

**pcs**

Public and  
Commercial  
Services Union

# Motions book

Standing Orders Committee SOC  
Report No.1 Conference Agenda

Annual Delegate Conference 2023  
Auditorium 3, Brighton Conference Centre  
2:00pm on Tuesday 23 May  
to 12:30pm on Thursday 25 May



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# Contents

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|  |                       |             |           |
|--|-----------------------|-------------|-----------|
| <b>Introduction</b>                                  |                       |             | <b>4</b>  |
| <b>Conference agenda</b>                             |                       |             | <b>7</b>  |
| <b>Motions for Debate (category A)</b>               |                       |             |           |
| 1.   | National Campaign     | (1 – 10)    | 8         |
| 2.   | Rules                 | (11 –12)    | 12        |
| 3.   | Environmental         | (13 – 14)   | 12        |
| 4.   | Services & Structures | (15 –33)    | 14        |
| 5.   | Technology Services   | (34 –39)    | 21        |
| 6.   | Affiliations          | (40)        | 24        |
| 7.   | Equalities            | (41 – 46)   | 24        |
| 8.   | Organising            | (47 – 51)   | 28        |
| 9.   | International         | (52 – 56)   | 30        |
| 10.  | Finance               | (57 – 61)   | 34        |
| 11.  | Personnel Policy      | (62 – 78)   | 32        |
| 12.  | Social and Economic   | (79– 94)    | 43        |
| <b>Other Motions (categories B, C, D, E &amp; X)</b> |                       |             |           |
| 14.  | National Campaign     | (95 –120)   | 50        |
| 15.  | Rules                 | (121 – 123) | 58        |
| 16.  | Environmental         | (124)       | 58        |
| 17.  | Services & Structures | (125 – 149) | 58        |
| 18.  | Technology Services   | (150 – 169) | 63        |
| 19.  | Affiliations          | (170 – 172) | 66        |
| 20.  | Equalities            | (173 – 182) | 68        |
| 21.  | Organising            | (183 –213)  | 70        |
| 22.  | International         | (214 – 217) | 75        |
| 23.  | Finance               | (218 – 220) | 77        |
| 24.  | Personnel Policy      | (221 – 246) | 77        |
| 25.  | Social and Economic   | (247 – 287) | 84        |
| <b>Appendix 1</b>                                    |                       |             | <b>91</b> |
| <b>Appendix 2</b>                                    |                       |             | <b>94</b> |

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# Introduction to the 2023 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 299 motions by the deadline on 9th March. Among the total received, 7 were found to be duplicated. The SOC has sent 3 motions for the attention of Group SOC'S under conference standing order A35 about which the relevant Branches have been notified.

This year 94 motions have been marked "A" for debate, including one (1) "composite". The remaining motions have been allocated to categories "B", "C", "D", "E" or "X" per conference Standing Order A34.

As a result of Legal Advice received by the SOC, 3 motions have been classified as not for debate and therefore not printed under the powers of SR 6.22(G). The branches affected have been advised of this decision.

The SOC would remind branches that, for national conference, there remains a 500-word limit for all motions other than rule amendments in line with standing order A2. Any motions in excess of 500 words have been categorised "X (Failed standing order A2)".

**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 category will require them to initiate correspondence directly with the General Secretary. If Branches feel that they then need to submit the same or a similar motion in 2024 it will assist the SOC in considering the appropriate category if copies of any such correspondence are sent to the Secretary, National Standing Orders Committee at [martinjo@pcs.org.uk](mailto:martinjo@pcs.org.uk).**

The SOC have previously published advice to branches who may want to nominate individuals for Distinguished Life Membership (DLM). That advice remains that under supplementary rules 3.12 and 6.26 only the National Executive Committee (NEC) may make a recommendation to conference for the award of a DLM. If branches wish to bring an individual to the attention of the NEC, they should do so in writing to the General Secretary rather than via a conference motion. Motions received by the SOC will be categorised "D" but the branch will still be required to write to the General Secretary.

## 3. Duration of conference

The 2022 Conference will commence at 2:00pm on Tuesday 23 May and end at 12:30pm on Thursday 25 May. The SOC do not believe that there will be sufficient time for all motions categorised

"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 PCS Digital or the PCS website) from 18 April up to 3pm on Friday 19 May for national conference. (NB. Deadlines for group conferences can 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 PCS Digital or the PCS Website) from 18 April up to 3pm on Friday 19 May for national conference. (NB. Deadlines for group conferences can 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 PCS Digital or the PCS Website) from 18 April up to 3pm on Friday 19 May. Simply use the reference

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back facility to request any of the above.

Once motions have been published requests to withdraw a motion will be put to conference by the SOC for agreement under standing order A4.

Branches can also submit the above requests throughout conference on form "SOC A" which will be available from the SOC table 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 25 May. Branches wishing to request that a motion be included in this section should obtain form "SOC B" from the SOC table 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 22 May between 6:00 – 7:00pm 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 with 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 re-issued with a further ticket when they return. The last ticket will be issued no later than 7:00pm.) Details are still being finalised as to the process to follow for any branches attending ADC virtually, should they wish to raise a Reference Back.

### **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 other attendees well for a constructive and successful Conference in Brighton.

**Sean Fegan (Chair)**  
**Keith Brockie**  
**Alan Dennis**  
**Richard Manchip**  
**Calum Walker**  
**Martin John (Secretary)**  
**Paula Taylor-Pick**  
**(Admin Support)**



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# Conference agenda

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## Tue, May 23

|               |   |
|---------------|---|
| 14:00 – 14:30 | Opening Of Conference<br>President Fran Heathcote                     |
| 14:30 – 14:45 | Adoption Of Standing Orders   |
| 14:45 – 15:05 | Presentation of 2022 Annual Report<br>General Secretary Mark Serwotka |
| 15:05 – 16:30 | National Campaign   |
| 16:30 – 16:45 | Guest Speaker<br>Kevin Courtney - NEU Joint General Secretary         |
| 16:45 – 17:05 | Rules   |
| 17:05 – 17:30 | Environmental   |

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## Wed, May 24

|               |  |
|---------------|--|
| 09:00 – 10:30 | Services and Structures  |
| 10:30 – 11:10 | Technology Services  |
| 11:10 – 11:25 | Guest Speaker<br>PCS Parliamentary Group Report – Chris Stephens MP                  |
| 11:25 – 11:35 | Affiliations   |
| 11:35 – 12:30 | Equalities   |
| 12:30 – 13:30 | Lunch  |
| 13:30 – 13:45 | Presentation of 2023 Organising Strategy<br>Lynn Henderson - Senior National Officer |
| 13:45 – 14:30 | Organising   |
| 14:30 – 15:00 | PCS Communication and Organising Awards  |
| 15:00 – 15:15 | Break  |
| 15:15 – 15:55 | International  |
| 15:55 – 16:30 | Award of Distinguished Life Memberships  |
| 16:30 – 16:45 | Presentation of 2022 Finance Report<br>John Moloney – Assistant General Secretary    |
| 16:45 – 17:30 | Finance  |

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## Thu, May 25

|               |                     |
|---------------|---------------------|
| 09:00 – 10:30 | Personnel Policy    |
| 10:30 – 11:45 | Social and Economic |
| 11:45 – 12:15 | Guillotine Section  |
| 12:15 – 12:30 | Vote of Thanks      |
| 12:30 – 12:30 | Close of Conference |

# Motions for Debate (category A)

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## National Campaign

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### **A1** General Debate with A2, A3 and A4 Covers E96, E97, E98, E99, E100, E101, E102, E103

National Executive Committee ()  
DWP Glasgow (047066)

Conference notes the results of the statutory industrial action ballot held in autumn last year and in the areas re-balloted in early 2023. Conference congratulates all those who played their part in delivering a massive vote in favour of action and statutory mandates.

Conference notes the industrial action strategy adopted by the NEC to date, namely calling targeted sustained action funded by a levy in areas where serious disruption can be caused to the employer's operation; while seeking to take national action involving all members where its effect can be maximised, particularly alongside other unions. Conference endorses the NEC's strategy and its general approach to the action of maximising industrial impact while minimising financial loss for members.

Conference notes that our strategy has enabled us to call more industrial action than at any other time in our union's history, with 118 days of targeted strike action involving thousands of members called in the first phase alone. Conference also notes that where the action has been called, it has been brilliantly supported and workers have flocked to join the union. Conference further notes that the union has received an enormous amount of media coverage which has added to the pressure on the employer.

Conference endorses the NEC's decision to seek a renewed mandate through a fresh ballot opening on 20 March 2023. Conference also endorses the proposed continuation of the current industrial action strategy.

Conference notes that our campaign has forced the employer to engage with us in negotiations at national level. However, conference also notes that the employer has not yet acceded to our demands.

Conference instructs the NEC to:

1. Continue to collect the levy at the current rate for the duration of the dispute.

2. Call further targeted and all member action as appropriate in order to build further pressure on the employer to accede to our reasonable demands.

Carried  Lost  Remitted  Fell

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### **A2** General Debate with A1, A3, A4 and falls if A1 carried

Covers E104, E105, E106, E107, E108  
R&C East Kilbride (200031)  
DWP North East & Mid Wales (047128)

This Conference understands that the massive transfer of wealth from the poorest to the wealthiest in the UK is accelerating the downward spiral of the economy and is a crushing threat to low paid workers, people on benefits and pensioners.

Part of the solution to this inequity is wage rises for workers over and above the real impact of inflation, where PCS is currently balloting members on strike action, as are many other unions including nurses and teachers. Most notable is the ongoing action of Rail-workers and local government refuse workers taking effective industrial action during the Edinburgh Festival and Postal Workers.

The real cost of inflation is not apparent in all measures of inflation, which includes a range of costs, where many of the items including air tickets are going down, not up, which masks the true cost-of-living impact on working people.

The NEC are instructed to track the costs associated with Energy Bills, average staple food prices, Transport (public travel and fuel prices) and Mortgage / Rent increases, where this figure presents a clearer indicator for the cost-of-living crisis on our members, said statistics to be used in all communications to members and industrial bargaining with management. Conference also understands that the national campaign is dependent on the success of effective, targeted and sustained strike action. Therefore, supporting and giving confidence to workers taking, what could be, extended action is a pre-requisite to achieving this and the monies needed to support prolonged effective action will exceed that currently in the PCS strike fund.

There are therefore a number of measures PCS would have to put in place to support effective action, recognising that many of our members will be at work whilst targeted action may be taking place and also that many Branches will not be actively engaged in managing striking workers:-

The NEC is instructed to secure: -

- Strike pay for extended periods of action to be more in line with “take home pay” for workers involved in extended action (Extended action to be any action over 5 days duration)
- A national levy with expected contributions tiered by grade for all members not taking action (such increased levy payments being payable for the duration of National Industrial Action)
- An advice leaflet on deferring payments on mortgages etc to be available to all strikers and to the wider membership (on request).
- All Branches should receive a briefing on how to maximise contributions to the levy and guidance on other money raising projects / events they could organise to raise finances for striking PCS members. Sustained, targeted, effective action will only be achieved if all PCS members support the strikers taking that action.

Carried  Lost  Remitted  Fell

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### **A3** General Debate with A1, A2 and A4 and Falls if A1 or A2 Carried.

#### **Covers E109, E110**

**Met Police South West London (033116)  
PSg - DCLG/Homes and Communities Agency  
(140142)**

National Campaign Motion

Conference welcomes the great result national industrial action ballot and notes the average yes vote was 86.2% the highest percentage vote in the union’s history. Out of the 214 employer areas 212 voted Yes, and 124 of those crossed the 50% turnout threshold required by law for strike action.

Targeted action has been a great way in raising the profile of PCS and all of those working in PCS areas who are taking action on behalf of us all. In establishing the levy this has given those workers the ability to do this without them having to sacrifice many days pay.

In terms of consultation with members, whereas targeted action was mentioned during the campaign the establishment of a levy of all members who were in the ballot wasn’t mentioned as part of this campaign. Therefore to do this after the result has been seen by some members that we haven’t consulted with them and we have had some members leaving the union due to this levy. This is especially at the time of a cost of living crisis.

Indeed feedback from some of our members has been that they didn’t vote for action as they were concerned around the loss of a day’s wage, if this option had been outlined during the campaign we may have achieved more employer areas having a YES vote.

Opt- out option –With an opt-out system, people are automatically signed up to the scheme, but can freely choose to opt out. An example of this is the auto-enrolment scheme of pensions, which retain around 90 to 95 per cent of members in their schemes as opposed to opt-in schemes which have around 60 per cent of employees in the schemes. Having an opt-out option for the levy will reduce the number of members contributing but likelihood is this would be by a small amount and would be seen by them as giving some level of control around their subscriptions (as opposed to just leaving the union).

Conference instructs the NEC for any further ballot:

- Explaining that targeted action may be considered and a levy to support the workers will be introduced.
- Have an opt-out option for members in the areas not involved in strike action.

Carried  Lost  Remitted  Fell

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### **A4** General Debate with A1, A2, A3 and Falls if A1, A2 or A3 is carried

#### **R&C Edinburgh (200037)**

That this ADC accepts that currently PCS has a temporary levy to support targeted action for those members who are acting on the behalf of the entire Union. That this fund is necessary to help achieve our rightful legitimate aims in better pay, terms, and conditions, that this fund will remain in place as required but that it is currently temporary. Therefore, this ADC instructs the NEC to undertake a review of this current fund, with the proposal that the fund continues even after all disputes have been resolved to ensure that in any future industrial action that PCS has sufficient funds available.

Carried  Lost  Remitted  Fell

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## A5

### R&C Wales (200102)

Conference notes with abhorrence the use of HMRC's Surge and Rapid Response Team (SRRT) in its assistance with the attempt to break strikes and undermine democratic and lawful industrial action being undertaken by civil servants in other government departments. This weapon of the bosses was first used against Home Office picket lines over Christmas 2022 where members working for Border Force were taking industrial action. PCS members in SRRT were also used to cross the picket lines of various other government departments on February the 1st.

This tactic of the bosses was possible because PCS members in HMRC were unfortunately not able to reach the demands of the undemocratic anti-trade union laws during the ballot over industrial action in 2022, meaning PCS members in SRRT but deployed with another department where workers were on strike, had no legal right to strike themselves.

Conference further notes that the trade union movement is built on the foundation of solidarity. This weapon of the bosses must be sheathed.

Conference instructs the NEC to:

- Open negotiations with relevant departments such as (but necessarily restricted to) HMRC and the Cabinet Office with the key demand that SRRT staff are no longer to be used to strike break;
- Establish a commitment, written into the SRRT contract, that employees working in SRRT will not be used to strike break;
- Build for and hold a consultation with PCS members in SRRT, with the aim to find out what other issues should be brought into negotiations.

Conference further instructs the NEC to report to branches on the progress of negotiations no later than six months after the end of conference.

In the event that negotiations fail, the NEC are instructed to build and campaign for a ballot for industrial action of PCS members in SRRT. The demands of such a ballot should bring in whichever issues faced by members in SRRT, following democratic consultation with PCS members in SRRT, as would maximise the engagement and turnout in the ballot.

Carried  Lost  Remitted  Fell

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## A6

### DEFRA Eastern (001151)

While conference notes that the current national pay claim seeks progress on coherence of pay scales, the call for a percentage 'cost of living' increase of 10% or indeed at whatever value for all will only compound the differences that delegated pay bargaining has brought us.

Conference believes that our strategy, including the demands that we make on the employer should look at bringing us closer to the national grade rates of years ago. Conference believes that target rates for the job should also return to be a tangible and visible part of our campaigns. This had been previously set at 5 years to hit target rates which conference believes to be a reasonable goal. We need a strategy that brings us together, not one that cements the way we have been pulled apart.

Conference instructs the NEC to omit reference to a simple percentage increase for all from future pay claims in favour of demands focused on achieving not just more pay, but equal pay.

Carried  Lost  Remitted  Fell

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## A7

### HMRC Merseyside (200460)

This conference applauds the monumental efforts from reps, members, and PCS full time officers in delivering the turnout required to take industrial action in support of the national campaign on pay, pensions, jobs, and redundancy terms.

On 10th November 2022, the PCS National Executive Committee (NEC) announced a programme of targeted industrial action and an all members strike on 1st February 2023 for all 124 employer areas that had successfully passed the 50% legal threshold required to take action.

9 employer areas, including HMRC, were successfully re-balloted after falling just below the 50% legal threshold in the first ballot. PCS Members in these employer groups are now in scope for targeted strike action. They will also join the second day of all-members industrial action on 15th March 2023. On this date, PCS members will be joined by other striking workers across industries including the railways, teachers, and NHS services.

The record turnouts achieved by unions in recent ballots over pay, and the public support for the strikes, demonstrate the strength of feeling as the cost-of-

living crisis continues to worsen. Many members regularly use food banks and struggle to buy the basics for their families and heat their homes. This is only set to get worse unless our campaign is successful. However, we need to acknowledge, this won't be easy as we'll need to inflict enough damage to bring the current government to their knees.

This conference believes our best chance of success is to focus on targeted action only going forward. This eases the financial burden on members and means we can focus our resources on targeted and sustained action that will cause the maximum disruption. This conference therefore instructs in incoming NEC to:

- Conduct an in-depth analysis of the impact of the targeted industrial action taken so far.
- Report back to branches and Group Executive Committees (GEC's) on the findings of this analysis and consult further on future plans for targeted action.
- Develop a strategy for targeted industrial action that will have the maximum impact.
- Consult with members in the areas identified to ensure any risks, issues, constraints and dependencies have been identified.
- Provide regular reports back to members on the impact of any industrial action.

Carried  Lost  Remitted  Fell

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## A8

**Covers E111, E112, E113**  
**DWP Barnsley & Rotherham(047009)**  
**DWP HQ Sheffield (047012)**

Conference instructs the NEC to develop an anti-austerity charter for use in branches, groups and regions to use to build support and understanding for our programme and as part of our intervention in the lead-up to the next General Election. This should include:

- Key aspects of successive governments austerity measures since 2008 including Scotland and Wales
- The impact of these measures on working people/claimants and their families
- The steps that need to be taken to not only reverse the adverse consequences of austerity.
- But also to set out what is needed for properly funded public services and how that could be properly funded.

The NEC is instructed to produce a draft in time for the consideration of Branch AGM's 2024 and debate at ADC 2024.

Carried  Lost  Remitted  Fell

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## A9

**PSg - National Archives (140123)**

In-grade pay disparities within the civil service are a systemic and damaging injustice. The Institute for Government's (IfG) report on civil service pay (February 2023) notes that while median pay across the civil service has fallen 3% in real terms since 2010, this is primarily a consequence of promotions hiding the truth – pay in each grade has fallen in real terms by between 12 and 23 percent.

Pay disparities between different departments are also striking. The IfG report shows that median AO/AA pay at MoD is £20,423, over £4,000 less than the median AO/AA salary in the Welsh Government. Pay at DCMS at every grade between AO/AA and SCS consistently lags behind median civil service pay by thousands of pounds.

Within departments, bargaining units, and workplaces, there are huge disparities in individual pay at the same grade and even in the same role. The civil service gender pay gap remains a problem too, in 2022 Civil Service World reported that that men in the civil service earned on average 11.3% more per hour than women. The IfG makes the point that pay disparities are bad for functional government as much as they are for staff – they lower morale and retention, encouraging a financially motivated 'churn' from department to department.

Conference therefore recognises:

- That pay disparities between departments, within grades at workplaces, and between genders remain a systemic problem within the civil service
- That the NEC's longstanding campaign to restore national pay bargaining would go a long way to dealing with this issue
- But, that given the current government, and the makeup of the current Opposition frontbench, it is realistically an unlikely short to medium-term goal, and other measures must be considered
- That any action on pay disparities must operate on a principle of no detriment to those on higher-than-average pay

Conference therefore instructs the NEC to:

- Produce data on in-grade and gender pay disparities between departments, and within them, to as granular a level as possible (i.e., branch/workplace level)
- Make this data available to branches for use in local negotiations and organising
- Develop a branch toolkit for using this data to support members launching individual/collective

grievances, equal pay claims, and local disputes including action short of a strike and targeted strikes (with NDC approval)

- Explore including demands to move towards equalising median civil service pay with those of the best paid departments, as well as sustained above-inflation rises, in future national pay claims

Carried  Lost  Remitted  Fell

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## A10

### Senedd Commission (042013)

Conference Notes:

Trade unions fought for an eight-hour day in the Nineteenth Century and a two-day weekend in the Twentieth.

Trade unions have a long history of standing up for a decent work-life balance in the face of rapid industrial change.

The UK Labour Party Conference has committed to work towards a 32 hour week within a decade with more holidays, stronger union right to negotiate and a commission on working time.

A recent report from the Senedd's Petitions Committee (From Five to Four?) gave a clear view that the Welsh Government should "develop a pilot to reduce working hours within the devolved public sector [in Wales], with no loss of pay for employees" Conference Believes:

In the Twenty First Century, it is time to take the next step and win a four-day week with fair pay for all.

A call to reduce working time isn't just a response to automation. We are also concerned about the increasingly blurred boundaries between work and home life as, for many, hybrid working is now becoming the norm without suitable safeguards in place for the worker as we continue habits that set in during an unusual time of protecting the nation.

The expectation that workers must be 'always on call' is growing, with almost a third of workers feeling that remote access means that they can't switch off in their personal time and must always be available to respond immediately to work queries.

"Flexible working" on a 5 day week is increasingly creating tension among the workforce, particularly for those who are regularly picking up the slack for the gaps in a traditional 5 day 9-5 week left by their colleagues working patterns.

Compressing the available working time to a 4 day week relieves some of that tension by having a common expectation of productivity and hours of service availability.

Conference Resolves:

- To build on the Senedd Petitions Committee Report putting pressure on the Welsh Government to conduct the recommended public sector trials in Wales including the "rigorous and impartial evaluation of any pilot"
- To actively encourage bargaining for PCS workplaces across the UK to establish a Four Day Working Week at no detriment to pay.
- To work with the Wales TUC and the wider Trade Union Movement to take the next steps to win a four-day week with fair pay for all workers.

Carried  Lost  Remitted  Fell

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## Rules

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## A11

### Covers E121, E122, E123

### National Executive Committee ( )

### SG Edinburgh Leith (038008)

Conference notes that ADC 2022 passed motion A68, which in addition to A9 agreed at ADC in 2021, established as PCS policy that:

- Policy arising from decisions made by the devolved nation Parliaments should be made by PCS members in those nations.
- The nation committees of Scotland and Wales should have executive powers over devolved policy and therefore would be required to be directly elected by all members in their nation constituency. ADC 2022 instructed the NEC to consult on the detail of implementing policy autonomy in devolved nations and direct elections to nation committees.

Conference notes that during November and December 2022, branches in Scotland, Wales and Northern Ireland were consulted on:

- The timetabling of nation conferences
- How delegates should be elected to the nation conferences
- The relationship to the Scottish and Welsh TUC congresses
- How nation executives should be constituted.

Conference notes that the results of the consultation are contained in BB-028-23.

Conference agrees to establish policy making conferences in Scotland and Wales, and executive bodies elected by members.

Conference agrees that founding conferences will

be held in autumn 2023 to establish the constitutions of the conferences and executive committees and elections processes. The national president would chair the founding conferences.

Conference agrees the following rule changes to enable the founding conferences:

1. In rule 5.1, after “professional and occupational concerns” insert “and where devolved legislature affects the social or economic interest of members.”
2. In rule 5.1, after “designated by the NEC” insert “, and Devolved Nation Executives (“Nation Executives”) shall be established covering policies arising from decisions made by the devolved nation Parliaments.”
3. Insert new rule 5.2:  
“5.2 The Union shall establish Scotland and Wales delegate conferences which shall, subject to PR2, make policy arising from decisions made by the devolved nation Parliaments and Assemblies. There shall be Executive Committees established for Scotland and Wales which shall oversee implementation of the decisions of the Scotland and Wales delegate conferences.”
4. Renumber the following rules in section 5. Conference instructs the NEC to:
  1. Make arrangements for the founding conferences to be held in autumn 2023 and to bring any necessary rule changes resulting from decisions of those conferences to ADC 2024.
  2. Suspend the Regional Committee AGMs in Wales and Scotland in 2023 and extend the tenure of the existing Scotland and Wales Committee until the founding conferences are held and the nation executives are elected.
  3. Facilitate the NSOC to oversee the process until the founding conferences each agree a constitution, elections process and standing orders committee in line with PCS Rules.

Carried  Lost  Remitted  Fell

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## A12

**MoJ Staffordshire (052005)**

Conference notes the rapid development of digital technologies over the past three decades in all aspects of our lives at work and in the wider world.

Effective workplace communication has always been a key component of building workplace power, and to be effective it has to be a two-way conversation of equals, where differing points of view and tactics are debated.

In our workplaces and Branches this is enshrined

in our Constitution, right down to who gets to speak and how decisions are reached collectively. This is also codified in how we run our delegate conferences, all to ensure our decision making is accessible, accountable and democratic and members led.

