrial and political agenda of challenging austerity and raising our alternative.

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**The following motions are covered by A5 and identical to E145**

**E147 R&C Benton Park View (200126)**  
**E148 Registers of Scotland – PSg Scotland (149007)**  
**E149 DWP HQ London (047039)**  
**E150 R&C Criminal Justice Branch (200039)**  
**E151 R&C Portsmouth – Portsdown Vectis (200091)**  
**E152 MoJ Associated Offices Branch (052046)**  
**E153 R&C East Midlands (200033)**

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**The following motions are covered by A5 and identical to E146**

**E154 DWP Birmingham North (047054)**

**E155 Home Office – Croydon (026101)**

**E156 MoJ Leicestershire and Rutland (052024)**

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## E157

**Covered by A6**

**R&C VOA Greater London Valuation (200148)**

Conference notes:

The election of the Tory Government in May has led to a renewed assault on pay, public services, benefits and on our unions including the attacks on facility time, check off and the Tories' Trade Union Bill.

250,000 People marched against austerity on the People's Assembly demo last June and up to 100,000 joined the TUC demonstration at the Tory Conference in Manchester.

The election of Jeremy Corbyn as leader of the Labour Party in September has electrified the movement. Thousands attended his campaign rallies and have responded to his anti-austerity stance.

The massive 'People's Post' meeting organised by CWU with Jeremy Corbyn during Tory Party conference shows the potential for a mass campaign led by PCS against the assault on benefits and tax credits.

The fantastic victory at the National Gallery where leading rep Candy Udwin was reinstated and a TUPE+ agreement won. The 111 day strike received massive solidarity including £180,000 in financial support.

PCS has stood firmly against the racist scapegoating of refugees generated by the Tories and the media.

PCS was at the centre of mass co-ordinated strike action against the Coalition government in defence of pensions and pay.

Believes:

The election of Jeremy Corbyn reflects the bitterness felt by working class people after years of austerity and the desire for real change. We should stand with Corbyn and McDonnell and build support for their opposition to austerity, war and racism.

We need to be at the centre of recreating a coalition of the willing to lead the fight against the Tory pay freeze and to take on the Trade Union Bill which if passed, we must be prepared to break.

The National Gallery strikers' strategy – bold initiatives, escalation of their action and linking with wider social movements was key to their victory. The strategy should be promoted by PCS and should be replicated in future disputes.

Instructs the NEC:

To encourage all members to be involved in the fightback against cuts and privatisation. This should involve national and local strike action where possible.

To continue to work with other unions, as well as developing our relationships with new political movements, claimant organisations, anti-austerity and anti-racist campaigns in recognition of the strength this unity brings to us all.

Wherever our members begin sustained action to organise solidarity days, collections and demonstrations as we did during the National Gallery dispute.

To build the biggest possible campaign against the Trade Union Bill and if it is passed into law, to prepare our members politically and organisationally for the fact that to continue to take effective action, defying the law may be necessary.

To work with the TUC to prepare industrial action to break the pay freeze and defeat the Trade Union Bill but we should be prepared to call action independently and co-

ordinate our strikes with other unions.

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**The following motions are covered by A6 and identical to E157**

**E158 DWP Birmingham South (047053)**  
**E159 DfT East Midlands (201051)**  
**E160 R&C North Wales & North West Branch (200078)**  
**E161 R&C South Wales (200102)**

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## E162

**Covered by A7**  
**DWP Sheffield (047008)**

Conference notes –

- a) that in September 2011 most PCS members were part of the classic pension scheme and were paying 1.5% of their salary in pension contributions. Now members are paying much more. Staff earning up to £21,000 are typically now paying 4.6%. Staff earning between £21,000 and £47,000 are paying 5.45%. Thus pension contributions have at least tripled for most members. Many members are now paying more than a thousand pounds extra in pension contributions. Any additional pay members have received since 2011 has been wiped out with pension contribution increases.
- b) the decline in our pay due to the Government's pay policy has led to a decline in the value of members pensions.
- c) The Government's recent use of the Consumer Prices Index (CPI) to uprate members pensions rather than the Retail Price Index (RPI) has drastically cut their value. The CPI has typically been 1% below the RPI this year.
- d) The introduction of the Flat Rate Pension this year is also likely to have a detrimental effect on Civil Servants e.g through the Government reducing our earned qualifying years for state pension and changing our National Insurance Contribution (NIC) status so we pay the same rate as many private sector workers.
- e) most Civil Servants will now reach their State Pension Age at 67 or 68. Alpha, the new Civil Service pension scheme has been linked to the state pension age. Thus many members of staff are being forced to work longer to access reduced pensions.

Conference believes PCS cannot campaign on pay without campaigning against recent pension changes.

- Conference instructs the NEC to campaign for
- significant pay rise for Civil Servants this year to make up for years of pay cuts and pension rises
  - Reduced pension contributions for Civil Servants
  - Pensions being uprated in future using the Retail Price Index inflation rate
  - a reduction in the Pension age for the Civil Service Pension Scheme and the new State Pension Scheme

Conference instructs the NEC to campaign against detrimental changes to Civil Servants through the introduction of the new State Pension e.g. a loss of qualifying years and/or an increase in National Insurance Contributions.

Also Conference instructs the NEC to provide advice on pensions to DWP bargaining groups so they can ensure their pay demands reflect the drastic impact pension changes have had on members take home pay.

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## X163

(No instruction)

**SG Marine Scotland (038030)**

Marine Scotland branch condemns the conservative government for producing a consultation on the reform of the civil service compensation scheme. When changes were introduced to civil service compensation scheme in 2010. Francis Maude described the changes as "fair for the, tax-payer" and "right for the "long-term". the government is now breaking this promise.

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## X164

(No instruction)

**Natural History Museum - CMSOA L&SE (101016)**

Campaign to maintain the level of pension contributions that staff receive from their employer, and to retain civil service pensions within the package of benefits offered to new staff.

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# 18. ANTI-UNION LAWS

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## D165

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

The Trade Union Bill is an ideological attack on the Trade Union movement being made by the current Conservative government. There is no rationale for the changes being imposed by this bill other than restricting the ability of unions to properly represent their members thereby empowering employers to restrict the rights we have fought for over decades.

This conference notes the restrictions on taking strike action in the bill and considers that we must now look at different options in order to promote and defend our members in the workplace.

This conference instructs the NEC to explore ways of ensuring our members stay protected and the benefits of being a member of a Trade Union. These could include: -

- Media campaigns
- Demonstrations
- Protests
- Boycotts
- Social media campaigns

This list is not exhaustive.

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## E166

**Covered by A10**  
**R&C Benton Park View (200126)**

This conference notes:

Despite Britain already having some of the most draconian laws in Western Europe the Tories want to shackle our trade unions with yet more anti-union legislation.

The Tories want to impose new balloting thresholds for legal strike action that if applied to the election of MP's would see some 270 Tory MPs presently in the House of Commons unelected.

These new thresholds are being proposed by a government supported by only 24 percent of the electorate.

The Tories also intend to offer employers a licence to break strikes. They will make it legal to use agency workers during industrial disputes to replace strikers.

Restrictions on unions' right to fund political parties will not apply to the millionaires that back the Tories.

The Tories also plan to effectively criminalise picketing, to restrict union facility time, to lengthen the notice of industrial action to employers to two weeks' and for unions to be forced to re-ballot after four months.

TUC Congress supported calls for coordinated resistance to the Bill including "the possibility of assisting in organising generalised strike action should legal action be taken against any affiliate in connection with these new laws". And a pledge to support unions that found themselves "outside the law" if the legislation is passed.

Conference believes:

The Tories have declared war on the trade union movement.

The trade union movement cannot submit to these new laws. The right to organise and use collective action are the most basic civil liberties. We won't stand by and watch them be destroyed.

We need a massive campaign against the Trade Union Bill, but if it is passed onto the statute book we need to be prepared to defy the law.

Conference therefore instructs the NEC:

- To offer the maximum solidarity to all workers in struggle.
- To work with the TUC, other trade unions, and other anti-austerity organisations to build the widest possible resistance to this latest assault on our right to organise.
- To work with the TUC other trade unions, MPs, TUCCG and campaign groups such as the People's Assembly, Unite the Resistance and the National Shop Stewards Network to organise the biggest possible campaign of meetings, rallies— and action— to defend the right to strike.
- To prepare our members politically and organisationally to defy the law if necessary to preserve our ability to organise effectively against austerity.

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**The following motions are covered by A10 and are identical to E166**

**E167 DWP Kent (047101)**  
**E168 R&C Stockton & North Yorkshire (200108)**  
**E169 DfT DVLA (201050)**  
**E170 Land Registry Croydon (030006)**  
**E171 EFRA Defra Southern (001026)**  
**E172 DfT – East Midlands (201051)**  
**E173 DfT London and South East (201053)**  
**E174 R&C North Wales & North West Branch (200078)**  
**E175 Registers of Scotland – PSg Scotland (149007)**  
**E176 DWP HQ London (047039)**  
**E177 R&C Portsmouth – Portsdown Vectis (200091)**  
**E178 DWP Greater Glasgow (047076)**  
**E179 MoJ Associated Offices Branch (052046)**

**E180 R&C East Midlands (200033)**  
**E181 EFRA Natural England (001064)**  
**E182 R&C South East Essex (200144)**  
**E183 MoJ London Tribunals (052049)**

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## E184

**Covered by A10**  
**MoJ Scotland(052065)**

In 1871 Benjamin Disraeli introduced the Trade Union Act in response to a perceived risk of worker riots. Disraeli, a Conservative, actually went further than the demands from the workers at the time, thereby future proofing the law. A significant part of this Act was to de-criminalise workers' right to strike. It also enshrined workers' rights of association, the right to withdraw labour, the right to freedom of speech and freedom of expression such as picketing.

The proposed Trade Union Bill seeks to reverse much of that Act and is widely considered to be the most unreasonable, unfair and undemocratic piece of legislation to be brought before Parliament in 144 years! The demand that TU representatives be nominated as picket supervisors, carrying a letter of authorisation which they must produce on demand by anyone, wear an armband or other badge so as to be easily identified and be held responsible for numbers and behaviours of picketers is a direct threat to members. Enforcing a limit on numbers of pickets is unconstitutional and a bar on workers' democratic rights. The enforcement of a Certification Officer, to be selected by Government but paid for by the Unions, is a barefaced attempt to bankrupt the Unions whose members have already paid tax on the salary they give in Union subscriptions.

Conference instructs the NEC to reject the Bill in it's entirety.

Failing this, Conference further instructs the NEC to;

- a) demand the removal of the Certification Officer post;
- b) remove the burden on Trade Unions to underwrite the cost of a Certification Officer;
- c) demand a Parliamentary apology.

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## E185

**Covered by A11**  
**DWP Lambeth & Southwark (047031)**

Conference notes:

- the government's plans to limit even further our already very limited right to strike, including the introduction of turnout thresholds for strike ballots through the Trade Union Bill.
- The leaked letter from Nick Boles to Oliver Letwin and Chris Grayling proposing 'concessions' around e-balloting, the length of time a strike mandate is live and the identification of picket line leaders.

That even if all of this was conceded it would not be enough to end our opposition to the Bill.

Conference instructs the NEC to campaign for a charter of workers rights which will include, but not necessarily restricted to:

- The right for trade unions to determine their own rulebooks without interference from the state around

issues such as, but not limited to, balloting for industrial action

- A statutory right to check off and facility time for not only Trade Union duties but also activities.
- The right to take solidarity action
- The right to picket
- The right of workers to collectively and democratically decide who they will work with and who they won't, ie if a majority of workers want a closed shop this should be legally enforceable.

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## X186

(Unclear in intent)

### Scottish Prison Service - PSg Scotland (149010)

This conference notes the continued idealistic attacks on the working class in the guise of the Trade Union Reform Bill which is intended to break the last remaining influence of Trade Unions by introducing,

- a minimum 50% turnout in strike ballot
- insist public sector strikes have the backing of at least 40% of those eligible to vote - doubling the threshold that would have to be met in any strike called in health, education, fire, transport, border security and energy sectors
- force unions to give employers 14 days' notice of strike action
- allow employers to bring in agency staff to cover for striking workers
- impose a 4-month time limit for industrial action mandates (may be raised to 6 months)
- criminalise 'unlawful' pickets - everyone on a picket line with more than 6 people
- require all unions to ask each existing member whether they wish to pay the political levy and then repeat the question every 5 years
- compel unions to appoint a person to supervise picketing (may not need to wear armband or badge)
- empower the government to set a limit on the proportion of working time any public sector worker can spend on union duties
- give the government certification officer powers to fine trade unions as much as £20,000 for breaches of reporting rules, including an annual audit on its protests and pickets.

Conference agrees that any attack on the rights of working people must be fought through the mass rank and file of the Trade Union movement coordinated by the TUC who must call for mass strike action against this ideological attack.

Conference further notes that there are some Trade Unions who sit on the right of centre in their political view and have not played as much of an active part in previous action as would have been expected of a Trade Union. We all remember the day after the 30th November and subsequent "Heads Of Agreement" the splits in our movement that followed.

There are General Secretaries who deplore that there is some opposition to generalised strike action on the TUC general council, while other General Secretaries have stated that they are prepared to go to prison for coordinating illegal strikes, indeed it has been illegal for Prison Officers to take part in strike action since 1994 but the POA has taken action when required and in defiance of this ban.

This conference believes that all Trade Unions must now be prepared to stand together and take mass coordinated strike action to defend the right and the rights of our members.

Conference Resolves:

That PCS should mobilise to contact our sister left organisations within those unions who may seek to resist the call for mass coordinated strike action and civil defiance and the unions with sweetheart no strike agreements, to offer support and encouragement to ensure that enough pressure is applied to embolden involvement in the action which undoubtedly lies ahead.

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## 19. ORGANISING

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### D187

#### Scottish Prison Service - PSg Scotland (149010)

One year on since payment of £2000 was made by the Scottish Prison service solely to Prison Officers as recognition for the valuable role they play within the organisation.

Conference is appalled by the behaviour of the Scottish Prison Service and that only rewarding Prison Officers does nothing but divide the staff in this organisation. Conference agrees that where funds are available, these should be distributed equally amongst all staff as it is all staff who contribute equally to the success of any organisation.

Conference condemns the actions of the Scottish Prison Service and conference instructs the NEC to continue to support the PCS Branch at Scottish Prison Service in their efforts to gain the proper recognition for non-operational employees of SPS

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### E188

Covered by A13

#### Land Registry Birkenhead (030001)

Conference notes the scale of the attacks launched on PCS over the past period specifically designed to smash our union as an effective campaigning organisation and as a voice against austerity. While avoiding any sense of complacency it is accurate to say the Tories have failed in their objective. No other union in Britain nor internationally has ever recorded such a quicker rate of sign-up to Direct Debit following the forced removal of check-off arrangements for the deduction of union subscriptions. Full credit must go to PCS activists and members for their response to this attack but also to the left leadership of PCS at national, group, regional and branch level.

While recognising the tremendous solidarity from sister unions, not least of all UNITE, conference also notes that some union leaders disgracefully attacked PCS when it was most in need. It was argued that PCS had brought these attacks upon itself by refusing to accept "reality" and our insistence on campaigning against cuts and privatisation.

Conference instructs the NEC to:

- In light of the TU Bill which contains the threat of check-off removal for all public sector unions to offer our help and expertise to all and any unions facing this threat whether they stood by us in our time of need or not. Solidarity is the corner-stone of our movement and PCS

- will never compromise that principle whatever others do.
- Build the strength of our union by developing the principles and priorities set out in the PCS organising strategy and especially by building workplace organisation, including by the widening of our activist base through the PCS Advocate role.
  - Continue to develop the building of anti-austerity alliances throughout the trade union movement and in wider society based on our policy of no cuts and privatisation and an Alternative to austerity.

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**The following motions are covered by A13 and identical to E188**

**E189 R&C Stockton and North Yorkshire (200108)**  
**E190 DWP Glasgow (047066)**  
**E191 R&C Benton Park View (200126)**  
**E192 DWP Northumbria (047120)**  
**E193 DWP Wirral (047019)**  
**E194 Home Office Merseyside Branch (026124)**  
**E195 DWP HQ London (047039)**  
**E196 DWP Greater Glasgow (0470760)**  
**E197 MoJ Associated Offices Branch (052046)**  
**E198 R&C East Midlands (200033)**  
**E199 SG Edinburgh Leith (038008)**

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## E200

**Covered by A13**  
**RPA Reading (001051)**

After the disgraceful Tory attack of getting rid of Check-off in an aim to personally victimise PCS and its members we now need to plan for the future.

Despite individual Employers once encouraging staff to join a Union, recent attacks across the Civil Service now mean that we are often unable to approach non-members at their desk with a view to extolling the virtues of PCS; nor are we able to use other methods such as leafleting or use of email.

This motion instructs the NEC to plan an innovative recruitment campaign to assist branches with over-zealous restrictions in place, to engage with potential new members and encourage existing members to become more active.

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## E201

**Covered by A14**  
**BIS Northern (041207)**

Social media and Internet based tools are continually changing, each platform offers new opportunities for National, Group and Individual branches to: organise more effectively, engage with members and positively promote the union.

As a branch we know that our membership is spending an increasing amount of time on social media and yet we are wary about what tools we should be using and how we should be using them.

This conference instructs the NEC to form a working group which could take control of PCS' social media strategy, being open and responsive to new platforms and technologies on a national scale and providing clear guidance to groups and branches on what tools should be

used and how.

With guidance we can take control of our presence on the internet and improve organisation, communication and grow our union even in the face of continued cuts to funding and facility time.

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## E202

**Covered by A14**  
**R&C Glasgow & Clyde HMRC & Valuation (200119)**

That this conference notes the increasing difficulty of being able to recruit reps in workplaces where cuts have meant that many PCS members feel they are too busy with their jobs to be able to take on TU duties. Furthermore, conference recognises that where cuts take place, they invariably have a negatively disproportionate impact on people with protected characteristics. As such, conference instructs the NEC to conduct a review of the situation, taking into account the above points to see what can be done to improve the situation. As part of this review, the NEC should consider the best way to encourage signing up members with protected characteristic as either reps or advocates, as well as finding ways to help reps reduce & monitor reps' official workload, particular for those reps who work part-time and may have even tighter constraints on their time than those who work full-time. In conducting this review, the NEC should fully involve PCS' equalities networks.

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## E203

**Covered by A14**  
**MoJ HQ (052053)**

Despite the best efforts from many within the union, conference notes the loss of membership following the withdrawal of check-off. This will increase in future as more staff retire or take VEDS. We need to recruit new members to ensure the future health of the union but, in particular, we need to focus on recruitment among younger staff. Young people are very effective in organising, particularly through the use of social media, but have not seen union membership as relevant to them. We need to educate young people about trade unionism and how the PCS Rule Book enables them to take an active part in shaping the future of trade unionism.

Conference instructs the NEC to:

- 1** Develop a recruitment campaign focused on recruiting young members
- 2** Engage with existing young members directly and through branch structures to:
  - Identify why younger staff may be reluctant to join PCS
  - Identify what could attract them to join
  - Develop a suitable organising strategy
- 3** Promote PCS as a members-led union, where young members can have an influence on the policy and direction of the union

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## E204

**Covered by A14**  
**Home Office Croydon (026101)**

This conference recognises the important contribution to PCS made by members and reps in the Commercial Sector. There is much the unions in the civil and public services can learn from the Commercial Sector and the Strategic Review is a timely opportunity to assess how we ensure we give the resources and support to what offers considerable scope to grow the union.

Conference recognises that in order to support work with our private sector members we agree to:

- 1 Complete a definitive map of PCS members working for private employers, whether it be those employed by the six major employers around which the Commercial Sector is built and those working on private contracts and organised in groups.
- 2 To provide resources for an Organising Strategy across the Commercial Sector and groups to expand membership, increase density, develop reps networks, strengthen branch organisation.
- 3 To consolidate and expand collective bargaining coverage and recognition in companies holding central government contracts.
- 4 To develop the campaign across the Commercial Sector and all private sector employers to secure a living wage (London and UK equivalent) for all members in recognised areas.
- 5 To participate in a PCS national campaign to establish minimum labour standards for members working in call/contact centres within the civil service, NDPB's and Commercial Sector companies with PCS recognition.
- 6 Work on campaigning for minimum labour standards for members in the Commercial Sector and FTSE 100 companies.
- 7 To draw up and promote protocols at workplace/branch/groups based in the civil service and the Commercial Sector covering:
  - a) Cooperation around national and local campaigns;
  - b) Common facilities
  - c) Recruitment initiatives
  - d) Personal case advice/support
  - e) Training for reps
  - f) Union learning
  - g) Equality networks
  - h) Young Members network
  - i) Credit Union

Exploring joint campaigns with TUC affiliates sharing recognition and bargaining rights in Commercial Sector companies.

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**The following motion is covered by A14 and identical to E204**

**E205 MoJ Leicestershire and Rutland (052024)**

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## E206

**Covered by A14**  
**MoJ HQ (052053)**

Branches need to continually focus on recruitment and retention of members, activists and representatives.

However, branches may be run by reps of different levels of experience and different personalities, with some struggling to come up with new ideas for engaging with staff to carry out this work. Some branches have been creative in using topics such as health, learning or equality to run events which raise PCS's profile and increase engagement. This has led to higher Direct Debit sign-up rates as well as increased recruitment of new members, activists and representatives.

Conference recognises that the structure of PCS makes it difficult for this work to be shared more widely. Even if a branch hears that someone has used, for example, health as an organising tool, they won't know how to set about doing something similar themselves. Where a branch has organised a successful event, they should be able to share what they did, how they did it and how other reps can obtain the same resources to run something similar (particularly if there is zero cost involved). Organising knowledge should be shared across the union so that reps are able to use time dedicated to organising as effectively as possible.

Conference instructs the NEC to:

- 1 Contact branches for union-building ideas and create a "Guide to union-building" which can then be circulated to branches
- 2 Instruct GECs to give attention to union-building and participate in collecting and disseminating ideas.
- 3 Set up meetings in different regions for reps across different Groups to share their experiences and advise others on how to develop their union-building activities
- 4 Consider any other alternative ways of developing this work, so that branches are able to share ideas which can be used more widely

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## X207

**(Factually incorrect)**

**Scottish Prison Service - PSg Scotland (149010)**

Conference notes that POA (Scotland) submitted a formal complaint to the STUC that the PCS Scottish Prison Service Branch were poaching their members, an allegation the Branch totally refutes.

To address this issue the National Executive Committee endorsed a protocol with POA which included writing to Prison Officers in the PCS Scottish Prison Service (SPS) branch to advise them to join the POA (Scotland).

Conference further notes that the SPS Branch is aware that Prison Officers chose to join the PCS in order that they could exercise their right to take industrial action to make a stand and protest against the attacks on their pay and pensions.

POA (Scotland) voluntarily gave up the right to take this action by signing a no strike deal as part of a wider partnership agreement (VIRA).

Whilst the Scottish Government very recently removed the legal sanction for any breach of the agreement, the POA (Scotland) continue to operate under a binding arbitration agreement.

For those prison officer who chose to join the PCS, many of whom have been members for many years, conference acknowledges their commitment to our Union and their contribution to our national campaigns has been nothing short of outstanding. Indeed they were instrumental in arranging picket lines at many prisons throughout the Scottish Prison Service for the first time in the history of the PCS.

A number of those PCS Prison Officers have since been elected, year on year, to the SPS Branch Executive Committee, an endorsement by members of the contribution they have made and continue to make. Prison Officers in the PCS have also campaigned tirelessly in support of their PCS non-operational comrades when the

POA (Scotland) agreed a very divisive £2,000 payment to all Prison Officers in return for a further commitment to a no strike deal during the 2 year introduction of the professionalization of the 21st Century Prison Officer.

For the NEC to endorse a plan which involves writing to highly respected comrades advising them to leave the union and in doing so give up their right to strike is indefensible, insensitive, disrespectful and most definitely not fraternal. Conference agrees that this was a wrong decision by the NEC on this occasion and Conference now instructs the NEC to acknowledge this and to apologise to all prison officers in the PCS Scottish Prison Service Branch.

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## 20. EUROPEAN UNION REFERENDUM

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### E208

**Covered by A18**  
**NATS CTC (202001)**

Conference agrees that the decision as to whether to vote yes or no to remaining in the European Union is fraught with difficulties and complexities.

Conference agrees that the EU in its current form is little more than a neoliberal 'boys club' that holds out little or no hope for working people across Europe, as the bludgeoning into submission of the Greek people following their historic 'oxi' vote last year clearly demonstrates. There is no indication that Podemos or a Corbyn-led UK would fare any better against the institutional power currently wielded on behalf of corporations. The advent of TTIP would only worsen that situation further. It is also clear that Cameron's so-called demands are precisely the opposite of the kinds of reform that we should be demanding of the EU.

Conference recognises that adopting a position against remaining in the EU carries the risk of association with the xenophobic, racist, anti-migrant rhetoric of UKIP and other right-wing organisations. If PCS were to adopt a 'No' position it would be essential to clearly delineate it as separate from, and in opposition to, that of the right wing. That means not sharing a platform with right-wing speakers as if we were fighting the same cause, and not adopting nationalist rhetoric such as 'Brexit'.

For the right wing, leaving the EU and becoming a 'sovereign state...in control of its own destiny' is its own end. For the left, we have to convey the message that it is we who are the true champions of trans-national unity, and that our ultimate aim would be to create a workers Europe', characterised by unity, solidarity, equality and justice for all, whether in the context of continuing membership of the EU or outside of it.

Given these circumstances, Conference therefore instructs the NEC to:

- a) Produce material for members and the public alike that explains clearly the reasons for any PCS adopted position on the EU, and if the position is for an 'Exit' vote then ensure it is clear that our campaign is entirely separate from the little Englander rationale of the right,
- b) After the referendum and regardless of its outcome, work with other unions and sympathetic organisations to develop and progress an alternative vision of Europe based on public service provision, redistribution of wealth, social security, equality and justice.

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### E209

**Covered by A19**  
**DWP Cheshire (047014)**

There will be a referendum on whether this country stays in the European Union on June 23rd and that the eventual decision will have many and profound implications for the work and jobs of many PCS members and will inevitably be a matter of discussion amongst PCS members and their families and within PCS' structures.

This Conference therefore agrees that it should take a view of the issue on the following basis:

- The union should be critical of the problems of the EU such as the fact that the EU's structures are not democratically accountable to citizens and that it is a club for big business.
- That Nevertheless PCS is not in favour of rejecting a European capitalist club for the narrower confines and defects of a purely British capitalist club.
- We oppose and condemn all attacks on workers within the EU, whether they come from single national governments or EU governments working together, but we do not pretend that austerity politics in Britain is driven by anything other than our own minority vote Tory government or that somehow those attacks will lessen as a result of Britain leaving the EU.
- We recognise that a large part of the motivation of the business/conservative/ UKIP anti-EU campaign is opposition to the workers rights protected through the EU, rights which they will attack following a possible "Out" vote and feel encouraged to attack as part of a wider assault on the UK trade union movement and human rights in general.
- That we oppose the racism that is makes up much of the would-be "official" anti-EU campaigns but understand that's not the conscious intention or motivation of many ordinary people who might be persuaded to support them.
- We are in favour of the right of workers to move across the EU, which includes the much exercised right of British workers to work elsewhere within the EU.
- That we want to work with the wider labour movement in Britain and with those wider labour movement forces across the European Union who want to oppose austerity politics and are willing to place the interests of workers and the need for far greater democratic accountability at the heart of a European Union wide political challenge.
- That PCS and the PCS NEC takes the position for the UK to remain a member of the EU.

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### E210

**Covered by A19**  
**DCLG/Headquarters National Branch (141802)**

This Conference notes that:

- 1 There will be a referendum on whether this country stays in the European Union (EU).
- 2 The debate around 'in' or 'out' will dominate politics for many months.
- 3 The eventual decision will have many and profound implications for working people across Europe as well as in Britain.
- 4 More narrowly the result will have direct implications for the work and jobs of many PCS members and that for reason, even if for no other, will inevitably be a matter

of discussion amongst PCS members and within PCS' structures.

This Conference therefore agrees that PCS will respond to any referendum on the following basis:

- 1 PCS should not gloss over the defects in the EU such as the fact that the EU's structures are not democratically accountable to citizens and that it is a club for big capital.
- 2 That nevertheless PCS is not in favour of rejecting the EU for the narrower confines and defects of a purely British capitalist club.
- 3 We oppose and condemn all attacks on workers within the EU, whether they come from single national governments or EU governments working together, but we do not pretend that austerity politics in Britain is driven by anything other than our national government, elected on the votes of a small minority of the electorate, and that somehow those attacks will lessen as a result of Britain leaving the EU.
- 4 We recognise that a large part of the motivation of the business/conservative/ UKIP anti-EU campaign, with its talk of regaining control of law making, is in fact a reactionary opposition to workers' rights derived through the EU, rights which they will further attack following a (possible) "Out" vote as part of a wider assault on the UK trade union movement and social protections.
- 5 That we oppose the chauvinism and racism that is at the heart of much of the would-be "official" anti-EU campaigns even if such racism and chauvinism is not the conscious intention or motivation of many ordinary people who might be persuaded to support them.
- 6 We positively favour the right of workers to move across the EU, which includes the much exercised right of British workers to work elsewhere within the EU.
- 7 That we will seek to work within the British labour movement and with trade union and socialist forces across the European Union who want to oppose austerity politics and are willing to place the interests of workers and the need for far greater democratic accountability at the heart of a European Union wide political challenge.

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**The following motions are covered by A19 and are identical to E210**

**E211 DWP East London (047030)**  
**E212 DWP Sheffield (047008)**

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## E213

**Covered by A19**  
**MOJ Royal Courts & First Avenue House (052054)**

Conference notes that David Cameron's decision to call a referendum on the UK's continued membership of the European Union is motivated not by any genuine public demand to consider an issue of constitutional importance, as the Scottish referendum was, but rather to paper over the cracks within his own party, and to use public money in so doing. Although the European Union is far from perfect, with the balance having shifted away from workers' rights and social and environmental protection towards free market ideology, this shift has gone less far than in many of the nation states, including in this country. George Osborne's use of public money to oppose restrictions on bankers' bonuses, and the far stronger opposition to TTIP at Brussels compared to Westminster are clear examples of this. Positively, many in Europe, from Yanis Varoufakis to Jeremy Corbyn, are saying that we should look towards a

different Europe, one based on principles of solidarity rather than free-market capitalism. We should remember that membership has given us, as citizens and trade unions, a stronger position on:

- 1 Health and safety legislation via EU-OSHA;
- 2 Annual leave rights
- 3 Pregnancy, maternity and paternity rights
- 4 Working-time directives
- 5 Equal pay
- 6 Anti-discrimination for those with protected characteristics

Leaving the EU could rapidly put all of these gains at risk, particularly as it would be the greatest boost imaginable for the hard-right of the Tory Party and their friends in UKIP, together with even more shadowy organisations. We also as citizens enjoy better water and air quality and can take serious steps in respect of global warming through cooperation with other European nations. Many of our members are citizens of other EU states, their position as civil servants will be directly at risk if we withdraw.

Such positive measures explain why a coalition of anti-public sector ideologues, such as the Taxpayers Alliance, global warming deniers, such as Nigel Lawson, and the spivviest end of the financial sector, have united to try to get Britain to leave the EU.

Conference instructs the NEC to:

- 1 Campaign with other pro-EU trade union leaders and left of centre politicians to make a positive democratic socialist case for working within a reformed EU based on social and economic need rather than the whims of the capitalist.
- 2 Write to all members before any referendum on membership setting out the benefits accruing to trade unionists as a result of membership of the EU.
- 3 Continue and deepen our involvement in the European Trade Union Federation and work with trade unions across the EU in opposition to TTIP and other threats to workers rights.

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## X214 (Unclear in intent)

**MoJ Associated Offices Branch (052046)**

Conference is aware of the Referendum concerning Britain's right to stay or exit from the European Union. Although the EU is far from perfect, it has been beneficial in ensuring the following: statutory law for paid holidays; maternity as well as paternity leave; updating the Health and Safety legislation of which is under threat by this current government; and improving the equality laws, especially in relation to Disability Discrimination. Also, the EU has allowed more Migrant Workers to seek employment in Britain of which has been beneficial to this country and we need to improve their rights to pay, terms and conditions through the Trade Union movement. Conference believes that any exit from the EU will do more to undermine these achievements as our government is committed to austerity and obliterating our rights to equality from the British political spectrum.

Although we acknowledge that the European Union needs further progress in relation to workers' rights and protecting public services, we ask conference to ensure that PCS has a strategy for encouraging members to vote "Yes" in the Referendum on the following basis:

- 1 (Recommending the abolition of the Eurozone of which is, hugely, impacting on the economies of Greece and Ireland.
- 2 Refusal to convert our currency to the Euro of which may damage Britain's economy in the long term.



- 3 Campaign with other European Trade Unions for the repeal of the ECJ Judgement in the Viking and Vaxholm Cases that declared strikes by Workers in other countries, illegal, on an employer's dispute.
- 4 To ensure that Britain continues to accept migrants from the EU.
- 5 The complete rejection of TTIP by the European as it is a complete obstacle to re – nationalisation.

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## 21. PCS SERVICES

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### B215

(See A50 ADC 2014)

#### Home Office Croydon (026101)

Conference notes that over the years there have been a number of Reps who have had to take time off from the work place due to suffering with union related stress – this is not acceptable for the individual themselves but also harms the ability of the union to recruit and maintain active reps.

Conference notes that to fail to support Reps in such situations will be unacceptable when you consider the amount of unpaid voluntary work Reps carry out on behalf of the union and that this work can be emotionally distressing. As workplace reps we would criticise an employer if their work made them ill or damaged their ability to perform and the employer did nothing to assist the employee; conference believes it is only right that PCS should do likewise in exercising its duty of care for the wellbeing and work-life balance of PCS representatives.

Conference believes that PCS should acknowledge that some Reps, due to their PCS workloads and dedicated commitment to the union will at some stage require relevant professional support or medical intervention in order to ensure that they remain in good health/mental health and in order to prevent the 'burn out' that reps may experience which results in a permanent decision to cease undertaking representative duties.

Conference instructs the NEC that it should, as soon as reasonably practicable:

- Make arrangements for the provision of a counselling service and other necessary medical interventions for reps experiencing ill-health arising from union duties
- Produce and provide information and guidance direct to Branches and Reps on how they should go about seeking the help and assistance they may need to maintain a healthy balance of union related work.

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### B216

(See A50 ADC 2014)

#### CPS Yorks and Humberside (070005)

Conference will recall in 2010 the great concern regarding the pressures inadvertently placed upon PCS Representatives who engage both in negotiations with management and Personal Cases on behalf of the membership.

Here again in 2016, Representatives still find themselves in challenging circumstances requiring skills and experience

that they cannot always personally draw upon. The extra demands now placed on Representatives are peaking. Facility Time cuts and all the relating issues this constraint brings to bear, demanding Trade Union Activities be carried out in our personal time, is impacting on all members of the Trade Union Movement.

Representatives, in addition to these issues, often suffer from stress due to the high level of responsibility that comes with addressing particular levels of negotiation with Management and representing difficult and emotionally charged Personal Cases. Representatives have often felt unable to articulate this within the Trade Union environment and access to resources available to provide support have remained unclear when researched in 2010.

Here in 2016, conference now feels the need to provide an easily navigable route to support resources is even more important today than it was in 2010. This Conference feels that to leave this issue unaddressed places PCS Groups, and indeed the Trade Union movement as a whole, under extreme pressure and thus at risk.

Conference asks again for the avenue of training in counselling skills to be looked into as an application for Representatives. This will mean they will thus be given the tools that will enable them to enter into circumstances representing attracts and remain in control of them, protecting themselves, and the members involved, in the process.

Our most active representatives in each PCS Group, performing at such high levels with limited avenues of support in this current climate run a clear risk of suffering from stress and the attendant sick leave it attracts.

Conference therefore instructs the National Executive Committee to review, and ensure the provision of, the following areas of support for all Representatives:

- 1 Training in counselling skills.
- 2 Counselling services.

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### B217

(See A50 ADC 2014)

#### Heathrow Airport Holdings - Heathrow (202019)

Conference notes that with the financial pressures that the union faces, support available to branches has been significantly reduced in many areas. In addition to the sustained attacks by the government and employers on our members this has led to a considerable strain being placed upon local representatives. Front line reps are being placed much more under the microscope by employers than ever before, suffering constantly increasing levels of pressure and stress whilst fighting on a daily basis for our members.

They are faced with aggressive management teams who seek to erode or destroy our terms of employment and working conditions, to wear down and burn out our senior most vocal representatives as well as undermine trade unionism at every given opportunity.

PCS is failing these hard working representatives by not providing a robust and supportive framework to ensure that our colleagues have access to help when needed. The unions training and its website provides guidance on stress but places the responsibility in dealing with this entirely on the representative and their branch.

- Conference instructs the NEC to
- Review the current training package to ensure that it adequately covers the stress and difficulties that can be faced by representatives and how they can be supported properly in dealing with this.
  - Provide a support mechanism for representatives that includes an out-of-hours provision.

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## D218

### DWP South East London (047035)

Conference agrees to award Distinguished Life Membership posthumously to Nazia Munnings.

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## D219

### NATS Southern (202015)

Conference agrees to recognise the fantastic contribution by Eddie Walker to the PCS and its predecessor unions (for over 30 years) with the award of Distinguished Life Membership.

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## D220

### DWP East London (047030)

Conference agrees to award Distinguished Life Membership posthumously to Nazia Munnings.

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## D221

### R&C North West England (Ex C&E) (200071)

This Conference instructs the NEC to put to Annual Delegate Conference a recommendation that Distinguished Life Membership is conferred on Kevin O'Hagan

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## D222

### MoJ Scotland (052065)

Conference congratulates the PCS Credit Union on its continued growth, with membership exceeding 2400 and monthly deposits in excess of £100,000. The PCS Credit Union has more than £1.3 million in members' shares and the amount currently on loan exceeds £350,000.

However every PCS member and their immediate family members are eligible to join, at least half a million potential members.

We would hope that every NEC and GEC member would show support for this valuable member benefit and, if they haven't already, join today and ensure that they take every opportunity to promote the Credit Union as an ethical, member-owned alternative to High Street pay day lenders whose outrageous interest rates result in an ever increasing spiral of debt.

Conference therefore instructs the NEC to:

- 1 Continue to advertise and promote the excellent work

of the PCS Credit Union and the benefits it can bring to members and their families;

- 2 Encourage all members of the NEC and each respective GEC to lead by example and join the PCS Credit Union, if they have not already done so.

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## D223

### RPA Reading (001051)

In this present Tory fuelled time of austerity and the draconian pay scales there is a need for PCS Members to look after their futures.

This motion instructs the incoming NEC to stage a high profile campaign to advertise the PCS Credit Union which enables members to save at no cost to themselves. The campaign should range from emails to all members, to local events featuring the Regional Offices, to advertise the PCS fight back against austerity.

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## D224

### R&C Bristol West Country (200011)

This NDC considers the legal support from PCS to reps undertaking personal casework to be insufficiently robust and that the 50% limit for taking cases to tribunal can be too restrictive in cases where it may be a useful tool to expose management malpractice. It therefore calls upon the NEC to review the guidance and support given currently with a view to giving extra resource to this area within 13 weeks of conference.

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## D225

### Heathrow Airport Holdings - Heathrow (202019)

Conference notes the increasing number of cases where lay representatives are having to pursue employment tribunal claims where legal support has either not been offered or has been withdrawn prior to a hearing. This leaves the member and their representative at a severe disadvantage when faced with tackling the employer and its legal team. This lack of training will undoubtedly lead to good cases been lost unnecessarily or settlements which are significantly short of what the member could reasonably be expected to achieve.

PCS has previously ran a short course with the intention of preparing reps for dealing with an ET, however this training did not adequately meet this need and severely lacked in providing delegates with the practical skills needed to effectively represent a colleague at tribunal. Conference believes that only practical training such as that run by ACAS, which includes mock tribunals and access to a decent standard of legal resources is sufficient to give our reps the best chance of success.

Conference instructs the NEC to

- Develop and implement a sufficient training package for our senior representatives to enable them to actively and effectively pursue claims at ET.

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## D226

### R&C Liverpool City Branch (200136)

This conference applauds the work carried out by our lay activists who represent thousands of members in Personal cases every year. These cases can often be very complex and will cover a vast range of issues therefore requiring a sound knowledge of the relevant guidance, policies and legislation.

To their credit, PCS lay activists often achieve great results for members through internal procedures and Employment tribunal.

This conference therefore recognises the importance of PCS Reps being able to share their knowledge and experience of personal cases to allow others to draw on those experiences to assist each other with similar cases, particularly when success is achieved at the Employment tribunal stage.

With the cuts to facility time and the 50% cap on individuals its more important than ever that PCS ensure that more lay reps can work complex personal cases by providing the necessary training and support for them to be competent and feel confident in working these cases.

It is equally important that PCS members are made aware of our successes so that they can continue to recognise the vital part that our Union plays in protecting their interests and supporting them in individual workplace problems.

This conference therefore instructs the NEC to:

- Explore the various options available that would allow PCS lay reps to seek advice and support on personal cases from other lay reps for example by setting up a secure online forum.
- Explore the possibility of setting up a secure online shared workspace that would be accessible to all PCS lay reps and would store useful documents/information and copies of ET judgements etc.
- Explore the various options available to regularly share anonymised personal case successes to PCS members for example through a regular e-mail bulletin.
- Explore the possibility of trialling some of the ideas above
- To produce a paper detailing proposals and recommendations in time for next years' conference.

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## D227

### DSg South West (014500)

This ADC notes the felling of A11 in 2015 which sought to provide financial compensation to PCS reps undertaking Employment Tribunal cases, during their own time. This ADC considers the lack of legal support from PCS to reps undertaking these (and other) personal casework to be insufficiently robust, if not non-existent. It therefore calls upon the NEC to review the guidance and support given currently with a view to providing extra resource, short of financial support, to this area. The NEC to report back to ADC 2017.