The use of virtual and Social Media platforms can potentially shift this democratic balance away from members to those who control access. Instead of many voices being heard, only those who control the systems are heard as critical voices are filtered out.

We must ensure that where virtual technology is used that the same equal access to question, spontaneously respond or to put alternatives to the views of the leadership without prior notice are protected and sustained.

A vital component of our union democracy is control of the content of communications. This is recognised in our Constitution at Rule 6.23 (b) with the election of an Editorial Board. This has traditionally been seen as the content of the national journal, PCS People. However, communication with members now encompasses the website and various social media platforms. These must also come under the control of the Editorial Board. The Editorial Board must also ensure that essential information for members and reps on the Website is easily accessible, not buried in a labyrinthine way or dependent upon registration to PCS Digital.

Conference agrees to delete existing Rule 7.20 and to replace it with the following: -

Editorial Board

7.20 There shall be an Editorial Board comprising 5 members elected at the ADC, 2 members appointed by the NEC, and a Senior Lay Officer (who shall act as Chairperson). ‘The Board shall have editorial control of the Union’s national journal, web-site and Social Media accounts.’

Groups with 10,000 or more members, and any other Group as the NEC shall decide, shall have a Group Journal. Editorial control of these publications shall rest with representatives from within the appropriate Group.

Carried  Lost  Remitted  Fell

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## Environmental

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### A13

**Covers E124**

**National Executive Committee()**

**PSg - Office of Gas & Electricity Markets (140112)**

This conference recognises that the most pressing systemic problem facing humanity is that of climate change. In December 2022, the UN Secretary General made a clear that “our planet is broken” with greenhouse gas emissions 62% higher than the start of international climate negotiations in 1990.

The UK Government asserts that it is a world leader in tackling climate change, biodiversity loss and land degradation. However, as noted by the Committee on Climate Change, while the UK Government may be a world leader in setting targets, it is failing on implementation particularly with respect to the scale of action and progress required by the end of this decade.

To this end, conference does not believe that the current Tory government has produced a plan sufficient for dealing with this crisis, or that it has put in place the organisational means of achieving its net zero targets by 2050. This has been recognised by several reports including by the Government’s own independent review of net zero undertaken by Chris Skidmore.

This conference is firmly of the view that only by mobilizing the full resources of the state, harnessed with the greatest degree of popular participation, can we reach net zero by 2050.

Conference notes that in using the term “net zero” we do so to reflect the language of Government policy. In doing so, it does not mean we accept techno-fix solutions such as negative emissions technology that enables a ‘business as usual’ model.

Conference calls upon the National Executive Committee to work up a plan, to be published as soon as possible after this ADC, which sets out how the UK Civil Service can be organized to deliver net zero. This should be done in partnership with the devolved administrations, councils, and other democratic structures within the country. As part of this, the union should set out proposals for a National Climate Change Service - an operational arm of the civil service staffed by UK civil servants, to deliver key aspects of a decarbonisation plan.

Carried  Lost  Remitted  Fell

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## A14

### R&C VOA Central Valuation (200141)

Last year, PCS held the Green Summit, and it was agreed that more needs to be done by trade unions for the environment. While discussing these issues with a rep from Unison, he mentioned that local authorities

have started making all bidders for contracts have a carbon-neutral programme in place and their plan for achieving it. If the contractor does not have this, then they cannot bid. If the Civil Service is committed to carbon neutrality, it should follow this example. Only dealing with contractors with a real programme and plan for carbon neutrality. We ask that the NEC start a campaign to push this plan to the Cabinet Office and the Civil Service. They should be a pioneer in this for all other businesses to follow.

Carried  Lost  Remitted  Fell

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## Services and Structures

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### A15 General Debate with A16

#### National Executive Committee ( )

Conference notes that, following decisions of ADC, the NEC has carried out a review of ways of raising membership participation in the democratic life of the union. Conference further notes that a report to branches was issued in January 2023.

The report contains the results of a survey of members carried out in 2022 exploring their reasons for voting and not voting in union elections. 12,424 members responded. Factors such as the number of candidates, and candidate statements, local contact from reps, and the need for basic information on the value of the union to members were raised as important factors.

The report also summarised possible alternative electoral systems which might increase turnout in SFTO elections, and as a means of ensuring elected representatives command the support of a majority of members voting, and raised possible changes to the size and structure of committees in NEC and GEC elections which could increase turnout.

Conference notes that our existing policy is to keep under review the possibility of extending elections to SNOs and other FTO posts. Conference believes that a key factor is the actual level of participation. Conference agrees that for our democracy to be meaningful we need a significant increase in our turnout rates and that we must increase turnout before we can extend elections further.

Conference instructs the NEC to:

1. Carry out a consultation with branches on structural change to the NEC in terms of its size, a staggered election system, and constituency based elections.

2. The consultation to include the use of Single Transferable Vote (STV) and Alternative Vote (AV) systems for the election of PCS SFTOs. The consultation to feature a detailed analysis of the pros and cons of the options.
3. Publish the results of the consultation in a report to branches in time for AGMs 2024.
4. Work with Groups to continue to consider changes to their GEC structures to increase democratic participation in elections.
5. Bring appropriate rule change motions to ADC 2024.

Carried  Lost  Remitted  Fell

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## **A16** General Debate with A15 and Falls if A15 is carried.

**Covers E127, E128**

**MoJ Staffordshire (052005)**

**DSg South Central (014506)**

This conference notes the content of the NEC Democracy Review report published in January this year. In particular the section on extending elections to posts not currently elected. In considering this report Conference notes the argument contained within, “that adding more elections with the current levels of participation would not in any meaningful sense enhance our democracy,”.

Conference rejects this view believing that extending elections to include other full-time officials of the union who represent members and who have a significant influence on how the union operates would lead to a potential increase in election participation on the basis that such would be seen as even more relevant and closer to members’ relationship with the union.

This conference therefore rejects the view that adding more elections would not in any meaningful sense enhance our democracy and rejects any attempt to establish a policy to enshrine such a view.

To ensure that a position on such matters is not delayed still further whilst continuing to encourage greater participation in PCS elections, Conference agrees that:

- Full-time officials of the union who have substantial influence over how the union operates need to be directly accountable to members through periodic election.
- That this principle of election should start at full time officers at Band 5 and above and instructs the NEC to submit a report in time for consideration by Branch AGMs in 2024 to give effect to this principle. The report to include method and period of election and the constitutional amendments required to

implement the election of full-time officers at Band 5 and above.

Carried  Lost  Remitted  Fell

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## **A17**

**Falls if A15 is carried**

**DWP HQ London (047039)**

Conference agrees the following principles for the future of the union:

Contested Group, NEC and Senior Elected Full-time Officer elections (General Secretary and Assistant General Secretary) and should be conducted on the principle of proportional representation and therefore conducted via Single Transferable Vote or the Alternative Vote where only one position is available.

Conference instructs the NEC to agree a timetable for the implementation of this for no later than the Group and National elections of 2025.

Carried  Lost  Remitted  Fell

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## **A18**

**National Executive Committee ( )**

Conference notes the results of the consultation into the role of the English Regions within PCS which concluded in January 2023. BB-026-23 was issued in March which included a summary of the responses and a series of recommendations agreed by the NEC.

Conference endorses the conclusions of the review:

1. That the Regional Committee structure within England is still the most appropriate structure for bringing branches together at a regional level.
2. That the constitutions needed updating by the NEC and that these changes will help the committees operate in the new digital world.
3. That the current boundaries remain the best ones to operate in.
4. That further work be commissioned on the role of PCS Locals and Town Committees and their relationship to regional committees in the future. Conference instructs the NEC to continue to:
  1. Continue to support the regional committee structure in England.
  2. To ensure the new arrangements for elections are in place for the 2024 regional AGMs.
  3. To bring back any further changes relating to PCS Locals and Town Committees to ADC 2024.

Carried  Lost  Remitted  Fell

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## A19

### Falls if A18 is carried

#### DWP Barnsley & Rotherham (047009)

This Conference recognises the vital role of our Regional Committees in building solidarity in action across our employer groups at a local and Regional level, and with other Trade Union members in struggles with their employers.

They can utilise the wealth of local knowledge and experience of members and their reps on how to campaign and build the union around issues that are local and specific to a Region.

The Regions broadly mirror the structures of other major Trade Unions and the TUC which is essential in building relationships and developing community campaigns alongside those unions and must be retained.

This Conference supports the retention of our Regional Committees, elected and accountable to all Branches with members working within the geographical boundaries of the Regions of PCS.

Conference agrees that the model Regional Constitution must be added to the National Constitution in the same way as the Model Branch Constitution. The NEC is instructed to draw up a constitutional amendment to bring to ADC 2024 to enable this addition to the National Rules.

Conference agrees that all ARMS Regional Branches shall have the right to one representative on the Regional Committees elected by the ARMS Regional Branch. The NEC is instructed to draw up an amendment to the model Regional Constitution to present to ADC 2024 to bring this into effect.

Conference supports the election of the Regional Secretaries who should be directed by and accountable to the Regional Committees where they work. The NEC is instructed to draw up suitable constitutional amendments to put to ADC 2024 to bring this into effect.

Regional Secretaries must have dedicated staff resources from Organising and TU Education to deliver the priorities determined by the Regional Committee. The General Secretary is instructed to ensure sufficient staff resources are allocated to each Region.

Conference supports the creation of PCS Locals with a model constitution defining their role to co-ordinate local and National PCS campaigns and organise around H&S, the Green agenda, Shared Services, and joint recruitment activity. Local reps shall be elected and accountable to the employer Branches covered by the Local. The NEC is instructed to draw up suitable

constitutional amendments to present to ADC 2024 to bring this into effect.

Carried  Lost  Remitted  Fell

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## A20

### Covers E129, E130, E131, E132

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

#### DfT - East Midlands (201051)

This conference welcomes the decision to grant the TUC core participant status in of the UK Covid 19 Inquiry.

Conference agrees that in a number of areas UK Government Ministers

made disastrous decisions in their handling of the pandemic which will likely be exposed by the inquiry.

Conference believes that civil servants should not be made to take the blame for Ministerial Decisions.

Conference therefore calls upon NEC members to seek to implement

arrangements to ensure that any PCS members called to give evidence to the Public

Inquiry are offered advice and support – including legal advice if necessary - from

PCS. This should be a supplement to the assistance these members should receive from their employer.

Carried  Lost  Remitted  Fell

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## A21

### R&C Wales (200102)

Conference notes that with the continuing cost of living crisis that our members find themselves in, we can no longer rely on our Employers to put food on our tables.

We must find an alternative way to make ends meet and do so with the help our PCS family .Whilst there are a number of measures already in place, PCS can and should be more proactive here.

If we can no longer rely on our employers to pay our members enough money to eat, we will use the PCS family and help do it ourselves.

This motion instructs the incoming NEC to conduct a feasibility study on the creation of a PCS FOOD BANK network that is to be located at certain workplaces across the UK. All with the blunt view of putting meals on the table of our members and their families who

need it most.

If carried, the motion directs the NEC is to report back findings to members prior to ADC 2024 along with a timescale of implementation and locations.

Carried  Lost  Remitted  Fell

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## A22

### DWP Wigan Area (047015)

Conference notes the contents of BB-007-23, issued on 20/01/23, restricting access of PCS Branches to TUC Education Units, provided by FE Colleges in different parts of the UK, and Workers Educational Association or General Federation of Trade Unions courses, unless they make a business case on the basis of cost, content, accessibility, distance or urgency.

Conference asserts as follows:

- PCS has historically utilised exceptional Employee Relations and H&S training via the TUC Courses to support learning, resulting in skilled negotiation, investigation and resolution of workplace and Health and Safety issues.
- Shared workplace issues are a valuable tool aiding consolidation and development of Trade Union Reps and the successful formation of wider trade union networks being established.
- Future links to established Employee Relations and H&S skills training with TUC should continue to maximise these essential trade union tools and links with other industries, for the continuing strength of trade union representatives and resulting benefits to members .
- Limiting training to PCS only courses unless a business case can be proven seems unnecessarily restrictive and denies our Trade Union Reps experience of a training course made up of reps from many different industries and unions, with all of the additional perspectives added to training, which better allows our reps to effectively support members.
- The continuation of TUC education provided by FE colleges relies heavily on being able to populate these courses. They are a valuable hub for TU learning in the community and PCS Reps and members are part of that support.

The branch bulletin referred to above reports:

“The underlying reason for this principle is that attendance of PCS members on non-PCS courses may undermine the viability of PCS courses - which rely on sufficient numbers of applications being received to proceed - running.” – Principles, paragraph 2.

Conference acknowledges the importance of the

viability of running PCS-specific courses. However, Conference does not believe the NEC has given any basis for believing that access to college based (or WEA, or GFTU) learning has resulted in courses not running within PCS.

Conference instructs the NEC:

- To provide evidence that any PCS courses have proven unviable as the result of reps attending TUC learning via FE colleges or WEA courses or GFTU courses.
- To consult with PCS regional and national committees, especially to consider any specific courses outwith PCS which regional and national committees wish to support.
- To reformulate a national policy, after consideration of regional and national committee views, that is less bureaucratic and which assumes attendance at TU-ed, WEA or GFTU courses will be permitted unless permission is likely to result in a planned PCS Academy course not running.

Carried  Lost  Remitted  Fell

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## A23

### DWP Cumbria and Lancashire (047020)

This conference is concerned that we use Electoral Reform Services, now part of Civica, whose parent is Camelia Investment 1 as an independent service provider in our elections and ballots. This is an organisation which has direct links to individuals who live in Tax Havens and links to Private Equity Investments Companies. These are direct, comprehensive links, not diluted links such as a TU rep buying a burger as McDonald's with their subsistence. PCS HQ spent in excess of £1/2m in 2018 alone, with these organisations.

This is a complex organisation whose structure is made up of many Limited Companies, too many to list. There are other organisations in the UK that offer the same services, who do not have such a complex, contentious and mysterious structure; such as UK-Engage.

This Conference instructs that the NEC undertake a full review of the current provider with consideration to the ethics and values with a comparison to other alternative providers, and produce a report back to branches by 30th November 2023 with a view to change should a more ethical and suitable provider be found.

Carried  Lost  Remitted  Fell

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## A24

R&C HQ London (200145)

This ADC notes that on 7 FEB 2023 the Prime Minister announced a cabinet reshuffle along with changes in the Machinery of Government that resulted in the breaking up of:

- The Department of Digital, Culture, Media and Sport (DCMS) responsible for 47 agencies and public bodies;
- The Department for Business, Energy and Industrial Strategy (BEIS) responsible for 44 agencies and public bodies;
- The Department of International Trade (DIT) responsible for 2 agencies.

The Prime Minister also announced the creation of four new Departments out of the above breakup:

- The Department of Culture, Media and Sport;
- The Department for Energy Security and Net Zero;
- The Department of Science, Innovation and Technology;
- The Department for Business and Trade.

These Machinery of Government changes are to be included in main estimates for 2023-24 in order to reallocate the relevant budgetary provision until approval of legislation and exchange of accounting officer letters.

This ADC is concerned at the arbitrary nature of this carve up with scant regard for the upheaval and welfare of the staff working in these areas. There is a further impact on the 93 agencies and public bodies that the legacy Departments are responsible for until ministerial portfolios and budgets are bedded in, which can take over a year. Finally, from the perspective of PCS and its members, the nature and timing of these changes has resulted in chaos in the structures of the individual affected groups. There is a direct impact on the ability of Groups in carrying out their legitimate trade union activities that do not impact sections of the anti-trade union legislation that is in place.

Furthermore, Groups will be hampered in their ability to effectively negotiate with employers and represent their members due to fragmented HR Departments and differing pay and conditions inherited from the legacy Departments.

This ADC instructs the NEC to seek written confirmation from the Cabinet Office or other responsible bodies on an agreed way forward in addressing the above concerns and to obtain a reassurance that no undue obstacles will be put in place to thwart legitimate trade union activity or negotiations.

Carried  Lost  Remitted  Fell

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## A25

R&C HQ London (200145)

In July 2022, the Intelligence and Security Committee of Parliament published the findings of its inquiry into Extreme Right-Wing Terrorism in the UK.

This Annual Delegates Conference is alarmed by the Committee's conclusions that:

1. The Extreme Right-Wing Terrorism threat is on an upward trajectory.
2. The Extreme Right-Wing Terrorism space is now populated by an increasing number of young people and a significant percentage of MI5's Subjects of Interest are under 24.
3. The rhetoric of 'non-violent' Far-Right activists may overlap with, and motivate, more extreme and violent actors and is a factor in the development of the Extreme Right-Wing Terror threat.
4. Hateful right-wing extremists create a climate conducive to terrorism by radicalising, recruiting and propagating the same ideologies as terrorists, inciting hatred, and/or legitimising violence against an 'out-group.'
5. The threat is likely to increase over the next five years, with economic decline being a likely driver of increased threat, alongside the rise of identity politics and a reduction in trust in the state and the mainstream institutions.

This Conference is also alarmed by the increase of new forms of fascism and violent right-wing extremism around the world.

This Conference commends the existing PCS Anti-Racism and Anti-Fascism Strategy and believes that this is a good document from which to build upon. This Conference is now also of the view that PCS needs broader strategies to address these important topics.

Racism is a common element in extreme right-wing and neo-fascist movements. However, the threat posed by fascism to our members is broader than the issue of racism in the workplace and in wider society. Fascist extreme-right wing terrorist movements are also characteristically authoritarian, anti-democratic, nationalistic and militaristic, as well as being anti-trade unionist. This Conference believes the scale of the threat has increased to the point where PCS needs bespoke strategies to respond to the specific threats posed by extreme right-wing neo-fascist movements.

This Annual Delegates Conference therefore instructs the National Executive Committee to work with members from across the union to develop a new Anti-Fascism Strategy alongside a new Anti-

Racism Strategy and to provide an update on progress no later than February 2024.

Carried  Lost  Remitted  Fell

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## A26

**Covers E133, E134, E135**

**HMRC Merseyside (200460)**

**MoJ Associated Offices (052046)**

This ADC notes that this year has put Trade Unions into the spotlight as they organise and fight against anti TU Legislation, erosion of rights and derisory pay offers during a cost-of-living crisis.

ADC believes that now is the time to acknowledge the power of workers, their diversity, and their history. ADC calls on the NEC to have a Workers History Month in PCS and put it forward to the TUC to campaign for this to be adopted across the UK TU Movement and acknowledged nationally in line with other History months.

Education on unions and understanding of the movement is not included in formal education, with generations unaware of the power and achievements of unions. Workers History Month would enable an opportunity to celebrate Worker's achievements recruit and establish Workers Education that is ongoing as Every Day is Workers History.

Carried  Lost  Remitted  Fell

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## A27

**Covers E136, E137, E138, E139, E140, E141**

**PSg - Registers of Scotland (140907)**

**DfT - East Midlands (201051)**

This Conference understands that the massive transfer of wealth from the poorest to the wealthiest in the UK is accelerating the downward spiral of the economy and is a crushing threat to low paid workers, people on benefits and pensioners.

Part of the solution to this inequity is wage rises for workers over and above the real impact of inflation, where PCS is amongst a number of unions including nurses, postal workers, ambulance paramedics and rail workers taking action to get fair pay for members during this cost of living crisis.

The real cost of inflation is not apparent in all measures of inflation, which includes a range of costs, where many of the items like new cars or package holidays are luxury items for low paid workers where these prices are going down, not up, which masks the

true cost-of-living impact on working people.

The NEC are instructed to track the costs associated with Energy Bills, average staple food prices, Transport (public travel and fuel prices) and Mortgage / Rent increases, where these are already included in the basket for CPIH. These items in the basket represent essentials required to live and presents a clearer indicator for the cost-of-living crisis impact on our members. PCS should use this Essentials Prices Index in all communications to members and industrial bargaining with management, which reinforces our narrative about how real inflation impacts on low paid workers.

Carried  Lost  Remitted  Fell

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## A28

**R&C VOA Central Valuation (200141)**

The lack of safety reps in PCS branches is a concern. We ask that PCS start a safety rep recruitment drive with materials being created to show what being a safety rep is. Also training is provided and support as well. Current safety reps could help organise the campaign and the materials used. We ask that the NEC move forward with this as a priority.

Carried  Lost  Remitted  Fell

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## A29

**Senedd Commission (042013)**

Conference Notes:

The importance of the involvement of PCS within the structures of the wider body for Trade Unions in the UK and across the Devolved Nations known as the Trades Union Congress (TUC).

Conference Believes:

Democracy is at the heart of PCS as a union.

Attendance at Group Conferences and ADC is important to retain the democracy and debate within our union.

At present the Wales TUC does not see PCS NEC Members able to attend as their first call is to PCS ADC and the discussions that happen around that event in Brighton. Similarly PCS Full Time Officers have, for recent conferences, prioritised being in Brighton to be seen to support their Groups rather than supporting representatives of PCS elected to attend and debate at Wales TUC Congress. This tension needs to be resolved so that both events can be fully supported by both lay reps and Full Time Union Officers.

Reps should not be torn between their attendance

and participation in Group Conferences and PCS ADC on behalf of their Branch and/or Networks and the responsibility of representing their union in the bi-annual gathering of the Wales TUC Congress.

Conference Resolves:

That the timing of Group Conferences and PCS ADC be reconsidered with the intention of holding the events one week earlier to resolve the clash currently experienced in alternate years between PCS ADC and Wales TUC Congress.

Carried  Lost  Remitted  Fell

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## A30

### PSg - Government Legal (140115)

Conference notes that Public Sector Group is the third largest group in the union, but owing to its disparate nature and the fact that its branches are by and large single bargaining units finds itself cast adrift from the remainder of the union, with its significant membership potentially disenfranchised. Conference therefore instructs the NEC to arrange for a reserved place for Public Sector Group candidates at NEC elections.

Carried  Lost  Remitted  Fell

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## A31

### Covers E142

#### DWP Avon (047093)

#### DWP Devon (047095)

Conference recognises that local trades councils are crucial to achieving working-class solidarity, and for this they need increased support and encouragement from Congress.

Conference notes that Trades Council input to the TUC is restricted to one delegate to Conference, and no representation on the General Council. Furthermore, the single motion to conference that is currently allowed was hard-won and success only came in recent years.

Conference believes that Trades Councils should have a delegation to Congress larger than the current one delegate, and that Trades Councils delegations to Congress should be able to speak and vote on any motion or other business.

To this end, this Conference resolves:

- To support any proposal to allow Trades Councils having a delegation of at least three from Congress 2023.
- To support any proposal to allow the Trades

Councils' delegation to be entitled to speak and vote on any Congress motion or other matters.

- To support any motions to Trades Union Congress to allow for a Trades Councils' Representative on the TUC General Council.

Carried  Lost  Remitted  Fell

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## A32

### DSg South Central (014506)

Conferences offers its sincere gratitude to our lay reps and activists who enable our union to function effectively.

Conference notes the dedication and selflessness of our reps who provide personal casework support, consult, negotiate and engage with employers, organise our branches and groups and provide administrative support to support day to day operations. Conference also notes the increasing difficulty with both attracting and retaining activists who are willing to volunteer as workplace representatives.

It is noted that reward and recognition can provide an immense morale boost for incumbent reps, whilst offering an incentive for new individuals to volunteer and become active within PCS.

Conference therefore instructs the NEC to design and deliver a reward and recognition package for lay reps, offering some of the following as food for thought:

1. Providing a clear mechanism for members to express their gratitude for reps and nominate reps for awards at Conference.
2. Organising a democratic Annual PCS Award Ceremony with nominations being member led.
3. Empowering Groups to reward their branches and reps, through introducing commendations, personal thank you notes and a democratic award system (with members nominating reps for awards).
4. Exploring the provision of limited financial rewards, for example: reducing subscription fees, offering high-street shopping vouchers/gift cards and/or experience trips.

Carried  Lost  Remitted  Fell

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## A33

### R&C VOA Central Valuation (200141)

In the regional PCS offices, full-time staff help branches with equality and organising. However, we need a trained Health & Safety full-time officer to support

the safety reps in branches in the region. We ask that the NEC look urgently at employing full-time officers for this role at a regional office level. These full-time officers would be experienced in health and safety. As so to give advice and knowledge to safety reps.

Carried  Lost  Remitted  Fell

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## Technology Services

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### A34

**Covers E151, E152, E153, E154, E155, E156**  
**R&C Telford (200114)**  
**DWP Essex (047050)**

This conference notes that branches are the lifeblood of a thriving member-led union.

ADC 2022 carried motion A65 [Our Motion last year] about the introduction of the new PCS website and the development of PCS Digital. The NEC was instructed to “carry out an urgent review into their digital tools’ functionality, usability, and accessibility spanning both the new PCS Website and the Salesforce Software. This should involve Branches, Groups, and other internal stakeholders with a view to agreeing a plan for implementing a prioritised timeline for any changes that are deemed necessary”. To date this hasn’t happened. In the meantime PCS continues to modify PCS Digital with little to no communication with the branches using it about either proposed changes or changes introduced.