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## D228

### DSg South West (014500)

This ADC notes the referendum in 2014, which led to Scotland's decision to remain in the UK. ADC recognised that there is ongoing discussion regarding Scotland constitutional position, particularly in the light of the forthcoming EU referendum. ADC notes that should Scotland leave the UK, PCS will need to formulate a new relationship with the sovereign Scottish Government. This ADC instructs the NEC to invite a senior member of the Scottish Government to ADC 2017, preferably the First Minister, to address conference.

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## D229

### SG West and Central Scotland (038023)

'When trauma occurs it is as if a pebble has been tossed into a pond, its effects rippling far beyond the original point of impact. Violence touches all the people and systems that come in direct contact with the survivors, including the professionals and other agencies who serve the survivors of sexual assault, domestic violence and child abuse.'

Family, friends and colleagues of people of people who have experienced abuse can struggle with distressing feelings of overwhelm, upset, shock and grief. The professionals and those working for agencies who routinely come into contact with trauma and suffering as part of their work lives are also affected.

Evidence has shown that regular interaction with trauma can take its toll on medical practitioners who treat injuries that result from abuse, the Police officers who investigate the crimes, counsellors who provide emotional support to victims, and on members of the legal system who strive to administer justice, this can be directly or indirectly as they are working to end the hardship and suffering of others.

Civil Servants have been involved in these issues for a number of years through the court systems, mental health tribunals, the protection of vulnerable adults and children, in all parts of the United Kingdom, and now with historic child abuse inquiries which are taking place as we, as a society examine our failings to protect the innocent and vulnerable from predatorial abusers.

We have to be concerned that through our colleagues interactions in their daily work that they are being exposed to vicarious trauma. Vicarious trauma happens when we accumulate and carry stories of trauma, including images, sounds, resonant details we have heard.

There is a limit to what we are able to take in and process. The stories of trauma and suffering start to fill us up and can become part of us. Vicarious trauma is the human response to the experience of coming face to face with the reality of trauma and the difficulties of human experience. It can slowly shift our outlook and deny us the perspective of a world that exists beyond traumatic experience.

Colleagues are experiencing compassion fatigue, secondary trauma or burnout, all of these are beyond what we can normally be expected to handle in our work day lives.

Take into consideration that we already come into work with their own stressors and in some cases, their own trauma histories; it is clear why their bodies and minds fill up to the brink of what they can handle.

It's a proven fact that we hold on to trauma. How can anybody who is holding so much trauma be of service to someone else if they are full up. The glass has to be emptied.

We are now instructing the NEC to work with PCS groups and any relevant organisations to gather evidence to campaign for proper training and support for staff who will be affected by vicarious trauma.

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## D230

### DWP Lincolnshire & Rutland (047045)

This conference notes that:

- Attending PCS Annual Delegate Conference is an excellent way to inspire members to become more active in the union;
- The majority of PCS members are women, many of whom are responsible for looking after school-age children;
- Women as a group are under-represented in PCS;
- PCS ADC takes place in school termtime;
- Parents are severely restricted in taking their children out of school with the threat of fines, etc for non-compliance;
- The children of PCS members attending Annual Delegate Conference can access excellent Ofsted-registered childcare provision.

This conference calls on the NEC to:

- Design promotional material about the crèche to encourage parents to attend PCS conference, including first-person accounts from members who have previously used the crèche provision;
- Produce a guide about how to successfully request time off from school for the children of PCS members attending ADC;
- Request that the Department for Education produces guidance for schools to allow union members to attend conferences with registered childcare provision without the threat of being fined.

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## D231

### MOJ Royal Courts & First Avenue House (052054)

Conference notes the excellent work done by WEA lecturers in training our reps to deal with a range of matters, including Health and Safety Stage 1 and Stage 2 courses. Unfortunately the London region has faced 'restructuring', which, as so often, is a code word for funding cuts and redundancies. This assists the Tory agenda of removing workers' protections and rendering the trade unions less effective than before.

Conference instructs the NEC to contact Unite the Union and those branches affected by the cuts, in particular its Clerkenwell and St Pancras Branch, with a view to jointly campaigning against these cuts, and to call on the WEA's London Region (and any other regions affected) to ask them to reverse their decision to cut the resources, in particular staffing, allocated to these courses.

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## D232

### R&C Northern Ireland Revenue Branch (200082)

This Conference is concerned at the attacks upon Facility Time allocated to union reps.

R&C/BB/119/15 highlighted that the union has not legally challenged the Cabinet Office Framework based on the presumption that if there had been any reasonable prospect of being able to successfully challenge the CO by way of legal proceedings another PCS Group would have already done so.

This Conference instructs NEC to revisit the issue of a legal challenge and report back to Branches on whether such action is feasible.

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## D233

### Atos IT Services Glasgow (160004)

Conference notes with concern that union communications including Commercial Break and other union journals are no longer available in hard copy. This penalises many members employed in the commercial sector who have limited or no access to electronic methods of communications either at work or home.

There is a significant issue in the Commercial Sector, where a good proportion of our members are working on company computer systems, without appropriate software to open certain document formats. Many more members are still without Internet access in the workplace. This is resulting on members losing out on valuable information circulated by the union.

Conference calls upon the NEC to engage with the CSA and other private sector representatives with a view to reinstating hard copies of communications where appropriate. This will ensure that members in the private sector have access to PCS publications.

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## E234

### Covered by A23 R&C Leicestershire (200059)

This conference notes the work undertaken by our dedicated legal team is important in ensuring that legal advice is provided to representatives dealing with often very complex personal cases, and subsequently ensuring that cases are referred to the Solicitors office for advice and action where there is evidence that there is a legal case to pursue. Conference notes that the advice given by the legal team is increasingly not explicitly clear. This conference resolves to put lay representatives in control of referring a case to an established committee for review in cases that cannot be resolved by following, or when, internal procedures have failed. Conference also resolves that once a case is referred to the legal team for advice, the legal response should cover all avenues of progressing or resolving the case, both internally or pursuing a legal course of action, ensuring that member's rights are protected.

Conference instructs the NEC to:

- Ensure that any response on cases referred to the legal

team for advice has explored all avenues of pursuing or resolving the case both internally and legally.

- Provide a clear escalation route when the advice received from the legal team is unsatisfactory.
- Ensure there is an accountable escalation route and appeals process for members who wish to challenge any decision not to pursue a legal claim at Employment Tribunal.
- To ensure that the grounds of refusal are explicitly clear in cases where a legal response is rejected;
- To establish a committee of experienced lay representatives to review advice received in cases where legal support is refused.

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## E235

**Covered by A23**  
**Home Office Merseyside Branch (026124)**

This Annual Delegates Conference notes that members join a trade union for many reasons, but clearly a prominent reason is protection. It is with dismay then that this Conference notes that many requests that have gone through to PCS legal for a decision on whether to support a case to Employment Tribunal have received a negative response. This is concerning for 2 main reasons

- 1 In the case of Home Office Merseyside Branch, we have a number of experienced reps and we conduct our own triage of cases which have the potential for progressing on to ET etc. We do not send frivolous cases which have little or no prospect of success. It is likely that most branches operate in a similar way.
- 2 Once a negative decision is received back at the branch, it is then up to the volunteer lay reps to deliver that response to the member at a time when they need their union the most. They may have been a member for many years and in so doing have paid substantial subscriptions only to be told that when the need is greatest, the union will abandon them.

Home Office Merseyside accepts the difficult financial position that the union is in. However, it would appear that we have got our priorities all wrong if we are willing to let members down in this way. This motion therefore instructs the NEC to publish statistics on all cases sent for legal advice over the last 2 years coupled with the numbers of those in which we have gone to support and represent at tribunal. The NEC is further instructed to report on those findings by the end of September 2016.

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## E236

**Covered by A23**  
**Heathrow Airport Holdings - Heathrow (202019)**

Conference notes that there has been feeling within some branches, that there has been a rapid deterioration in the level of legal support provided by PCS. Whilst accepting that the union has come under a sustained and determined attack by the government, including the removal of check off, which resulted in a substantial drop in membership, it needs to be noted that the existing members still need a fully functioning and robust support mechanism.

This is particularly relevant in many private sector companies, where companies, fully aided by recent legislative changes to Employment Tribunals (ET), are

constantly abusing employment laws and wrongfully dismissing employees, often with impunity, fully knowing that these employees are often without the means to launch a claim through an ET. It is incredibly frustrating for lay reps when they have represented members in personal cases, only to see the employer acting with disregard for any accepted guidelines, and simply dismissing without following their own policy procedures, and often ACAS guidance.

It has been felt in some branches that it is becoming more difficult to secure legal support for what is strongly perceived to be very winnable cases were they to proceed to a Tribunal. What compounds this is that, once legal and financial support has been deemed to have not met the 'reasonable prospect of success' standard by the union solicitors, it is then seemingly impossible to get any legal advice of any kind. It is often the case that the individual branches will endeavour to continue to support the member affected through the ET process. This can be a momentous task for lay reps, and continually puts claimants at a disadvantage when up against employers who have fully qualified legal representation goes against the interests of natural justice.

Conference instructs the NEC to commission a review of the current practice of legal representation, maximising efficient yet effective legal support with greater transparency around the decision making process. In addition, to establish a more robust system to provide on-going practical advice around the requirements and procedural best practice for representing members, by lay reps, in any tribunal hearing.

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## E237

**Covered by A23**  
**Heathrow Airport Holdings - Heathrow (202019)**

Conference notes that the changes to employment tribunal fees in 2013 have made it excessively difficult or virtually impossible for workers to exercise their rights, seeing a marked decline in claims. This has been a huge victory for Britain's worst employers, making it easier for them to get away with discriminatory and unfair behaviours, secure in the knowledge that the chances of them having to fight an ET claim are severely reduced. The government's statistics show a reduction of up to 90% in certain categories since the introduction of these fees.

PCS have not been as vocal as sister unions such as Unison in taking the fight forward through the courts. Conference believes that PCS should be at the forefront of challenging any and all barriers that are put forward by this government in preventing our members from exercising their right to justice. PCS is failing to adequately address this injustice by making it increasingly difficult for both members and lay representatives to secure legal support when pursuing claims.

Many of our hard working representatives will have experienced cases that have progressed to an employment tribunal claim only to be left to fend for themselves without any form of legal or moral support from the union solicitors or full-time officials. Cases where the PCS 'Legal and Personal Case Unit' have declined to support a claim based upon its prospects of success are then left to the local lay representative to pursue. In a number of such cases the lay representative has gone on to secure either a victory at ET or a substantial settlement agreement prior to a daunting formal hearing. These results must then bring into question the decision making process that our L&PCU work to, the standards set by our legal advisors and ultimately the confidence that PCS HQ has in its representatives.

Conference instructs the NEC to

- Ensure that representatives are afforded suitable feedback on why a given case will not be pursued with legal support by PCS. This should not only be provided by a written response but through face-to-face meeting should it be requested and reasonable in the circumstances.
- Provide clear guidance to branches and representatives on the requirements of a legal claim in order to satisfy the requirement for legal support.
- Introduce a Legal Helpline and/or other accessible means to branch representatives, through which they can secure advice from a qualified person on such matters.
- Provide an appeals process where branches can escalate claims that have been declined legal support and offer an opportunity to jointly review such claims if they are then taken forward and won/settled successfully by lay representatives.
- Regularly report to conference the number of claims submitted to the L&PCU, percentage of which were supported by PCS and the cost thereof.
- From those cases supported by PCS, provide a breakdown of the results obtained (except where reasonably prohibited by settlement agreement)

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## E238

**Covered by A25**

**DWP Calderdale and Kirklees (047004)**

Conference notes that referrals to transgender services in the UK are increasing exponentially and that reps are increasingly called upon to represent members with trans issues in the workplace. This representation could be vastly improved and in turn the services provided to our trans customers often fall short.

This conference notes that on February 3rd and 4th 2016 the Yorkshire and Humber Region piloted a Transgender Equality Course. This course was very well received.

This conference calls:

- For Trans Equality Training to be a mandatory element of training for reps
- For Trans Equality training to be offered across the union
- For an awareness pack for Branches to be produced
- For the development of a negotiator's guide including staff support, staff awareness training and best practice for customers

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## E239

**Covered by A25**

**BIS Northern (041207)**

Despite a greater understanding of the faced by LGBTQ members in the workplace, there continues to be a lack of general understanding for those who identify as Trans, Non Binary or Other.

Whilst conference recognises that there is training and support is available, resources seem to be limited. Courses offered vary within the regions with some reps experiencing training being cancelled due to lack of numbers.

This motion calls on conference to create support/training guidance pack on Trans issues within the work place. Whilst there is clear guidance within employment law and by PCS how to provide support members from

a procedural level, this pack would empower reps to be confident in their understanding of the issues that members face. This would ultimately improve the quality of support given by reps to member who have transitioned, or are confiding in them about how they identify themselves for the first time.

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## E240

**Covered by A27**

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

This conference notes that across various departments reorganisations/regionalisations are happening, meaning wholesale moves for our members.

While conference applauds the NEC, groups reps and members efforts to keep our offices open. We feel further work could be done on supporting members through the one to one process.

Currently each group is coming up with its own guidance around the one-to-one process. Much of this work is duplication.

This conference instructs the NEC to review the various one-to-one processes across the departments and where appropriate, with input from PCS equality networks/setups, create cross departmental one-to-one guidance to support reps and members through this process.

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## X241

**(Unclear in intent)**

**Scottish Parliament – PSg Scotland (149012)**

This is a motion to propose that this branch takes action to save PCS resources, on both an environmental and financial basis, specifically relating to PCS newsletters.

As background to this proposal, as a PCS member, I receive several PCS newsletters. I read some of it but not all. I suspect many members are the same.

Sending masses of paper to all members is neither the most environmental nor cost effective method of sharing news with members. I propose a new system which would score better on both accounts.

I propose that PCS should ask all its members whether they wish to receive PCS newsletters by email (or another digital format) as the default option. I suspect most PCS members would say yes as digital newspapers/ magazines which can be read on a tablet/phone/ PC are increasingly popular.

Paper newsletters should no longer be the default option, but could be available for those who wish it.

Asking members what they wish to receive could be another option. This would ensure that members are not receiving material that they won't read.

Another associated proposal is that the polythene wrapper used for posting PCS newsletters should be swapped for a more sustainable alternative such as a biodegradable alternative.

Reasons for proposal

My main reason for this proposal is environmental; specifically to reduce the costs of producing PCS newsletters (by which I mean not just the paper used, but all resources associated with production and shipping of hard copies).

A further reason is cost in a period of austerity and associated change. PCS constantly reports on public

sector cuts, and has set up a fighting fund to assist certain members. My proposal would save resources and allow them to be diverted to the core business of the PCS where the money can really make a difference to improving conditions at work.

#### Motion

The BEC has agreed that I should ask PCS members at this AGM to support a motion for debate at the PCS's next annual conference to support this environmental proposal.

I therefore ask this branch to support the following motion:

That this branch should support a motion for debate at the PCS's next annual conference on my proposal as described above.

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## X242

(Cannot be implemented)

### DWP Manchester and Salford (047023)

This conference applauds the principled stand taken by the General secretary Mark Serwotka in campaigning for reform to an electoral system that has led to a government elected by 24% of the electorate claiming an absolute mandate to make changes that attack the living standards and freedoms of the vast majority of ordinary people in this country.

This Conference is proud of the way PCS has traditionally led by example within the Trade Union movement. Taking difficult principled decisions forging the path that others may follow.

This conference notes that the current electoral system in place within pcs enables the political grouping which gains the most votes to gain a disproportionate number of members on Union Executive Committees. This is clearly unacceptable in a Union that stands for fairness.

This conference instructs the NEC to produce proposals in time for the 2016 conference to enable the election of future National and Group Executive Committees by proportional representation.

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## X243

(Not a motion)

### DWP Dorset (047097)

Nominations for PCS NEC 2016:

BAKER, Mark  
BRYANT, Clive  
DENNIS, Alan  
DUNNE, Lawrence  
FLANAGAN, Helen  
HALL, Sam  
HAVEN, Elenor  
HEATHCOTE, Fran  
HOLBOURNE, Zita  
JAMIESON, John  
LEOPARD, Mark  
LLOYD, Marion  
McFADDEN, Dominic  
MERRY, Lorna  
MORRISON, Chris  
OWENS, Marianne  
PAILLARD, Clara  
POPE, Ian

UDWIN, Candy  
WESLEY, Hector  
WILLIAMS, Paul

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## 244

not allocated

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## 22. FIGHTING AUSTERITY

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## E245

Covered by A28

R&C North Wales & North West Branch (200078)

Conference notes:

That the Tory government is making £12 billion cuts to welfare benefits, throwing millions of people further into debt and poverty.

The freeze on tax credits which will leave millions of workers worse off. 40% of Civil Servants claim tax credits.

The 4 year freeze on unemployment benefit as prices continue to rise.

The government will reduce ESA by 30% hitting claimants who are unable to work due to injury or disability.

They are lowering the benefits cap from £26,000 to £23,000 in London, and £20,000 in the rest of the country.

The abolition of Disability Living Allowance and its replacement by Personal Independence Payments which will cut £2.6 billion off benefits and reduce the number of recipients.

That corporation tax is at its lowest level ever at 20%.

That the richest 1,000 families in Britain own £547 billion, more than the poorest 40% of households.

That tax evasion and avoidance is estimated to reach £120 billion.

The massive 'People's Post' meeting organised by CWU with Jeremy Corbyn during Tory Party conference.

The excellent work that the PCS has done campaigning alongside DPAC and other disability and claimants' rights organisations.

The success of the Social Security Summit initiated by the PCS and Unite the Union and involving benefits rights activists

Conference believes:

That austerity is a choice, not a necessity.

That these attacks are not simply about saving taxpayers money – they are part of the ideological attack on the welfare state just as the cutbacks and privatisations of the NHS are.

That these attacks will leave the poorest in our society even poorer.

That government propaganda, media onslaughts and programmes such as 'Benefits Street' are about scapegoating those least able to defend themselves.

That despite the scapegoating there is widespread anger at the benefit cuts.

That the PCS is right to work with disability and claimant campaigns.

That the election of Jeremy Corbyn has led to Labour opposing austerity measures instead of accepting them.

That the CWU 'People's Post' initiative is an example of how a mass campaign led by PCS against the assault on benefits and tax credits could be launched.

Conference instructs the NEC:

- To continue to expose the destructive effects of the welfare cuts on working class communities.
- To continue to expose the scale of tax avoidance and evasion which the government colludes in.
- To initiate a broad mass campaign involving national and local disability and claimants organisations to campaign, protest and resist the welfare cuts and fight to reverse them.

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**The following motions are covered by and identical to A28**

**E246 R&C Stockton and North Yorkshire (200108)**

**E247 DWP Glasgow (047066)**

**E248 R&C Benton Park View (200126)**

**E249 DWP Greater Glasgow (047076)**

**E250 MOJ Associated Offices Branch (052046)**

**E251 R&C East Midlands (200033)**

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**The following motions are covered by A28 and identical to E245**

**E252 DWP North Merseyside (047018)**

**E253 DWP Bucks & Oxon (047108)**

**E254 DWP Dorset (047097)**

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## E255

**Covered by A29**

**R&C Bradford & District (200008)**

That this ADC notes that an increasing number of staff within HMRC will be on the National Living Wage by 2020. This represents a threat to the motivation of highly skilled workers which will in turn lead to employee related issues

Therefore conference instructs the NEC to produce a report on the threats this poses by conference 2017

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## E256

**Covered by A29**

**DWP South East London (047035)**

Conference rejects the premise that a public service provided by volunteers is acceptable. We believe that the union should campaign on the following principles:

- 1** Assisting people to access help they need is a public service.
- 2** It requires skilled staff to be trained and able to deal with people in vulnerable circumstances.
- 3** These staff should be employed and paid at least the Living Wage.
- 4** If they are a volunteer, apprentice or on work experience, rather than an employee, they should be paid at least the Living Wage with no loss of benefits

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**The following motions are covered by A29 and identical to E256**

**E257 DWP Devon (047095)**

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## X258

**(Fails Standing Order A2)**

**DWP Tyne View Park (047123)**

This Conference recognises that caring for a partner or loved one does not cease just because a carer reaches their State Pension age.

However, current legislation does not allow Carers Allowance to be paid where the level of State Pension at the time State Pension age is reached is more than the level of Carers Allowance.

This is unfair in terms of natural justice as Carers Allowance and State Pension are completely different payments. The reason why Carers Allowance is paid is self-explanatory and State Pension is deferred pay that has been accrued over a working lifetime.

The rules and regulations surrounding the claiming of benefits and/or allowances are complicated to say the least. Society needs to ensure that pensioners who are also carers are treated fairly and that their role is acknowledged and respected.

This Conference instructs the NEC to campaign alongside the National Pensioners Convention for the right for carers to continue to receive Carers Allowance beyond their State Pension age without any detriment to their payments of State Pension.

Further information:

- Carers Allowance is £62.10 per week.
- You have to be over 16 years of age and provide 35 hours per week of care.
- It is taxable if it takes your income over the tax threshold.
- When a carer claims State Pension, Carers Allowance will only be paid if the amount of State Pension is less than the Carers Allowance (£62.10).
- In the majority of cases, the State Pension exceeds the Carers Allowance.
- Potentially, the only scenario where this would not happen is if a woman does not have a pension of her own, or that pension is less than £62.10 per week and she is caring for a younger person; i.e. one not claiming state pension.
- Attendance allowance is tax free for a person over 65 years of age who is physically or mentally disabled, and is paid at two levels.
- £55.10 per week if the person cared for needs frequent help or constant supervision during the day or supervision at night.
- £82.30 per week if the person cared for needs help or supervision throughout both day and night or is terminally ill.

Anomalies:

- A person employed by a company to care for someone – in hospital, care home, or their own home, is paid a salary for doing so.
- This person, can if they wish and their employer agrees, work beyond State Pension age and continue to be paid.
- This person can claim their State Pension alongside their salary and pay tax on the total income.
- These are 'professional carers' with rights and responsibilities and who are paid over and above £62.10 a week.
- A person who is a carer for someone in their own home is seen as an 'informal carer'.
- It is the choice of the person being cared for to receive care in their own home and they may have other



'professional care' for the time over and above the required 35 hours per week paid for by the Carers Allowance, or not.

- To be an 'informal carer' for 35 hours per week is roughly the same hours worked by a 'professional carer' and yet they receive less payment and are not recognised or respected for the work they do.
- Based on 35 hours care per week, the allowance works out at around £1.75 per hour.
- An 'informal carer' who is in paid work can still claim Carers Allowance if they fulfil the requirement of 35 hours a week, but their income will be combined and they will pay tax according to the tax allowance threshold.
- 'Informal carers' save the government around £119 billion
- 57% spend 100 hours a week or more caring for someone.
- When a carer becomes of State Pensionable age and claims State Pension, they should still receive Carers Allowance and if the combined income becomes taxable, then they are still contributing to the economy.

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## 23. EQUALITY

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### D259

#### DWP South East London (047035)

Conference welcomes the introduction of the Workplace Adjustment Passport.

Conference notes the purpose of the passport is to capture all workplace adjustments whether it be physical or non-physical. The aim being to minimise the need to re-negotiate workplace adjustments every time a member of staff moves post or is assigned a new line manager. The document belongs to the employee.

Conference instructs the NEC to publicise the Workplace Adjustment Passport amongst reps and members.

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### D260

#### Moj Associated Offices Branch (052046)

Conference Notes

- 1 There are four PCS equality forum of which one is National disability forum
  - 2 The Social Model of Disability Conference Believes
    - 1 No matter what a member's disability they all have ability
    - 2 That society's obstacles are what limits members with disability
    - 3 A more positive name for the National disability forum would be PCS Ability
- Conference Instructs National Executive
- 1 To bring forward the required changes to PCS's rules and structures to rename National disability forum PCS Ability

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## 24. POLITICAL STRATEGY

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### E261

#### Covered by A36 Registers of Scotland - PSg Scotland (149007)

Conference notes the fact that in its fight-back against cuts, privatisation and austerity PCS has developed its political strategy through extensive consultation with members and activists, has effectively intervened in elections in attempting to hold politicians to account and persuade them to agree our demands, set up and operated one of the most effective Parliamentary Groups in the trade union movement, made a highly effective intervention in the Scottish referendum securing concrete concessions from the Scottish government in the process, built effective alliances with campaign groups like DPAC (Disabled People Against Cuts), publicised and won support for our Alternative, taken the lead in building the widest possible anti-austerity alliances within and beyond the trade union movement along with deciding to stand anti-austerity candidates where the conditions are suitable for such an initiative.

This conference notes the significant anti-austerity surge in the Scottish referendum when Scottish workers abandoned the traditional Westminster parties, particularly Labour, and voted "Yes" on the basis of building a fairer and equal society in an independent Scotland. We also note that the Corbyn election is part and parcel of that same surge, albeit in a totally unexpected form, which has resulted in socialists, Jeremy Corbyn and John McDonnell, leading the Labour Party.

This conference fully recognises the enormous political significance and potential for developing a genuine anti-austerity movement across the UK as a result of the Corbyn victory and fully commits itself to do all we can to assist the socialists around Corbyn and McDonnell to prevail. Conference recognises that fight has to be carried out both within and without "Anti-Austerity" Political Parties and that the formation of a mass anti-austerity movement committed to a clear no cuts policy will be critical in defining the economic direction of "Anti-Austerity" Political Party's for the future.

Conference therefore commits to working for:

A full review of the PCS political strategy in the light of the developing situation, including full consultation with members and activists, including discussion and debate at the Annual Delegate Conference.

The NEC are also instructed to look at the feasibility of how we can:

- Play a role in helping to sign up some of the millions of potential voters who are not registered throughout the UK.
- Adapt to the potential reality of needing members to 'opt in' to a Political Fund in the future.
- Build support for proportional representation and opposition to the principle of 5 year fixed term Parliaments, which has directly led to mainstream political parties fighting over a middle ground position in the media, where in reality and when in power, pursuing a pliant economic policy for the wealthy and Party & Corporate sponsors, while inequality in the UK grows.

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## E262

**Covered by A36**  
DWP Kent (047101)

Conference notes the fact that in its fightback against cuts, privatisation and austerity PCS has developed its political strategy through extensive consultation with members and activists, has effectively intervened in elections in attempting to hold politicians to account and persuade them to agree our demands, set up and operated one of the most effective

Parliamentary Groups in the trade union movement, made a highly effective intervention in the Scottish referendum securing concrete concessions from the Scottish government in the process, built effective alliances with campaign groups like DPAC, publicised and won support for our Alternative, taken the lead in building the widest possible anti-austerity alliances within and beyond the trade union movement along with deciding to stand anti-austerity candidates where the conditions are suitable for such an initiative.

This conference notes the significant anti-austerity surge in the Scottish referendum when Scottish workers abandoned the traditional Westminster parties, particularly Labour, and voted “Yes” on the basis of building a more fair and equal society in an independent Scotland. We also note that the Corbyn election is part and parcel of that same surge, albeit in a totally unexpected form, which has resulted in socialists, Jeremy Corbyn and John McDonnell, leading a Labour Party whose Parliamentary Party is comprised almost completely of pro-austerity corporate apologists. We also note the completely undemocratic nature of the Labour Party structures and the hold the pro-market bureaucracy has on the levers of power. It is the case that the Labour Party contains two irreconcilable and opposing forces and that only one can prevail and for the left to do so there must be a full democratisation of the party – including mandatory re-selection of MP’s - and an unbending commitment to stand with workers against cuts and privatisation.

This conference fully recognises the enormous political significance and potential for developing a genuine anti-austerity movement as a result of the Corbyn victory and fully commits itself to do all we can to assist the socialists around Corbyn and McDonnell to prevail. Conference recognises that fight has to be carried out both within and without the Labour Party and that the formation of a mass anti-austerity movement committed to a clear no cuts policy will be critical to winning the fight within the Labour Party itself.

Conference therefore commits to working for:

A full review of the PCS’s political strategy in the light of the developing situation, including full consultation with members and activists, including discussion and debate at the Annual

Delegate Conference.

The NEC are also instructed to look at the feasibility of how we can:

- Play a role in helping to sign up some of the millions of potential voters who are not registered throughout the UK.
- Adapt to the potential reality of needing members to ‘opt in’ to a Political Fund in the future.
- Build support for proportional representation and opposition to the principle of 5 year fixed term Parliaments, the only advantages of which lie with bad Governments seeking to shore themselves up.

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**The following motions are covered by A36 and identical to E262**

**E263 Land Registry Croydon (030006)**  
**E264 DCLG/Planning Inspectorate Branch (145802)**  
**E265 DWP Wirral (047019)**  
**E266 MOJ Associated Offices Branch (052046)**  
**E267 R&C East Midlands (200033)**

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## E268

**Covered by A36**  
R&C Stockton and North Yorkshire (200108)

Conference notes the fact that in its fightback against cuts, privatisation, and austerity, PCS has developed its political strategy through extensive consultation with members and activists, has effectively intervened in elections in attempting to hold politicians to account and persuade them to agree our demands, set up and operated one of the most effective Parliamentary Groups in the trade union movement, made a highly effective intervention in the Scottish referendum securing concrete concessions from the Scottish government in the process, built effective alliances with campaign groups like DPAC, publicised and won support for our Alternative, taken the lead in building the widest possible anti-austerity alliances within and beyond the trade union movement along with deciding to stand anti-austerity candidates where the conditions are suitable for such an initiative.

Conference therefore commits to working for:

A full review of the PCS’s political strategy in the light of the developing situation, including full consultation with members and activists, including discussion and debate at the Annual Delegate Conference.

The NEC are also instructed to look at the feasibility of how we can:

- Play a role in helping to sign up some of the millions of potential voters who are not registered throughout the UK.
- Adapt to the potential reality of needing members to ‘opt in’ to a Political Fund in the future.
- Build support for proportional representation and opposition to the principle of 5 year fixed term Parliaments, the only advantages of which lie with bad Governments seeking to shore themselves up.

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## E269

**Covered by A36**  
DWP Devon (047095)

Conference welcomes the election of Jeremy Corbyn as leader of the Labour Party and the appointment of John McDonnell as Shadow Chancellor, recognising that their policies are more in tune with those of PCS. Conference is under no illusions however that the Left has taken over the Labour Party and we recognise that the Right are entrenched in the Parliamentary Labour Party, the bureaucracy, and in local councils.

Conference believes that PCS should:

- 1 Not remain neutral in terms of support for Corbyn and McDonnell against the forces within and without the Labour Party that are seeking to undermine them because of the extent to which their policies are anti-austerity and pro-working class.
- 2 Avoid any suggestion that there is no difference between the Labour and Conservative parties – a ‘Jeremy Corbyn’ would not be a member of the Conservative Party and

could not be elected leader of the Labour Party without the support of affiliated trade unions!

- 3 Give support to MP's who have consistently supported PCS members and other workers, in particular Corbyn and McDonnell.

Conference notes that a backlash against Corbyn's election began immediately and that the initial talk of an immediate coup amongst right-wing Labour MP's has been replaced with a variety of tactics, including constant undermining of Corbyn and McDonnell in the Tory press; the suspension from membership of Andrew Fisher, Corbyn's chosen spokesperson; the expulsion of left wingers such as supporters of the Alliance for Workers Liberty; military commanders warning against Corbyn; setting targets for electoral success whilst behaving in a manner that is designed to wreck the Labour Party's electoral prospects.

Conference agrees that:

- 1 The clear intent of those working to undermine Corbyn and McDonnell is to be able to proclaim, 'this electoral disaster is what happens when you have left wing leaders and policies' (such as those advocated by PCS on behalf of its membership) and to use the electoral travails as a pre-text to get rid of Corbyn.
- 2 It would be tragic if trade union activists and socialists, and more especially the PCS, abstained from a fight which is not about the personalities and records of Corbyn and McDonnell but about the sort of policies advocated by PCS in opposition to the politics of austerity advanced by the Conservative Government, the Blairites, UKIP, and big business.
- 3 If Corbyn and McDonnell are removed without a serious mass fight on their behalf in the affiliated and non-affiliated trade unions, working class communities and in the Labour Party itself then anti-austerity policies will also suffer a severe defeat.

Conference instructs the NEC to:

- 1 Open up an immediate and urgent consultation with Corbyn and McDonnell about their political relationship with PCS to advance our policies in the workplace and wider society.
- 2 Open up a branch and membership wide consultation about how PCS might best advance its policies and wider working class/labour movement interests in politics, with affiliation to the Labour Party being one of the options to be considered.

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**The following motion is covered by A36 and identical to E269**

**E270 DWP Sheffield (047008)**

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## E271

**Covered by A36**  
**R&C North West & Central Lancashire (200146)**

This conference welcomes the emphatic election victory of Jeremy Corbyn as Labour Party Leader and the appointment of John McDonnell as Shadow Chancellor.

Both have throughout their long political careers placed principle in front of career advancement and demonstrated their commitment to represent the interests not only of PCS members but all working people across the UK.

This conference notes:

- a) The Labour Party was created largely by trade unions as a means to give political representation to working people. Whatever its successes or failures over the years, it was

formed to give workers a voice in politics and remains an opportunity for that if trade unions are organised for a workers agenda.

- b) General Secretary Mark Serwotka spoke at rallies in support of Jeremy Corbyn's leadership and both Jeremy Corbyn and John McDonnell have been two of the most consistent supporters of PCS in politics for decades with John McDonnell Chair of the PCS Parliamentary Group for years.
- c) Affiliation would enable PCS to participate in Labour Party structures including its conference, policy making and candidate selection but would not mean endorsing every Labour policy with PCS setting its own policy through Conference.

This Conference therefore calls on the National Executive Committee to explore the possibility of the PCS affiliating to the Labour Party and to report back its deliberations to next year's ADC.

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## E272

**Covered by A36**  
**MoJ Greater Manchester (052010)**

Conference welcomes the stunning victory of Jeremy Corbyn as leader of the Labour Party on a platform on many issues in accord with PCS such as, support for trade unionism and the right to strike, against austerity and Trident renewal, against war, for public services, for a pay rise for public sector workers, against privatisation.

However, Jeremy has not yet won the Parliamentary Labour Party round to most of those values and as such, is not yet a party to which PCS should affiliate.

The current Labour Party is more under the control of its PLP than it's members – there is a democratic deficit in the Labour Party which needs to be remedied and will take time.

PCS has continually called for united action by the trade union movement against the effects of the austerity cuts imposed by Governments since 2010 and has not seen this delivered. The fantastic support shown by over 2 million workers on 30.11.11 in a fight over attacks on our pensions was sold out in days by Labour affiliated unions.

The same Labour affiliated unions have not taken serious action against cuts being made on their members jobs and terms and conditions of service by Labour run councils. PCS has not forgotten the 100,000 job cuts announced by Gordon Brown nor that it was a Labour Government who forced in Regional Pay into the MoJ.

The last Labour Government, elected on a landslide majority in 1997, proved to be no friend to PCS members and ordinary civil servants.

Conference agrees that we wait and see developments in the Labour Party and review our position, if branches wish us to do so, at the PCS 2017 ADC. Until then, Conference agrees that PCS shall not pursue affiliation to the Labour Party and instructs the NEC to act in accordance with this policy.

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## E273

**Covered by A36**

**DCLG/Headquarters National Branch (141802)**

- 1 This Conference welcomes the Labour Party leadership's insistence that:
  - a) Austerity politics, including year on year pay cuts for public sector workers, have made Britain's economic position worse whilst placing the burden of the financial crash on the backs of workers and others who did not cause the crisis and who did not benefit from behaviour of those actually responsible.
  - b) The massive corporate tax avoidance which takes place with impunity in Britain must be tackled with the utmost vigour.
- 2 Conference further welcomes the widening of the political debate beyond the previous suffocating uniformity in which the primary difference was who would slash services, benefits and wages the most and the most quickly, opening up a democratic space in which other opinions can now be heard even if they are not fairly represented in the media.
- 3 Conference notes that the policies of PCS and those of the Labour Party leadership now align much more closely in many important respects.
- 4 Conference agrees that:
  - a) The intent of some Labour Party MPs and others working to undermine Corbyn and McDonnell is to be able to proclaim, 'this electoral disaster is what happens when you have leaders who advocate such policies' i.e. the sort of policies advocated by PCS on behalf of its membership.
  - b) It would be tragic if trade union activists and socialists, and more especially the PCS, abstained from a fight which is not simply about the personalities and personal records of Corbyn and McDonnell but about policies – not even very left wing policies – which oppose the year on year slashing of our members real living standards, severance terms, jobs and well-being.
- 5 Conference therefore instructs the NEC to:
  - a) open up immediate consultation with Corbyn and McDonnell with a view to:
    - Developing an active, constructive, critical political relationship to advance the policies of PCS within our workplaces as well as in wider society;
    - Enabling PCS representatives and members to actively defend Corbyn and McDonnell inside and outside the Labour Party from the barrage of abuse and attacks which are designed to stop them effectively advocating the defence of public services, public sector workers, and the living standards of working people.
  - b) Urgently open up a branch and membership wide consultation about how PCS might best advance its policies and the wider interests of ordinary working people in the political arena, with affiliation of PCS to the Labour Party being one of the options to be considered, and to issue a report of the consultation to Branches in good time to be discussed at AGMs in 2017.

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## E274

**Covered by A37**

**DWP Birmingham South (047053)**

Conference notes:

The election of Jeremy Corbyn as leader of the Labour

Party was a welcome surprise to trade unionists and anti-austerity campaigners. John McDonnell, now shadow chancellor, was the chair of the PCS parliamentary group.

Since his election Corbyn has stood firm opposing bombing Syria, against Trident, opposing racism and austerity.

However the Parliamentary Labour Party remains overwhelmingly hostile to Corbyn, Labour councils continue to make massive cuts and the Labour Party machine remains in the hands of people hostile to Corbyn and McDonnell.

The moves to create Trade Union Momentum, a coalition of trade unions mostly unaffiliated to Labour as an organisation of resistance that is sympathetic to Corbyn and McDonnell.

The coalition of the willing, the trade unions that were prepared to take a lead in organising the pensions strikes in 2011, were mostly not affiliated to Labour.

Conference Believes:

That Corbyn's electoral success reflected the bitterness against the austerity project felt by millions and the desire to see an end to the rightward march of Labour.

That trade unionists need to do everything we can to support the Corbyn / McDonnell project in their opposition to austerity.

It was not an accident that the unions which took a lead in the 2011 pensions dispute were mostly non Labour unions. They were under less pressure to put Labour's electoral interests over those of their members. It was the big Labour funding unions that abandoned the fight over pensions.

Despite the millions that trade unions have poured into the Labour Party, once in office it has failed to represent trade union interests.

Our union should remain unaffiliated to any political party as the best guarantee of our political independence.

That the most important thing we can do to support Corbyn and McDonnell is to continue to build the movement in the streets and the workplaces against austerity and the anti-union bill.

Conference instructs the NEC:

To continue to work closely with the Corbyn / McDonnell leadership of the Labour Party.

To continue to develop Trade Union Momentum.

To continue to participate in and build a movement opposed to privatisation, austerity and racism.

To remain independent of any political party.

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**The following motions are covered by A37 and identical to E274**

**E275 R&C VOA Greater London Valuation (200148)**

**E276 R&C South Wales (200102)**

**E277 DWP Dorset (047097)**

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## E278

**Covered by A37**

**DWP Dorset (047097)**

National Conference notes:

The election of Jeremy Corbyn as Leader of the Labour Party was a welcome surprise to trade unionists and anti-austerity campaigners. John McDonnell, now Shadow chancellor, was the Chair of the PCS parliamentary Group.

Since this election, Corbyn has stood firm: opposing bombing Syria, against trident and opposing racism and austerity.

However, the Parliamentary Labour Party remains overwhelmingly hostile to Corbyn. Labour Councils continue

to make massive cuts and the Labour Party machine remains in the hands of people hostile to Corbyn and McDonnell.

The moves to create Trade Union Momentum, a coalition of Trade unions mostly unaffiliated to Labour, as an organisation of resistance that is sympathetic to Corbyn and McDonnell have been welcome.

The “coalition of the willing”, the Trade Unions that were prepared to take a lead in organising the pensions strikes in 2011, were mostly not affiliated to Labour

Conference believes:

That Corbyns’s success reflected the bitterness against the austerity project felt by millions and the desire to see an end to the rightward march of Labour.

That Trade unionists need to do everything we can to support the Corbyn-McDonnell project in their opposition to austerity.

It was not an accident that that the lead unions in the 2011 disputes were mostly non-Labour unions. They were under less pressure to put Labour’s electoral interests over those of their members. It was the big Labour-fundinf unions that abandoned the fight over Pensions.

Our union should remain unaffiliated to any political party as the best guarantee of our political independence.

That the most important thing we can do is to support Corbyn and McDonnell is to continue to build the movement in the streets and workplaces against austerity and the anti-union bill.

Conference instructs the NEC:

To continue to work closely with the Corbyn-McDonnell leadership of the Labour Party

To continue to develop Trade Union Momentum

To continue to participate in and build a movement oppposed to privatisation, austerity and racism.

To remain independent of any political party.

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## E279

**Covered by A37**

**DfT - East Midlands (201051)**

Conference notes:

The election of Jeremy Corbyn as leader of the Labour Party was a welcome surprise to trade unionists and anti-austerity campaigners. John McDonnell, now shadow chancellor, was the chair of the PCS parliamentary group.

Since his election Corbyn has stood firm opposing bombing Syria, against Trident, opposing racism and austerity.

The FBU decision to affiliate to the Labour Party.

However the Parliamentary Labour Party remains overwhelmingly hostile to Corbyn, Labour councils continue to make massive cuts and the Labour Party machine remains in the hands of people hostile to Corbyn and McDonnell.

The moves to create Trade Union Momentum, a coalition of trade unions mostly unaffiliated to Labour as an organisation of resistance that is sympathetic to Corbyn and McDonnell.

The coalition of the willing, the trade unions that were prepared to take a lead in organising the pensions strikes in 2011, were mostly not affiliated to Labour.

Conference Believes:

That Corbyn’s electoral success reflected the bitterness against the austerity project felt by millions and the desire to see an end to the rightward march of Labour.

That trade unionists need to do everything we can to support the Corbyn / McDonnell project in their opposition to austerity.

It was not an accident that the unions which took a lead in the 2011 pensions dispute were mostly non Labour unions. They were under less pressure to put Labour’s

electoral interests over those of their members. It was the big Labour funding unions that abandoned the fight over pensions.