This conference agrees that any digital tools implemented by PCS must be designed around the needs of branches.

Too often digital tools are used by government and businesses to control the users and influence their behaviours of the users. We are seeing this happen with PCS Digital, for example by limiting the data fields in member records, removing reports that were previously available, removing the ability to download a complete list of branch members to Excel.

Regrettably this hampered the ability of branches to contact members efficiently and build support for the National Campaign. Efforts by branches to ascertain why this was the case has created the impression that PCS is operating an unnecessarily restrictive application of GDPR legislation.

This conference instructs the NEC to:

1. Complete the instructions of ADC 2022 motion A65 by no later than 30/06/2023.

2. Urgently review the operation of GDPR restrictions on sharing key information with branches with a view to looking at how the Digital tools could provide more, rather than less, member information and reports. This should include researching how other unions manage to share more member information with reps
3. Ensure that every planned change to PCS Digital that will affect the functionality available to reps is reported in an NEC paper, ensuring that a change can only be implemented if it is agreed by the NEC. For each change, the NEC should be provided with:
  - a. An overview of the change being made
  - b. An explanation of why the change is required
  - c. An assessment of the impact of the change for reps
  - d. An assessment of how the impact identified can be mitigated as far as possible
  - e. A timescale for when the change will be introduced
  - f. A plan for communicating the change to reps
4. Where the NEC believes the impact of a change for reps will be detrimental and not sufficiently mitigated, the NEC should look at consulting with reps on the change before the change is voted on at a subsequent NEC meeting.

Carried  Lost  Remitted  Fell

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### A35

**Covers E157, E158, E159, E160, E161, E162**  
**DSg South Central (014506)**  
**DWP Barnsley & Rotherham (047009)**

This conference confirms that branches are the lifeblood of our union.

In order to enable branches to engage fully with members and potential members, branches must be trusted and provided with the necessary tools, resources, and funds, including direct access to members’ mobile numbers, workplace and personal email addresses held on PCS IT systems. Such access is vital to enable branches to choose how to, and importantly, when to effectively engage and campaign with their members and recruit non-members.

This conference therefore instructs the NEC to:

1. Regularly issue guidance to branches setting out how to access resources, support and funds. This is particularly important for example as:
  - we enter into a key campaigning period for the union including pay, pensions and jobs, branches will need support to produce leaflets, posters and flyers etc, access and buy technology in order to intervene effectively
  - we prepare to hold AGMs to encourage participation

in the democratic processes of the union

2. Encourage affiliation to Trades Councils to enable PCS reps to effectively participate in a key body relevant to our communities and members. Ensure the support available from nations/regions and groups is clear and readily available for branches to access.
3. Ensure there are clear processes in place and published effectively to enable quick and accessible printing facilities are available for use by branches – to ensure that leaflets and posters can still be produced for campaigning work by branches.

Conference further recognises that access to members email and mobile records via PCS IT is vital for branches and regions to communicate directly with their own members and reps on issues that cannot go through official departmental systems. Reps are often left with the dilemma as to whether to risk using departmental systems, or not to communicate with members. In some cases, reps choose not to communicate to protect themselves.

Reps play the vital role in keeping members' records up to date. Duplication of effort with branches and the union trying to gather and maintain the same information could be avoided saving time that could be used to benefit all members and enhance branch organisation.

Conference notes the very different interpretation of the effects of the GDPR on reps' access to personal data among Unions in the UK, including UNITE, one of the largest. UNITE enables access to members data by its recognised reps and issues clear guidance to reps entitled 'The GDPR UNITE Activist Briefing'

Conference therefore also instructs the NEC to:

- Enable named branch/nation/regional/group officers to have direct access to PCS IT Systems to update and use members' data similarly to how members trust employees of the union to use that data appropriately. Including having access to members personal data including mobile numbers, and personal email addresses.
- Prepare the appropriate change requests with the relevant data authorities as necessary to achieve this and meet GDPR legislation.
- Update "PCS Digital" system to ensure that we have a user/branch friendly membership system.

Carried  Lost  Remitted  Fell

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## A36

### Covers E163

PSg - Procurator Fiscal Office (140906)

HMRC Salford & Manchester (200133)

Conference notes and commends the organising and data cleansing efforts in 2022, that achieved a UK-wide ballot turnout of greater than 50% for the first time in the Union's history.

Conference acknowledges that this cannot be considered an exceptional circumstance. PCS needs to be ready to repeat this every six months if necessary. Therefore, PCS needs to embed ballot readiness as part of routine organising activities in every branch.

Conference further acknowledges that routine organising responsibility must rest primarily with lay reps and in particular with elected Branch and Group Organisers, not with FTOs. Organisers must therefore be equipped with the necessary authority, data access, and facilities to carry out this important work.

The risk-averse approach of reducing the amount of member information that is accessible on and/or downloadable from PCS Digital has often been an impediment to efficient organising. Some changes over the past year, such as allowing reps to update members' data on their behalf, have been helpful. Other changes, such as the removal of downloadable reports, have not. Data security is important, but it must be balanced with ease of use for legitimate purposes.

Conference agrees to adopt the principle that Branch and Group Organisers should be responsible for and trusted with member data in a similar sense to how Branch and Group Treasurers are responsible for branch finances. The NEC are instructed to implement this principle as far as possible within current rules and to revert to ADC 2024 with motions proposing any rule changes which may be required to make this principle a reality.

Subject to further discussion, Conference also submits the following proposals for NEC consideration as part of the above:

- I. Data Protection being such a fraught area for Trade Unionism at the moment, specific training for Organisers on the Data Protection Act and the membership data requirements imposed by TULR(C)A is desirable.
- II. Accurate member contact details being of such vital importance, Organisers should have ongoing access to this information for the purpose of conducting or overseeing at least annual reviews of whether members have moved.
- III. The utility of Microsoft Excel and other Office software for organising large numbers of members cannot be overstated. The ability of Organisers to download membership information in spreadsheet format from PCS Digital should therefore be restored and expanded.

- IV. It is vital to maintain readiness to serve notice of industrial action, therefore Organisers are encouraged to move towards a model of at least quarterly audits of member grades and workplaces, to ensure that moves and promotions are quickly recorded on PCS Digital.
- V. In order to support Organisers in maintaining accurate membership records, which is a requirement imposed on PCS by legislation, PCS should seek to establish the right to paid time off for such activities at a national level.
- VI. Just as Treasurers are required to submit branch financial reports annually, Organisers should be required to submit brief annual reports of branch data quality, including dates of audits and any known outstanding data issues.

Carried  Lost  Remitted  Fell

## A37

### Covers E164

**R&C North West & Central Lancashire (200146)**  
**MoJ Associated Offices (052046)**

This conference acknowledges that the PCS Website and PCS Digital provide the means for members to find key information outside of the workplace. It is more important than ever that we are able to provide efficient ways to support and encourage our members to keep up with information and negotiations happening within their areas of work and to demonstrate the work that reps do within the workplace. At our ADC in 2022 motion A65 asked the NEC to carry out an urgent review of these tools. Since then, other aspects of how our collective information is stored and retrieved has also become apparent.

Often, as we are keenly aware through our campaigning work, we cannot always agree to issue communications within the workplace where the employer refuses opportunity of the use of its systems. It is vital therefore that members are able to access communications externally without frustration.

Currently, ordinary members do not have the ability to access briefings and updates within PCS Digital as the library of contents is only currently available to PCS reps. Members can of course locate such briefings by following emails sent to their personal emails but ordinarily these only allow access to one or more briefings making it difficult for members to step back to something that may have been issued some time ago.

In addition, although the Chatter facility was intended to be made available to branches to allow further communication with members this is still not

yet functional at this time. It was anticipated that this additional functionality would have allowed branches to communicate links to branch briefings within the PCS Digital library.

If members are able to find the information they are looking for, all in one place, the more they are likely to use and rely on such facilities in future.

This conference asks the NEC to investigate and ensure that libraries of current and previous PCS communications at both National and Group level can be made available to members allowing them to view and search such information providing further encouragement of the benefits of using PCS digital.

Carried  Lost  Remitted  Fell

## A38

### Covers E165

**DWP Cumbria and Lancashire (047020)**  
**PSg - DLUHC Headquarters National Branch (140140)**

This conference notes that PCS's ability to communicate with members and potential members is vital to building and retaining members.

This conference believes that PCS's investment in digital ways to communicate with members is in many ways ground-breaking but there is not a one-size fits all method of communication and the Union must be mindful of members for which communicating by email is a barrier. This is particularly so for members working in manual jobs with no regular access to emails.

This conference notes that the CWU has a largely manual workforce and made excellent use of the WhatsApp Broadcast facility to communicate with members during their statutory ballots. WhatsApp Broadcast allows a sender to send a message or media to several hundred contacts at one time. The broadcast message will appear to be an individual message from the sender.

Conference also notes that the WhatsApp Broadcast facility is free whereby there is a cost for using PCS's current bulk SMS facility.

Therefore this conference instructs the NEC to:

1. Investigate the use of the WhatsApp Broadcast facility as a way of communicating to PCS members,
2. To run a pilot on the use of WhatsApp Broadcast in a Facilities Management area(s), where we know members routinely have smart phones but have difficulty accessing emails,
3. To present a report on the pilot to the NEC by the end of 2023 with recommendations regarding any future roll out across PCS and in particular its adoption for remote workers and outsourced/FM workers.

Carried  Lost  Remitted  Fell

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## A39

### MoJ Associated Offices (052046)

This ADC notes the lack of the Useful union pages now we do not have diaries

ADC believes that this needs to change and those pages need to be brought back

ADC instructs NEC to:

1. Have pdfs of useful Union information available to members on PCS website updated each year
2. These should include:
  - a. National PCS information PDF
  - b. Regional PCS Information PDFs
  - c. Group PCS Information PDF
  - d. Representative Manuals for branch Region Group and National Reps
3. PCS should format these to be either a5 or Filofax size

Carried  Lost  Remitted  Fell

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## Affiliations

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## A40

### MoJ Associated Offices (052046)

This ADC agrees to affiliate to the International Brigades Memorial Trust In accordance with Standing Order A5, the aims and objectives of the IBMT are as follows: -

“The International Brigade Memorial Trust keeps alive the memory and spirit of the 2,500 men and women from Britain and Ireland who volunteered to defend democracy and fight fascism in Spain during the Spanish Civil War of 1936-39. We also remember those who supported the volunteers and the cause of the Spanish Republic at home.

We bring together families, friends and admirers of the International Brigades, along with historians, labour movement activists and all others who share an interest in the exceptional story of the International Brigades.

The IBMT organises and supports educational, cultural and commemorative events around the country, including three annual events: the Len Crome memorial lecture / conference in March, the London commemoration in July and the Trust’s Annual General Meeting in October. We assist students, academics and others researching the International Brigades and the Spanish Civil War and promote the preservation of archives about the volunteers. Through the IBMT Magazine, our website and new media platforms we

keep members and the wider public informed about developments concerning the memory and legacy of the International Brigades.

We also ensure that the more than 100 memorials in the British Isles to the volunteers – 526 of whom were killed in Spain – are maintained in good order and, where appropriate, new ones are erected.

The IBMT was founded in 2001 when members of the veterans’ organisation, the International Brigade Association, and members of the Friends of the International Brigades decided to merge to form a single organisation.

We are a registered charity and rely on membership subscriptions and donations to finance our activities.”

It is important that we do more to encourage and educate others, especially the younger generation to oppose all forms of racism and fascism. Education is vital, particularly, in terms of history in the way that we, bravely, fought and defeated fascism since the 1930s and throughout the Second World War. It is, also, important to remember those who lost their lives in the struggle against fascism and we should join with the 11 Trades Unions who are affiliated to the International Brigade Memorial Trust (IBMT).

The annual cost of affiliation for PCS, based on our current membership would be £400.

Carried  Lost  Remitted  Fell

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## Equalities

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## A41

### National Executive Committee ( )

Conference notes that our policy agreed at ADC 2022 is to call for unity between all those facing discrimination. Conference therefore welcomes the first national PCS Pan-Equality seminar held in January 2023.

The forum created space to bring together members from all under-represented groups for both intersectional exchange and separate workshops. The national equality committees and forums were fully involved in creating and developing the agenda and workshops, including identifying speakers representative of their group.

Conference believes that we must build more unified and collective approaches to equality, recognising each group’s differences, but also the issues commonly shared – discrimination, harassment, bullying and victimisation. This is more necessary than

ever because of the rising cost-of-living crisis and the right-wing press fuelling divisions among the working class, to divide and conquer. Conference further notes that the Gender, Race and Disability pay gaps remain and impact on our members.

Conference notes the continuing work within the union to address under-representation within our lay structures. While the majority of PCS members are women, the majority of the elected representative positions are held by men. Black, disabled, LGBT+ and young members are also under-represented in our lay structures. Conference believes that tackling under-representation must become a higher priority for all of us, recognising that work needs to be done urgently.

Our equality groups have been working on a range of initiatives:

The National Black Members Committee has been involved in discussions on the TUC Anti-Racism Taskforce. To celebrate Black History Month, a series of online events took place where important issues such as the Rwanda Deportation Policy were highlighted.

The National Disabled Members' Forum has continued to campaign on raising awareness of impacts of long Covid, the cost-of-living crisis and the disability pay gap on disabled members.

The National Women's Forum's key areas of work have been to raise awareness of domestic abuse, sexual harassment, abortion rights in the UK & US and safe spaces for all women members. The Forum launched a menopause campaign on why the menopause is a trade union issue.

The NEC's Equalities Coordinating Committee commissioned a review of the structure of PCS Proud to consider how best to support our LGBT+ members, and the NEC agreed to reconstitute Proud in line with the structures of the other equality groups and provide support to build its membership and networks.

Conference welcomes the work of the union's equality fora, and the relaunch of PCS Proud as the voice of LGBT+ members in PCS, and instructs the NEC to:

1. Support our equality groups to build unity and collective action against discrimination.
2. Facilitate further Pan-Equality seminars and build participation.
3. Work with equality groups to step up work on tackling underrepresentation.
4. Write to all PCS members, asking them to update their equality data within PCS Digital and to register for membership of the national equality networks for Black, disabled, LGBT+ and women members.

Carried  Lost  Remitted  Fell

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## A42

**Falls if A41 is carried**

**Covers E173, E174, E175**

**R&C West Mercia (200149)**

**DWP Sheffield (047008)**

This conference notes:

- The useful role that Proud plays as a self-organised group in the union for LGBT+ members recognising that not all LGBT+ members are out in the workplace.
- The undermining of Proud structures by the data not being retained on the new system.  
This conference therefore instructs the NEC to:
- Support Proud structures being rebuilt with a proactive campaign amongst members to sign up to join this self-organised group.

Carried  Lost  Remitted  Fell

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## A43

**Covers E176, E177, E178**

**DWP Bradford (047002)**

**HMRC Glasgow (200119)**

This Conference notes: -

- The Civil Service has cross government women's, men's and religion and Belief networks that address issues relating to those protected characteristics in an inclusive and intersectional way.
  - Many Government Departments also have inclusive women's, men's and faith and belief networks.
  - The Court of Sessions ruling by Lady Haldane handed down in December 2022 that clearly and unambiguously states that the protected characteristic of "sex" in the Equality Act 2010 includes both biological and legal sex.
  - The Judicial review ruling of May 2021 by Mr Justice Henshaw similarly ruled that to argue that single sex spaces which included a Trans person became a mixed sex space was "an obvious absurdity" and that it is, "clear beyond argument that parliament has chosen to place transsexuals in a different position to persons of their birth sex"
  - The Civil service is bound by the public sector duty which calls on departments to promote good relations between those who share a protected characteristic and those who do not
- Conference Further notes:
- UK Law does not contain the concept of "Sex based Rights" but operates from a standpoint of equal rights.

- The Equality Act 2010 lays out very clear rights to exclude people with the protected characteristic of Gender Reassignment where it is a proportional means to achieving a legitimate aim, and that these provisions are an exception, not the rule, to be applied on a case-by-case basis.  
This conference believes:
- Biological reductionism is harmful to all women and forms the basis of many patriarchal notions of biology as destiny.
- The suffragettes fought for equal rights, and against the sex-based rights of men, and this is the basis of modern progressive feminism.
- Sex is not binary and to say so excludes people with differences of sexual development amongst others. This conference further believes:
- The SEEN promotes a regressive ideology which seeks to be exclusionary and is detrimental to the rights of all women.
- The stated aims of SEEN will promote division and exclusion in the workplace, and could create an unfounded atmosphere of fear towards people with the protected characteristic of gender reassignment  
This conference calls on the NEC:
- To express our concerns to the Cabinet Office regarding its support for the establishment of the SEEN
- To produce and circulate a branch bulletin confirming the legal position that the protected characteristic of sex includes legal sex, and the proper application of the provisions of the Equality Act 2010 regarding the exclusion of people with the protected characteristic of Gender Reassignment according to the EHRC statutory guidance
- To produce and circulate a members' bulletin reaffirming PCS support for Trans inclusion in the workplace, the understanding that Trans rights and women's rights are not in opposition, our commitment to the Public Sector Duty, and opposition to exclusionary ideologies that reduce the complexities and reality of our identity and lived experiences to the biological characteristics of sex alone.

Carried  Lost  Remitted  Fell

## A44

**Covers E179, E180**

**DWP Edinburgh, Lothian & Borders (047063)**

**DWP Birmingham South (047053)**

Conference notes:

- The blocking of the proposed reforms to the Gender

Recognition Reform Bill from the Scottish Parliament by the Conservative Westminster government under the use of Section 35.

- That these reforms are intended to make life easier for trans people, one of the most oppressed and victimised sections of society. For example, in a recent survey for Stonewall, 41% of trans men and trans women said they had experienced a hate crime or incident in the last 12 months due to their gender identity and 25% had said they had experienced homelessness. The UK government's own Equalities Survey found 67% of trans people had avoided being open about their gender identity for fear of a negative reaction.
- Furthermore according to Trans Murder Monitoring, between October 2021 and September 2022 there were 327 reported murders of trans or gender non-conforming people around the world.
- Conference believes that:
- This move by Sunak's government is an attack on the democratic rights of the people of Scotland and a further attempt to whip up 'culture wars' against an already demonised group, at a time when workers are increasingly fighting back against the cost of living crisis.
- The rights of trans people do not conflict with the rights of other oppressed groups
- The trade union movement should defend the right to self determination and the democratic rights of the people of Scotland, against an increasingly anti-democratic Westminster Tory government.
- We need a united working class movement that fights against all forms of oppression and for fully-funded public services.
- Ultimately our rights and liberation will not be won through the courts, but through collective action and the fight for a different form of society.
- We should stand in solidarity with our trans comrades and fight for a full ban on trans 'conversion therapy', to immediately scrap all barriers to legal self-identification of gender, for fully funded trans healthcare and our NHS and to stop the attacks on provision of puberty blockers.  
Conference instructs the National Executive Committee to:
- Send solidarity to all PCS trans members.
- Support protests and struggles to defend and extend the GRA reform.
- Issue a statement supporting the Scottish Government's planned reforms of Gender Recognition laws and condemning the blocking of this by the Tory government.

Carried  Lost  Remitted  Fell

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## A45

### Covers E181

DEFRA Northern (001052)

PSg - Government Legal (140115)

Conference notes that the Single Operating Platform (SOP) in use by many government departments has fewer options for Gender and Sexual Orientation than previous systems that a number of Civil Service bodies used previously.

Conference asks that the NEC working with the PCS Proud collate a more inclusive list and to raise relevant service providers across the civil service to have systems updated to reflect a wider range of option. That this be started immediately after conference with feedback provided by conference 24

Carried  Lost  Remitted  Fell

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## A46

### Covers E182

DWP Sheffield (047008)

DWP Bradford (047002)

Conference notes: -

- PCS policies supporting LGBT+ rights
- Many barriers to inclusion and positive workplace practice arise from lack of confidence and education around trans and non-binary people's experience.
- It is critical to hear more trans voices in our publications, events, and training.
- Everyone has the right to be themselves without fear. Conference is concerned that

Whilst the EHRC is responsible for enforcement of equality laws. In February 2021, Equalities Minister Liz Truss appointed Baroness Kishwer Falkner as chair of the EHRC. Baroness Kishwer Falkner has expressed views that support attacks on the rights of trans people to be recognised in their acquired gender. Her comments have compromised confidence that the EHRC has the capacity to act impartially on issues affecting protected characteristics.

Conference further notes that there have been a number of resignations of staff from the EHRC who are now whistleblowing, alleging an anti-LGBT+ culture among its leadership.

Conference believes that

- It's essential to raise understanding in our communities, workplaces and amongst elected representatives to ensure that trans people are treated with the respect and dignity they deserve.
- we must ensure the culture in our organisations

welcomes trans equality

- Some organisations target employers with misinformation to sow division and suspicion about trans and non-binary people.

The trade union movement must play a central role in creating better workplaces and preventing discrimination at work by organising, education, alliance-building and bargaining.

Conference instructs the NEC to:

- I. Support the TUC alliance for trans and non-binary rights
- II. Hold a PCS event annually before or during Trans Awareness Week
- III. Publicly challenge organisations that seek to create hostility for trans and non-binary rights in the UK and counter these political attacks using all tools at PCS's disposal
- IV. Provide guidance for groups and branches on how to resolve tensions regarding trans rights, in conjunction with the TUC's crucial work on gender equality and sex discrimination. Support our women's and LGBT+ structures to work together to overcome misconceptions and develop an inclusive approach to support all our equality groups.
- V. produce guidance for negotiators to use with employers on supporting trans employees and promoting trans equality in the workplace
- VI. lobby the government to ensure that policymakers, EHRC, equality organisations, employers and service providers are better informed about how to promote equality and inclusion for people who are transgender. Support our members working in the EHRC who experience difficulty defending trans rights in work.
- VII. Campaign against all cuts to services in our communities. Fighting for the full funding for all the services we need in our communities can help overcome the divisions being fostered with shortages of service.
- VIII. Publicise results of investigations of the Parliamentary Assembly of the Council of Europe and European Commissioner for Human Rights which identified the UK as one of the most transphobic countries in Europe
- IX. ix. Issue a BB on the misuse of concepts such as 'freedom of speech' and 'academic freedom' examined through a LGBT+ liberation lens.

Carried  Lost  Remitted  Fell

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# Organising

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## A47

**Covers E184, E185, E186, E187, E188, E189, E190, E191, E192, E193, E194, E195, E196, E197, E198, E199, E200**  
**National Executive Committee ()**  
**HMRC Merseyside (200460)**

Conference recognises the success we have had in 2022 and into this year building and growing the union. 30,000 new members have joined the union, 1,000 new members have taken up activist positions, and a whole new layer of activists has come to the fore.

Conference acknowledges that our ability to be able to deliver successful ballot results across the vast majority of our employer areas, now covering 130,000 members in the civil and public sectors, and our subsequent ability to deliver successful and hugely well supported action, is testament to the organisational strength in our workplaces and in our branches.

Conference applauds the work of our activists and representatives across the union. Our activists and representatives are the face of our union and they are the reason most often cited as to why members join the union and retain their union membership. The national campaign has prompted a surge in activity across a new generation of activists – our new Advocates are on average 10 years younger than the average age of our longer standing reps, and we know that we now have over 1,100 Advocates who have gone on to take up formal union positions in their branches. This alone is testament to our union's health and vitality. Without the support of our experienced reps and leaders in our workplaces we would not be able to bring on this new generation of activists.

Conference additionally recognises the responsibility that we all have to recruit and organise in our outsourced and privatised areas. Our work colleagues in cleaning, catering, security and facilities management areas are the men and women who play an essential role in keeping the country safe and yet are amongst the poorest paid with the least job security.

Conference notes that we have consulted widely on the construction of this year's National Organising Strategy, amongst lay organisers and organising practitioners at all levels of the union and welcomes the additional guidance that is included in this year's National Organising. Conference welcomes in addition the publication of the Organising Handbook for Reps which serves as a major resource for organisers and as

a supplement to the strategy itself.

Conference recognises that the hard targets we have set ourselves for 2023 continue the trajectory of building and growing the union so that we can win on the issues that matter to our members. Conference recognises that our targets for the coming year are realistic and eminently achievable and should form the basis of all Organising plans at Group and Branch level:

- A PCS rep or Advocate in every workplace
- 2% of our members as Union Advocates
- To grow the union by 10%
- To ensure that every branch has minimum density levels over 50%
- To identify local and national issues and build organising campaigns around these issues.
- To identify key areas in branches and workplaces where we can exert maximum leverage.

Conference endorses the 2023 National Organising Strategy.