Despite the millions that trade unions have poured into the Labour Party, once in office it has failed to represent trade union interests.

Our union should remain unaffiliated to any political party as the best guarantee of our political independence.

That the most important thing we can do to support Corbyn and McDonnell is to continue to build the movement in the streets and the workplaces against austerity and the anti-union bill.

Conference instructs the NEC:

To continue to cultivate relationships with the Corbyn / McDonnell leadership of the Labour Party.

To continue to develop Trade Union Momentum.

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## E280

**Covered by A38**

**DWP East London (047030)**

Conference agrees in principle to affiliate to the Labour Party. Conference instructs the NEC to take all necessary actions to ensure this happens including any constitutional requirements to ballot members.

The Labour Party is a democratic socialist party. It believes that by the strength of our common endeavour we achieve more than we achieve alone, so as to create for each of us the means to realise our true potential and for all of us a community in which power, wealth and opportunity are in the hands of the many not the few; where the rights we enjoy reflect the duties we owe and where we live together freely, in a spirit of solidarity, tolerance and respect.

The cost of affiliation is £3.00 per member.

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## E281

**Covered by A38**

**Moj North & West Yorkshire (052008)**

Conference recognises that

The Labour Party is going through massive change that started when Jeremy Corbyn got on the ballot paper for the Labour Party leadership contest.

The media, the Tory Party and even some in the Labour Party are making every effort to discredit Corbyn, his policies and supporters and oust Corbyn.

The Fire Brigades Union made the historic move of becoming the first trade union to ever reaffiliate to Labour, at an emergency conference in November 2015.

That a number of MPs who supported our union for years in the PCS Parliamentary Group are now members of the Shadow Cabinet.

That Corbyn has called for

- A “strong union in every workplace”
- A living wage and limits to zero hours contracts
- The re-nationalisation of the railways and Royal Mail
- A publically-owned and well-funded NHS
- Building social housing
- Free education
- Repealing the anti-union laws

Our affiliation to Labour would mean we could help defend Corbyn and his supporters from attempts to oust

him from leadership of the party, bring these proposals into law and better influence the Labour Party to adopt more PCS policies.

Conference instructs the NEC to ballot members on whether PCS should affiliate to the Labour Party.

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## X282 (Unclear in intent)

### NOMS National Branch (052067)

This ADC instructs the NEC to facilitate debate amongst members and branches on affiliating to The Labour Party. The NEC is instructed to ballot all members on the question of whether or not to affiliate to The Labour Party by 31/12/2016.

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## X283 (Fails Standing Order A2)

### R&C Benton Park View (200126)

Conference notes the fact that in its fight back against cuts, privatisation and austerity PCS has developed its political strategy through extensive consultation with members and activists, has effectively intervened in elections in attempting to hold politicians to account and persuade them to agree our demands, set up and operated one of the most effective Parliamentary Groups in the trade union movement, made a highly effective intervention in the Scottish referendum securing concrete concessions from the Scottish government in the process, built effective alliances with campaign groups like DPAC, publicised and won support for our Alternative, taken the lead in building the widest possible anti-austerity alliances within and beyond the trade union movement along with deciding to stand anti-austerity candidates where the conditions are suitable for such an initiative.

This conference notes the significant anti-austerity surge in the Scottish referendum when Scottish workers abandoned the traditional Westminster parties, particularly Labour, and voted "Yes" on the basis of building a fairer and equal society in an independent Scotland. We also note that the Corbyn election is part and parcel of that same surge, albeit in a totally unexpected form, which has resulted in socialists, Jeremy Corbyn and John McDonnell, leading a Labour Party whose Parliamentary Party is comprised almost completely of pro-austerity corporate apologists. We also note the completely undemocratic nature of the Labour Party structures and the hold the pro-market bureaucracy has on the levers of power. It is the case that the Labour Party contains two irreconcilable and opposing forces and that only one can prevail and for the left to do so there must be a full democratisation of the party – including mandatory re-selection of MP's - and an unbending commitment to stand with workers against cuts and privatisation.

This conference fully recognise the enormous political significance and potential for developing a genuine anti-austerity movement as a result of the Corbyn victory and fully commits itself to do all we can to assist the socialists around Corbyn and McDonnell to prevail. Conference recognises that fight has to be carried out both within and without the Labour Party and that the formation of a mass anti-austerity movement committed to a clear no cuts policy will be critical to winning the fight within the Labour

Party itself.

Conference therefore commits to working for:

- 1 A full review of the PCS's political strategy in the light of the developing situation, including full consultation with members and activists, including discussion and debate at the Annual Delegate Conference.
- 2 For our political strategy to continue to be based on the principle of non-affiliation to any political party as the best guarantee of our political independence, and the principle of building the most effective campaigns to defend jobs, conditions and services and to build the widest possible alliances throughout society in order to defeat austerity.

The NEC are also instructed to look at the feasibility of how we can:

- Play a role in helping to sign up some of the millions of potential voters who are not registered throughout the UK.
- Adapt to the potential reality of needing members to 'opt in' to a Political Fund in the future.
- Build support for proportional representation and opposition to the principle of 5 year fixed term Parliaments, the only advantages of which lie with bad Governments seeking to sure themselves up.

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## 25. FINANCE

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### D284

#### Home Office HMPO Northern (026121)

Conference commends National Executive Committee (NEC) efforts to reduce expenditure and balance the accounts in the face of on-going and concerted attacks by government; whilst retaining PCS as an effective organising and campaigning union.

However, conference is concerned that the resultant reduction in PCS promotional materials means that the visibility of PCS within workplaces is reduced, and that this may negatively impact upon future recruitment, especially in small workplaces without a PCS representative or advocate.

Conference notes the impressive levels of solidarity within our sister union, the RMT, which partly results from the ready identification of RMT members through promotional materials such as lanyards and badges. Conference also notes that RMT merchandise, such as T-shirts, is available for purchase by non-members.

Conference instructs the NEC to:

- i investigate the possible provision of 'print-on-demand' merchandise for sale;
- ii determine the types of merchandise that would most appeal to members and increase union visibility;
- iii determine a reasonable cost for sale to members, both to increase PCS visibility by a wide distribution and to generate additional revenue for PCS campaigns and associated activities;
- iv consider a two-tier pricing structure whereby non-members could purchase PCS merchandise at a higher cost to generate additional funding

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## D285

### Land Registry Fylde Land Registry (030024)

Conference notes that after the removal of the check-off facility from many government departments a substantial number of PCS members pay their subscriptions through a monthly direct debit. Conference notes that many major high street bank/building society accounts carry the facility for customers to claim cash back against regular direct debit payments; however at this time PCS members cannot include their subscriptions to PCS in these cash back incentives. With this in mind conference instructs the NEC to:

- Investigate whether it is possible for PCS subscriptions to fall within the remit of these schemes.
- And if so to negotiate with those institutions where this is applicable to enable members to utilise the cash back facility on their accounts in relation to their subscription payments

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## E286

### Covered by A41 Home Office Croydon (026101)

Conference recognises that a unionised workplace represents the main line of defence for workers and that there are a number of workers, employed by private companies, who work exclusively under contract with government departments, or are former civil servants and believes these workers should be recruited into an appropriate trade union. Oftentimes these workers work in the same locations as us, for example, as cleaners and catering staff.

Conference fully endorses the principles of the TUC Disputes Principles and Procedures and directs that PCS shall not seek to recruit new members where that workplace has an recognised union that is an affiliate of the TUC or where PCS estimates are that that workplace has more than 25% of the staff already in membership of anyone of our sister unions.

Nonetheless, Conference believes it is essential that where these conditions are not met, and workers are eligible for ordinary membership of PCS that PCS seeks to recruit these workers into full membership of the union.

Currently Rule 3.14(f) of the PCS Rules offer an organisational opportunity to recruit fixed term and agency worker into PCS members and this conference believes this or a similar provision for workers in unrecognised workplaces which are also without significant union presence would be advantageous but the logistics of such a move may require further examination. Conference also notes excellent work undertaken in the past in greenfield sites in the recruitment of agency workers.

This conference therefore instructs the NEC to examine this issue and cost of a potential exemption from union subscriptions in the first 6 months of membership and prepare recommendations for debate Conference 2017 on how PCS will pursue recruitment of new members in greenfield sites that are eligible for ordinary membership. Prior to such debate the NEC shall report back to branches at least 14 weeks prior to ADC 2017 on the results of its examination of this issue.

- This conference therefore instructs the NEC to:
- examine this issue and cost of a potential exemption

- from union subscriptions in the first 6 months of membership;
  - prepare recommendations for debate Conference 2017 including any rule change motions necessary on subscription payments or membership eligibility;
  - an initial view on how PCS intend to pursue recruitment of new members in greenfield sites.
- Prior to such debate the NEC shall report back to branches at least 14 weeks prior to ADC 2017 on the results of its examination of this issue.

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## E287

### Covered by A41 Atos IT Services Durham (160003)

This conference welcomes the reduced subscription rate for members that are not currently part of collective bargaining units, but has concerns over the immediate implementation of the full subscription rate for members, should we achieve collective bargaining in the said member(s) workplace.

Conference notes that the potential increase in the subscription rate is almost double the current reduced rate, and that this may be preventative to members wishing to be included in collective bargaining, and have an impact should PCS go for statutory recognition.

Conference agrees that the subscription increase should instead be staged over a period of time, rather than the current and immediate doubling of the subscription rate.

- Conference therefore instructs the NEC to:-
- Engage with the Commercial Sector Association (CSA) to gain a full understanding of the issues faced.
  - Carry out a review of the process for members switching from reduced subscription rate to full subscription, upon achieving collective bargaining in the workplace, and report their findings to branches by December 2016.
  - Submit any necessary rule changes to ADC 2017.

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### The following motions are covered by A41 and are identical to E287

### E288 Atos IT Services Glasgow (160004)

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## E289

### Covered by A42 BIS Yorkshire & Humber (041213)

Conference instructs the NEC to build up a sustainable fighting fund to support pcs members and Branches in the fights to come. To do so by appropriate means including small increases in subscriptions or other appropriate method without placing the union at financial risk.

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## E290

### Covered by A43 R&C Leicestershire (200059)

This Conference notes that funding for branches to produce newsletters for their members has now been withdrawn. This decision was not discussed at conference 2015. Although the financial situation of the union is an issue we should all be conscious of, conference believes that this change has the potential to negatively affect the campaigning of branches. Particularly at a time where workplaces are under threat of closure, a newsletter that can be handed out at desks or outside of a workplace is a vital tool in building a fight-back. This cannot be replaced by a purely electronic document.

Although not all branches produce newsletters, many have a long tradition of a branch magazine that provides an important piece of the communication between members and the union, as well as opportunities for members to become involved in union campaigns by contributing to the publication.

Conference therefore resolves to amend the financial guidelines for branches in order to again allow funding for up to four newsletters a year.

## E291

**Covered by A43**  
**R&C Bootle Taxes (200006)**

This Annual Delegate Conference notes that this year's financial guidance to branches includes the following:

Branch newsletters – these should be produced electronically and emailed to members home email addresses from a non-work email address, branches are no longer funded to print newsletters.

Conference notes that there are many members who are not computer literate, who may have limited access to email or who indeed may not have an email address.

Conference further notes the value of printed newsletters in organising and recruitment, as they get members talking in the workplace, give them direct contact with reps who distribute them and offer a visible reminder of the union within the office.

Conference therefore instructs the National Executive Committee to revise the financial guidance as soon as possible to allow branches to print and distribute their own newsletters to members.

## X292

(Cannot be implemented)

**Treasury Solicitors - PSg L&SE (141024)**

Conference notes the current financial difficulties faced by PCS and the unnecessary cap on subscriptions, which should be based far more rigorously on ability to pay. Conference instructs the NEC to implement arrangements for use of the current formula for subscription payments, based on the current formula relating to percentage of earnings, but with the removal of the existing cap.

## 26. AFFILIATIONS

### B293

(Refer to 2016 Branch Expenditure Guidelines issued November 2015)

**R&C Liverpool City Branch (200136)**

This conference condemns the Tories for their attempts to dismantle and privatise our NHS.

The Tory party has an ideological hatred of the public sector and consider the NHS an abomination. They know that more than 80% of the public support the NHS, so they are trying to privatise the NHS through the back door. Since the Tories and Lib-Dems voted through their Health and Social Care Act, £1.5 billion worth of NHS services have been sold off to Tory Party donors.

The Tories are trying to convert the NHS from the public service model to the profit driven US model (even though studies have found the US system to be less efficient than the UK system, despite being the most expensive in the world) They are hoping that if they just keep the NHS signs on the outside of the hospitals, nobody will notice that everything inside has been sold off, or given away to the private sector.

On the whole, the right wing media have no interest in explaining the truth about the dismantling of the NHS, they're more interested in spreading Tory anti-NHS propaganda that privatising the NHS services to make it more like the American system will make it more "efficient".

This means that it is down to the public and organisations such as Keep Our NHS Public to spread the word about what's really going on.

This conference therefore instructs the NEC to:

- a) Affiliate to KONP at the cost of £200
  - b) Encourage branches to affiliate at the cost of £50
- Furthermore conference encourages all PCS members to become a supporter of KONP, an organisation whose statement of aims is to:
- End privatisation of the NHS and bring back government responsibility, ownership and accountability.
  - Repeal the Health and Social Care Act 2012 and enact the NHS Bill drafted by Allyson Pollock and Peter Roderick.
  - End expensive and compulsory competition, reject the Transatlantic Trade & Investment Partnership (TTIP) and reverse all foundation trust plans.
  - Commit to 4% real terms annual increase in funding from taxation to provide a comprehensive, publicly provided, top quality NHS for all, safe staffing levels and fair conditions for staff.
  - Halt harmful cost-driven NHS cuts and closures. Any service reconfigurations must be evidence-based, driven by clinical need, not cost, and be subject to meaningful public consultation.
  - Halt all new private finance initiatives (PFIs). Independent review of PFI deals with effective action to reduce unfair PFI debts.

All of these are aimed at ending privatisation of our NHS and keeping it a publicly owned and accountable service, free for all at the point of delivery. This will not be realised unless this government's plans to break up the NHS then switch the most profitable parts of it to private health companies while under-funding the rest are stopped.



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## E294

**Covered by A46**  
**MoJ Associated Offices Branch (052046)**

Conference notes:

- Many reports – by the UN, Channel 4, human rights organisations, etc – have highlighted the slaughter of tens of thousands of Tamil civilians by Sri Lankan armed forces in 2009.
- Hundreds of thousands were then held in open prison camps, thousands have ‘disappeared’.
- Tamil women have been subjected to systematic rape and sexual violence by Sri Lankan armed forces.
- No one from the Sri Lankan government or armed forces has been held accountable for these well-documented war crimes and human rights abuses.
- Predominantly Tamil land in the north and east is now under military occupation.

Conference also notes

- A general clampdown on democratic rights throughout Sri Lanka continues. Sri Lanka is still considered unsafe place for journalists, human rights campaigners and other activists. Sri Lankan government enforced ban on various organisations and individuals who fight for human rights continues.
- Violent nationalist groups continue to threaten and attack minorities.
- ‘Free economic zones’ are being opened up, allowing overseas multinationals to further exploit sweatshop labour.
- The driving through of privatisation, job losses and cut-backs in public services, hitting working people and the poor hardest.
- Regarding the Tamil Solidarity campaign, we note:
- Since 2009 Tamil Solidarity has campaigned tirelessly to raise awareness of the situation facing the Tamils in Sri Lanka.
- Tamil Solidarity is a non-sectarian campaign taking up the rights of workers and all oppressed people in Sri Lanka, regardless of their ethnic or religious background.
- Tamil Solidarity implemented ‘join a union’ initiative to encourage workers from the Tamil community to get involved in the trade union movement in Britain.

The Tamil Solidarity Campaign calls for an independent war crimes investigation; the withdrawal of troops from Tamil areas; an end to detention without trial; to stop arms sales to Sri Lanka; for democratic rights for all; support for independent trade unions; to defend the right of Tamil self-determination.

A Number of national Trade Unions are affiliated to Tamil Solidarity. PCS is therefore instructed to affiliate to Tamil Solidarity at the affiliation rate of £250 for national unions.

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## X295 (Unclear in intent)

**National Museums Liverpool - CMSOA NW (103001)**

This Conference congratulates the PCS Culture Sector for their campaign against budget cuts in arts and culture funding during 2015. They have been victorious in their campaigns against privatisation at the National Gallery; pay for zero hours workers at Tate; pay at the Royal Households and recognition at the Heritage Lottery Fund.

This Conference recognise the role of both these successful campaigns and the Show Culture Some Love joint-unions campaign in the latest budget announcement in December 2015 (which will see no additional cuts in funding for museums and galleries until 2020)

The campaign groups and networks that supported these campaigns are very important. They include Art Not Oil with their very practical support to campaigns at Tate and National Gallery and on the picket lines as well as 38 Degrees who have been key in raising the number of signatories on petitions and also advising on campaigns. They also includes the Museum Association who covered much of the aforementioned campaigns on their website and gave them publicity. The following instructions were voted by the PCS Culture Sector Conference last year but necessitate approval from ADC.

This conference therefore agrees for the NEC to authorise in accordance to PCS rules:

- For the PCS Culture Sector (or PCS if required) to become a member of the Art not Oil coalition at no cost; a coalition that seeks to end oil sponsorships in cultural venues but also to highlight the link the workers exploitation to the power of Big Oil.
- For the PCS Culture Sector (or PCS as above) to be able to have an official partnership with 38 Degrees
- Make a donation to Art Not Oil (£50) and a donation to 38 Degrees (£100)
- For the PCS Culture Sector (or PCS) to affiliate (or any other acceptable mechanism) to the Museum Association for £56 per annum for an associate membership that would offer all benefits from an institutional membership (including copies of the Museum Journal, free access to Museum Practice online, free policies, research reports and ethical guidance, consultation on major issues, free attendance to local MA members meetings as well as discounts on individual memberships, the Museum Association conference and other training events) Although benefits usually apply to staff, this associate membership would allow all PCS reps in the Culture Sector to benefit from the offer.

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## X296 (Fails Standing Order A5)

**MoJ Associated Offices Branch (052046)**

Conference is aware of the brutal evictions as well as the constant discrimination through the media against the British Roma and Irish Traveller groups throughout Britain. The worst scale of evictions that took place was in Dale Farm in 2011. Although the Travellers were accused of illegally squatting, they were residing on Green Belt land that was of no detriment to society and the evictions were in breach of the UN resolutions. It should, also be known that there was the 1968 Caravan Sites Act of which allowed local authorities to provide Traveller sites through Britain. But the 1994 Criminal Justice and Public Order Act repealed the duty on Local Authorities to provide these sites. In addition, Gypsies and Travellers are constantly mocked, vilified and de-humanised by newspapers, broadcasters, online comment threads as well as social network platforms. “Big Fat Gypsy Wedding” by Channel 4 is a prime example as many children from Traveller families are being harassed and attacked within mainstream schooling.

Conference notes that there is no room for any form of racist discrimination and we should do everything in our power to crack down on these overseen attitudes against Travellers within our own workplaces and throughout the rest of society. Travellers need to be redefined as their ethnic status is being obliterated and they seem to be the only people facing evictions in mobile homes as there was

a report in 2012 that there were only 3, 000 unauthorised sites. Therefore, we ask conference to pursue and aim to implement the following polices within PCS and throughout the TUC:

- 1 To invite representatives of the Traveller Communities in order to speak at Trade Union meetings and conferences.
- 2 To promote all people from the various Traveller groups to join and become active in Community Trade Unionism which is responsible for the youth, students, unemployed and the Pensioners.
- 3 To promote the role of Travellers, Romani and Parvees in Trade Union services, activism, equalities and representation in order to campaign against discrimination.
- 4 To ensure Trade Union support for Travellers in social services, education, employment, pay, terms, conditions and so on.
- 5 To broaden all Trade Union and employment ethnic questionnaires to include Traveller, Romani and Parvee categories, especially as there is a low declaration rate within jobs as well as services.
- 6 To support training and mentoring for Trade Union Representatives on personal case representation for Travellers against discrimination in employment.
- 7 To promote campaigns in Trade Unions for the repeal of all anti – Traveller legislation, with the restoration of the Caravans Act of 1968.
- 8 To seek alliances with Trade Unionists in campaigns against racial stereotypes by media and broadcasting as well as institutionalised racism within the Criminal Justice System against Travellers.
- 9 We ask that PCS affiliate to the Gypsy Council of which includes the Traveller Movement as well as other organisations associated with Travellers on a national basis at a cost of £100 per annum and encourage Branches to make affiliations/donations as well.

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## X297

(Fails Standing Order A5)

### R&C HQ London (200145)

That this ADC recognises the great work that Richard Rieser and UK Disability History Month has done to raise the profile of Disabled People's issues. PCS have been involved with UKDHM since its formation and have historically hosted many successful events at both PCS HQ and in branches. UK DHM runs from 22 November to 22 December each year.

ADC therefore agrees that PCS should affiliate to UK Disability History Month from 2016 and pay an annual affiliation fee of £250.

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## X298

(Fails Standing Order A5)

### Heathrow Airport Holdings - Heathrow (202019)

Conference notes that Motion A37 from the 2015 Aviation Conference instructed the GEC to campaign on the rising level of Air Passenger Duty (APD) in the UK.