Carried  Lost  Remitted  Fell

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## A48

**Covers E201, E202**  
**DfT - London and the South East (201053)**  
**DWP HQ London (047039)**

This conference notes that PCS is not the organising union it needs to be as evidenced by the following:

- The national union lacks accurate union density figure for most, if not all, groups and national branches.
- That in many branches PCS does not have in membership a large majority or even a majority of eligible staff.
- The possibility and impact of collective action in many areas is weakened by poor organisation, lack of confident and experienced representatives, and low density.
- That in advance of the current dispute PCS was not ballot ready and the leadership was not fully apprised of the law regarding industrial action.
- The national union lacks a developed and sufficiently detailed plan to recruit a large majority of eligible staff in all the areas where it's recognised.

This conference instructs the NEC to carry out the following actions by no later than the end of this year:

- Generate accurate union density figures for the national union and for each group and national branch and to subsequently keep these figures up to date.
- Ensure that all Groups and national branches have sufficiently accurate mapping information to

enable representatives to identify our strengths and weaknesses within every bargaining unit.

- Developed a sufficiently detailed plan to recruit a majority of eligible staff in all the areas where PCS is recognised as the basis for recruiting a large majority.

This Conference further instructs the NEC to ensure that:

- PCS is ballot ready at all times in the sense of having accurate ballot information (which may mean annual or bi-annual data cleansing exercises).
- Training, organising, campaigning and bargaining are better integrated.
- Regular training and other activities encourage and empower members, advocates and representatives to seek collective solutions to attacks by an employer.

Carried  Lost  Remitted  Fell

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## A49

**Covers E203, E204, E205, E206, E207, E208, E209**

**NATS Central and West (202005)  
PSg - Government Legal (140115)**

This conference recognises the greater focus the Union now has on outsourced and in particular facilities management workers. This has led to an increase in private sector membership, an increase in PCS recognition and collective bargaining coverage and substantive gains such as covid related sick pay during the pandemic for the great majority of outsourced workers.

That said conference acknowledges that there is a great deal more the union must do to ensure that there is parity of treatment by employers between outsourced members and 'core' members working in the civil service and public sector.

Therefore, this conference instructs the NEC:

1. To ensure that appropriate emphasis is given, in national, group and national branch organising plans, to recruit outsourced workers and to build an activist cadre amongst those members.
2. To work with groups and national branches to ensure that recruitment and organising of outsourced workers is always considered so that it becomes part of all organising plans.
3. To work with the Outsourced Workers Policy Officer to develop a single point of expertise advising on trade union recognition requests, both voluntary and statutory, working with Groups and National Branches to ensure that they are informed of any potential TUPE transfer, in order to create a library of

PCS outsourced recognition agreements and TUPE measures statements.

4. To ensure that through the work of the Outsourced Workers sub-committee a membership cleansing exercise of Facilities Management (FM) workers is carried out to ensure they are allocated to a functioning Group.
5. To ensure relevant training material and communications are produced, and can be accessed by, outsourced workers and are appropriate for their particular circumstances. The goal being to remove any barriers that would prevent outsourced members from using such services.
6. to Ensure that bargaining matters relevant to outsourced workers are consistently raised with departments and associated bodies.
7. To ensure that material is produced on outsourced workers' issues to place on the website, in social media and other union communications to ensure that outsourced workers' issues are publicised.
8. to build on the recognition made at the 2021 ADC that outsourcing of facilities management work is indirectly discriminatory and that the union see insourcing and bettering of FM workers' terms and conditions as an integral part of its equality work.
9. To press and lobby current and future governments, be they for the UK, Scotland, Wales to insource relevant work, particularly FM work.

Carried  Lost  Remitted  Fell

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## A50

**Falls if A41 is carried**

**Covers E210, E211, E212, E213**

**DWP Bradford (047002)**

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

This conference notes:

PCS Proud was established as an independent voice for LGBT+ members within our union by decision of conference and has its own constitution and elections.

Each year PCS Proud as the representative body of LGBT+ members, submits a motion for consideration by the NEC for TUC LGBT+ conference, it's nomination for the member to sit on the TUC LGBT+ committee, and the PCS Proud delegates to the TUC LGBT+ Conference. This being the situation most recently in time for ratification by the NEC.

Each year the NEC ratifies the nominations and motion submitted by PCS Proud, accepting that it has the authority not to do so.

Motion A21 of ADC 2019 specifically states that the NEC is to "Liaise with PCS Proud... and ensure proper

consultation moving forward on issues which directly impact on our union's LGBT+ members".

Conference further notes:

The NEC, after the closure for nominations to TUC LGBT+ committee, informed PCS Proud that it had not ratified either the committee nomination nor affirmed the PCS Proud delegates for the conference.

Without offering any consultation, nor any justification for their decision, the NEC had substituted a nominee of their own.

Motion A21 makes clear that the liaison with PCS Proud is to, "...rebuild [LGBT+] members trust in our union.

This Conference Believes:

The NEC failure to inform PCS Proud of their actions until after the nomination's deadline, nor supply reasonable justifications is a clear breach of Motion A21 and therefore conference policy.

Conference instructs the NEC to:

Immediately write to the TUC withdrawing its nomination for the TUC LGBT+ committee

Submit the PCS Proud nomination for the TUC LGBT+ committee to be co-opted into the vacant seat in the General category (A)

Reaffirm in writing to PCS Proud the NEC commitments made under Motion A21 ADC 2019 to rebuild members trust in our union and to consult with PCS Proud properly and effectively in any future disputes over the nominations to TUC LGBT+ committee and conference.

Reaffirm the independence of PCS Proud as the representative body of PCS LGBT+ members in a member's bulletin calling for a refresh of membership.

Carried  Lost  Remitted  Fell

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## A51

**DfT - East Midlands (201051)**

Conference notes moves in consolidating estates with multiple employers such as Unity Square in Nottingham, as well as other HMG sites where numbers of members work alongside each other.

As such there are opportunities for linking up with groups of members to support the efforts of each other. This was ably demonstrated on the February 1st when six HMG departments in Nottingham showed solidarity on picket lines as part of a national campaign around pay, pensions, compensation and jobs. This was replicated elsewhere across the Government hubs and jointly occupied buildings.

While regard must be shown for PCS regional and Group structures, there are often more immediate

and pastoral concerns within these jointly occupied buildings. For example, health & safety issues may impact on multiple Branches on the same site.

Conference recognises every Branch on the same jointly occupied site has common goals to help improve their members working conditions.

Conference instructs the NEC to explore the capacity for working between employee bargaining units and Groups in the jointly occupied Government sites and other jointly occupied buildings.

Conference further instructs the NEC to provide advice and guidance on how Branches can work together on jointly occupied sites, particularly with regard to organising together, whilst ensuring that Branch structures remain the sole responsibility of GEC's and the NEC, and do not undercut any existing policies or decisions made by those structures

Carried  Lost  Remitted  Fell

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## International

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### A52

**Covers E214, E215**

**PSg - DLUHC Headquarters National Branch (140140)**

**MoJ Associated Offices (052046)**

This Conference notes:

1. The ongoing and heroic uprising in Iran, sparked by protests against the murder of Mahsa Amini, fighting back under the slogan of "Women, Life, Freedom!" and with the slogan "Death to the Dictator!"
2. The centrality of women demanding an end to the discrimination against women and for fundamental change.
3. The dreadful, violent, murderous response of the regime to their resistance and the vicious targeting of women.
4. The protests and strikes of workers, involving teachers; nurses; oil, gas, and petrochemical workers; steel workers; Haft Tapeh sugar cane workers, and many others.
5. That despite decades of repression, war, and having to bear the brunt of economic sanctions, workers in Iran have continued their tradition of militant action and struggled for recognition of the right to form their own independent organisations and to strike.
6. The demands for an end to the dictatorship, for democratic rights.

This Conference further notes the establishment

of the Solidarity with the Iranian Workers' Movement Committee (swiw.org), chaired by John McDonnell MP, who has long given great support to PCS.

This Conference believes international solidarity with all working-class, trade union, and democratic struggles for freedom is a core labour movement principle and supports the struggles of Iran's women, workers, and youth against the Islamist regime.

Conference therefore instructs the NEC to support the work of the swiw.org (solidarity.iranian.workers@gmail.com) including by:

1. circulating its materials to members and inviting a speaker to address future nationally organised PCS meetings and to encourage branches to do likewise.
2. Promoting all mobilisations in support of the uprising in Iran and to organise a distinct, visible trade union presence on such mobilisation and to raise awareness of the struggles within Iran amongst PCS members.
3. Supporting workers' struggles in Iran and aim to make direct links with the workers involved if possible and workers organisations and with other socialist, democratic, and feminist groupings resisting the regime.
4. Pressing for trade union audits to establish whether British trade unions organise workers at companies or in supply chains that have economic interests in Iran or ties to the Islamic Republic and to establish whether action by trade union members could directly aid workers' struggles in Iran.
5. To condemn the arrest of protestors and the executions of Mohsen Shekari and Majidreza Rahnavard.

Carried  Lost  Remitted  Fell

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## A53

### National Executive Committee ()

Conference condemns the continuing Russian invasion of Ukraine and confirms its solidarity with the Ukrainian people and trade unions. We condemn the attacks by Russian military forces which are causing appalling suffering and destruction.

We continue to forge links with Ukrainian trade unions and recently received a solidarity message from the Chairman of the State Employees of Ukraine union, Yurii Pizhuk.

PCS policy agreed at ADC 2022 is to call for the immediate withdrawal of Russian military forces and to support the Ukrainian people's right to defend themselves and liberate their country.

Conference believes that the people of Ukraine have

the right to self-determination and it should only be Ukraine that decides the aims of their resistance to Russia's invasion and when to enter into negotiations with Russia on an end to the war.

Conference instructs the NEC to:

1. Support campaigns and demonstrations which call for a withdrawal of Russia's military forces.
2. Campaign for all Ukrainian refugees to have unrestricted access to the UK.
3. Campaign for Ukraine's debt payments to be cancelled.
4. Offer whatever practical solidarity is possible to our sister unions in Ukraine.
5. Send a solidarity delegation in cooperation with sister Ukrainian unions and the Ukrainian Solidarity Campaign at the earliest possible opportunity.

Carried  Lost  Remitted  Fell

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## A54

### DEFRA London and South East (001067)

Conference notes:

1. That the Peruvian Congress, having thrown roadblock after roadblock in the path of democratically-elected president Pedro Castillo since his initial election in 2021, removed him from office and placed him under arrest under the vague charge of "permanent moral incapacity."
  2. That the Congress then installed Dina Boluarte in his place, with no election whatsoever.
  3. That this provoked enormous mass protests across Peru, but in particular in the poorer southern areas and amongst the indigenous peoples.
  4. That the people of these areas see this move as a coup on behalf of the Peruvian oligarchy who were opposed to Castillo's programme.
  5. That the protest movement's current demands are: the immediate release of Castillo; the dissolution of Congress, which is controlled by the oligarchy; and the convening of a Constituent Assembly in its place so as to replace the current Fujimorist constitution.
- Conference further notes:
1. That the Boluarte regime has met these mass protests by deploying the police and the army against them, who have then gone on to use lethal force against protesters.
  2. That 60 people currently are reported to have been killed at the time of writing, with over 600 more wounded. There are also reports of detained protesters being tortured by the security forces.
  3. That despite the repression dealt out to them, the Peruvian masses continue to protest, strike, and take

to the streets in order to fight for their demands, showing tremendous courage and determination. Conference therefore instructs the NEC to:

1. Offer solidarity to the Peruvian workers and peasants struggling against this illegitimate government, expressed through messages to our sister trade unions in Peru, and condemn the violence used against them in the strongest terms to the Peruvian Consulate.
2. To publish PCS' support of the demands of the Peruvian protest movement, which are just and legitimate.
3. And to encourage PCS branches to put on meetings to explain the Peruvian movement to members, including by inviting speakers from the movement itself where possible.

Carried  Lost  Remitted  Fell

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## A55

### MoJ Associated Offices (052046)

PCS applauds the immense efforts of the Colombian people to build social justice, human rights and peace.

But Conference is extremely concerned that alleged state atrocities have continued with impunity this year. On 28 March, soldiers reportedly shot dead six civilians in a military operation in southwest Colombia. Instead of ordering an investigation, the Colombian President sent a tweet celebrating the attack. Under the right-wing Duque government, security forces have committed terrible abuses, including during trade union-backed protests last year when, according to the United Nations, police killed at least 28 people. In this last year of 2022, Columbia has had more than 200 people murdered, higher than the total number of social leaders and rights defenders killed in 2021 and 2020, when 145 people and 182 people were killed, respectively, according to the Human Rights Ombudsman: "It's an alarming and unprecedented figure since 2016, when we started keeping records.."

Despite widespread evidence of abuses, the British government continues to train Colombian security forces while underplaying the severity of state violence. Conference demands the British government suspend this partnership until human rights are guaranteed and state agents behind abuses are held to account.

Colombia is the world's deadliest country for trade unionists, environmental activists and human rights defenders, with more than 1,000 activists and 300 former guerrillas murdered since the 2016 peace agreement. The UN says that implementing the agreement is essential to tackle the human rights crisis

but the Duque government consistently neglects its obligations towards the peace process.

Conference supports the Colombian people's efforts to defend peace and human rights and, with elections held on 29 May, we hope the country's new government will show commitment in these areas.

Conference resolves to:

- Lobby the British government to ensure human rights clauses in security and trade relations with Colombia are fully upheld
- Pressure the British government to make every possible effort to advance implementation of the peace agreement
- Support the work of Justice for Colombia and encourage all branches to affiliate

Carried  Lost  Remitted  Fell

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## A56

### MoJ Associated Offices (052046)

Conference notes that more than 24,000 civilians have been killed or injured in Yemen since the Saudi-led coalition began its campaign of airstrikes in the last number of years. Amnesty International has presented the UK government with credible evidence that UK-made weapons are among those killing Yemeni civilians. Yet the UK continues to supply the coalition and Saudi Arabia in particular, with arms risking complicity in war crimes.

This conference instructs the NEC to ask the TUC to lobby the UK Government:

- To immediately suspend all arms transfers to Saudi Arabia until there is no longer a substantial risk they could be used for serious violations of international humanitarian and human rights law in the Yemen conflict
- Condemn the use of cluster munitions in this conflict and urge Saudi Arabia to accede to the International Convention on Cluster Munitions and destroy its remaining stocks of cluster munitions
- Call for an independent international investigation into violations of human rights and humanitarian law committed by all sides to the conflict.

Carried  Lost  Remitted  Fell

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# Finance

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## A57

### National Executive Committee ( )

This conference notes that in accordance with the terms of Motion A33 agreed at ADC 22, the NEC initiated a review of PCS subscriptions.

Conference further notes that proposals on changes to the current system were agreed by the NEC in October and that subsequently a consultation with branches on the proposals was launched via Branch Bulletin BB03-23.

Finally, the conference notes, that the consultation showed general support of the NEC's proposals, particularly on raising the subs max to £34k.

This conference therefore agrees that the proposed subscription changes set out in BB03-23 will take effect from 1st January 2024, or at a later date, if the NEC decides that, taking into account the totality of the circumstances in the second half of 2023, that such a delay is necessary.

Carried  Lost  Remitted  Fell

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## A58

### Falls if A57 is carried

#### PSg - Government Legal (140115)

Conference notes that the formula for PCS subscriptions is calculated on the basis of 0.6% of members' salary, but that a maximum rate of £15.17 applies to subscriptions for those earning £26,000 or above. Conference notes that the progressive nature of subscriptions policy is therefore compromised with the burden placed disproportionately on lower paid members. Conference also notes the need to recruit members most affected by spiralling cost of living increases and increase our industrial leverage but that under current circumstances, many will be deterred from joining owing to the inadequacy of their own pay. Conference therefore instructs that the NEC introduce a six months' free membership provision for members earning below £26,000 p/a.

Conference further instructs the ceiling for application of the maximum rate to be raised to £40,000, below which salaries are calculated at the rate of 0.6% of salary, with the maximum rate revised upwards.

Carried  Lost  Remitted  Fell

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## A59

### Covers E218, E219

#### DWP HQ Sheffield (047012)

#### DSg South Central (014506)

Conference agrees that the salaries of all elected officials should be more closely related to those of the bulk of the PCS membership and agrees the NEC should be required to produce a report to give effect to this demand for the consideration of AGMs in 2024

Carried  Lost  Remitted  Fell

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## A60

### Falls if A59 carried

#### HMRC Merseyside (200460)

Conference Notes:

- a. The huge disparities in wealth and extreme injustices that are constantly growing throughout British society
  - b. The labour and trade union movement stands in opposition to all forms of injustice
  - c. 55% of all civil servants are paid below £30,000, with 10% being paid less than £20,000
  - d. PCS reps, activists and the rank and file devote huge amounts of unpaid time to empower themselves and their fellow workers
  - e. The purpose of the trade union movement is to empower workers as a collective and not to create a labour aristocracy
  - f. The total remuneration package for the position of General Secretary (GS) over a 5-year term is in excess of £500,000 this vastly outstrips the remuneration of all civil service grades PCS has recognition agreements for
  - g. 8,483 members who contribute A band contributions see a full month's subscription go solely to the paying of the GS' annual remuneration package
  - h. The Assistant General Secretary (AGS) donates £2,200 per month to the fighting fund
  - i. The wages of elected officials that far exceed the majority of workers are utilised as a propaganda tool against the trade union movement; culminating in Trade Union rich lists being published and terms like "Union Barons" being utilised against our democratically elected leaders
- Conference believes that:
- a. PCS should lead by example in the fight against wealth disparity and injustice by defining a ratio between the average wage of members to that of

elected officials

- b. Membership subscriptions are wasted on National insurance and Taxes for gross wages that are neither wanted nor needed by elected officials to maintain their lifestyle prior to election
- c. Election to the position of AGS and GS should not result in a significant increase in the material conditions of officials and should instead reflect the material conditions of the membership; we rise with our class not out of it  
Conference therefore instructs the NEC to:
  - a. Review the PCS wage structure, alongside PCS staff's recognised trade union (GMB), for the AGS and GS with a view to redefine the ratio referred to in 2a above
  - b. Implement the revised wage structure of AGS and GS to commence from the new term (currently 2024 if the full term of AGS and GS is completed)

Carried  Lost  Remitted  Fell

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## A61

**Covers E220**

**DWP Devon (047095)**

**DWP Avon (047093)**

Conference recognises that Trades Councils are a vital part of the Trade Union movement. They co-ordinate support between union branches, involve unions in Community Campaigns, and promote a positive image of unions at a local level. The value of this has been amply demonstrated in recent disputes such as at the DVLA, in the Royal Parks dispute and in DWP in the Plymouth dispute, where the support of Trades Councils both financially and physically has been a great help. Trades Councils are key to supporting workers in dispute, and in organising May Day and Workers Memorial Day events each year.

Conference notes that one obstacle for Trades Councils in affiliation is the current rules restricting affiliations to a total of £30.00pa. This can have a detrimental effect on any branch, but particularly so both in geographically widespread branches where there may be a number of Trades Councils and in smaller branches with limited finance. This is unfortunate if it means that the profile that PCS has at a national level cannot be replicated in the movement within our communities at a local level.

Conference agrees:

- that the role and benefits of Trades Councils should be more widely publicised
- that every branch should be strongly encouraged to affiliate to their local Trades Council

- that PCS activists will be encouraged to be delegates to Trades Councils
- that to enable this work the cost of any affiliations to local Trades Councils will be met by PCS centrally.

Carried  Lost  Remitted  Fell

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## Personnel Policy

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### A62

**Covers E226**

**HMRC - Stratford (200461)**

**R&C Portsmouth - Portsdown Vectis (200091)**

#### 1. Covid-19 (to ADC)

This conference notes: -

- The increase in hospitalisations for covid-19 and flu.
- At the end of 2022 1m people were infected with covid-19 in the UK, an estimated 2m people were experiencing "Long Covid" [almost half of these for more than a year]
- Data which suggests the more times you contract covid-19 the more the risk of getting long covid symptoms. Nearly 4m people are clinically vulnerable which means they are more susceptible to catching covid, suffer "Long-Covid" and impacts on these individuals, their families and carers
- The blasé attitude of senior managers to the risk of viral infections to our members and the public, forgetting all the lessons learnt through the pandemic.
- The battle many of our reps have to get reasonable adjustments for our members most at risk

This conference instructs the NEC to:

- Negotiate and agree clear management guidance –
  1. to emphasise the need to keep staff and the public with viral infections out of the workplace and associated sick leave written off and not counted for attendance management and/or sick pay purposes
  - 2) to ensure access to reasonable adjustments for members most at risk from viral infections.
  - 3) for full support for members who are experiencing "Long Covid" including not counting towards attendance management and sick pay purposes, reasonable adjustments etc
- Support branches to ensure that proper workplace health and safety arrangements are in place including well-ventilated working environments for our members and collectively challenge the discrimination of our members

- The NEC to survey members within the Union individually or via Branch Secretaries on attaining the number of actual members affected by “Long Covid”.
- Publish and campaign for equality and health and safety rights to help ensure members know their rights.
- Campaign with TUC and other organisations to encourage employers to treat “Long Covid” as a disability
- Launch a health and safety campaign and use all avenues up to and including industrial action to win our demands.

Stratford Branch

Carried  Lost  Remitted  Fell

## A63

**DWP Birmingham South (047053)**

This Conference notes :

Miscarriage is legally defined as the loss of a baby during the first 24 weeks of pregnancy. An estimated 1 in 4 pregnancies ends in miscarriage and around 1 - 2 in 100 pregnancies ends in the second trimester also sometimes called a late miscarriage.

Physical symptoms of miscarriage can be severe and can last 6 weeks particularly in the case of second trimester losses. The emotional impact can sometimes be felt immediately after the miscarriage, whereas in other cases it can take several weeks. Many people affected by a miscarriage go through a bereavement period.

The world health organisation recognises that Losing a baby in pregnancy through miscarriage is still a taboo subject worldwide, linked to stigma and shame. Many women still do not receive appropriate and respectful care when their baby dies during pregnancy. While pregnancy loss is talked about more now than it ever has been there is still a long way to go.

This Conference believes:

No parent should feel they have to return to work immediately following a miscarriage if they are not ready to do so. Absence attributed to a miscarriage should not be counted towards sickness for any parent/intended parent.

ACAS states that employers should consider creating a miscarriage policy that offers paid leave and considering reasonable adjustments such as home working and phased returns for employees.

This Conference instructs the NEC :

- To campaign for Guaranteed paid leave for all

parents/intended parents that experience pregnancy loss. This needs to ensure parents are able to fully recover. This leave should not be counted towards any review or trigger points in attendance management process.

- To campaign for dedicated civil service training for all managers on how to sensitively manage pregnancy loss for employees.
- To provide within PCS support for all parents including training and resources for members and reps, including awareness around events such as baby loss awareness week (held in October each year)

Carried  Lost  Remitted  Fell

## A64 General Debate with A65

### Composite Motion A

**Covers E228, E229, E230, E231, E232, E233, E234, E235, E236**

**DWP Birmingham South (047053)**

**PSg – UK Export Finance (140107)**

This ADC Notes:

Sexual harassment is still an ongoing concern in our society. Society has changed even over the last few years, and we recognise progress has been made. Sexual Abuse & Sexual Violence Awareness Week is observed in February each year in the UK and alongside other prominent movements such as Me Too there has been increased awareness around sexual harassment and sexual assault and things that were once seen as acceptable no longer are.

However, things have not progressed enough, continuing sexist actions are still commonplace in many settings including the workplace.

TUC research found Over 1 in 2 women and nearly 7 out of 10 LGBT workers are sexually harassed in the workplace.

Both USDAW and UNISON have done recent surveys with USDAW finding nine out of ten young women had experienced workplace sexual harassment in the last twelve months and Unison finding one in ten NHS staff had been sexually harassed in the last year and nearly a quarter said they had been sexually assaulted while at work.

Results of the government equality office sexual harassment survey 2020 shows

29% of those in employment experienced some form of sexual harassment in their workplace or work-related environment in the last 12 months. Unwelcome sexual jokes and unwelcome staring were the most

common forms of sexual harassment experienced in the workplace.

Levels of formal reporting of sexual harassment in the workplace were very low: only 15% reported their experience formally (internally or externally). Furthermore two-fifths (41%) said there were no consequences for their perpetrator (19% among those who formally reported it).

Conference believes:

Not enough is done in the Civil Service to combat sexual harassment.

There aren't any figures available providing information regarding the number of sexual harassment cases.

This shows a lack of concern, and we believe the scale of the problem should be investigated.

We believe tackling sexual harassment in the workplace requires a culture change whereby zero tolerance truly means zero tolerance, where correct actions are always taken, and victims are safeguarded.

This is reasonable. Trade Unions need to be at the centre of fighting for equality and should be confronting sexual harassment.

PCS should be at the forefront of fighting sexual harassment in the civil service.

Conference instructs the NEC:

- To insist on a thorough investigation covering all departments of the civil service with findings to be shared with PCS.
- To produce appropriate and specific education and supporting literature for our reps and members.
- To organise a dedicated sexual harassment conference to be held in February 2024 in line with Sexual Abuse & Sexual Violence Awareness Week or to be held in April 2024 in line with the Sexual Assault Awareness Month.

Carried  Lost  Remitted  Fell

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## A65 General Debate

with A64

**R&C Northern Ireland Branch (200082)**

The Conference notes:

- Sexual violence and harassment are endemic in modern society highlighted by the appalling murders of Sabina Nessa, Sarah Everard, Ashleen Murphy and sisters Bibba Henry and Nicole Smallman
- In the UK, one woman is killed by a man every 3 days
- In 2021 a YouGov Poll found 97% of women aged

between 19 and 24 had been sexually harassed, and 80% of women of all ages said they'd been sexually harassed in a public place

- ONS reports last year showed 618K women were victims of sexual assault or attempted sexual assault by a man
- The conference believes:
- Male violence against women is part of a wider culture of misogyny in society
- More focus should be put on changing male behaviour rather than encouraging women to protect themselves
- The union encourages employers to have strong/robust policies to deal with violence against women, separate to standard conduct and discipline procedures.
- The conference instructs the NEC to:
- Engage with individual employers to ensure the introductions of policies to prevent/deal with violence against women where these don't currently exist
- Liaise with appropriate charities to draft appropriate policies
- Write to each department director to seek commitment to adopting/updating policies.

Carried  Lost  Remitted  Fell

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## A66

**Covers E237**

**DWP Cumbria and Lancashire (047020)**

**PSg - DLUHC Headquarters National Branch (140140)**

This Conference notes that:

1. The Government inflicted an unprecedented real terms pay cut on civil servants in 2022, after more than a decade of pay freezes and below inflation pay awards.
2. Despite the December claim of the Cabinet Secretary and Heads of Departments to be "working with Ministers and unions as a priority to find ways to improve the situation regarding pay and benefits", there was no such engagement with unions at national or departmental level.
3. The current cost of living crisis follows the worst UK peacetime decade for pay since the second world war and that this stagnation is exceptional by historical and international standards.
4. Civil Service management across bargaining units insist that staff should attend the workplace for a set number of days a week irrespective of the nature of the job and the available technology.

5. They thereby force staff to incur substantial transport and other costs, rather than allow staff a choice as to how often they attend, consistent with their judgements about their wellbeing, finances and the work they undertake.

This Conference further notes that:

1. The official UK Parliament Website advises, “members of Parliament are not obliged by parliamentary rules to attend the House at any time... Therefore no records are kept of an MP’s attendance at Parliament.”
2. MPs are allowed to:
  - Take holidays while Parliament is sitting, despite Parliament shutting down for significant periods over every holiday season and their duty to hold Government to account.
  - Travel abroad to make speeches at great personal gain while Parliament is sitting.
  - Locate themselves abroad in order to earn significant sums of money, while Parliament is sitting.
  - Hold multiple other jobs while being an MP and to prioritise those roles over their Parliamentary duties.
  - Claim substantial public assistance in the purchase of another “home” near parliament, a practice which results in substantial capital gain for MPs, despite their not being a minimal requirement to attend Parliament.

This Conference instructs the NEC to:

3. Review homeworking and office attendance policies in bargaining units with a view to developing and promoting best practice.
4. Ensure that all Groups and National Branches have negotiated appropriate protections for members subject to or potentially subject to office attendance requirements, in particular explicit equality provisions that enable and promote complete or greater homeworking.
5. Periodically issue guidance to all branches and members concerning their rights to homework, for example as a reasonable adjustment or for childcare purposes.
6. Legally support members who seek to resist on equality grounds a management defined level of office working and publicise successful cases supported by the union and other cases that set precedent or helpfully illustrate the rights of workers in relation to specific working patterns.

Carried  Lost  Remitted  Fell

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## A67

### DfT - East Midlands (201051)

Conference notes that members who have recently transferred to the Alpha pension scheme are not able currently able to access any detail regarding their Pensions on the Pension portal. This is causing angst and uncertainty when members are trying to make life changing decisions now about early retirement and making plans for their future.

Conference recognises that this may well be rectified this year but that does not help those who need to make decisions now.

Conference instructs the NEC to engage with the Cabinet Office and MyCSP to rectify this situation and to put measures in place which will allow these members taking decisions now, to get accurate financial information on their Pensions. That will allow them to make an informed decision on their future, rather than the current situation of making decisions without the full information, which may bring detriment to them.

Carried  Lost  Remitted  Fell

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## A68

### Covers E238

#### DfT - London and the South East (201053)

#### PSg - DLUHC Headquarters National Branch (140140)

This Conference notes that in November 2021, the Daily Telegraph (and subsequently other journals) published a report of a Cabinet Office memo which said that:

- Civil service networks should not invite speakers who had spoken against key government policies.
- Networks are required to make and record due diligence checks on the views of potential external speakers’ opinions with a view to not inviting or withdrawing an invite to individuals and/or organisations that have opposed government policy.
- In October 2022 the Guardian reported that Dr Kate Devlin, a reader in artificial intelligence and society at King’s College London, had had her invitation to talk to a civil service network within a government department about women in science, technology, engineering and maths cancelled because she had previously criticised government policy on social media and even though the subject matter of Dr Devlin’s planned speech had nothing to do with any Government policy.

Dr Devlin was struck by the irony of the

invitation being withdrawn, given the government was pushing the higher education (freedom of expression) bill, supposedly to protect freedom of speech and academic expression and debate on campus.

Conference further notes that the Cabinet Office policy:

1. Will deter consideration of some speakers are even checked.
2. Is so extreme it is an example of “cancel culture” that Ministers purport to be concerned with and the case of Dr Devlin is an instance of that.
3. Lacks transparency – the unacceptability of some potential speakers as opposed to others will not be made public and the decision makers who bar invitations will not be publicly accountable.
4. Is incompatible with the Civil Service Code, explicitly focussing on opposition to or criticisms of Government policy only (there is no ban on speakers supportive of Government policy or critical of Opposition policy).
5. Is counter to the academic freedom Ministers purport to want to protect.
6. Is contrary to the idea that civil servants should hear and discuss various viewpoints in order to provide constructive and independent policy advice.

Conference instructs the NEC to:

1. Engage with the Cabinet Office for the withdrawal of this guidance.
2. Work with the LP and other opposition parties to ensure the withdrawal of this guidance in the event of the formation of a non-Conservative government.
3. Work with the Devolved Governments to ensure that this guidance is not applied within their remit.
4. Issue guidance to Groups and National branches regarding the implementation of this policy within their bargaining units.

Carried  Lost  Remitted  Fell

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## A69

### DEFRA Northern (001052)

Conference notes that there have been some issues and inconsistencies with moving around in and out of NDPBs. New guidance was issued by Cabinet Office in 2020 and updated this year that stated you were not able to transfer with continuous service if you are going in or out of a NDPB. This change was never reflected in terms and conditions or contracts of those in effected NDPB's, and in fact only came to light when a members from MMO were told they could not transfer to Defra (their parent organisation)

From discussions with other reps and groups it is clear that there is an inconsistent approach with this with employers from other groups. The CO guidance now says you are unable to move around if you are from a Non Civil Service ALB. This is contradictory to what is on the civil service commission site, that clearly states you can transfer if an accredited NDPB.

This has caused issues with incorrect inf being given to staff, staff losing out on maternity pay and breach of contracts as contracts state your service will be carried over and that you can move freely around.

Conference instructs the NEC to enter into discussions with Cabinet office on the legality of their guidance and seek clarity on when this instruction was consulted on as a policy change.

Seek legal advise on the ability for all crown employees to move freely around employers and comply with their own campaigns on being able to move freely around the civil service

Seek information from all groups to gather a clear picture of who is affected

Report back to Groups with an update by Conference 24

Carried  Lost  Remitted  Fell

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## A70

### PSg - DLUHC Headquarters National Branch (140140)

This conference notes the continuing developments in the fields of Artificial Intelligence (AI) and Machine Learning (ML) that are enabling:

- increasingly complex decision making by machine;
- semi or fully autonomously and comprehensible text to be generated in response to human verbal or written questions.

This conference believes that at some point, possibly relatively soon, the employers of our members will seek to apply AI and ML more consistently to the work our members undertake.

This Conference therefore instructs the NEC to:

- Establish where AI and ML are already operating in all governmental areas,
- including those in devolved governmental structures and any future plans to extend the use of AI and ML.
- Set up a dedicated subcommittee of the National Executive Committee to cover AI, ML and associated processes.
- Include in every annual report a section dealing with AI and ML as they affect or might affect our members and the union's response, commencing with the 2024 Annual Report.
- Carry out research to understand how unions in the

UK and elsewhere, are dealing with AI and ML in their industries.

- Seek agreements with the relevant employers where we are recognized, to safeguard jobs and processes.
- Work with the TUC and other interested groups to ensure that suitable laws are in place which prohibit semi and autonomous decision making where those decisions impact on people and that ensure the rights of unions to have control over AI and Machine Learning processes.

Carried  Lost  Remitted  Fell

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## A71

### Covers E239

**PSg - DLUHC Headquarters National Branch (140140)  
DWP Sheffield (047008)**

Conference recognises that it is vitally important that Trade Unions have the right to approach non-members in their workplaces.

Conference notes that:

- The International Labour Organisation (ILO) says: access of “trade union representatives to workplaces should be guaranteed, with due respect for the rights of property and management, so that trade unions can communicate with workers in order to apprise them of the potential advantages of unionization.”
- The ILO convention on Freedom of Association and Protection of the Right to Organise states at Article 11, “Each Member of the International Labour Organisation for which this Convention is in force undertakes to take all necessary and appropriate measures to ensure that workers and employers may exercise freely the right to organise.”

Conference further notes that:

- in the UK there are multiple restrictions on and impediments to the right of trade unions to gain access to workers and to discuss with them the merits of joining a trade union, whether they work for the civil service, other public sector employers or private sector employers.
- PCS’s ability to recruit, organise and represent workers is severely damaged by such restrictions and impediments, particularly in the outsourced and FM areas of employment where trade union recognition and collective bargaining rights are traditionally low across the sector.

Conference therefore instructs the NEC to:

- Seek to secure with the UK Civil Service a formal, general, right of access agreement covering both

civil servants and private sector workers in civil service buildings and/or in outsourced areas of employment, citing the ILO conventions (which are binding on the UK Government) and any rights arising from being a recognised trade union.

- Seek the same from the Scottish and Welsh Governments and Mayor of London, utilising the greater possibility of putting political pressure on these Governments/Devolved Administrations and Authorities than can be put on a Conservative-led UK Government.
- Approach the Labour Party with a view to building on their commitment to simplify the process of union recognition and to establish a reasonable right of entry to organise in workplaces (cf. “A new deal for working people” green paper), more specifically to secure, in a formal national civil service agreement, a general right for PCS to gain ready access to individual non-members and groups of non-members in their workplaces, covering both civil servants and private sector workers working in civil service buildings and/or in outsourced areas.

Carried  Lost  Remitted  Fell

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## A72

**DWP Wirral (047019)**

Conference notes the TUC report, Still Rigged: Racism in the UK Labour Market 2022 from the TUC Anti-Racism Taskforce confirms that racism remains a critical feature of workplace structures, culture and everyday working life for a significant number of employees.

It recommends Employers work with trade unions to:

- Establish a comprehensive monitoring system covering ethnicity pay-gap reporting, recruitment, retention, promotion, pay and grading, access to training, performance management, and discipline and grievance procedures.
- Establish targets and develop positive action measures to address racial inequalities within the workforce.  
As well as:
- Ensuring they have strong equality, diversity and dignity policies which include zero tolerance of racism.
- Clearly stating they will support all staff who raise concerns about racism and protect staff who are subject to racial abuse.
- Ensuring there is a simple method for BME workers to report racism at work, and feel confident that complaints about racism will be taken seriously, acted on and dealt with satisfactorily.

- Ensuring all staff know that workers who report about racism will not be victimised for doing so. The onus for the eradicating racial discrimination across government estate sits at departmental level, whilst the Cabinet Office takes no real responsibility for ensuring employers adhere to the EA2010 or Public Sector Equality Duty.

Conference therefore calls on the NEC to demand that Cabinet Office:

1. instructs all Civil Service departments to carry out an overarching Equality Impact Assessment across the government estate.
2. publish EDI data by ethnicity, on outcomes of disciplinary and formal complaint procedures over the last 5 years, using Freedom of Information requests or Parliamentary Questions if required.
3. instructs all Government Departments publish Employment Monitoring Data on an annual basis, to highlight inequalities in recruitment, representation, promotion, performance management and disproportionate use of disciplinary and formal complaint procedures
4. implement a fit for purpose best practice model for formal complaint procedures to ensure Black members in all Departments can have confidence in using them.
5. negotiate independent EDI oversight and monitoring of formal procedures, of their operation and outcomes, which can be included in an EDI Governance Framework.
6. ensure all departmental investigation officers, decision makers and appeal managers are genuinely independent, have a minimum degree level qualification or equivalent EDI practitioner experience receive meaningful training in EDI issues.
7. ensure all employer equality training has a specific module on each equality strand to ensure government are supporting the eradication of all harassment and discrimination, including racial harassment and discrimination and to improve the quality of decision-making
8. put a requirement on all employers to explain what action is being taken to deliver significant improvements in equality outcomes, including what targets exist to address under-representation of Black workers at grades when the population of England & Wales stands at 18%.

Carried  Lost  Remitted  Fell

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## A73

### Home Office Yorkshire & North East (026111)

This conference condemns excessively lengthy timescales for bringing Disciplinary action against members in a few cases over 3.5 years for security breaches when they were new members of staff at the time.

Due to these issues not being brought to the individual's attention after over three years this comes as a shock and puts the member at a distinct disadvantage as they were unaware they had done anything wrong.

This conference calls on the NEC to begin negotiating a fairer policy of a maximum timescale of 6 Months any time after this cannot be prosecuted against an individual unless under exceptional circumstances.

Carried  Lost  Remitted  Fell

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## A74

### DWP Bradford (047002)

Conference notes the current restrictions for the political activity of civil service employees under the Civil Service Management Code.

Conference agrees that the political independence of the civil service would not be compromised by recognising full civil rights for the great majority of civil service employees in grades AA to SEO.

Conference agrees that the civil rights of civil service employees must be improved for consistency with principles for human rights in the 21st Century.

Conference instructs the National Executive Committee to take all necessary action to campaign for civil rights for civil servants so that civil service employees in grades AA to SEO are classified as 'Politically Free' under the Civil Service Management Code with any exceptions strictly limited by agreement with PCS.

Carried  Lost  Remitted  Fell

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## A75

### MOJ Royal Courts & First Avenue House (052054)

Conference notes that media coverage of the recent strike wave has highlighted the contrast between the clarity, honesty and mastery of their subject shown by trade unionists and the mealy-mouthed, dissembling

and often downright ignorant contributions from many of our elected politicians. It also recognises that Parliament is far from “representative” of the people it should represent, being rather over-stocked with upper class individuals often drawn from occupations such as management consultancy and with very little “real-world” experience of, for example, being a low-paid public sector worker. As a result, politicians, particularly but not exclusively from the Conservative Party, feel free to demonise us for failings which are often the result of political decisions they have made, and in particular attack our real-term earnings and push for a more punitive approach to attendance and performance.

Conference also notes that, whereas in the past a greater sense of ‘political neutrality’ characterised the government, this has in effect been almost completely eroded.

Conference further recognises that if a civil servant wishes to stand for Parliament, they must first resign from their post, a gamble few of us would feel able to take. We also note that there are similarities to the restrictions imposed on local government employees, teachers and others.

Conference therefore instructs the National Executive Committee to:

Meet with other unions whose members face restrictions on standing for local or national elections with a view to jointly proposing a change to the rules to make it easier for public sector workers to put themselves forward for election;

Commission a report setting out the ways in which the said rules could be changed, and to engage in liaison with Members of our Parliamentary Group and other Members of Parliament as our NEC sees fit.

Carried  Lost  Remitted  Fell

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## A76

### CPS East Midlands and Eastern Branch (070010)

Conference notes that the current application/recruitment process in place across many departments within the Civil Service is not fit for purpose.

There is currently an overall emphasis on a ‘personal statement’ section on application forms, largely focused around an expected ‘STAR’ method to be applied to address the expected criteria of someone applying at a certain grade. This emphasis is carried through the process to interview where applicants are subjected to the same.

This emphasis ignores candidates work history and does not satisfactorily meet the goal of ‘revealing

the best of people’. The rigid structure often boxes candidates into providing answers which are sometimes not going to be as strong, in their attempts to address (usually 4 questions) being posed.

This restrictive format gives little scope for candidates to share other true examples that do not fit one of the low number of questions posed to them. Other aspects missed may include other notable achievements and other applicable work history – aspects which could have led to a candidate being a valuable asset to a department/team. The system also fails candidates for a single ‘poorer’ answer.

The process itself is also not neuro diverse – there is one route only – this route. A process that seeks those that can navigate a rigid structure and beneficial to those that deliver responses in the expected, packaged way.

Alongside the often little to no recognition given to previous applicable experience (unless it has been pre-packaged and can be addressed in one of the questions), there is often an absence of testing applicable skill (ie. office packages, letter writing, analysing stats). The service has become so focused on producing the same, consistent type of individual who is easily transferable between departments that there is a risk that experienced, valuable, talented individuals that are an asset to a specific work stream, are being overlooked.

It is recognised that a consistent approach is intended to address any complaints of favouritism or nepotism within teams and departments and this is commendable but the current process could, long-term, be detrimental to the other extreme – favouring those who can navigate a process rather than appreciating other experienced, valuable staff. It may also, long-term reduce the diversity of individuals within the service securing posts – some that perhaps may be less process focused, but more creative and fluid in an interview setting. There is a risk that the service could therefore also stagnate if differing characters are often not successful in the recruitment process.

This is an instruction for the NEC to urgently request that the civil service recruitment process across all departments is appropriately reviewed – independently of those that are directly involved and work within - to support the development of a fairer system to replace the current one in place.

Carried  Lost  Remitted  Fell

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## A77

### Covers E240, E241

MoJ Associated Offices (052046)

DWP Tyneside & Northumbria (047120)

This ADC notes the clear evidence that representation in higher grades, on fast stream programmes in the civil service for black workers is disproportionately poor. Our black applicants though they have the qualifications, experience and practicalities for the job role, are often overlooked. Black talent is not lacking in abundance but being stifled. We call upon the National Executive Committee to work with the National Black Members Committee to:

1. Challenge the Cabinet Office and GRS in their recruitment processes as data reveals disproportionate success rates to fast stream for black applicants. NEC to demand an improvement on figures with better representation at high grade, fast stream and through promotion.
2. Encourage greater participation in PCS with black members by developing a specific recruitment programme and a potential activist programme.
3. Explore developing workshops and courses for black members with focus on strength-based applications and communication techniques required for the civil service process.

Carried  Lost  Remitted  Fell

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## A78

### CPS East Midlands and Eastern Branch (070010)

Conference is concerned by a culture of nepotism sweeping across civil service departments and other public bodies and the inevitable impact on members working in those type of workplaces.

Nepotism in the workplace is insidious and occurs when the leadership of an organisation uses their influence to favour particular individuals based on personal relationships. Typical examples include someone in a managerial or executive position using their power to hire or promote a family member or friend over a better-qualified candidate or giving employees preferential treatment. If nepotism becomes a factor in a workplace, it shows someone in a position of power is willing to act immorally or unethically. For example, a manager looking to provide a favour to get one in return; or promoting a close colleague or workplace ally who will side with them on decisions and help them consolidate further power within the organisation.

Nepotism has many negative connotations and promotes unfair practices that can have consequences both for members and the public services they deliver. It typically reduces performance, undermines equality and diversity, stamps out meritocracy, obstructs learning and developmental opportunities, increases staff turnover and slashes wider workforce morale. Nepotism in the workplace also ruins the relationships and trust between staff and managers and can impact on wider organisational collaboration. Moreover, it contributes to societal inequality and can promote and protect “old boy’s networks” linked to class and race, in contrast to a meritocracy, where people are judged on the merit of their work not who they know, helping to produce social mobility and a fairer society overall.

While nepotism itself is not illegal, it can be associated with types of discrimination in the workplace, which is illegal under the Equality Act. Members need to be able to expose suspected instances of nepotism safely (without repercussion) and there needs to be more effective structures in place beyond general whistle blowing policies to be able to help such toxic issues be raised as appropriate and ideally through the recognised departmental collective bargaining platforms.

Conference instructs the NEC to undertake the following:-

1. Investigate and consult PCS branches and groups on the levels of nepotism believed to be occurring in their respective bargaining areas and organisations
2. Make representations to the Cabinet Office or appropriate government body to demand a definitive anti-nepotism policy or statement for all Civil Service departments and NDPB’s to adhere to, that is fit for purpose
3. Demand an anti-nepotism policy or statement becomes an essential part of leadership training alongside the expectation that all managers make decisions based on objective factors. In addition, management training needs to provide a clear definition of favouritism to ensure managers can both avoid nepotism and report it with confidence when they see examples occurring in their organisation
4. Review current recruitment policies and practices within the Civil Service and NDPB’s and take appropriate action to ensure these do not contain opportunities for nepotism to occur and promote a fully open and transparent hiring and promotion culture

Carried  Lost  Remitted  Fell

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## Social and Economic

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### **A79** General Debate with A80 Covers E247, E248, E249, E250, E251, E252, E253, E254, E255, E256, E257 BEIS Cardiff (041211) DSg North West (014505)

This conference gives our full support to workers being forced to take strike action against their employers who are backed up by the Tory government. The cost-of-living crisis, fire and rehire tactics and other attacks by employers in pursuit of maintaining profits at our expense, all mean workers are uniting to fight back. Many of these disputes are seeing workers win significant gains.

We will continue to give our solidarity, building practical support for all striking workers.

We oppose any attempt by the Tory Government or any other, to impose more austerity, to pay for tax cuts for the rich and big business. We oppose the Tories' threats to introduce further anti-union legislation on top of the raft of undemocratic restrictions already in existence and call on the TUC to co-ordinate opposition. On top of Thatcher and Major's anti-union laws, Cameron's Tory Government brought in the Trade Union Act and Johnson changed the law to allow the use of agency workers to undermine industrial action. Current plans include attempts to introduce 'minimum service levels' legislation, which would impact directly on the effectiveness of workers in health, education, fire and rescue, transport, border security and nuclear sectors to resist the attacks of the employers. Therefore, this conference calls for the repeal of all Tory anti-union legislation, from Thatcher, Major, Cameron and Johnson to the present day

We also instruct the NEC to take the lead in organising campaigns and opposition to this attack on our rights including:

- A major publicity campaign amongst PCS members explaining the proposals and why we are opposed to them
- Develop and implement an urgent strategy to campaign against the plans at national level but also at every level of the union.
- To raise at the TUC that unions co-ordinate industrial action ballots and strikes to fight the cost-of-living squeeze
- to prepare for the maximum co-ordinated industrial action, up to and including a 24-hour general strike if the Tory Government moves to

implement new anti-union laws and restrictions

Carried  Lost  Remitted  Fell

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### **A80** General Debate with A79 PSg - Government Legal (140115)

Conference notes that:

the restrictions upon free trade unionism in Britain are not only anti-democratic, they are weapons in the hands of employers to further undermine workers' ability to fight for more rights, better terms and conditions of employment, and a greater share of the wealth of this grotesquely unequal society. Unions, shackled by hostile legislation, are left to fight the mounting challenges of low pay, precarious conditions of employment and lack of rights with our arms tied behind our backs.

Previous pay ballots conducted by PCS have been scuppered by legal requirements for strike action far in excess of those required for election of MP's councillors and governing parties.

This Conference therefore instructs the NEC to campaign clearly and

actively for the complete and speedy repeal of all anti-union laws, for strong legal rights including for the following purposes:

- For unions to recruit workers, including in non-unionised workplaces and companies, and for workers to join and be represented by a union;
- To take industrial action, including solidarity action with other workers and for broader social and political goals, and to picket freely.
- A complete ban on dismissal for industrial action, however long it lasts.
- A single 'worker' status with equal employment and contractual rights from day one for all workers to replace the current categorisation that makes 'workers' eligible for fewer rights than 'employees'.
- Strong rights for unions to access workplaces, obtain recognition, and
- establish collective bargaining, including sector-wide bargaining.
- Unions' right to decide their own policies and activities, determine
- their own structures and rules, and spend their funds as they choose,
- free from state and employer interference.
- Outlawing zero-hours contracts;
- Corporate compensation commensurate with the losses incurred by victims of corporate misbehaviour and criminal sanctions for the worst offences and offenders, including personal liability for owners

and directors, such as blacklisting and corporate manslaughter.