Conference accepts that aviation should pay its environmental cost but believes that the cost is more than reflected in the current APD levels and is in addition to the Emissions Trading Scheme (ETS). A growing number of parliamentarians have called for the APD to be cut during the summer holidays as some evidence suggests the cost of holidays in half terms rise by as much as 300% in response

to increased demand. UK tourism and travellers should not be penalised by a form of double taxation. UK travellers currently pay up to 400% more than other EU countries. Air passenger duty can add as much as £376 to outbound long-haul flights – and even £52 for short-haul routes. The tax generates £3bn a year for the Treasury. APD is a revenue-raising cash cow for the Treasury, and not in any way an environmental tax. APD is in fact increasing the carbon emissions generated through aviation. People are drawn to taking connecting flights via European airports such as Amsterdam to avoid APD rather than fly direct, which results in even more pollution.

Northern Ireland has scrapped APD for many routes, Scotland is set to halve the charges and further devolution is likely to see Wales follow suit. This leaves passengers flying from English airports paying the extortionate UK rates.

Conference therefore instructs the NEC to

- Join and support the 'A Fair Tax on Flying Campaign' by affiliation to have APD frozen until a proper economic impact assessment of APD is carried out by HM Treasury.
- Encourage members to lobby their local MP to support the proposals for suspension of APD during summer holidays.
- Challenge this government to justify labelling APD as an 'environmental tax' by demonstrating that the funds raised are in fact being directed to investment in environmental solutions and not just pouring money into the government coffers.

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## 27. RULES

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## X299

(fails to amend all relevant rules)

### Home Office Croydon (026101)

This conference recognises and endorses the importance of encouraging the diverse executive committee that lies behind Principle Rule 10A (f) of the PCS Rules.

However, this conference recognises that the deficit in representation among on the GEC does not consist solely of members who identify as being from a black racial group and include and includes those who also identify as belonging to a non-black minority ethnic groups.

Conference therefore instructs that Principle Rule 10A (f) of the PCS Rules shall be amended to read:

“If, but for this rule, fewer than two seats for ordinary members of the NEC would be filled by a member who on being nominated identified themselves as being of a black or minority ethnicity, the highest polling member or members who did so identify themselves shall displace the member or members with fewest votes (out of those who would otherwise have been elected) who did not so identify themselves (only if such replacement member or members is available).”

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## 28. STRUCTURES

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The following motions are covered by and identical to A50

- E300 R&C South East Essex (200144)**
- E301 SG West and Central Scotland (038023)**
- E302 Land Registry Croydon (030006)**
- E303 DWP Northumbria (047120)**
- E304 R&C Benton Park View (200126)**
- E305 MoJ Associated Offices Branch (052046)**

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## E306

**Covered by A50**

**Home Office Merseyside Branch (026124)**

That this annual delegate conference notes the Strategic Review agreed at ADC 2015.

The scale of attacks upon the conditions of PCS members and the targeting of PCS through cuts in facilities and the removal of check off require the union to review how our organisation's resources and democratic structures can best equip us for the fight ahead.

Conference agrees that the outcome of the SMR should be the subject of the widest debate in PCS and reiterates the following democratic principles:

- a)** A membership led union with the workplace branch at the heart of the structure
- b)** Democratic accountability of reps at all levels
- c)** Conference as the policy making body of the union

To ensure the Strategic Review is open, effective and democratic Conference agrees:

- 1** The democratic power of the NEC, GEC, Branches and ADC are fully protected.
- 2** Proposed changes that impact on the Rulebook are put to ADC for endorsement.
- 3** Groups will continue to set their bargaining, campaigning and organising priorities in line with Group Conferences and GEC decision.
- 4** Dispersal of staff and work to Nations and Regions must also ensure Regions fully engage members and reps through the Regional Committees, Town Committees, regular briefings, training of reps, building links with other unions, equality/young members/green networks, intervention at TUCs, Trade Councils and campaign activities across the regions and in communities.
- 5** Consultation to include written submissions and the fullest opportunity for discussion and debate amongst lay structures.
- 6** To continue consultation with the staff trade union GMB and a commitment to no compulsory redundancies.

The review of organisation, resources and structures to be carried out under the direction of the NEC but any changes must carry the agreement of ADC for PCS to build our organisational and bargaining power as part of the wider fight against austerity.

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## E307

**Covered by A51**

**SG Saughton (038015)**

This conference notes the tremendous impact of the PCS campaign in the Scottish Independence Referendum based on the promotion of the interests of our members, the services they deliver and that of the wider working class over that of the pro-austerity Westminster elite and narrow nationalist interests and that this class approach won significant concessions for members in Scotland.

Conference recognises that the widening of devolution has led to what may be described as a "democratic deficit" in how PCS policy is formulated and the necessity to ensure our democratic structures and processes effectively reflect the changing nature of how government is delivered across the UK. To that end we instruct the NEC, in full consultation with activists in the Devolved Areas, to carry out a full review on this issue

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The following motions are covered by A51 and identical to E307

- E308 MoJ Associated Offices Branch (052046)**
- E309 R&C East Midlands (200033)**
- E310 SG Edinburgh Leith (038008)**

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## E311

**Covered by A54**

**R&C North West & Central Lancashire (200146)**

Members within R&C Group transferring to DWP through the department's stunted Universal Credit program face an uncertain future with few having any real knowledge of what is to come.

Compounding this are the uncertainties around branch structures with members transferring piecemeal between departments and, by PCS's self-imposed group structures, between groups and branches within PCS.

This conference recognises that PCS structures should be determined by the union rather than by the actions of the employer. It further recognises the complexities involved in this process in ensuring that members are properly supported through this transition and to an effective conclusion post-transfer.

Branch structures within DWP & HMRC both transitionally and post-transfer need to be carefully considered in terms of location, scale and business stream, to provide the most effective support to local members whilst supporting the unions aims.

This conference therefore instructs NEC to act immediately to:

- Liaise with affected branches to understand current, transitional and future structures.
- Identify with branches the most effective options and solutions to meet the union's aims.
- Provide a clear steer to branches in both HMRC and DWP in terms of interim and post-transfer structures.

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## E312

**Covered by A55**  
**National Executive Committee**

Conference notes that employers and the government, knowing that our member-led democracy is our great strength, are attempting to undermine members' and reps' participation in the union by cutting facility time for reps and members' meetings.

The Strategic Review has sought to counter the threat posed by the government by gathering views on changes to our democratic and representational arrangements that could be made to encourage greater participation by members in the union's conferences and internal democracy.

As reported to branches, the Strategic Review has examined a range of issues at branch, group and national levels including:

- the size, venue and timing of ADC
- increasing the flexibility of conferences given the changes in facility time arrangements that most delegates face,
- separating ADC from group conferences and holding them at different times of the year with a view to increasing participation.

Conference notes that Groups have been advised they can make a case for holding 2017 annual conferences in a venue other than ADC if cost effective and where it could increase participation, and where attendance at ADC was not detrimentally affected.

Conference instructs the NEC to carry out a review of the advantages, disadvantages and costs of separating Group conferences from ADC in the union's calendar, in consultation with GECs, and examine different venues and arrangements for ADC, with a view to bringing any necessary rule change to ADC 2017.

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## E313

**Covered by A56**  
**MoJ HQ (052053)**

Many staff (and even union reps) are surprised that PCS represents members from the lowest grades right up to Senior Civil Service. It is right that we should do this. We want our junior members to do well in their careers and obtain promotion, going on to be good managers who treat their staff well. Yet, despite this, many members in the management grades (which starts at just EO) find that communications from PCS use "managers" as a derogatory term. PCS should recognise that many managers may be experiencing the same problems as their staff and are not the cause of issues brought to our attention. PCS should therefore recognise that managers are members as well and consider the language it uses in future briefings and other communications. To not do this risks losing members who are successful in their careers, when they may have the opportunity in the future to change their workplace for the better. This is an added concern now that the FDA is recruiting members at HEO and SEO level, promoting itself as the union which represents managers.

Conference instructs the NEC to:

- 1 Replace words such as "managers" or "management" with "the employer", when used as a criticism of decisions made at a senior level in future communications.

- 2 To revitalise, develop and promote the Professional and Managers Association.
- 3 To develop a recruitment strategy aimed at promoting PCS membership for those in the management grades

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## 29. INTERNATIONAL

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## E314

**Covered by A58**  
**DfT - Wales (201058)**

Conference notes:

We are witnessing the biggest movement of people since the Second World War.

In 2015 over 3,000 people drowned in the Mediterranean Sea trying to reach Europe while thousands more languish in camps in the most appalling conditions, including the Calais 'Jungle' on the UK border.

The government's response has been completely inadequate and has sought to demonise people who are fleeing war, poverty, and persecution. Many are fleeing wars which our own government are involved in.

PCS regions have been working with Stand Up To Racism which is a broad based campaign that seeks to challenge racism, Islamophobia and the scapegoating of migrants and refugees.

Britain is not 'full'. There are 770,000 empty homes in Britain and 11 million empty homes in Europe.

The incredible outpouring of support for refugees across Europe, including huge fundraising efforts for the Calais 'Jungle' organised by trade unionists.

Conference believes:

The government's austerity measures pose a far greater threat to the public's standard of living than migrants and refugees.

The hundred thousand people who attended the Stand Up To Racism jointly organised 'Refugees Welcome' march in London in autumn 2015, and the thousands at protests across the country show there is widespread support for allowing more refugees into the UK.

The Calais camp demonstrates the inhumanity and racism of this government as well as the dangers of the rise of the far right as UKIP in the UK and Le Pen in France seek to exploit and fuel racism.

Our trade union must campaign to make "refugees welcome here a reality.

That humanitarian intervention alone cannot solve this crisis, it needs a political solution that involves opening the UK borders to those seeking refuge.

Instructs the NEC to:

Support and publicise future solidarity delegations to Calais and their other refugee campaigns.

Work with French Trade Unions and any other Europe Wide TU initiatives to support refugees and pressure European governments to open their borders.

Continue to campaign amongst PCS members to expose the racism of the government and media in their treatment of refugees and migrants.

Continue to work with Stand Up To Racism and other anti-racist and refugee support initiatives.

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## E315

**Covered by A58**  
**DfT - East Midlands (201051)**

Conference notes:

We are witnessing the biggest movement of people since the Second World War.

In 2015 over 3,000 people drowned in the Mediterranean Sea trying to reach Europe while thousands more languish in camps in the most appalling conditions, including the Calais 'Jungle' on the UK border.

The government's response has been completely inadequate and has sought to demonise people who are fleeing war, poverty, and persecution. Many are fleeing wars which our own government are involved in.

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Work with French Trade Unions and any other Europe Wide TU initiatives to support refugees and pressure European governments to open their borders.

Continue to campaign amongst PCS members to expose the racism of the government and media in their treatment of refugees and migrants.

Continue to work with Stand Up To Racism and other anti-racist and refugee support initiatives.

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## E316

**Covered by A58**  
**DfT London and South East (201053)**

Conference notes:

We are witnessing the biggest movement of people since the Second World War.

In 2015 over 3,000 people drowned in the Mediterranean Sea trying to reach Europe while thousands more languish in camps in the most appalling conditions, including the Calais 'Jungle' on the UK border.

The government's response has been completely inadequate and has sought to demonise people who are fleeing war, poverty, and persecution. Many are fleeing wars which our own government are involved in.

PCS regions have been working with Stand Up To Racism which is a broad based campaign that seeks to challenge racism, Islamophobia and the scapegoating of migrants and refugees.

Britain is not 'full'. There are 770,000 empty homes in Britain and 11 million empty homes in Europe.

The incredible outpouring of support for refugees across Europe, including huge fundraising efforts for the Calais 'Jungle' organised by trade unionists.

Conference believes:

The government's austerity measures pose a far greater threat to the public's standard of living than migrants and refugees.

The hundred thousand people who attended the Stand Up To Racism jointly organised 'Refugees Welcome' march in London in autumn 2015, and the thousands at protests across the country show there is widespread support for allowing more refugees into the UK.

The Calais camp demonstrates the inhumanity and racism of this government as well as the dangers of the rise of the far right as UKIP in the UK and Le Pen in France seek to exploit and fuel racism.

Our trade union must campaign to make "refugees welcome here" a reality.

That humanitarian intervention alone cannot solve this crisis, it needs a political solution that involves opening the UK borders to those seeking refuge.

Conference instructs the NEC to:

Support and publicise future solidarity delegations to Calais and their other refugee campaigns.

Work with French Trade Unions and any other Europe Wide TU initiatives to support refugees and pressure European governments to open their borders.

Campaign amongst PCS members to expose the racism of the government and media in their treatment of refugees and migrants.

Continue to work with Stand Up To Racism and other anti-racist and refugee support initiatives.

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## E317

**Covered by A58**  
**DWP Dorset (047097)**

National Conference notes:

We are witnessing the biggest movement of people since the Second World War.

In 2015 over 3,000 people have drowned in the Mediterranean Sea trying to reach Europe while thousands more languish in camps in the most appalling conditions, including the Calais 'Jungle' on the UK border.

The government's response has been completely inadequate and has sought to demonise people who are fleeing war, poverty, and persecution. Many are fleeing wars which our own government are involved in.

PCS regions have been working with Stand Up To Racism which is a broad based campaign that seeks to challenge racism, Islamophobia and the scapegoating of migrants and refugees.

Britain is not 'full'. There are 770,000 empty homes in Britain and 11 million empty homes in Europe.

Conference believes:

The government's austerity measures pose a far greater threat to the public's standard of living than migrants and refugees.

The hundred thousand people who attended the Stand

Up To Racism jointly organised 'Refugees Welcome' march in London in autumn 2015, and the thousands at protests across the country show there is widespread support for allowing more refugees into the UK.

The Calais camp demonstrates the inhumanity and racism of this government as well as the dangers of the rise of the far right as UKIP in the UK and Le Pen in France seek to exploit and fuel racism.

Our trade union must campaign to make "refugees welcome here" a reality.

That humanitarian intervention alone cannot solve this crisis, it needs a political solution that involves opening the UK borders to those seeking refuge.

Instructs the NEC to:

Support and publicise future solidarity delegations to Calais and their other, refugee campaigns.

Work with French Trade Unions and any other Europe Wide TU initiatives to support refugees and pressure European governments to open their borders.

Continue to campaign amongst PCS members to expose the racism of the government and media in their treatment of refugees and migrants.

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## E318

**Covered by A58**

**EFRA Natural England (001064)**

Conference notes:

We are witnessing the biggest movement of people since the Second World War.

In 2015 over 3,000 people drowned in the Mediterranean Sea trying to reach Europe while thousands more languish in camps in the most appalling conditions, including the Calais 'Jungle' on the UK border.

The government's response has been completely inadequate and has sought to demonise people who are fleeing war, poverty, and persecution. Many are fleeing wars which our own government are involved in.

PCS regions have been working with Stand Up To Racism which is a broad based campaign that seeks to challenge racism, Islamophobia and the scapegoating of migrants and refugees.

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The incredible outpouring of support for refugees across Europe, including huge fundraising efforts for the Calais 'Jungle' organised by trade unionists.

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The government's austerity measures pose a far greater threat to the public's standard of living than migrants and refugees.

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Our trade union must campaign to make "refugees welcome here" a reality.

That humanitarian intervention alone cannot solve this crisis, it needs a political solution that involves opening the UK borders to those seeking refuge.

Instructs the NEC to:

Support and publicise future solidarity delegations to Calais and their other refugee campaigns to allow greater engagement from interested members.

Publicise and support the work French Trade Unions and any other Europe Wide TU are engaged in to support refugees and help improve their position in whatever way possible

Continue to release information to PCS members to keep them properly informed of the real situations of these migrant populations, without reliance on the often prejudiced mainstream media.

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## E319

**Covered by A58**

**DWP East Sussex (047103)**

Conference deplores the attitude of the Government and the general media in relation to the plight of refugees seeking safe haven in Britain.

Conference instructs the NEC to work with the TUC and other organisations to:

- 1 Highlight the deplorable conditions of existence of refugees; for example those in Calais
- 2 To use its influence to ensure balanced and fair representation of refugees to our membership via PCS bulletins and social media
- 3 To use the PCS Parliamentary Group to lobby for co-ordination between Charities and Government Agencies
- 4 Campaign for realistic opportunities for resettlement in the UK.

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## E320

**Covered by A59**

**MoJ London Tribunals (052049)**

This conference is appalled by the refugee crisis where millions of people are displaced, forced to flee their homes, live in appalling conditions, face brutality from state forces and sectarian militias while putting their lives at risk as they seek safety. This is the stark reality and direct result of wars that have followed years of foreign, imperialist intervention in the Middle East.

Hundreds of thousands of people have come to Europe having faced perilous journeys, state brutality and exploitation from racketeers. As the situation has got worse, more people are dying as governments, particularly those in the European Union, put obstacles in their way. This includes the replacement of the European Union's Mare Nostrum rescue mission in the Mediterranean with the much more limited Triton operation aimed at making crossing the sea more dangerous.

The British government said that Mare Nostrum encouraged people to try to reach Europe, and told the British parliament last October that these "emergency measures should be stopped at the earliest opportunity". This exposes the true positions of capitalism and big business further evidenced by the disgraceful words of Home Secretary Theresa May who branded those who make it to Britain to claim asylum as the "rich and fit", and in some way less deserving as refugees than the poorest and most vulnerable trapped in the sprawling refugee camps of the Middle East and Africa – marking a new low in the debate about refugees and migration.

There is an urgent need for a united struggle of all workers against austerity and public sector cuts. This includes demanding resources in order to meet the needs

of refugees without detriment to the existing population. The trade union movement needs to urgently mobilise both in defence of the refugees and against austerity, building on the support and demonstrations already organised.

Therefore this Conference agrees that PCS should adopt a position that refugees have a right to asylum and instructs the NEC to campaigns as follows:

- Opposition to UK military intervention in Syria – it is clear that the US and Russian intervention has only exacerbated an already dreadful situation
- Opposition to detention centres and for far more hospitable arrangements to house refugees
- To expose the lie that refugees are contributing to the austerity agenda of big business and capitalism and the lie that there are no resources.. Unless this is done there is a danger that a counter-reaction is provoked as the right-wing and far right try to exploit the situation.
- To ensure that this is integrated into the PCS alternative vision including Tax justice and Welfare reform – part of this to counterpose the position of the far right
- To argue for increases in staff in both the Borders Agency and the Home Office to ensure that refugees are handled in a humane and supportive fashion. To discuss with the Home Office group to ensure we develop a policy which tackles the industrial questions facing members in these areas as well as the broader political questions.

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**The following motions are covered by A59 and identical to E320**

**E321 Home Office Croydon (026101)**

**E322 MoJ Associated Offices Branch (052046)**

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## E323

**Covered by A59**

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

Conference notes:

- The 2 December 2015 vote in the UK Parliament for military action against Isis in Syria.
- Conference believes:
- The US and its allies, including Britain, were already bombing Isis in Syria and Iraq without significant effect. Isis is a violent and reactionary organisation but more bombing will only increase bitterness against the West.
- The “War on Terror” has brought nothing but blood and destruction to Afghanistan and Iraq and has destabilised the Middle East and large parts of Africa. The 2011 intervention in Libya dramatically increased the rate of killing and led to Islamist radicalisation. There is no reason to think the outcome will be any different in Syria.
- The West’s main allies, Saudi Arabia and Qatar, are among the most authoritarian regimes in the region and have no interest in democracy in the Middle East. Saudi Arabia beheads more people than Isis and the two countries support Jihadi groups in Syria. If the West were really concerned about tackling terrorism, they would not be supplying weapons to these tyrannies.
- Cameron shouldn’t be committing billions of pounds to a new war at a time when savage cuts in public services are being implemented. The extra billions would be better spent on schools, housing, the NHS and jobs.
- In Syria the American, Russian, French and British warplanes aren’t helping the millions of ordinary people that are suffering. Neither is it helping those fleeing as refugees.
- Further military escalation will only lead to greater collateral damage. More deaths of innocent Syrian

civilians will create more resentment potentially leading to more terrorism. The results too can be catastrophic for the whole region. As former UN secretary general Kofi Annan put it, “Syria is not Libya, it will not implode, it will explode beyond its borders.”

Conference instructs the NEC to:

- Support all future mobilisations against the bombing of Syria, and against military escalation.

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## E324

**Covered by A63**

**MoJ Associated Offices Branch (052046)**

The Nazarbayev dictatorship in Kazakhstan has lasted for well over 20 years now since the collapse of the USSR. It consists of a small layer around the president who has raked off the wealth of the country. Their privileged position is protected by all the familiar methods of a police state. Real trade unions, which fight for workers’ rights and decent wages and conditions, are illegal. Tame unions run by state loyalists are of no use to the mass of workers who are wracked by threats to their jobs and living standards.

In 2011 a nine months long oil-workers strike in the area of Zhanaozen was drowned in blood by an attack of state forces on a peaceful gathering. More than 70 people were killed and many more injured. Since then there have been important battles, but workers who try to organise and protest are harassed and threatened with dismissal. Protests are regularly punished with summary imprisonment. Lawyers, human rights activists and writers who voice their opposition to the regime are held for years in prison on trumped up charges and in atrocious conditions.