Carried  Lost  Remitted  Fell

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## A81

### Covers E258

#### National Executive Committee () R&C West Mercia (200149)

Conference notes that research shows that UK benefits fall below the minimum living cost by £140 per month, which covers food, energy and everyday essential items. Even with planned rises to benefit rates in Spring 2023, millions of people are falling short due to the cost of living crisis and the long-term decline in benefit rates, which are at their lowest in over four decades.

Conference believes that as a bare minimum, benefit payments should meet the cost of living. This means immediately uprating all benefits to match inflation, with a guarantee in law that they will never fall below it. A Citizens Income has been proposed as one possible solution and would work in tandem with the current system.

Conference believes that PCS members in the DWP have experienced chronic understaffing, low pay, unmanageable workloads and creeping privatisation for years. PCS members work on the frontline and they know what's best for claimants. A truly supportive social security system requires a significant increase in staffing and resources to deliver the kind of system the public deserves.

Conference believes the Covid pandemic has highlighted the vital role of the social security system and an unprecedented number of people turned to it during a time of national crisis. Many people became reliant on the system for the first time in their lives and there was a recognition that benefit rates were inadequate.

Conference believes the experience of claimants during the pandemic has strengthened calls for reform and we currently have the most sustained period of public support for social security since the 1980s. On one of the key elements of the system – Universal Credit – nearly three-quarters of the public agree that rates are too low.

During the pandemic, many elements of benefit delivery were paused, such as the sanctions and conditionality regime. Members reported that this was a significant change for the better and allowed them to focus on supporting claimants. These changes, alongside others, should be made permanent.

Conference believes there is an appetite for change

but the government is badly letting down claimants and staff. The cost of living is crippling millions of people and the system designed to help people is failing. The Labour Party is failing to grasp the opportunity to propose the vital reforms needed.

Conference believes this is a pivotal moment and there is an urgent need for fundamental change. PCS has been at the forefront of these calls and should continue to be so.

Conference instructs the NEC to:

1. Campaign for an immediate and permanent uplift in benefit rates to match inflation.
2. Reaffirm our calls to scrap punitive measures, including the two-child limit; benefits cap; five weeks for UC; high deduction rates; local housing allowance freeze; sanctions and conditionality regime.
3. Campaign for the implementation of universal payments to replace means-tested benefits.
4. Carry out further policy work on a Citizens Income and its implications.
5. Campaign for more resources for the DWP.

Carried  Lost  Remitted  Fell

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## A82 General Debate with A83

### Covers E259

#### National Executive Committee () Home Office Croydon (026101)

Conference condemns the Tory government for seeking to demonise refugees in order to deflect from their catastrophic failures to address the current cost of living crisis. They intend to make the issue of small boat crossings the subject of further legislation to use it as a battleground ahead of the next general election.

Conference welcomes the successful campaign in 2022 which forced the government to abandon the channel pushback policy a week before its legality was due to be tested in High Court proceedings brought by PCS.

Conference notes that PCS and Care4Calais have been working together on a campaign to stop the Rwanda deportation policy and have taken legal action. Conference welcomes the resultant quashing of the decisions in respect of the individual refugees who were conjoined with the claim and the fact that we have prevented anyone being deported to Rwanda to date.

Conference welcomes the publication of a pamphlet on our work, which has been well received by unions and campaigners, which sets out arguments for a safe passage visa scheme to allow refugees to enter the

UK safely and begin their asylum claim. This is seen as the best way to prevent hazardous channel crossings, end the people smugglers' business operation and, ultimately, save lives. Conference welcomes the open letter jointly issued with Clare Moseley, founder of Care4Calais, which has been signed by General Secretaries across the labour movement.

Conference notes demonstrations by the far right to terrorise refugees including in Knowsley, Dover and Erskine. We believe that fascists have become emboldened by the words and actions of the government. Conference believes that this is a significant development which has the potential to escalate. The trade union movement must work with anti-racist campaigners to actively oppose these far right mobilisations.

Conference instructs the NEC to:

1. Increase distribution of the refugee pamphlet and issue communications asking branches to publicise the pamphlet to members.
2. Campaign for greater investment in the Home Office to ensure that staff in the department have the time, space and resources to properly determine asylum claims, free from political pressure and interference.
3. Campaign for reform of immigration detention centres, including resources for community-based alternatives, so refugees are helped rather than punished, and to provide a better working environment for staff to produce better outcomes and a supportive environment for refugees.
4. Work with Stand Up to Racism and other anti-racism groups to counter far right activity and urge PCS branches to support local mobilisations.

Carried  Lost  Remitted  Fell

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**A83** General Debate with A82  
**Covers E260, E261, E262, E263, E264, E265, E266, E267, E268**  
**DWP Birmingham South (047053)**  
**PSg - Registers of Scotland (140907)**

Conference welcomes and supports the initiatives of the National Executive Committee in defence of Asylum Seekers and Refugees due to the aggressive actions of the Westminster Government whose policies represent a danger to vulnerable refugees and asylum seekers and also interference with home office asylum and refugee procedures.

The Pushback policy promoted last year by the Westminster Government coincided with

unprecedented refugee deaths crossing the channel.

The Pushback Policy instructed UK naval and public service workers to turn back overcrowded and unsafe boats in UK waters in conflict with international maritime law to save lives at risk at sea.

Conference applauds the actions of Home Office members and also the NEC, Care4Calais, Channel Rescue and Freedom From Torture for taking the Government to Judicial Review on the Pushback policy. The policy was withdrawn days before the Judicial Review commencing, which actions have undoubtedly saved lives.

There is no safe legal route for Asylum Seekers or refugees into the UK and the Government have continued to attack vulnerable people in flight using Rwanda as a "safe" third country to process Asylum seekers who enter the country crossing the channel (which the UK Government deem to be illegal).

Conference fully support the actions of the NEC launching a Judicial Review on Rwanda Flights with Care4Calais.

PCS has presented considerable evidence in the Judicial Review from the UK High Commissioner for Rwanda, the Foreign, Commonwealth and Development Office refuting Rwanda's status as a "safe" country, also raising concerns that refugees have been pressed into the Rwandan military for overseas operations. This is particularly vile since many asylum seekers are fleeing military repression or war zones.

Conference further notes that the actions and language of the government, describing refugee arrivals as 'invasion' and promising to 'stop the small boats' is encouraging a racist atmosphere towards refugees.

Conference believes that ALL Asylum Seekers and Refugees are welcome here!

Conference instructs the National Executive Committee to continue closely monitoring and challenging the current hostile actions of the Government in respect of Refugees and Asylum Seekers and continue to work with the Home Office Group in trying to establish safe and legal corridors into UK.

Conference instructs the NEC to urge PCS branches and members to support protests in defence of refugees.

Conference instructs the NEC to oppose and campaign against the Small Boats Bill.

Carried  Lost  Remitted  Fell

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## A84

### Covers E269

**PSg - DLUHC Headquarters National Branch  
(140140)**

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

This conference notes that in September 2021, an inquest in Halifax heard that a 24-year-old call-centre worker had been suffering from workplace stress and anxiety in the weeks before she took her own life. According to her GP, she had put in a formal grievance against her team leader and dreaded returning to work after they had had a row. While the circumstances of her death were covered by a handful of newspapers, it was largely overlooked by the health and safety authorities responsible for ensuring workplaces are safe. There was no inspection of the call-centre where she worked after the suicide. Her death was not officially reported to any public agency. No changes were required to workplace practices or to management behaviour.

Work-related suicide is a tragedy, but sadly not a rarity. Research by Hazards suggests hundreds of suicide deaths in the UK each year could be related to work factors. But unlike other workplace fatalities that would trigger an immediate Health and Safety Executive (HSE) probe, the government safety regulator has refused repeatedly to change its practices to record and investigate suicides linked to work.

This conference notes that other countries around the world do investigate potential work related suicide, including the US, France and Japan and it is common practice in most European countries.

If UK suicides followed a similar criteria and pattern as that in France, UK annual deaths from work related suicide, would be over 140. If using the more restrictive US system it would translate to around between 50 and 60 cases a year, but this would still make suicide by far the most common single cause of work-related traumatic death in Great Britain, ahead of workers falling from height, being struck by a moving vehicle or being struck by a moving object.

Because suicides are not reported or investigated, the factors that have led to one suicide may continue to pose a serious risk to all other employees in the same organisation. Every work-related suicide is a tragedy, but lessons could at least be learnt to protect others. That would require HSE to accept work factors contributing to suicide should not be treated less seriously in its reporting and investigation processes than those that cause skin rashes, asthma or strains.

This conference instructs the NEC to

- Raise the profile of work related suicide and work

with other organisations doing the same, including the Hazards campaign and the CWU.

- To campaign to include suicide in the list of work-related deaths that must be reported to the HSE under the RIDDOR reporting requirements.
- To call for explicit and enforceable legal requirements that oblige employers to take responsibility for suicide prevention and to undertake a full and transparent investigation in the aftermath of a suicide in the workplace or where there is evidence the suicide could be work-related.
- To ensure that any legal requirements place the burden of proof on the employer to demonstrate the suicide was not work related.

Carried  Lost  Remitted  Fell

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## A85

### Covers E270, E271, E272, E273, E274, E275, E276

**DfT - East Midlands (201051)**

**DWP Wirral (047019)**

Conference supports the broad principles of Equality Act 2010, recognising the impact it has in protecting our members against discrimination and harassment. Often it is the framework we use to challenge the employer without employment tribunal.

Similarly, the Public Sector Equality Duty encapsulates essential equality principles and actions that we uphold as a union.

Both these legal frameworks need political support for retention, at a time when the Tory party is cutting up workers rights. They also require review and better implementation.

This motion calls for the NEC to endorse and explore:

- Support for a campaign for a full independent review of the Equality Act 2010 including full consultation with disability rights groups, to improve effectiveness and implementation.
- Lobby for the parts of the Equality Bill that were never implemented to be revisited, reviewed and potentially brought into law.
- Support a campaign to increase time limits for in work discrimination to 6 months.
- Campaign to support the implementation of PSED principles and enable greater monitoring of the duty with meaningful penalties for failure to comply.

Carried  Lost  Remitted  Fell

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## A86

**Covers E277, E278, E279, E280, E281, E282**  
**R&C Wales (200102)**  
**MoJ Associated Offices (052046)**

The Equalities and Human Rights Commission (EHRC) published its report “Turning the Tables: Ending Sexual Harassment at Work”, which urged the UK Government to introduce a mandatory duty on employers to protect workers from sexual harassment at work. This was followed by a report by the Women and Equalities Select Committee (WESC) on ‘Sexual harassment in the workplace’. The WESC said that ‘providing a workplace where employees have safety and dignity is no less important than other corporate responsibilities’ and emphasised that their report was a ‘call to action’.

The government clarified that it would introduce a new preventative duty, with liability for employers failing to ‘take all reasonable steps’, covering interns and reflecting third party harassment.

ADC calls on the NEC to lobby the government to introduce this duty of the employer to prevent sexual harassment, using the PCS Parliamentary Group and working with National Women’s Forum to encourage a member led campaign in support.

Carried  Lost  Remitted  Fell

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## A87

**MOJ Royal Courts & First Avenue House (052054)**

Conference notes the scandal whereby hundreds of thousands of pre-payment meters were fitted in the homes of mostly low-income families and that it appears that batches of orders were signed off by magistrates without any proper consideration. Many people have effectively had their power cut off as a result. This comes at a time of increased profitability for energy companies. Conference expresses its concern that this type of “summary justice” might in part result from decisions to slash central government funding and make the department more commercially-focused.

Conference therefore instructs the National Executive Committee to:

1. Write to the Secretary of State for Justice to ask whether such commercial pressures played a part in the department’s role in facilitating the scandal;
2. Continue its work for a trade union-led Green New Deal which would potentially end fuel poverty for good.

Carried  Lost  Remitted  Fell

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## A88

**R&C Edinburgh (200037)**

That this ADC understands the need to constantly campaign on public services. Over the last 13 years of Tory Government rule spending on public services has been eroded by both actual and real terms funding cuts leading to a reduction of 17% (source TUC) in our ability to meet the needs of the public. Public awareness of these issues is high, as any look at the news will confirm. But awareness isn’t worth much without action. Therefore, the ADC instructs the NEC to begin discussions with the other public sector unions to facilitate an ongoing campaign across the country encouraging union members and members of the public to challenge their own MPs, MSPs, MSs, MLAs and appropriate local government officials directly in writing and at public events to encourage them to individually commit to the levels of public services being re-established and fully funded to pre-2010 levels plus inflation. This campaign should be underway as soon as possible, with the NEC reporting back to groups and branches on progress by September 2023. This to run alongside the already-agreed industrial action campaign.

Carried  Lost  Remitted  Fell

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## A89

**Covers E283, E284, E285**  
**R&C Portsmouth - Portsdown Vectis (200091)**  
**DWP Barnsley & Rotherham (047009)**

While many in the press applauded the decisions taken by Jeremy Hunt in his autumn budget, Socialists correctly criticised this as a Budget that targets the pockets of workers.

There are no significant measures to introduce fair tax on multinationals, non-doms and the super rich. The windfall taxes on energy producers are designed with various tax exemptions to ensure that most of the super profits will remain untaxed. Tax Justice UK says that equalising the tax on unearned capital gains and income tax would raise £14bn a year.

Meanwhile measures such as the freeze on tax free allowances will disproportionately affect ordinary workers. Even the reversal of the social care levy will ultimately put the burden on workers as they will be unable to fund their own social care when they need it later in life.

The Tories have announced additional funding to both HMRC and DWP to tackle fraud and error. HMRC

is to receive £79 million to raise £725 million tax - £9 tax per pound spent. For DWP, with its £8.6 billion overpayments, it is to receive £280 million to raise £2.2 billion - less than £8 raised per pound spent.

HMRC's own estimate of the tax gap puts it at £32 billion.

Many groups put the figure as being much higher, highlighting for example that HMRC's estimate of tax evasion of £2 billion (compared to £635 billion paid) is risible. But even HMRC's estimate of the tax gap is significantly greater than the DWP's estimate of benefits overpayment of £8.6 billion.

This shows the ideology of the Tories: tax evasion is seen as less important than so called benefit fraud, the main cause of which is that benefits are not enough to live on. There is no mention of the significant amount of benefits that go unclaimed. It is a continuing hands off approach to the self proclaimed "strivers" and a demonising of "scroungers".

A fair tax system balanced with a benefit system designed to help those that need it is essential in moving the UK to a more equal society. This conference instructs the NEC to:

1. Commission a new update of the UK tax gap. The last report of 2014 is in urgent need of refreshing.
2. Work with the R&C GEC and branches to revise and update the PCS Alternative Vision. This should incorporate the updated tax gap to show how many £billions go uncollected and how much the public purse could be increased. This alternative should be completed no later than 31/10/2023 so that it is available before the next Budget statement.
3. Use the PCS alternative tax system to work with MPs in the PCS Parliamentary Group and any other supportive MPs to raise awareness of the alternative in Parliament.
4. Produce copies of the PCS alternative tax system for distribution to Groups and Branches to use for their campaigning activities amongst members and communities to create the widest possible consensus for a different and fairer tax system.

Carried  Lost  Remitted  Fell

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## A90

### HMRC Glasgow (200119)

That this conference recognises that it is inappropriate for those under investigation by HMRC to be in positions of power over said organisation.

Conference notes that recent news reports revealed that the ex-chancellor was, in fact, in dispute with HMRC while acting as chancellor.

There has never been a more blatant conflict of interest and therefore it is clear that there needs to be a mechanism in legislation to prevent those under current investigation from HMRC taking positions of power over the department. Equally it would only appear proper and correct for ALL MPs and servants with Executive Powers over the department to have a review of their tax affairs conducted BEFORE taking office and be subject to regular scrutiny.

Conference instructs the NEC to:

1. Lobby for change in legislation to require all MPs and Senior Civil Servants taking positions that would enable control over HMRC be subject to a full review of their Tax affairs before taking office
2. Lobby for change in legislation to enable HMRC to temporarily block any appointments where the affairs examined in 1. are still in question and investigations must continue but without prejudice or pre-judgement of the participants

Carried  Lost  Remitted  Fell

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## A91

### HMRC Merseyside (200460)

Conference Notes:

- a. Real term pay within the public sector has fallen on average by 4.3% and up to 13% according to the Office for National Statistics
- b. The State Pension, despite being one of the lowest in the EU, is protected from real term depreciation through the Triple Lock.
- c. Trade Unions have traded T&Cs in favour of increases to pay which have been accepted by the memberships due to years of pay constraints and real term decreases.

Conference believes:

- a. The Triple Lock for the state pension is a net positive and should be defended and improved upon
  - b. Public sector pay should be protected from real terms depreciation, with the minimum underpinning wage increase tied to whatever is greater of average wage increases, Consumer Price Index or 2.5%, except where collective agreements exceed these amounts.
  - c. If a minimum increase in real terms pay was underpinned, then Trade Unions would be able to focus campaigns and resources on improving T&Cs
- Conference Instructs the NEC to:
- a. Launch a campaign to introduce a Triple Lock to protect and increase the wages of workers
  - b. To raise with public sector trade unions within the

TUC, political parties, and campaign groups the need to launch a joint campaign to win a Triple Lock for Workers as outlined in 2b

- c. To encourage the TUC to undertake research on how a Triple Lock for public sector pay would impact workers and the economy

Carried  Lost  Remitted  Fell

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## A92

### MoJ Associated Offices (052046)

Conference is aware of some of the most serious miscarriages of justice in Northern Ireland, as well as the state collusion in terror of which is impacted on all communities.

One example of injustices is the “Craigavon 2” who are Brendan McConville and John Paul Wootton. They were convicted under the doctrine of “Guilty by Association” and through a Diplock Court that has, always, operated without a jury. John Paul Wootton’s tagging device of his whereabouts on the night of the murder was destroyed by British Intelligence. The evidence against Brendan McConville was produced by a witness who was visually impaired in both eyes, despite the lack of proof that the witness was anywhere within proximity of the murder. It is, also, astonishing to notice that the Diplock Court system in Northern Ireland that was abolished in theory in 2004 is, still, used in exceptional circumstances.

Mark Kincaid in Northern Ireland was, also, convicted on lack of evidence for the murder of David Hamilton despite campaigns by some powerful supporters including the former First Minister and former leader of the Democratic Unionist Party, Peter Robinson, for this case to be re – opened.

In relation to the state collusion in terror, security forces and Intelligence colluded with paramilitary groups of all political sides in the murders of innocent people. These atrocities included massacres in Kingsmill, Ballymurphy, Loughlin Island, Monaghan, Dublin, McGuirks’ Bar as well as many more, such as the murders of Pat Finucane, Senator Paddy Wilson, Irene Andrews and others. Families and friends of the victims of the state collusion in terror are, still, seeking justice.

Therefore, conference asks to support the following campaigns:

- a. To re - open the cases of the “Craigavon 2” and Mark Kincaid.
- b. To seek justice for the victims’ families and friends of the state collusion in terror.

Carried  Lost  Remitted  Fell

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## A93

### MoJ Associated Offices (052046)

Conference notes that austerity measures since 2010 have led to an increase in the number of people working in the sex industry and is concerned by examples such as Doncaster and Sheffield, where on – street prostitution has risen by at least 60%, an increase, primarily, attributed to the impact of benefit sanctions.

Conference recognises that not many people would choose to work in the sex industry and that they do so because of economic necessity rather than criminal coercion. It further asserts that 74% of off – street prostitutes work in the sex industry to pay household expenses and support their families. The English Collective of Prostitutes estimates that 70% of sex workers are mothers, mostly single mothers supporting families. LGBT workers are an important part of the sex worker community, and the discrimination suffered by sex workers is similar to that against LGBT: confiscation of their speech by false experts; stigma; exclusion, harassment; lack of confidence in police protection; and hate crime attempts at enforced rehabilitation. Conference regrets that current UK legislation forces sex workers to work alone, leaving workers vulnerable to crime and the threat of losing access to their families.

Conference believes that sex workers should have the same rights as those in other industries with full union recognition. Conference supports policies which prioritise human rights and safety for everyone in the sex industry, whether by choice, circumstances or coercion.

Conference opposes all forms of trafficking, forced labour and calls upon the Government to recognise that the only effective way to tackle these abuses when they occur in the sex industry is to apply the measures which are known to improve the situation of worker in other industries.

Conference acknowledges the 2016 Home Affairs Select Committee report of which recommended that sex work in the UK should be decriminalised and Amnesty International’s decision to adopt the same policy. We note that ending criminalisation of sex work would increase safety as sex workers could work together and report violence without fear of arrest.

Conference calls for the following measures:

- a) Sex workers’ entitlement to full human, civil and labour rights to be recognised and respected.
- b) To ask PCS to support a policy of decriminalising Sex Workers and to ensure their right to join a Trade Union for full protection as well as better pay, terms and conditions.

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## A94

### MoJ Associated Offices (052046)

#### ADC notes

1. That 31 January this year was the 40th anniversary of founding of the London Scene
2. That BDSMers need protection in law as many are fired if their employers find out.
3. That BDSM Code is Safe Sane Consensual
4. That apart from those with another special characteristic PCS does not supply support for them.  
ADC Believes
  1. That as a minority group who are discriminated against They should have a support group in PCS.
  2. That BDSMers should have equal rights and protection as other discriminated against Groups have.
  3. PCS should support and campaign for their rights.
  4. That Mutual Informed Consent should be what is needed before erotic activity is carried out.
  5. That if there is no Mutual Informed Consent then it is Rape.
  6. That Consent can be WITHDRAWN at any time.  
ADC Instructs NEC
    1. To establish a support Network for BDSMers.
    2. To Campaign for their rights.
    3. To forward a similar motion to TUC Conference.
    4. To promote that Mutual Informed Consent should be what is needed before erotic activity is carried out.
    5. To establish training courses for members on Consent and Negotiation.

## Other Motions (categories B, C, D, E & X)

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## National Campaign

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### D95

#### HMRC Salford & Manchester (200133)

Conference notes the fantastic work done by branches, the R&C GEC and full time officers in relation to the re-run R&C ballot.

There was improved good practice in this ballot including the GEC drawing up detailed plans with branches and producing a time-table of events.

However, we agree that there were still many difficulties caused by poor communication between

different parts of the union leading to stress and frustration for lay reps.

These included but were not limited to:

The unavailability of Call Hub in the early part of the ballot period even though a Group circular had been issued with the start date and even where branches had explicitly stated that they wanted to use it early on.

The requirement for branches to provide Call Hub usernames for reps again, even where these were the same as the previous campaign.

The requirement that some branches had to provide a minimum of 10 reps before regional offices would facilitate group Call Hub Sessions.

The initial restriction on reps from other branches being able to help some branches even when the branch had specifically requested it and had admin systems in place to deal with the Organising Hub.

All of this occurred despite organisational issues being raised repeatedly by members of the Group including at ADC last year.

Conference agrees that, should there be other ballots in the future, the GEC should hold meetings with branches in the same way as happened this time but that the NEC must then take responsibility for ensuring that the agreed actions are carried out by full time officers.

We instruct the NEC to have talks with the R&C GEC to overcome these issues next time. These talks should take place in time for the R&C GEC to report back to its branches before any further ballots take place.

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## E96

### Covered By A1

#### DWP Glasgow (047066)

Conference congratulates reps and members on delivering the highest strike vote in the history of PCS. 124 employer groups beat the threshold, 212 of those delivered a 'Yes' vote for strike action, with an average of 86% voting 'yes' for action. Since then, membership has been climbing fast and in the third week of November exceeded 190,000, the highest membership since the ending of check-off.

Conference notes that at the NEC held on 18th November, a programme of sustained, targeted action was agreed in key areas aimed at building maximum pressure on the government, the basis for a levy was agreed in order to sustain the targeted action and it was agreed to make initial preparations with other unions for an all-member strike in late January or early February, keeping all member action under constant review and pushing to coordinate action with other unions, if at all possible. This allows for the action to

escalate as the campaign develops and provides a strategy capable of winning, as opposed to protest action with members losing money in the aftermath of Christmas during a vicious cost of living crisis.

Conference endorses the decisions taken by the NEC and instructs the NEC to continue to work closely with reps and activists to explore all opportunities for targeted and all out action, work closely with other unions to push for all member coordinated action, recognising the need for maximum unity and solidarity, working and campaigning together to get behind the agreed strategy that can win.

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## **E97**

**Covered By A1 Identical To E96**  
**PSg - Registers of Scotland(140907)**

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## **E98**

**Covered By A1 Identical To E96**  
**MoJ Associated Offices (052046)**

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## **E99**

**Covered By A1 Identical To E96**  
**DWP North East & Mid Wales (047128)**

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## **E100**

**Covered By A1 Identical To E96**  
**DWP Cambridgeshire (047049)**

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## **E101**

**Covered By A1 Identical To E96**  
**DWP Birmingham North (047054)**

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## **E102**

**Covered By A1**  
**DfT - East Midlands (201051)**

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Conference notes the tremendous and enthusiastic response by thousands of PCS members to the call for a strike on 1 February.

Any doubts that members are not up for a fight should be swept away by huge levels of support for the strike and active participation on picket lines and rallies.

The question that the union must now answer is 'what next?'

The 1 Feb was the first time all 100,000 PCS members with a mandate to strike have been called out since the ballot results on 7 November.

The current approach adopted by the majority of the union's NEC has been to call out selected groups for targeted action. Again, these selective strikes have had an impressive response from members. Conference fully supports the strategy of selective

targeted action but believes that targeted selective action should be extended to more sections of PCS members and escalated to longer periods of action up to and including indefinite strikes.

However, conference also believes that 'national action' involving all members with an active strike mandate now needs to play an equally central role beyond one- or two-day protest strikes.

The government is now in dispute with ever greater numbers of workers, ranging from the NHS, to schools, rail, postal workers and University workers.

This means that the Tories fear any concessions to one group of workers to end strikes will simply encourage others. As a result, they are trying to ride out the action, wear down the strikes and pass new anti-union legislation. But it also means the government is vulnerable if there is a sharp escalation in the scale of crisis posed by the strikes.

For PCS this must mean a much bigger and more ambitious programme of national strikes needs to be put in place alongside targeted action. Conference notes that the NEU is taking four days in its first round of action, while the UCU has announced a programme of 18 days action over 2 months. Rail workers have taken 21 days of national action.

Conference therefore instructs the NEC to implement a series of regional and Nation meetings in order to put forward and explain the case for selective targeted action but to also explain why a major escalation of national action is needed. These meetings need to also discuss fund raising for national action and why it is needed, and why strike committees need to be put in place.

Conference believes that if members understand what it will take to win that we can carry our membership with us.

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## **E103**

**Covered By A1**  
**DfE North West and North Wales (501012)**

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Conference notes:

The tremendous and enthusiastic response by thousands of PCS members to the call for a strike on the 1st February.

Any doubts that members are not prepared to put the strike ballot mandate into action should be swept away by the huge levels of support for the strike and the active participation on picket lines and rallies.

The question for the union is what next to win.

The government is totally intransigent and is prepared to sit the strikes out and pass new anti-union legislation to appeal to their voter base. This is not a

fight we can win easily and we need an honest and open debate with members about what action is necessary to win.

Members know from past experience that 1 day strikes here and there do not win. On 1 day strikes the work we do is not sufficiently disrupted because it's sitting waiting for us when we return the next day. That's why the targeted action for longer than 1 day is a good strategy because that does cause serious disruption. However, we need to deliver a knock-out blow and this can be done by combining selective action with escalating national strikes and drawing in as many members as possible to both the all member and targeted/sustained strikes. We need targeted/sustained strikes combined with escalating all out strikes to have a chance of winning.

UCU have escalated to 18 days of action because they have recognised this governments refusal to give in. If PCS escalated alongside UCU and NEU that could cause a crisis of the scale that could force the governments hand.

The union recognises that for low paid members striking does cause severe financial hardship. To address this we need to move quickly to raise funds through the Labour Movement to support strikers. There is a long tradition of solidarity support between unions and raising money from supporters and we need to reinvigorate that tradition.

Conference instructs the National Executive Committee:

1. To set up regional meetings where we can discuss and debate with members the strategy needed to win and maximise member involvement in the decisions being taken to direct the industrial action.
2. Encourage branches to set up strike committees to maximise involvement of members at a branch level and link branches together through Town Committees.
3. Call on members to raise money for hardship funds by involving members in activity including speaking at other union's meetings, fundraising social events and public collections.
4. Continue with the levy on every member and explain why this is a vital part of the strategy needed to win.
5. Encourage the establishment of Town Committees (where these don't already exist) to bring people together from different PCS organised workplaces to coordinate action in that town including organising together for the strike days and fundraising.

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## E104

### Covered By A2

#### DWP North East & Mid Wales (047128)

ADC understands that the national campaign is dependent on the success of effective, targeted and sustained strike action. Therefore, supporting and giving confidence to workers taking, what could be, extended action is a pre-requisite to achieving this and the monies needed to support prolonged effective action will exceed that currently in the PCS strike fund.

There are therefore a number of measures PCS would have to put in place to support effective action, recognising that many of our members will be at work whilst targeted action may be taking place and also that many Branches will not be actively engaged in managing striking workers:-

The NEC is instructed to secure: -

- Strike pay for extended periods of action to be more in line with "take home pay" for workers involved in extended action (Extended action to be any action over 5 days duration)
- A national levy with expected contributions tiered by pay banding for all members included in the action (such increased levy payments being payable for the duration of National Industrial Action)
- All Branches should receive a briefing on how to maximise contributions to the levy and guidance on other money raising projects / events they could organise to raise finances for striking PCS members.

Whilst sustained, targeted and effective action will put pressure on Government and employers, all member action will also play a key role in winning the national campaign whether that is united action across many public sector unions or civil service specific national all out action around key Government / political events. ADC understands that whilst this may not be extended periods of action as the targeted, this will still have a significant impact on low paid members in a cost of living crisis.

PCS instructs the NEC to organise the issue advice on deferring payments on mortgages, bills etc to be available to the wider membership (on request). The NEC to also issue advice on running Branch hardship funds etc to support members disproportionately affected by taking industrial action in this cost of living crisis.

Many PCS members are in receipt of in work benefits, surveys have revealed many of our members already use foodbanks and the cost of living crisis has exacerbated the insecurities of low pay – in essence, many civil servants are the working poor. Although this underlines the need to win the national campaign and

secure the future of members, it also indicates that we need to put in place as much support as possible for the most vulnerable of our members.

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## E105

**Covered By A2 Identical To E104**  
MoJ Associated Offices (052046)

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## E106

**Covered By A2 Identical To E104**  
DWP Glasgow (047066)

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## E107

**Covered By A2 Identical To E104**  
DWP Birmingham North (047054)

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## E108

**Covered By A2**  
R&C Telford (200114)

Conference recognises the importance of the right industrial strategy to secure a successful outcome for our National campaign on Pay and Pensions. Conference also reasserts that sustained, targeted action has to be the cornerstone of that strategy. With this in mind, it is vital to have a fighting fund that can sustain that action, and the only realistic way to build and maintain that fund is through a levy on members.

Conference recognises that the use of the fighting fund to support sustained and targeted action has enabled PCS to make a real impact in areas where strikes are taking place, and helped thrust our campaign for fair pay and pensions into the media spotlight, increasing public awareness as well as putting pressure on our employers.

However, the manner of the imposition of this levy has created real concern for some members, especially as the cost of living crisis is hitting our members hard. This is due in part to the fact that the communication strategy around the need for, use of, and effectiveness of this levy to secure our aims, has not been successful from the perspective of many members.

Conference is pleased to note that PCS membership is at its highest for years, which is due largely to the willingness of the union to fight for a fair deal; however it recognises that longstanding members, including reps, have left the union due to concerns over the way the levy was introduced and publicised.

The NEC is therefore instructed to review and consult with groups and branches on the way in which levy is being managed, including:

- the rates applied to make sure this is fair to low paid members,
- how long the levy is to remain in place,
- and how the arrangements for the levy, and its criticality for the success of the campaign are communicated.

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## E109

**Covered By A3**  
PSg - DCLG/Homes and Communities Agency  
(140142)

After freezing subscription rates in 2022 in recognition of the cost-of-living crisis, on the 15 December 2022 PCS National Union informed members via email of a change to Direct Debit subscription rates from 01 January 2023, thus resuming annual rate increases at a difficult financial moment for members. Our branch experienced several resignations as some can no longer afford to remain in the union due to this increase. On 17 January 2023 PCS then informed members of an unscheduled and backdated further increase in subscription rates. This revision imposed a time-limited additional 'levy' (to top up the strike fund) without consultation. In an explanatory email dated 04 January 2023 PCS informed members:

"We will start collecting the levy in subscriptions from 1 February and it will run until May. If we are still in dispute, we will consult you on extending the levy."

Despite this pledge to consult over any extension to the 'levy', on the 24 February 2023 PCS sent out a communication effectively making the levy open-ended:

"The levy of members, which supports those taking strategic action, will remain in place for the duration of the dispute."

This has triggered further resignations from our branch. Many members fear the message of 24 February demonstrates our union has abandoned democratic principles and that it was being cynical and insincere when it promised to consult them if an extension was contemplated. This lack of consultation is contrary to PCS' values. PCS prides itself on upholding democratic principles with all members having a voice; this time members' voices have not been heard.

Our branch is not opposed to fees being temporarily increased to support striking workers but it is opposed to a failure to consult our members over the proposal.

It is disheartening for unpaid branch officers to have to defend this behaviour to our already hard-pressed members; it undermines the solidarity we need to support fellow members on strike, it reduces the level of donations that would otherwise be offered voluntarily to the strike fund, and it denies our branch

the opportunity to use fund-raising for a strike fund as a means of raising consciousness and recruiting new members. If the levy is to become open-ended members want it made optional, so they can afford to remain in our union.

This motion protests at the departure from consultation and democratic principles that has already taken place and calls for measures that prevent a similar scenario occurring in our union again.

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## **E110**

**Covered By A3**  
**DWP Bradford (047002)**

Conference supports the union's national campaign on pay and jobs but believes a major escalation of action will be needed to win our demands.

Conference applauds members who have taken part in the selective strikes and will give full support to members involved in further planned strikes.

A failure of leadership throughout 2022 meant there was no action until mid-December on our pay and jobs claim - long after a number of departments had imposed the government's insulting 2-3% pay settlement limit.

The statutory ballot result gave massive backing for action. However, the NEC implementation of the strike mandate lacked urgency and did not go far enough. A strategy to win has to go beyond limited targeted strikes and the failure to launch the campaign with all members national action on 30 November was a mistake - particularly as other unions were calling national strikes.

Conference welcomes the decision to call a one-day strike alongside other unions. This should be developed into a sustained programme of similar all-members action - preferably with other unions but not limited to this.

Conference instructs the NEC to escalate the dispute into a strategy that puts us in the best possible position to win including: -

- Immediate and continuing all-members national strike action - preferably when we can but not exclusively alongside other unions - to maximise pressure on the employer.
- Selective strikes supported by a levy consented to by members.
- Immediate re-ballot of all those groups of members who failed to secure a strike mandate.
- Immediate further ballot for action short of strikes to support the pressure of all-members national strikes and to increase the effectiveness of the

targeted action.

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## **E111**

**Covered By A8 Identical To A8**  
**DWP HQ Sheffield (047012)**

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## **E112**

**Covered By A8 Identical To A8**  
**DWP Bradford (047002)**

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## **E113**

**Covered By A8 Identical To A8**  
**R&C Wales (200102)**

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## **X114**

**Overtaken by Events**  
**Home Office Croydon (026101)**

Conference notes the pay ballot result as the best ever achieved by PCS. Conference also notes the large number of days of action taken since the ballot result by members across the civil service in pursuit of a fair pay rise.

Conference believes the ongoing cost of living crisis will continue with inflation still high and government support over energy costs set to decrease. In the face of this we see a succession of government ministers claiming we need to move on and focus on pay for 2023. Many of these ministers are so ignorant on the subject they refer to pay review bodies setting civil service pay.

As Civil Servants we know the promise of 'jam tomorrow' from this government will be nothing more than another lie following the 0% pay 'offer' in 2021, with the promise of take the pain now you will be rewarded. And then the pay remit of 2-3% with inflation running at over 10%.

We also know that the Government delays setting a pay remit for departments and that negotiations on pay hardly ever begin before the summer, and with balloting periods mean any significant industrial action is likely to roll over into the following year.

The cost-of-living crisis is now, and we need resolution now. The innovative campaign of mixing action across departments alongside national and coordinated action shows that PCS is taking the lead in challenging the government.

Conference therefore instructs the NEC:

- Re-ballot for the continuation of the current campaign
- Continue to focus on the low levels of pay and the recruitment issues caused in the civil service

- Reject any calls for the introduction of a pay review body
- Provide branches with tools to embarrass their own MPs by looking at MPs earnings outside of their MP salary

## X115

### Overtaken by Events

#### DWP Barnsley & Rotherham (047009)

Conference supports the union's national campaign on pay and jobs but believes a major escalation of action will be needed to win our demands.

Conference applauds members who have taken part in the selective strikes and will give full support to members involved in further planned strikes.

A failure of leadership throughout 2022 meant there was no action until mid-December on our pay and jobs claim - long after a number of departments had imposed the government's insulting 2-3% pay settlement limit.

The statutory ballot result gave massive backing for action. However, the NEC implementation of the strike mandate lacked urgency and did not go far enough. A strategy to win has to go beyond limited targeted strikes and the failure to launch the campaign with all members national action on 30 November was a mistake - particularly as other unions were calling national strikes.

Conference instructs the NEC to escalate the dispute into a strategy that puts us in the best possible position to win including: -

- Immediate and continuing all-members national strike action - preferably when we can but not exclusively alongside other unions - to maximise pressure on the employer.
- Selective strikes supported by a levy consented to by members.
- Immediate re-ballot of all those groups of members who failed to secure a strike mandate.
- Immediate further ballot for action short of strikes to support the pressure of all-members national strikes and to increase the effectiveness of the targeted action.

Conference welcomes the decision to call a one-day strike alongside other unions. This should be developed into a sustained programme of similar all-members action -preferably with other unions but not limited to this.

Conference notes that the current statutory strike mandate ends on 7 May. Conference agrees this mandate should be renewed with a further statutory ballot to begin no later than 7th April 2023 if our

demands are not met.

## X116

### Covered by and Identical to X032

#### DWP Wigan Area (047015)

Conference supports the union's national campaign on pay and jobs but believes a major escalation of action will be needed to win our demands.

Conference applauds members who have taken part in the selective strikes and will give full support to members involved in further planned strikes.

Conference asserts that a failure of leadership throughout 2022 meant there was no action until mid-December on our pay and jobs claim - long after a number of departments had imposed the government's insulting 2-3% pay settlement limit.

The statutory ballot result gave massive backing for action. However, the NEC implementation of the strike mandate lacked urgency and did not go far enough. A strategy to win has to go beyond limited targeted strikes and the failure to launch the campaign with all members national action on 30 November was a mistake - particularly as other unions were calling national strikes.

Conference instructs the NEC to escalate the dispute into a strategy that puts us in the best possible position to win including: -

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Conference welcomes the decision to call a one-day strike alongside other unions. This should be developed into a sustained programme of similar all-members action -preferably with other unions but not limited to this.

Conference notes that the current statutory strike mandate ends on 7 May. Conference agrees this mandate should be renewed with a further statutory ballot to begin no later than 7th April 2023 if our demands are not met.

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## X117

### **Covered by and Identical to X032 BEIS Cardiff (041211)**

Conference supports the union's national campaign on pay and jobs but believes a major escalation of action will be needed to win our demands. Conference applauds members who have taken part in the selective strikes and will give full support to members involved in further planned strikes.

A failure of leadership throughout 2022 meant there was no action until mid-December on our pay and jobs claim - long after a number of departments had imposed the government's insulting 2-3% pay settlement limit.

The statutory ballot result gave massive backing for action. However, the NEC implementation of the strike mandate lacked urgency and did not go far enough. A strategy to win has to go beyond limited targeted strikes and the failure to launch the campaign with all members national action on 30 November was a mistake - particularly as other unions were calling national strikes.

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Conference welcomes the decision to call a one-day strike alongside other unions. This should be developed into a sustained programme of similar all-members action -preferably with other unions but not limited to this.

Conference notes that the current statutory strike mandate ends on 7 May. Conference agrees this mandate should be renewed with a further statutory ballot to begin no later than 7th April 2023 if our demands are not met.

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## X118

### **Overtaken by Events R&C Telford (200114)**

The voice of members is vital in an Organising Union's democracy.

Disaggregated ballots give the whole union important opportunities to tailor messages as to different priorities to members in different groups.

The strength of the voice of members has been missed in a rush to re-ballot with a message of 'failure is not an option' rather than take time to understand why messages did not land so well with certain groups, and build a strong campaign using that analysis. There is nothing more frustrating for reps to be provided with campaign materials for ballots that bear little or no relation to the issues with members in their industrial area, or do not reflect previous negotiated agreements. This approach risked the same or worse results, and gave groups and branches little time to plan the targeted support needed to reach the threshold.

Conference acknowledges the hard work of the NEC, all the GEC, branches and reps, but calls on the NEC to –

- Continue to use the valid tool of disaggregation in our industrial strategies
- Analyse and learn from all results, regardless of the outcome, but especially before going to another ballot
- Engage with members across re-balloted groups to understand and report back to all members why thresholds were not met, did the National messages mean anything to the members,
- work with reps and members in groups to build group specific campaign messages in disaggregated ballots.

Engagement with members should start as soon as practical after conference, but no later than September and analysis sent to members no later than December 2023

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## X119

### **Branch cannot instruct in the NEC EFRA FC England (001237)**

In November 2022 Forestry Commission Branch took part in a National Ballot across the whole of PCS. FC members were surprised to discover the strike ballot papers contained only one question asking if they were prepared to take strike action. It did not have a second question asking if they were prepared to take action short of a strike.

The nature of the work done by many Forestry Commission members is often slow-paced and incremental. Furthermore, many FC members are

geographically scattered in remote isolated workplaces or work from their homes as either singleton specialists or as part of teams where the other individuals also work remotely and can be spread across whole regions or nations.

Whilst FC members have demonstrated they support the strike mandate by winning the ballot and successfully organising pickets, they are also aware there are significant organising problems in their industrial sector that hinder the effectiveness of strike action:

- Few large physical office-style workplaces (FC workplaces are often members' homes, vehicles, or the forest!)
- Isolation of members leads to strikes by single individuals feeling futile and the branch continues to find ways to build solidarity and collectivism.
- The slow pace of forestry work means it is hard to see how a single day of action causes the desired disruption and inconvenience to the employer.

Instead, our members know full well that action short of a strike sustained over a long period of time is far more disruptive tactically and is likely to be far more feared because it will exacerbate existing recruitment and retention problems in the FC very effectively. Action short of a strike has the potential to significantly disrupt grant delivery to private sector landowners; to compromise the employer's ability to achieve government stipulated targets on carbon sequestration, climate change mitigation, and biosecurity; may leave the employer more vulnerable to legal action; and could directly threaten the employer's ability to generate income from tourism and timber harvesting on the public forest estate.

In Forestry Commission Branch members welcomed the decision by the NDC to agree a second ballot to win the right to take action short of a strike – which was achieved with a resounding 91% in favour.

Unfortunately, we now find these two ballot mandates for strike and action short of a strike are now out of sync with each other and branch reps are now tasked with maintaining motivation and momentum for repeated overlapping ballot cycles. If this continues there is a high probability 'ballot fatigue' will eventually set in, risking failure.

Forestry Commission Branch instructs the incoming NEC to maximise the chance of industrial success by ensuring all further ballots contain both questions on one paper for employer groups where it is tactically advantageous. This will be easier for branch reps to deliver and will ensure both mandates remain in sync. It will also cut the cost to PCS of having to hold separate second ballots.

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## X120

### Overtaken by Events

#### DWP Sheffield (047008)

Conference supports the union's national campaign on pay and jobs but believes a major escalation of action will be needed to win our demands.

Conference applauds members who have taken part in the selective strikes and will give full support to members involved in further planned strikes.

A failure of leadership throughout 2022 meant there was no action until mid-December on our pay and jobs claim - long after a number of departments had imposed the government's insulting 2-3% pay settlement limit.

The statutory ballot result gave massive backing for action. However, the NEC implementation of the strike mandate lacked urgency and did not go far enough. A strategy to win has to go beyond limited targeted strikes and the failure to launch the campaign with all members national action on 30 November was a mistake - particularly as other unions were calling national strikes.

Conference instructs the NEC to escalate the dispute into a strategy that puts us in the best possible position to win including: -

- Immediate and continuing all-members national strike action - preferably when we can but not exclusively alongside other unions - to maximise pressure on the employer.
- Selective strikes supported by a levy consented to by members.
- Immediate re-ballot of all those groups of members who failed to secure a strike mandate.
- Immediate further ballot for action short of strikes to support the pressure of all-members national strikes and to increase the effectiveness of the targeted action.

Conference welcomes the decision to call a one-day strike alongside other unions. This should be developed into a sustained programme of similar all-members action -preferably with other unions but not limited to this.

Conference notes that the current statutory strike mandate ends on 7 May. Conference agrees this mandate should be renewed with a further statutory ballot to begin no later than 7th April 2023 if our demands are not met.

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## Rules

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### E121

**Covered By A11**

**SG Edinburgh Leith (038008)**

This ADC notes the consultation with branches in Scotland and Wales around Devolved Policy making that concluded at the end of 2022, as detailed in motion A68 passed at ADC 2022.

Whilst the number of responses was disappointing, with only 18 branches responding, nonetheless it provided valuable information to guide the decisions to be made at this ADC.

This is to be welcomed and is, an albeit late, step in the right direction to improve the union's internal democratic deficits, as well as addressing the ever-growing differences in public policy decisions taken by Senedd Cymru or the Scottish Parliament/Pàrlamaid na h-Alba versus those made by Westminster.

Currently in Wales and Scotland, there exists a Nation Committee and a Devolved Sector Committee (e.g. the Scotland Committee and the Scottish Sector Committee). The latter being a sectoral bargaining committee, setting pay demands, Industrial strategy and so on, for those employed in the Devolved Areas (in Scotland there are ca 11,500 members in around 40 branches within the Scottish Government, Public Sector Groups and the Culture Sector)

This ADC therefore instructs the incoming NEC to ensure that, after making the necessary rule changes, constitutional amendments and internal changes needed to create Scottish/Welsh National Executives and Scottish/Welsh Policy Conferences, that:

1. The independence and functions of the Scottish and Welsh Sector Committees are not adversely affected.
2. The Devolved Sector Committees, working alongside and with their respective National Executive Committee, have the necessary resources and budgets to ensure their functions are fully realised.

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### E122

**Covered By A11 Identical To E121**

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

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### E123

**Covered By A11 Identical To E121**

**SG Edinburgh Central (038002)**

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## Environmental

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### E124

**Covered By A13**

**PSg - Office of Gas & Electricity Markets (140112)**

In 2019 PCS was the first union to declare a climate emergency at the annual delegate conference. With this urgent action and declaration Conference notes the UK Government commitment to reducing carbon emissions to net zero by 2050 is still appearing to be a distant dream, and the failure of the carbon budget target of 2023.

Conference asks the NEC to ensure that the UK government (and devolution governments) commit to making all buildings occupied by them to reach net zero by 2030 (this is the year the stabilised global temperature is to increase by 1.5 °C above pre-industrial levels.). This would include retrofitting all buildings with renewable and energy efficient technologies, utilisation of 100% green energy for their electrical and gas requirements and the regular performance of environmental impact audits which would include the usage of employees while working from home as well as office use, this would be regardless of whether owned or tenanted by the government body. This would clearly show that the Government is committed to achieving their goal of 2050 net zero as well as giving the governing bodies the opportunity to work with each other to achieve these goals if in a government hub.

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## Services and Structures

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### D125

**PSg - Office of Gas & Electricity Markets (140112)**

Equality Impact Assessments (EqIA's) are a systematic and evidence-based tool, which enables the user to consider the likely impact of work on different groups of people. For instance, a lack of a flexible working policy in a workplace may negatively impact parents and care givers who require working hours that accommodate their needs.

A considerably unique combination of technical knowledge and analytical skills are often required to accurately identify potential risks of inequalities

within policies, procedures and functions. EqIA's should endeavour to reference good quality evidence and gaps in evidence should be identified and filled where possible.

Completion of EqIA's are a legal requirement under race, disability and gender equality legislation, yet no current training or resources are available to equip our Equalities Officers when reviewing these documents. This is potentially harmful to our colleagues from minority groups as policies and practices introduced by the employer may not have been effectively assessed for its impact on equality groups.

Conference instructs the NEC:

1. To work with interested and expert parties to develop EqIA training, if the NEC considers it necessary in order to ensure the training is fit for purpose.
2. Develop resources to assist Equalities Officers to effectively review EqIA's.

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## D126

### R&C Wales (200102)

Conference notes the negative perception that civil servants have in the community at large.

The opinions of us are usually channelled from gutter right-wing press and some prominent politicians is that we are lazy bone-idle pen pushers who can't be bothered to come back into their offices as we all know is utter and complete nonsense.

Yet when it comes to spreading the word in the community about who we are and what we do, PCS does little to dispel these rumours. One initiative that we can, and should adopt, is to consider sponsoring grass root sport. Ignore the high-profile clubs who are bankrolled by dubious foreign investors.

The reality of grass root sport is mostly a hand to mouth existence to even keep them afloat. Some form of sponsorship whether it's being a shirt sponsorship or even advertising boards at a ground will go a great way to help them balance the books. Day upon day, we see clubs close to the wall and on the brink of extinction which is heart-breaking to clubs and their bank of volunteers who work tirelessly to help their local communities.