Campaign Kazakhstan has campaigned on these issues and has the backing of a number of political and trade union figures. It fights for basic democratic rights and for genuine, free and fair elections. Nazarbayev was elected president in April 2015 with 97% of the vote. No genuine opposition was allowed and government employees were compelled to go to vote for him on pain of losing their jobs.

Campaign Kazakhstan has been set up with the aim of coordinating world-wide condemnation of the regime and the international corporations who collaborate with it. It also seeks maximum support for those who are fighting back – most prominent among them, Ainur Kurmanov and Esenbek Ukteshbayev, prime targets of the state, and Vadim Kuramshin, imprisoned lawyer and human rights activist supporting the striking oil workers of west Kazakhstan.

This Conference agrees:

- 1 That PCS gives full support to Campaign Kazakhstan including building links with activists and campaigning independent unions in Kazakhstan and gives whatever practical assistance in terms of disseminating material, publicising the campaign throughout the movement and sponsoring campaign activity.
- 2 That PCS makes a donation to Campaign Kazakhstan, organises a solidarity visit to Kazakhstan, donates money towards organising genuine trade unions (within the strictures of the union’s current financial situation)and circulates news about the country and about special appeals in its publications.

## X325

(Fails Standing Order A2)

### DWP Kent (047101)

This conference is appalled by the current refugee crisis where millions of people are displaced, forced to flee their homes, live in appalling conditions, face brutality from state forces and sectarian militias while putting their lives at risk as they seek safety. This is the stark reality and direct result of wars that have followed years of foreign, imperialist intervention in the Middle East.

Hundreds of thousands of people have come to Europe having faced perilous journeys, state brutality and exploitation from racketeers. As the situation has got worse, more people are dying as governments, particularly those in the European Union, put obstacles in their way. This includes the replacement of the European Union's Mare Nostrum rescue mission in the Mediterranean with the much more limited Triton operation aimed at making crossing the sea more dangerous.

The British government said that Mare Nostrum encouraged people to try to reach Europe, and told the British parliament last October that these "emergency measures should be stopped at the earliest opportunity". This exposes the true positions of capitalism and big business further evidenced by the disgraceful words of Home Secretary Theresa May who branded those who make it to Britain to claim asylum as the "rich and fit", and in some way less deserving as refugees than the poorest and most vulnerable trapped in the sprawling refugee camps of the Middle East and Africa – marking a new low in the debate about refugees and migration.

There is an urgent need for a united struggle of all workers against austerity and public sector cuts. This includes demanding resources in order to meet the needs of refugees without detriment to the existing population. The trade union movement needs to urgently mobilise both in defence of the refugees and against austerity, building on the support and demonstrations already organised.

Therefore this Conference agrees that PCS should adopt a position that refugees have a right to asylum and campaigns as follows:

- Opposition to UK military intervention in Syria and arms dealing worldwide – it is clear that the US and Russian intervention has only exacerbated an already dreadful situation
- Opposition to detention centres and for far more hospitable arrangements to house refugees
- To expose the lie that refugees are a cause of austerity, which is solely the agenda of big business and capitalism. Without raising this broader question of the attack on public services, we cannot fight back against the racist and right-wing branding of refugees as responsible for the closing of adult social care homes, children's centres, schools and libraries.
- To ensure that opposition to military intervention, and a humane approach to refugees, is integrated into the PCS Alternative, along with Tax Justice and Welfare.
- To argue for increases in staff in both the Borders Agency and the Home Office to ensure that refugees are handled in a humane and supportive fashion.
- To tackle amongst PCS members working in this area the industrial questions they face, but also these wider political questions of who is responsible for austerity, and what has been the role of our government in causing the refugee crisis.

## 30. ENVIRONMENT & CLIMATE CHANGE

### D236

#### DCLG/Headquarters National Branch (141802)

This conference notes that:

- a) Poaching is killing an estimate of 30,000 Elephants and more than 1,000 Rhinos every year.
- b) Many of the animals are killed for their ivory or horns.
- c) China is the largest illegal importer of ivory in the world. China and other South East Asia countries are the largest illegal importer of rhino horn.
- d) It is estimated that at the current rate of poaching that in 10 years, African elephants will be extinct.
- e) The prospect for Rhino's is no better. In 2011, the West African Black rhino was declared extinct and others have already been declared extinct in the wild, existing only in captivity.
- f) Research also suggests that falling animal populations could be connected to an increase in human trafficking as criminal groups rely on slave labour, often children, to meet the need for increased manpower.
- g) We have a moral obligation to create healthy and safe habitats for our wildlife and protect them from poachers. This conference instructs the NEC to:
  - i) Publicise the facts about the Ivory Trade, and its effects on Wildlife.
  - ii) Improve education on this issue.
  - iii) Support the WWF and IFAW campaign to protect Elephants and Rhinos against the Ivory Trade.
  - iv) Support and promote the Global March for Elephants and Rhinos, the next organised march is planned for 24th September 2016.
  - v) Press the UK Government to do more to support the global protection of elephants and rhinos.

### E327

#### Covered by A64 NATS CTC (202001)

Conference recognises that, despite the massive opposition to Tory austerity signalled by the election vote in May, a significant portion of the UK public remains to be won across to an alternative. With Jeremy Corbyn's election and the establishment of a more radical programme in the Labour Party, the opportunity exists to build wider support both before and at the 2020 election.

Nevertheless, we have to recognise that one factor more than any other prevents the critical mass of ordinary workers from supporting our alternative – the precarious state of employment under the Tories and the accompanying fear of losing their jobs. It is this fear which compels even some of our fellow trade unions to defend industries that are ultimately against the long term interests of our society, such as:

- a) The fossil fuel industry, including fracking,



- b) The defence industry, the renewal of Trident in particular,
- c) The aviation industry, in 'expansive' rather than 'regulatory' roles, and
- d) The nuclear industry.

Conference fully acknowledges that, in the climate of fear produced by Osbornomics, these unions and workers are bound to cling to sources of known employment, irrespective of the moral arguments. Yet those moral arguments are among our most cherished principles for safeguarding our future society and the planet. Lack of long term vision often leaves PCS as virtually the only union willing to put these principles at the forefront of its policy-making.

Conference agrees that if we are to win over the mass of workers, and the unions that support industries such as those above, we have to present concrete proposals for a large-scale alternative employment strategy based on reconstructing our society not destroying it further. We need to build the ideas in the Million Climate Jobs booklet into tangible and practical plans that workers can feel comfortable supporting. In short, we have to overcome the fear factor that the Tories have imposed on too many working people.

Conference therefore instructs the NEC to work with like-minded unions, campaign groups and any other interested parties to plan an alternative employment strategy based on three principles:

- 1 Reconstruction of our society – jobs in building homes, schools, hospitals etc. rather than Trident.
- 2 Environmental protection – employment in renewable energy, home insulation, greener public transport.
- 3 Employment rights for workers – decent wages and conditions, trade union protections, equality.

Conference further instructs the NEC to take the resultant proposals into the political arena via the Labour Party, the Green Party and any others willing to sign up to such a programme, and use these links to build the movement against austerity and neoliberalism beyond the already-converted.

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## E328

**Covered by A64**  
**DWP Dorset (047097)**

The trade union movement rightly emphasises the need for a just transition and sustainable development as we look to move from a high carbon emitting, fossil fuel society, to one based on clean energy and climate jobs as set out in the One Million Climate Jobs pamphlet. However we need to make these more than well meaning phrases and agree within the trade union movement both what this means in practice for workers and communities, and our plan for achieving this.

As part of this discussion, PCS believes we need to be clear calls for decent work, quality jobs and environmental justice for example are laudable aims but we are not seeking a path to 'green' capitalism. If we do not address within any discussion issues of control and ownership of our resources whilst we may go some, and only some, way to curbing emissions of dangerous greenhouse gases, we will fail to tackle the main cause of climate change - a failed economic model. As the Canadian author and new convert to the politics of climate change Naomi Klein says, "This changes everything".

As part of any plan, PCS believes that we need to talk about energy justice and energy democracy. The dominance of the Big Six energy companies and reliance on

the private sector to develop renewable energy will never achieve the scale and access to energy that is required to eliminate issues of rigged energy markets delivering vast profits for the energy companies, fuel poverty, and a global economy reliant on polluting fossil fuels.

PCS's participation in the Trade Unions for Energy Democracy initiative is welcomed by conference as a good start to this discussion based on their founding document of Resist, Reclaim, Restructure.

To build on this and take forward further, conference calls on the NEC to:

- i Continue our participation in the Trade Unions for Energy Democracy initiative;
- ii To keep members informed of discussions via regular briefings and updates including information on the PCS website;
- iii To begin a discussion with sister unions both in the UK and globally (through TUED) a clear definition and plan for a just transition with tax justice, public ownership and energy democracy at its heart;
- iv To promote the One Million Climate Jobs campaign as part of any transitional plan.

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**The following motions are covered by A64 and identical to E328**

**E329 MoJ Associated Offices Branch (052046)**

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## E330

**Covered by A65**  
**DCLG/Headquarters National Branch (141802)**

This Conference notes that:

- the arms trade has a devastating impact on human rights and security, as well as damaging economic development through the diversion of resources;
- the UK government is sending a message of support to many of the world's most repressive regimes when it promotes and sells weaponry to them;
- large scale military procurement and arms exports only reinforce a militaristic approach to international problems;
- real security requires tackling the negative effects of climate change, with its associated food and water shortages, as well as developing a reliable and clean energy supply;
- arms companies receive UK government support and subsidies from the taxpayer; and
- despite the disproportionate support it is given, the arms industry, and the number of jobs within it, is declining.

This Conference also notes that there:

- is an acknowledged shortage of skilled engineers;
- is an urgent need to tackle climate change, not least through the development of renewable energy and low-carbon technologies;
- are many workers within the arms industry whose skills match those needed to develop such technologies.

This Conference believes that:

- a balanced economy demands a strong manufacturing sector;
- everyone is entitled to decent work, training and income;
- there is a need to take a broader view of security, addressing the real threats we face rather than limiting them to the military.

This Conference resolves to:

- 1 Campaign for UK government support currently given to the arms industry to be transferred to the renewable energy and low-carbon technology sectors;
- 2 Press the UK government to support individuals and communities affected by such changes during the transition period;
- 3 Support and publicise the 'Arms to Renewables' campaign by Campaign Against Arms Trade (CAAT)

## X331

(Fails Standing Order A2)

### Heathrow Airport Holdings - Heathrow (202019)

Conference notes that Motion A116 from ADC 2008 has led to a policy of opposing expansion at Heathrow. Despite further motions at both the Aviation Group and National Conference since 2010 which we believe sought to and achieved in moving this policy forward from an outright opposition to a more balanced and measured position, the union continues to oppose any form of expansion at Heathrow Airport.

The PCS Aviation review in 2012, commissioned by the assistant general secretary, Chris Baugh was endorsed by conference. This review was written by academics in the field and in conjunction with the Aviation Group and lays out the full range of issues facing PCS members in the aviation industry, from protection of the environment to the safeguarding our members jobs. Despite this review which did not call for outright opposition to expansion, the NEC is campaigning under the 2008 motion.

This national policy puts PCS out of line with other trade unions and the TUC who are now actively calling for the government to swiftly implement the recommendations of the Airports Commission. This policy formed in 2008 is outdated, to a large extent its arguments are no longer valid. The motion only addresses Heathrow and not the wider aviation expansion issue. Public statements and press releases opposing expansion and more specifically Heathrow, has alienated members and had a detrimental impact on negotiations within the aviation and transport groups.

Motion A116 carried at ADC 2008

This conference notes that the Government wishes to build an extra runway at Heathrow. If this is built more flights will come into the airport, more people will be affected by noise and pollution and more greenhouse gases will be released into the environment. This conference further notes that many flights from Heathrow are for relatively short hauls. In mainland Europe there is being put in place a high speed rail network, and that via the Eurotunnel our rail system could be connected with that network. This conference further notes that the government is not planning to exploit this European connection nor are they planning a domestic high speed network. Instead they are leaving it to so-called market forces to decide what to do. In light of the above this conference agrees on the following: That so-called market forces cannot be allowed to determine the most environmental viable and best means of transport. That we are opposed to the building of a new runway at Heathrow and the Union will campaign with MPs such as John McDonnell in opposition to its construction. That we will campaign for a domestic high speed train network and for the fullest connection and use of the European rail network; travel on such networks to be priced so that all can use them. That we campaign alongside rail and other unions for the railways to be brought back into public ownership.

Conference instructs the NEC to

- Set aside motion A116 and policy from ADC 2008, to cease actively opposing expansion of Heathrow 'at any

cost' until such time as a more balanced and relevant approach can be adopted as policy.

## 31. PERSONNEL POLICY

### B332

(See A60 ADC 2014)

#### R&C East Kilbride (200031)

Whilst it is fair to expect any business to review the performance of its workforce on an annual basis, whilst helping individuals build key competencies and skills in order to develop their careers and progress, it is the case across all pay grades that the 10% guided distribution target is met with dismay.

Since PMR was introduced to the Civil Service 3 years ago it has led to an unfair working environment of pressure and micromanagement with negative effects for all staff but particularly those who work part time and/or fall into one or more of our equality groups. Any performance management process can be written to identify areas of development and help individuals work to a better standard for their own and the business's benefit. It is the requirement to find 10% of the workforce to mark as Must Improve each year – regardless of performance - that is unnecessary, counterproductive and leads to the disengagement of staff across the board.

Conference therefore instructs the NEC to make negotiating the removal of guided distribution from the PMR process a negotiating priority over the coming year.

### D333

#### Treasury Solicitors - PSg L&SE (141024)

Conference notes that, despite the introduction of centrally dictated, almost invariably detrimental policies, individual bargaining units continue to negotiate on the basis that CSEP policies are not mandatory, and that the outcomes of these negotiations can vary significantly.

It notes further that local bargaining remains pivotal to member and potential member engagement and represents a golden opportunity to harness recruitment and direct debit campaigns around industrial relations aims and – occasionally – achievements, which surely should be fed into national policy and campaigning.

It therefore instructs the NEC to provide all bargaining units with comprehensive best practice guidance based on principles of equality and empowering and protecting members against the slide towards race to the bottom conditions and formulating national bargaining objectives around best practice.

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## D334

### Treasury Solicitors - PSg L&SE (141024)

Conference notes that the grievance procedures carefully crafted by our Lords and Masters at the centre to mass acclaim from no one in particular are currently not fit for purpose.

While recognizing that early, low key resolution at line manager level (as advocated by those procedures) is always desirable, it notes that existing centrally dictated procedures fail to address a range of issues:

- 1 The strong possibility that issues cannot be dealt with at line manager level, not least where those within the line management chain are subject to the grievance; the failure to outline clearly the option of independent scrutiny – either at informal or formal levels;
- 2 The failure to provide any detail on the mediation process, which can be an extremely difficult process for members, what it entails and how it works;
- 3 The fact that trade union reps, especially where PCS (with our strong reliance on lay reps) is concerned, are unlikely to be ‘certified as competent to accompany the employee’, as required by current rules; it’s noted that no such requirement is placed on non union reps chosen to act as companions;
- 4 Inadequate provision for employees who are subject to grievances beyond having the right to be informed (but short of written details of the grievance before attending any meeting);
- 5 Insufficient provision for staff who are pursuing a grievance while off sick, a regular occurrence in our experience, especially regarding provision of support, access to documents and reasonable time to prepare submissions;
- 6 No reference to evidence gathering process or transparency on disclosure;
- 7 No criteria given for a Decision Manager’s appointment, especially in terms of seniority or independence.

All of these failings are a disincentive to members seeking to resolve grievances, and often a cause of great distress for those involved, often involving monumental bureaucratic haggling and great cost to our members’ welfare as well as massive inefficiency.

The NEC is instructed in the context of an overall campaign on terms and conditions, to provide best practice guidance to branches and ultimately to renegotiate these procedures on the basis of principles of best practice and equality considerations, not least disability.

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## D335

### Treasury Solicitors - PSg L&SE (141024)

Conference notes the rise of stress related sick absence, with spiralling workloads, increased pressures on staff and managers alike, increased bullying and the significant numbers of staff that are prevented by their experiences from returning to their former workplace but would otherwise be fit to resume work. Conference notes the damage this does to the welfare of those concerned with the strong possibility of incapacity dismissal in such cases and the huge waste of talent and resources that goes with it.

The current lack of provision for such cases, where the potential for a move within departments is often restricted

by the size of the organization and the nature of the role/grade, carries massive health risks to members in these circumstances.

Conference therefore instructs the NEC in the context of an overall campaign on terms and conditions, to provide best practice guidance to branches and ultimately to negotiate for the facility for cross government transfers on compassionate grounds.

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## D336

### R&C North Wales & North West Branch (200078)

That this ADC restates its belief in public ownership and strongly believes that areas such as energy and transport should be under public control. Conference further notes that the previous model of nationalisation and the management of public departments is little different too often the worst of private employers and remains unaccountable to workers and communities

Conference therefore instructs the NEC to set up a working group with all interested bodies to explore ways of workers self-management could be implemented in the public sector and to campaign to this end

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## E337

### Covered by A68 R&C Leicestershire (200059)

This conference recognises that the constant change in demands on our members, over what has been a sensitive and difficult year across the Public and Civil Services, has noticeably increased stress levels amongst many of our members.

Conference notes the importance of both recognising and addressing work related stress.

On that basis, conference instructs the NEC to:

- Undertake a stress management survey on all members in conjunction with OS and the stress management HR policies; if there is an unwillingness to undertake a stress survey by OS, then the NEC is instructed to undertake the HSE stress survey by November 2016
- Ensure that the results are identifiable by business stream so the NEC member with responsibility for each business stream can include issues in their work plan
- Liaise with branch and regional health and safety representatives as soon as the results from the survey have been collated
- Instruct the NEC member with responsibility for health and safety to work with Health and safety reps in areas where stress levels are reported as high
- Implement a plan to address the top stressor indicators identified through the survey
- Collate and analyse data on the amount of Accident Report forms being filled in to document work related stress up until the 31 August 2016.
- Consult with the employers on the findings of the data collated to address the issue of work related stress

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## E338

**Covered by A69**  
**R&C Bristol West Country (200011)**

This NDC condemns the continuation of the bullying process that is PMR and all the negative impact it has on members and demand that the Cabinet Office cease to impose the arbitrary & failed guided distribution with immediate effect and then consult with PCS to introduce a more balanced & less onerous system of staff reporting.

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## E339

**Covered by A69**  
**DWP Coventry & Warwicks (047055)**

Conference agrees that DWP People Performance is not fit for Purpose. It has proved to be unfair and discriminatory. Conference Also agrees that virtually identical schemes albeit under different Names in other Departments are similarly unfair and discriminatory. Conference believes that People Performance in its various guises is fundamentally flawed with its reliance on a distribution curve that will be definition place many members unfairly in the 'must improve' category.

Conference applauds the efforts of DWP Group Assistant Secretary, Dave Burke in his efforts to improve People Performance and congratulates Home Office members in launching their petition.

Conference believes, however that to continue to participate in People Performance in its various guises legitimises a dysfunctional process, and therefore agrees that a policy of non-compliance is overdue.

A petition, however well intentioned, is unlikely to bring about a fundamental reappraisal of People Performance.

Conference therefore calls upon the NEC to ballot members for a boycott of People Performance systems across the Civil Service no later than 31/08/2016.

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## E340

**Covered by A69**  
**DSg Scotland and Northern Ireland (014507)**

Conference notes the work carried out by the Defence Sector GEC on the administrative costs of Performance Management, where they established that at least £98M per annum is spent by the Ministry of Defence on this discredited and discriminatory system.

Conference believes that if this work was replicated across all Civil Service groups it would confirm that the costs of this politically driven process are so large that it would inevitably increase the pressure to scrap PM.

Conference therefore instructs the NEC to secure the administrative costs of Performance Management for all Government Departments by the end of 2016 and present these findings to the Treasury as soon as practical thereafter.

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## E341

**Covered by A70**  
**MoJ Northern Wales (052036)**

This ADC is increasingly alarmed by the pressure, stresses and workload being brought to bear upon many staff at all levels across the civil service by some line managers. Work life balance is being ignored, disability is being overlooked and the unreasonable demands made upon staff have reached unprecedented levels, with no sign of the situation improving any time soon.

It is little wonder that staff sickness levels are so high and stress and tension predominate in many workplaces throughout England and Wales. It is unacceptable and unreasonable for senior management to imagine that this situation can simply continue, unchecked without serious consequences if they do not act now to reverse the decline in workplace health, well being and goodwill which have been undermined by inappropriate work practices which are driven by senior civil service managers from the top down.

This pervasive culture of fear threatens to overwhelm many excellent staff and is completely without merit or justification. This conference calls upon the NEC to mount an anti-bullying campaign throughout the entire civil service and to address members concerns to senior management in the strongest terms, seeking a radical shift toward a more humane, decent, harmonious and fair workplace.

The NEC to report upon progress back to ADC 2017

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## X342

**(Fails Standing Order A2)**

**R&C Cumberland (200027)**

This Conference notes that the imposition of restrictions on facilities time for health and safety representatives goes against the requirements of the Health and Safety at Work Act 1974 and the European Framework Directive, and reflects the ongoing attacks of successive Conservative-led Governments working to diminish the power of trade unions and the protection offered by health and safety legislation. This comes despite the fact that health and safety representatives save companies throughout the UK almost £200 million every year, with those workplaces having a 24% lower injury rate than non-unionised workplaces and around 50% fewer serious accidents

Since 2010 the Coalition and Conservative Governments have cut state funding of the Health and Safety Executive (HSE) by over 40 percent, conducted three reviews to investigate health and safety regulation, made it much more difficult for workers to claim compensation following workplace injury, and have reduced the reporting requirements under the Reporting of Injuries, Diseases, and Dangerous Occurrences Regulations. Many within the Conservative party have called for the abolition of the Health and Safety Executive and, with the assent of both the Deregulation Act and the Social Action, Responsibility, and Heroism Act in 2015, it is clear that the essential health and safety protections once afforded by legislation are now being constantly eroded.

The imminent introduction of the Trade Union Bill will continue attempts to diminish the effectiveness of health and safety representatives. TUC Head of Safety, Hugh Robertson, recently confirmed the likely impact of the Trade Union Bill stating "the time off given to union health and safety representatives to perform their functions is not, and never has been, facility time. However, the Trade Union Bill

specifically includes the time taken by union health and safety representatives in the Bill as facility time. A more careful reading shows that what they are proposing is one of the most dangerous and divisive moves against health and safety representatives we have ever seen. The total amount of time that the union in a workplace can have for time off will be capped at a certain level. Therefore, every hour that a health and safety representative takes to perform their functions, comes off the total which is allowed for other representatives, such as stewards, equality, and green representatives”.

This Conference instructs the NEC to vigorously defend the rights of health and safety representatives and to fight all future attacks on health and safety legislation to ensure workers throughout the UK have suitable and sufficient protection of their health, safety, and wellbeing in the workplace. The NEC is specifically instructed to:

- Provide additional resources for PCS health and safety representatives, including printed materials, posters, headquarters support, and increased presence at UK Hazards Conference
- Lobby Parliament to fight against all weakening amendments to health and safety legislation
- Publicising through all available media the benefits of health and safety representatives, the health and safety rights of workers, and the inevitable consequences of these ongoing attacks
- Work with other unions and the TUC, along with campaign organisations including hazards centres UK-wide, to build a robust defence of the health and safety of workers
- Commission additional research relating to the potential increase of workplace accidents and illness as a result of diluting existing H&S legislation
- Improve the organisation of PCS health and safety representatives throughout the UK
- Ballot for industrial action up to and including strike action
- Continue to campaign for adequate resources for the HSE.

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## **X343** (No Instruction)

### **National Museum Wales - CMSOA Wales (107006)**

PCS Amgueddfa Cymru/National Museum Branch would like conference to acknowledge the long struggle and campaign it has engaged in over the past two years to protect premium/unsociable hours payments for its members working weekends. For many members these payment comprise 15-20% of their total take-home pay, and members can work up to 36 weekends and 47 Saturdays a year, with grave consequences for member's family and social life. PCS Amgueddfa Cymru has sought to oppose a brutal Management attack to remove these payments completely. Undertaking two comprehensive campaigns of industrial action over two years, which has prevented Management imposing the removal of payments for existing staff. The Branch would like conference to acknowledge:

- The unsociable nature of weekend working for members, and the impact this has on members particularly in the culture sector, where many front of house and visitor facing staff are required to work unsociable rotas over a large number of weekends.
- The importance of premium/unsociable hours payments for staff required to work weekends, and the importance these payments have particularly for low-paid staff who are often required to work such rotas.
- The national nature of the dispute over weekend working, with colleagues in NMS Scotland conducting

their own campaign over the same issue, and the junior doctors dispute and USDAW's campaign over extended Sunday opening times highlighting the issue.

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## **32. SOCIAL & ECONOMIC**

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### **B344** (See A54 ADC 2007 and B412 ADC 2013)

#### **Home Office Croydon (026101)**

PCS Conference notes with alarm that the Tory government is determined to push ahead with plans to 'upgrade' the Trident 'deterrent' with four new nuclear armed submarines that will cost a staggering £100 billion.

The majority of people in Britain, including the Labour leader Jeremy Corbyn, oppose nuclear weapons. They are weapons of mass destruction that can kill millions. Even one Trident warhead has eight times the destructive power of the Hiroshima bomb that killed over 100,000.

Trident does not 'keep us safe'. The US's massive nuclear arsenals did not deter the 9/11 attacks nor did the Trident system stop the 7/7 attacks in 2005. France's nuclear stockpile did not stop the Paris massacres.

Neither does Trident mean a British government acts 'independently'. Britain's deterrent is currently just under 200 warheads, which is minor compared to the US superpower's massive nuclear arsenal of over 10,000 warheads. Britain rarely acts on major foreign policy without the approval of the US.

Instead of fostering stability and security, the upgrading of nuclear arsenals will give a new twist to the nuclear arms race, making the world even more unstable and dangerous. Our unstable and dangerous world has arisen partly as a result of the military intervention of US, British and other powers in Afghanistan, Iraq, Libya, Syria and elsewhere.

Trident diverts resources from essential spending. Maintaining Trident costs £3 billion a year. Scrapping Trident and its replacement would save enough to pay for 150,000 nurses or abolishing university tuition fees for the next 30 years.

Conference opposes the renewal of Trident and calls for the scrapping of the existing Trident system. Radioactive material from warheads should be permanently disposed of as safely as possible.

Workers and communities in the area around Faslane and in the defence industry generally, rightly fear for the future should Trident be removed from the Clyde. Conference calls for workers employed in nuclear weapons production, together with scientists and engineers, to be redeployed on projects of real benefit to society. The £76 billion planned for the new nuclear weapons should be spent on defending public services, jobs and a future for our young people.

We cannot rely on institutions like the UN or NATO or any other of the international bodies that oversee the domination of the world's big powers to stop the spread of nuclear weapons. Their utter failure to stop the proliferation of such weapons shows that the major powers have no intention of carrying out nuclear disarmament.

The desire by the powers to build arms stockpiles are an extension of their economic interests, making wars and the squandering of billions on arms inevitable. They are primarily motivated by prestige, influence, power, markets and

profits, not the lives of working people.

For this reason, the eradication of nuclear weapons needs a change of the social system. A new and democratic society, based on public ownership of the key industries and services for the benefit of all, would end the obscenity of hugely wasteful expenditure on arms.

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## **B345** (See A54 ADC 2007 and B412 ADC 2013)

### **Moj Leicestershire and Rutland (052024)**

PCS Conference notes with alarm that the Tory government is determined to push ahead with plans to 'upgrade' the Trident 'deterrent' with four new nuclear armed submarines that will cost a staggering £100 billion.

The majority of people in Britain, including the Labour leader Jeremy Corbyn, oppose nuclear weapons. They are weapons of mass destruction that can kill millions. Even one Trident warhead has eight times the destructive power of the Hiroshima bomb that killed over 100,000.

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For this reason, the eradication of nuclear weapons needs a change of the social system. A new and democratic society, based on public ownership of the key industries and services for the benefit of all, would end the obscenity of hugely wasteful expenditure on arms.

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## **B346** Identical to B345 (See A54 ADC 2007 and B412 ADC 2013)

### **DWP Kent (047101)**

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## **D347**

### **Home Office Croydon (026101)**

ADC notes that unfortunately a number of well established cultural icons have passed away recently. Both the late David Bowie and Alan Rickman, for example, started their early life on council estates and took good advantage of the state opportunities open in the performing arts to become major influential recording and cultural artists. ADC notes the tributes made to these artists from across the political field. We also recognise the inherent contradiction in some of these tributes given the cuts to art funding by this government. Conference instructs the nec to expose this contradiction and to campaign for access to arts and culture funding for all irrespective of postcode and income.

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## **D348**

### **DCLG/Planning Inspectorate Branch (145802)**

ADC notes that unfortunately a number of well established cultural icons have passed away recently. Both David Bowie and Alan Rickman, for example, started their early life on council estates and took good advantage of the state opportunities open in the performing arts to become major influential recording and cultural artists. ADC notes the tributes made to these artists from across the political field. We also recognise the inherent contradiction in some of these tributes given the cuts to art funding by this government. Conference instructs the nec to expose this contradiction and to campaign for access to arts and culture funding for all irrespective of postcode and income.

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## **D349**

### **Moj Leicestershire and Rutland (052024)**

ADC notes that unfortunately a number of well established cultural icons have passed away recently. Both David Bowie and Alan Rickman, for example, started their early life on council estates and took good advantage of the state opportunities open in the performing arts to become major influential recording and cultural artists. ADC notes the tributes made to these artists from across the political field. We also recognise the inherent contradiction in some of these tributes given the cuts to art funding by this government. Conference instructs the NEC to expose this contradiction and to campaign for access to arts and culture funding for all irrespective of postcode and income.

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## D350

### DWP Birmingham North (047054)

ADC notes that unfortunately a number of well established cultural icons have passed away recently. Both David Bowie and Alan Rickman, for example, started their early life on council estates and took good advantage of the state opportunities open in the performing arts to become major influential recording and cultural artists. ADC notes the tributes made to these artists from across the political field. We also recognise the inherent contradiction in some of these tributes given the cuts to art funding by this government. Conference instructs the nec to expose this contradiction and to campaign for access to arts and culture funding for all irrespective of postcode and income.

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## D351

### Home Office HMPO Northern (026121)

Conference notes the vast concentration of British media in the hands of a small number of wealthy individuals, the way these individuals make editorial decisions to the benefit of their own class interests, and the malign influence this has upon the democratic process both politically and industrially.

Conference welcomes the early stages of the development of a new media during the Corbyn leadership campaign, and the work being conducted by Momentum to develop this further, ahead of the 2020 general election.

PCS believes every member should have the knowledge to understand who owns the media and how their influence is used to target unions and the working class in general.

Conference instructs the National Executive Committee to introduce a continuous programme of monitoring and regularly informing members of the following:

- Who owns various media outlets?
- What their real agenda is.
- Which Media outlets promote the interests of Trade Unions and the working class.
- To seek opportunities to work with Momentum in the development of an alternative media strategy to further the interests of PCS members.

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## D352

### Treasury Solicitors - PSg L&SE (141024)

Conference notes that despite campaigning work done by unions, including PCS, and various guidance produced to support and assist employees, bullying continues to flourish in the workplace, aided and abetted by its promotion through popular culture and increasingly vindictive employment practice. Recent Civil Service policies on performance management and attendance management take pride of place in this cavalcade of carnage, bullies' charters with knobs on.

Conference therefore instructs the NEC to campaign for a Dignity of Work Act in concert with other unions, TUC, the parliamentary civil service group and media channels.

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## D353

### DCLG/Headquarters National Branch (141802)

The PCS union has previously put on record its call for a full public inquiry into the actions of the police at the Orgreave coking plant on 18th June 1984 during the miners' strike of 1984-85.

Along with ex miners, their families, campaigners from the Orgreave Truth and Justice Campaign, the people of Sheffield, this union has waited patiently for nearly 2 and half years for the Independent Police Complaints Commission (IPCC) to complete their "scoping" exercise, investigating whether to investigate the actions of the police on that day.

The PCS union is disappointed that the IPCC announced on Friday 12th July 2015 that despite there being findings that police officers did use excessive force against picketing miners, manipulated evidence and lied in court when giving evidence, they would not be conducting an investigation into what has become known as the "Battle of Orgreave".

The IPCC report concedes that "the unwillingness to disclose evidence of wrongdoing by officers does raise doubts about the ethical standards of officers in the highest ranks of the South Yorkshire Police at the time".

The IPCC cited the passage of time and the fact that there had been no miscarriages of justice in the form of wrongful convictions as reasons not to investigate.

This union believes that the issue of Orgreave is of national importance and a full investigation into the military style policing used on that day is now long overdue and only a full public inquiry can fully investigate this.

This union therefore resolves that the General Secretary shall write to the Home Secretary, Theresa May, requesting that she order a full public inquiry into the deployment and actions of the police on 18th June 1984.

This letter will be publicised in the media and sent to all branch secretaries with information about the Orgreave Truth and Justice Campaign, encouraging them to write in similar terms.

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## E354

### Covered by A80 Moj Scotland (052065)

Conference notes that Jeremy Hunt is currently presiding over the systematic dismantling of the UK's National Health Service, a model accepted worldwide as a paragon of free healthcare, and who has launched a series of vicious and sustained attacks on dedicated healthcare professionals at all levels throughout the UK during his tenure.

To have a Health Secretary, dubbed the "Minister for Magic" in a Telegraph article in 2014, who is on record as stating that homoeopathy and "alternative" treatments should benefit from Government funding and, in some instances, would be preferable to established clinical procedures is nothing short of farcical.

Conference instructs the NEC to demand the PCS Parliamentary Group lobby for a vote of "No Confidence" in Mr Hunt and that he be removed from office at the earliest opportunity.

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**The following motions are covered by and identical to A80**

**E355 DfT - East Midlands (201051)**  
**E356 DWP HQ London (047039)**

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## **E357**

**Covered** by A89  
**DWP East London (047030)**

Conference notes the violent attack on anti-fascist football fans in Thamesmead in August 2015 and the far-right demonstrations in Dover in September 2015 and January 2016.

Conference believes that if the fascists grow in confidence that poses an immediate threat to the safety of minority communities, trade unionists and others. That is why it is vitally important that they are physically opposed wherever they decide to march.

Conference instructs the NEC, working through the relevant regions, to train and organise coaches full of PCS members to attend counter demonstrations.

We agree to publicise the work of the Anti-Fascist Network and others opposing fascism.

We agree to make a donation of £500 to the Anti-Fascist Network.



# APPENDIX 1

## Glossary of conference terms

### Agenda

Motions tabled for debate listed in priority order together with the timetable in the Booklet of Motions. It is also known as standing orders committee report no. 1 and is issued to members and delegates not later than 4 weeks before the start of conference.

### Briefings (also known as “fringe” meetings)

Briefing meetings on a wide range of subjects are held at lunch time or after conference.

### Card vote

A card vote is called either by the conference chairperson or can be demanded by at least 50 delegates. A card vote allows each branch to cast a number of votes equivalent to the number of members in their branch (as opposed to a ‘show of hands’ vote whereby each branch can only cast one vote per branch delegate). After a card vote has been called a bell is sounded and after two minutes the stewards will see that the doors to the conference hall are closed. The chairperson will then clarify the card vote procedure.

### Credentials badge

This should be worn at all times in order to gain access to the conference hall.

### Conference chairperson

The person chairing the conference. Usually the union president or, in his/ her absence, one of the vice-presidents.

### Delegate

Someone who attends conference as a representative of their branch who has been instructed on how to vote by those s/he is representing. At PCS Annual Delegate Conference branch delegates are instructed by branch members on which way to vote on motions to be debated at conference at a mandating meeting held prior to conference.

### Election ballots

Delegates to the various TUC conferences, members of the National Standing Orders Committee, Editorial Board, National Appeals Committee (in accordance with Rules 6.23 and 6.24) are elected by delegates completing their branch ballot papers and inserting them in ballot boxes on the conference floor at times indicated in the conference timetable.

### emergency motions

Motions concerning issues that arise after the closing date for receipt of ordinary motions, which must have been received by the standing orders committee by 3pm on the Friday before conference in accordance with standing order A6. Further information is contained in the introduction to standing orders committee report no.1.

### Guillotine

When the guillotine falls this indicates that time has run out (according to the timetable adopted by conference) for

debating a particular section of the agenda. A note to this effect will appear on the big screen behind the President.

A ‘guillotine section’ is also inserted into the timetable after the last conference section to debate some of the motions ‘guillotined’ earlier in the conference. Branches can suggest which motions should be in this section on the appropriate form (SOC B) available from the standing orders committee located at the front of the conference floor and included at appendix 2 of this booklet.

### Lights

System of ‘traffic lights’ located on the top table and each speaker’s rostrum to indicate how much time a speaker has left.

- i a green light comes on as the speaker commences
- ii an amber light comes on when they have only one minute left
- iii a red light comes on when they have used up all their time (five minutes allowed for speakers who are movers of motions and three minutes for all other speakers).

### Mandate

Instruction to branch delegate(s) on which way to vote on motions decided by branch members at a mandating or general meeting held prior to conference when the Booklet of Motions and timetable has been received and distributed: e.g.

- i ‘for’
- ii ‘against’
- iii ‘abstain’ or
- iv ‘listen to the debate and decide for yourself which way you think the branch members would want you to vote’.

### Motions

Subjects for debate submitted by branches and the national executive committee. Motions are ‘marked’ in the Booklet of Motions as follows:

- A – motions requiring debate to establish union policy on an issue
- B – motions which confirm existing policy (and so do not require debate)
- C – motions seeking to reverse existing policy as determined within the last two years (and so which cannot be debated).
- D – motions which can be dealt with by correspondence with the general secretary (and are thus not debated).
- E – motions covered by composite motions in category A above (delegates from branches where these motions originated are normally called in the debate on the covering ‘A’ motion if they indicate they wish to speak although due to time constraints it may not be possible for the President to call in all those indicating).
- X – motions which are ruled out of order (a brief reason is indicated against the motion number in the Booklet of Motions).

NB In addition, some motions submitted by branches are not printed if the standing orders committee has decided, after taking legal advice, that the wording of the motion could lead to legal proceedings against the union per rule 6.22(g).

### Mover

The first person to speak after a motion is called for debate by the conference chairperson. S/he will be a delegate from the branch listed at the bottom of the motion set out in the Booklet of Motions or a representative of the national executive committee.

**National executive committee (nec)**

The NEC is the governing body of PCS elected annually and responsible for implementing policy decided at national conference and formulating policy between conferences.

**Opposition**

Speakers voicing opinions against the ideas or instructions contained in a motion.

**Points and motions of order**

As well as speaking on motions, delegates can also come to the rostrum at any time - even while another delegate is speaking during a debate on a motion - to raise a point of order (see standing order A13), but only in order to prove either that:

- a) a current speaker is using sexist, racist or abusive language or
- b) one of the union's rules is being broken.

A 'motion of order' (see standing orders A9 - A12) can be made in a similar way but only at the conference chairperson's discretion and to achieve one of the following aims:

- i that the debate be adjourned
- ii that the vote in a debate be now taken
- iii that conference proceed to the next item of business on the agenda
- iv Xthat conference do now adjourn.

Once moved by a speaker, these motions of order are voted on by conference without any further discussion.

**Quorum**

The minimum number of delegates that need to be present in the conference hall in order for conference legitimately to be able to vote on a motion and thus establish a union policy. Rule 6.8 states "The quorum shall be a majority of delegates entitled to attend."

**Reference back**

Procedure by which branches can seek to change the marking of motions or the order in which they are debated at conference. Standing orders A14 -A16 apply and the introduction to standing orders committee report no.1 contains further guidance on this procedure.

**Remission**

Instead of going to the vote on a particular motion, the national executive committee (NEC) may seek to remission. If conference agrees to remit a motion its terms and instructions will be considered by the NEC but they are not bound to carry out those specific terms and instructions.

**Rostrum**

This is where delegates make their conference speeches. A raised platform (one at either side at the front of the conference hall) equipped with microphone, illuminated document-rest and lights indicating how much time delegates have left to speak.

**Rules**

The union's Rules govern everything we do. An essential document for all delegates, especially for understanding motions that seek to change the Rules.

**Seconder/withdrawal as seconder**

The first speaker in a debate on a motion after the mover.

The conference agenda identifies seconding branches for some motions. Where there is no such identification delegates may 'request to second' by completing a simple form (SOC A) available from the standing orders committee which can also be used to withdraw as seconder to a motion.

**Right of reply**

Where there have been speakers calling for opposition to a motion, the mover has the right to reply to that opposition in a further three minute speech just before the vote is taken.

**Standing orders**

The term used to cover the agenda and timetable (and any alterations made to it in subsequent standing orders committee reports issued to delegates between the publication of the motions and timetable booklet and the start of conference sessions).

**Standing orders committee**

The conference-elected committee which publishes recommendations on the progress of conference business in the motions and timetable booklet and subsequent standing orders reports.

**Standing orders committee reports**

Publications produced by the standing orders committee to notify delegates of the proposed agenda and conference timetable and to notify delegates of any subsequent recommended changes.

**Suspension of standing orders**

Once standing orders have been 'adopted' (agreed) by conference they can be changed by the agreement of conference if either a delegate requests in writing to the conference chairperson (who shall decide if the suspension is admissible under the union's rules) that standing orders be 'suspended' (standing order A19) or if suspension is proposed by the conference chairperson (standing order A20).

In both instances this has to be supported by "not less than two-thirds of the votes entitled to be cast by delegates present" (standing order A17).

**Timetable**

The order in which motions are debated as recommended by the standing orders committee and published in the Booklet of Motions.

**Voting**

Usually by 'show of hands' whereby each branch only casts the same number of votes as they have delegates present on the conference floor at the time the vote is taken (but see also card vote above).

**Withdrawal**

Branches may withdraw any of their motions from the agenda at any time but only by writing to the standing orders committee who will put to conference on your behalf that the motion should be withdrawn. A motion can only be withdrawn with the consent of conference. Delegates can obtain form SOC A from the standing orders committee for this purpose.

**National Standing Orders Committee**













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