By sponsoring clubs, we raise the profile of the union as well as giving something back to the local community. Union sponsorship is not new amongst trade unions. GMB once sponsored Fulham FC. Unison has a similar scheme in place.

This motion directs the incoming NEC to set up an advisory committee to investigate ways and initiatives to help grass root sport and report its findings to ADC 2024 at the very latest.

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## E127

### Covered By A16

#### DSg South Central (014506)

This conference notes the content of the NEC Democracy Review report published in January this year. In particular the section on extending elections to posts not currently elected. In considering this report Conference notes the argument contained within, "that adding more elections with the current levels of participation would not in any meaningful sense enhance our democracy,".

Conference rejects this view believing that extending elections to include other full-time officials of the union who represent members and who have a significant influence on how the union operates would lead to a potential increase in election participation on the basis that such would be seen as even more relevant and closer to members' relationship with the union.

Conference further notes that the NEC sought to move a motion at last year's ADC which was X marked due to being factually incorrect which had the instruction to bring policy motions and rule changes to ADC 2023. The only policy indicated and anticipated from the aforementioned report is the position that a significant increase in turnout must be achieved before we can extend elections to posts not currently elected. Any such policy position should be seen as an attempt by the current NEC to kick the issue even further down the road with no clear indication of what a significant increase in turnout means.

This conference therefore rejects the view that that adding more elections would not in any meaningful sense enhance our democracy and rejects any attempt to establish a policy to enshrine such a view.

To ensure that a position on such matters is not delayed still further whilst continuing to encourage greater participation in PCS elections, Conference agrees that:

Full-time officials of the union who have substantial influence over how the union operates need to be directly accountable to members through periodic election.

That this principle of election should start at full time officers at Band 5 and above and instructs the NEC to submit a report in time for consideration by Branch AGMS in 2024 to give effect to this principle. The report to include method and period of election and the constitutional amendments required to implement the election of full-time officers at Band 5 and above.

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## E128

**Covered By A16 Identical To E127**  
DWP Barnsley & Rotherham (047009)

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## E129

**Covered By A20 Identical To A20**  
DfT - East Midlands (201051)

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## E130

**Covered By A20 Identical To A20**  
MoJ Associated Offices (052046)

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## E131

**Covered By A20 Identical To A20**  
R&C Wales (200102)

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## E132

**Covered By A20 Identical To A20**  
DWP Birmingham North (047054)

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## E133

**Covered By A26**  
MoJ Associated Offices (052046)

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This ADC notes that this year has put Trade Unions into the spotlight as they organise and fight against anti TU Legislation, erosion of rights and derisory pay offers during a cost of living crisis.

ADC believes that now is the time to acknowledge the power of workers, their diversity and their history. ADC calls on the NEC to have a Workers History Month in PCS and put it forward to the TUC to campaign for this to be adopted across the UK TU Movement.

Education on unions, and understanding of the movement is not included in formal education, with generations unaware of the power and achievements of unions. Workers History Month would enable an opportunity to celebrate Workers achievements recruit and establish Workers Education that is ongoing as Every Day is Workers History.

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## E134

**Covered By A26 Identical To E133**  
R&C Wales (200102)

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## E135

**Covered By A26 Identical To E133**  
DWP Birmingham North (047054)

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## E136

**Covered By A27 Identical To A27**

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DfT - East Midlands (201051)

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## E137

**Covered By A27 Identical To A27**  
R&C Wales (200102)

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## E138

**Covered By A27 Identical To A27**  
DWP North East & Mid Wales (047128)

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## E139

**Covered By A27 Identical To A27**  
DWP Cambridgeshire (047049)

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## E140

**Covered By A27 Identical To A27**  
DWP Birmingham North (047054)

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## E141

**Covered By A27 Identical To A27**  
DWP Edinburgh, Lothian & Borders (047063)

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## E142

**Covered By A31 Identical To A31**  
DWP Devon (047095)

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## X143

**Factually incorrect**  
DWP Barnsley & Rotherham (047009)

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This Conference agrees that it is in the interests of members that low turnouts in National and Group Elections, as reported in the NEC Democracy Review, are reversed.

However, Conference rejects the conclusion in the report that PCS requires so called 'structural change' leading to only a proportion of NEC/GEC seats being up for election in any one year.

The cycle of negotiations with employers is annual, particularly regarding Pay and Conditions. Our Conferences that set the objectives for the NEC/GEC are also annual. The strategies that are followed to achieve those objectives are set by the votes of entire NEC/GECs, yet only half or one third would be able to be removed/replaced by the members if they were dissatisfied with the performance of that NEC/GEC.

The last time this was proposed it was by the former Right Wing General Secretary and the Moderates in CPSA, which was rejected. When PCS was formed the same Moderates imposed biennial elections into the Rule. Our conference removed the rules covering biennial elections and conferences.

Yet now the current General Secretary, whose election those same Moderates voted to prevent, and this NEC agree to recommend something very similar. If we had had this triennial/biennial election position at the time of the so called 'coup' the members could not have removed all of those who voted to suppress the democratic will of the members, which they did the following year.

Conference therefore instructs the incoming NEC to retain annual elections for all NEC/GEC seats in any consideration of measures to increase participation in elections

Conference further instructs the NEC to lobby an incoming Labour Government to restore safe individual balloting for members at their workplaces with paid time off to take part in elections

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## **X144**

### **Identical To X143**

**DWP HQ Sheffield (047012)**

This Conference agrees that it is in the interests of members that low turnouts in National and Group Elections, as reported in the NEC Democracy Review, are reversed.

However, Conference rejects the conclusion in the report that PCS requires so called 'structural change' leading to only a proportion of NEC/GEC seats being up for election in any one year.

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## **X145**

### **Identical to X143**

**DWP Bradford (047002)**

This Conference agrees that it is in the interests of members that low turnouts in National and Group Elections, as reported in the NEC Democracy Review, are reversed.

However, Conference rejects the conclusion in the report that PCS requires so called 'structural change' leading to only a proportion of NEC/GEC seats being up for election in any one year.

The cycle of negotiations with employers is annual, particularly regarding Pay and Conditions. Our Conferences that set the objectives for the NEC/GEC are also annual. The strategies that are followed to achieve those objectives are set by the votes of entire NEC/GECs, yet only half or one third would be able to be removed/replaced by the members if they were dissatisfied with the performance of that NEC/GEC.

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## X146

### Identical to X143 R&C West Mercia (200149)

This Conference agrees that it is in the interests of members that low turnouts in National and Group Elections, as reported in the NEC Democracy Review, are reversed.

However, Conference rejects the conclusion in the report that PCS requires so called 'structural change' leading to only a proportion of NEC/GEC seats being up for election in any one year.

The cycle of negotiations with employers is annual, particularly regarding Pay and Conditions. Our Conferences that set the objectives for the NEC/GEC are also annual. The strategies that are followed to achieve those objectives are set by the votes of entire NEC/GECs, yet only half or one third would be able to be removed/replaced by the members if they were dissatisfied with the performance of that NEC/GEC.

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Conference further instructs the NEC to lobby an incoming Labour Government to restore safe individual balloting for members at their workplaces with paid time off to take part in elections.

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## X147

### Factually incorrect BEIS London South (041205)

This Conference notes the imposition by the NEC of revisions to the BEIS Group Constitution, notified to members of that Group on 13 December 2022. Conference understands that the changes were made with the intention of appeasing a small number of

disgruntled reps in one bargaining area who want autonomy from Group structures but the changes have not had the desired effect. Conference asserts that the Group was functioning well before the amendments and there was no need for an imposed change. Regardless, this Conference disputes the authority of the NEC to impose such a change. It is not clear to members within the Group under what authority the NEC argues it was acting and the NEC has not communicated with those members or their elected representatives. If the NEC felt that the constitution, which the NEC had previously approved, was not fit for purpose, it should have explained its concerns to the GEC and proposed changes which could then have been considered by the Group Conference. There is no suggestion that the previous constitution was in conflict with PCS rules.

Consequently, this Conference censures the NEC and instructs the NEC to refrain from imposing changes to Group or Branch constitutions without the proper democratic process having been undertaken. In the event the NEC considers a future change necessary, it should first consult the relevant GEC or BEC and seek to effect change through consensus.

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## X148

### Factually incorrect R&C Wales (200102)

Conference expresses its disappointment to see that PCS does not give any recognition for loyalty and longevity of membership within the current and predecessor union. The only form of recognition seems to be a 21 year badge and that seems to be directed at active members only but not the rank and file members who week in week out remain loyal to the union.

This motion directs the incoming NEC to consider what options and members benefits that should be given to members who have been loyal to the union. This could be vouchers or letters of thanks for 25 years, 30 year year stage and even consider a reduction of membership subscriptions to 1p a month at the 40 year stage.

This motion calls on the NEC to look into setting up a working party to recognise its longer serving members. A little gesture of this magnitude goes a long way

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## X149

### Factually incorrect BEIS Cardiff (041211)

Conference notes the decision of the NEC to impose a new constitution on the BEIS Group. This move is undemocratic and one which has no precedent in the history of PCS, and is in fact reminiscent of the undemocratic workings of the CPSA Right Wing.

1. The NEC decision at its December meeting followed a complaint several years ago to the General Secretary by a member within the Group who was dissatisfied with the bargaining arrangements within BEIS
2. This dissatisfied member never made any attempt to put amendments to the BEIS Constitution and no motions were ever put by them to group conference. This would have been the proper and democratic way of proceeding
3. Having done little to attempt to resolve the issue the union's leadership decided that as there was little prospect in their view of agreement they would impose a new (changed) constitution on the BEIS Group. The BEIS Group elected leadership were only told after the decision was made having not been made aware of the NEC's intention.
4. The NEC has produced no evidence to justify this extraordinary step. No emergency exists within the Group. The Group is not inoperable. The current BEIS Group Constitution does not conflict with the national union constitution. In fact the current NEC previously approved the BEIS Constitution unanimously.
5. 6)The BEIS Group is aware that there are differences within the Group over how its Constitution works. But the BEIS Group Conference is the place for these differences to be discussed.

Conference notes that the only specific powers over group constitutions given to the NEC in the PCS Rules is SR. 55 " ...Group constitutions shall not be valid until approved by the NEC."

This Rule does not give the NEC the power to impose a new constitution on a group which is functioning with a "valid" constitution, agreed previously by the NEC. Conference instructs the NEC to respect the union's democratic traditions and not to abuse general powers such as those contained in PR 7:11 in this arbitrary and undemocratic way.

Conference opposes this move and instructs the national union to revert to the original BEIS group constitution. If changes are to be made to group constitutions then this should proceed in the usual way and in line with the democratic arrangements set out.

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## Technology Services

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### D150

#### R&C VOA Central Valuation (200141)

During the ballot and re-ballot in the VOA, it has become clear that PCS needs a better way for members to update their details and keep in touch with the union. Currently, most people have a smartphone, tablet or laptop. They can use this to log onto PCS Digital, alter their details, look up branch details, or access the knowledge base. However, when speaking to members about why they don't use PCS Digital, we get the same response, not user-friendly or clunky. We need to make it easy for our members to check their details and update and find information, be it campaigns, local reps, national reps or member's benefits. An Android, IOS and Windows app would allow members to have all the access they need on their devices without the hassle. They could use their membership number to create an account and secure the information. This would allow them to update their details quickly and access all union information for members. We would also be able to send members push messages for campaigns. We could have saved hours and hours of reps and full-time officers' time auditing membership for the ballot. It would also have allowed the members to use the app to tell us they had voted or a replacement ballot was needed. The benefits would outweigh the expense of these apps. We ask that the NEC look into this as a matter of urgency.

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### E151

#### Covered By A34

#### DWP Essex (047050)

This conference notes that branches and our members are the lifeblood of a thriving member-led union.

ADC 2022 carried motion A65 about the introduction of the new PCS website and the development of PCS Digital. The NEC was instructed to "carry out an urgent review into their digital tools' functionality, usability, and accessibility spanning both the new PCS Website and the Salesforce Software. This should involve Branches, Groups, and other internal stakeholders with a view to agreeing a plan for implementing a prioritised timeline for any changes that are deemed necessary". To date this hasn't happened. In the meantime, PCS continues to modify

PCS Digital with little to no communication with the branches using it about either proposed changes or changes introduced.

This conference agrees that any digital tools implemented by PCS must be designed around the needs of branches. Too often digital tools are used by government and businesses to control the users and influence their behaviours of the users. We are seeing this happen with PCS Digital, for example by limiting the data fields in member records, removing reports that were previously available, removing the ability to download a complete list of branch members to Excel.

This conference instructs the NEC to:

1. Complete the instructions of ADC 2022 motion A65 by no later than 30/06/2023.
2. Ensure that every planned change to PCS Digital that will affect the functionality available to reps is reported in an NEC paper, ensuring that a change can only be implemented if it is agreed by the NEC. For each change, the NEC should be provided with:
  - a. An overview of the change being made
  - b. An explanation of why the change is required
  - c. An assessment of the impact of the change for reps
  - d. An assessment of how the impact identified can be mitigated as far as possible
  - e. A timescale for when the change will be introduced
  - f. A plan for communicating the change to reps
3. Where the NEC believes the impact of a change for reps will be detrimental and not sufficiently mitigated, the NEC should look at consulting with reps on the change before the change is voted on at a subsequent NEC meeting.
4. That any changes agreed by the NEC are then effectively explained to groups, branches and nations/regions across the union.

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## E152

**Covered By A34 Identical To E151**  
**DWP Barnsley & Rotherham (047009)**

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## E153

**Covered By A34 Identical To E151**  
**DWP HQ Sheffield (047012)**

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## E154

**Covered By A34 Identical To E151**  
**DWP Wigan Area (047015)**

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## E155

**Covered By A34 Identical To E151**  
**R&C West Mercia (200149)**

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## E156

**Covered By A34 Identical To E151**  
**DWP Sheffield (047008)**

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## E157

**Covered By A35 Identical To A35**  
**DWP Barnsley & Rotherham (047009)**

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## E158

**Covered By A35 Identical To A35**  
**DWP HQ Sheffield (047012)**

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## E159

**Covered By A35 Identical To A35**  
**DWP Bradford (047002)**

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## E160

**Covered By A35 Identical To A35**  
**R&C West Mercia (200149)**

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## E161

**Covered By A35**  
**DWP Sheffield (047008)**

This conference believes branches are the lifeblood of a thriving member-led union.

To support branches to engage with members and potential members, branches must be trusted and provided with the necessary tools, resources, and funds, including direct access to members' mobile numbers, workplace and personal email addresses held on PCS IT systems. So they can choose how to, and importantly, when to engage and campaign with members and recruit non-members. This will enable PCS to build and develop in the context of a 21st century industrial and technological society.

This conference instructs the NEC to: -

1. Regularly issue guidance to branches setting out how to access resources, support and funds. This is particularly important for example as:
  - we enter into a key campaigning period for the union including pay, pensions and jobs, branches will need support to produce leaflets, posters and flyers etc, access and buy technology in order to intervene effectively
  - we prepare to hold AGMs to encourage participation in the democratic processes of the union
2. Encourage affiliation to Trades Councils to enable PCS reps to effectively participate in a key body relevant to our communities and members. Ensure the support available from nations/regions and groups is clear and readily available for branches to access.

3. Ensure there are clear processes in place and published effectively to enable quick and accessible printing facilities are available for use by branches– to ensure that leaflets and posters can still be produced for campaigning work by branches.

Conference further recognises that access to members email and mobile records via PCS IT is vital for branches and regions to communicate directly with their own members and reps on issues that cannot go through official departmental systems. Reps are often left with the dilemma as to whether to risk using departmental systems, or not to communicate with members. In some cases, reps choose not to communicate to protect themselves. Reps play the vital role in keeping members’ records up to date. Duplication of effort with branches and the union trying to gather and maintain the same information could be avoided saving time that could be used to benefit members.

Conference notes the very different interpretation of the effects of the GDPR on reps’ access to personal data among Unions in the UK, including UNITE, one of the largest. UNITE enables access to members data by its recognised reps and issues clear guidance to reps entitled ‘The GDPR UNITE Activist Briefing’

Conference also instructs the NEC to: -

- Enable named branch/nation/regional/group officers to have direct access to PCS IT Systems to update and use members’ data similarly to how members trust employees of the union to use that data appropriately. Including having access to members personal data including mobile numbers, and personal email addresses.
- Prepare the appropriate change requests with the relevant data authorities as necessary to achieve this and meet GDPR legislation.
- Update “PCS Digital” system to ensure that we have a user/branch friendly membership system.

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## E162

**Covered By A35**

**DEFRA Northern (001052)**

Conference notes that we have increasing need to contact members by electronic means, both at work and home.

We also note that whilst there is a “Chatter” function on PCS Digital it is not used, there seems little reason for members to use it, even if they did it would not be suitable for relatively urgent messages.

Branches have no way to contact members using their home email addresses as they have no access to them unless the members have passed them directly

to the branch. Even using work email addresses is an onerous undertaking. Branch secretaries need to keep a list, by employer and location, and checked for any updates whenever it needs to be used. Groups can still only directly email members with assistance from their Group Secretary.

Conference asks that PCS Digital be enhanced to give some Group and Branch Officers – suggested set being Chair/President, Secretary (AGS, Branch), Organiser - the ability to send bulk emails to a filtered set of their members, using either Work or Home Email addresses. Feasibility and consultation with groups and branches should be initiated immediately after conference, with the aim to have this in place by AGM season in 2024.

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## E163

**Covered By A36**

**HMRC Salford & Manchester (200133)**

PCS Membership Services has not been offering the best service to branches of late. Requests for membership moves, and amendments (where they cannot be carried out by reps using PCS Digital) can take up to four weeks to be carried out. The very useful “Reports” function under the “My Branch Admin” tab on PCS Digital was removed last October without warning in the middle of a pay ballot.

Conference calls on the NEC to-

Restore the withdrawn “Reports” function to PCS Digital and allow Branch Officers to download a membership list.

Respond quicker to requests for moves and amendments from branches.

Give greater flexibility so that reps can make minor amendments to membership records without having to go through PCS Membership Services.

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## E164

**Covered By A37**

**MoJ Associated Offices (052046)**

This ADC notes very few know what are the unions policies are, even for last year

ADC believes that this needs to change

ADC instructs NEC to Set up a digital Archive of policy for each group and Nationally that is searchable

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## E165

**Covered By A38 Identical To A38**  
PSg - DLUHC Headquarters National Branch  
(140140)

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## X166

**Branch cannot instruct the NEC**  
R&C VOA Central Valuation (200141)

We have had some safety reps talk about the need for more information from PCS on Health & Safety in the knowledge area of PCS Digital. The search engine produces too many results unrelated to the safety rep's duties. In consultation with the current safety reps, we ask that the NEC create a new section of the PCS Digital website for safety reps. This could have all the information they need and posters they can use in their duties.

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## X167

**Contains no instruction to the NEC**  
R&C VOA Central Valuation (00141)

On the main PCS website, we would like a section accessible to all members without logging into PCS Digital dealing with health and safety. This could have campaigns PCS and the TUC are running on health & safety, as well as advice for members. We could also give contact details for health and safety at the regional level. This way, the member can contact the union on a safety issue. We would like this done as quickly as PCS can create it.

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## X168

**Unclear in intent**  
DSg South Central (014506)

Conference notes that membership sign up forms are currently outdated and do not capture information in such a way that most modern organisations would capture information from their users/customers.

This motion instructs PCS to modernise and personalise the current membership form, using tools from other unions and businesses to improve the user experience and allow for better internal data management.

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## X169

**Contains no instruction to the NEC**  
DfT - West Midlands (201059)

Notes:

PCS Digital allows reps/BEC to see members of their branch on the platform

It does not allow the BEC to see any contactable information, although it does allow emailing them their membership number

When ballots take place they are often within the employer

Believes:

Due to systems integration it is easier to contact individual members under one employer

Visibility of everyone under our employer will have helped get the vote out and easing tracking

Ensuring PCS Digital is up to date is vital and allowing the best mechanism to communicate via PCS digital to protect personal information

More granular detail of movement within PCS Digital will be useful

Resolves:

To identify and implement possible email personalisation and modification – beyond just emailing a member their membership number – to the email member button

To introduce within PCS Digital who new leavers and joiners are and, where leavers maintain PCS membership, where they have moved

To ensure that visibility for reps and BEC members should include members under the same employer

To consider that where there are structural barriers to the above, to consult, rethink and present changes to structures to meet said necessary requirements

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## Affiliations

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## X170

**Fails Standing Order A5**  
PSg - Office of Gas & Electricity Markets (140112)

Conferences notes the worsening impact of the cost of living crisis on our members and well beyond. Enough is Enough (EIE) is a campaign founded by trade unions (such as CWU, RMY, FBU, UCU) and community organisations (ACORN, Fans Supporting Foodbanks amongst others) to fight the against impacts of rising bills, low wages, food poverty, substandard housing

and a society where the wealthy prosper. Their five demands are:

1. A real pay rise
2. Slash energy bills
3. End food poverty
4. Decent homes for all
5. Tax the rich

EIE are holding rallies across Britain, forming community groups, organising picket line solidarity and taking action against those profiting from this crisis. All actions that practically help build momentum and support for those struggling. Additionally, EIE are a key voice against the anti-strike law being rushed through parliament at the time of writing this motion.

Therefore, we ask that PCS affiliate to this campaign on a national basis at a cost per annum determines appropriate by the NEC and encourage branches to make affiliations/donations.

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## X171

### **Fails Standing Order A5**

#### **PSg - Office of Gas & Electricity Markets (140112)**

Conference recalls that reductions in work time are an essential aspiration of the labour movement, and hence welcomes the overwhelmingly positive results of the world's biggest ever four-day working week pilot in the UK with 61 participating companies and 3,000 employees. This is a positive development after years in which the struggle for more free time has stalled, with UK workers working some of the longest hours in Europe and productivity gains not resulting in benefits for workers.

Conference notes that the benefits of reducing the working week without a reduction in pay are manifold, and include:

- Better physical and mental health for workers.
- A fairer distribution of unpaid work and care.
- Lower unemployment and a fairer distribution of work.
- Lower environmental impacts.
- Stronger communities and civic engagement.

The 4 Day Week Campaign is a campaign to move the UK economy towards a 4 day week with no loss of pay for workers. The campaign does this by, amongst others activities:

- Promote the concept of a 4 day week in the media and across politics.
- Run pilots of 4 day work weeks.
- Recognise employers moving to 4 day weeks.
- Providing workers with resources to campaign for a 4 day week in their workplace.

Noting that a reduction in the working week is also a core demand of our national pay campaign, Conference agrees to affiliate to the 4 Day Week Campaign at a cost of £250 per year, and to work with the 4 Day Week Campaign to build awareness of and support for a reduction in the working week among our branches and members.

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## X172

### **Fails Standing Order A5**

#### **PSg - Cabinet Office(140101)**

This Conference notes that:

- Decent and affordable housing is a right that should be available to all;
  - Rents across cities in the UK have been increasing well above inflation.
  - In many areas of the country rents have increased by up 20% from 2021-2022
  - In the public sector in Scotland; 52% of homes have disrepair issues(2019) 2 and this trend is seen across the country ;
  - The number of people living in the private-rented sector has doubled since 1989 and the total number of people renting in Scotland is 37%3;
  - Living Rent, Scotland's Tenants' Union, has successfully campaigned and organised tenants since 2014. They have successfully lobbied the Scottish Government to implement a rent freeze and eviction ban 4 with the Scottish Government committing to implement rent controls by 2025.
  - Tenants and Community Unions of the UK and Ireland have organised to fight for rent controls, quality homes, and greater security and flexibility of tenure, and supported public and private tenants to resist evictions, secure vital repairs, recover illegal fees and stolen deposits, and ensure that both private and social tenants have a voice in their communities.
- Conference believes that:
- Workers' rights and housing rights are intimately linked; increasingly workers' incomes are swallowed up by rent, leaving little to live on. Organising for more affordable housing advances workers' interests;
  - A collective and democratic organisation of tenants and communities is the only way to achieve a fairer and more democratic housing system, which works for all.
  - Tenants and community unions are able to organise the unemployed, migrants,
  - refugees and other marginalised groups providing political education to these people is something we

should support.

Conference instructs the NEC to:

- affiliate to the Tenants and Community Unions of the UK and Ireland Living Rent/ACORN/CATU;
- support and mobilise for events;
- give a financial contribution to Living Rent (£1,500 p/a), ACORN (£2,500 p/a) and CATU (£1,000 p/a) to sustain an independent, political and effective democratic tenants' union.

1. <https://www.theguardian.com/money/2022/oct/21/private-rents-britain-hit-record-high-demand-properties>
2. <https://www.gov.scot/publications/scottish-house-condition-survey-2019-key-findings/pages/2/>
3. <https://www.gov.scot/publications/new-deal-tenants-draft-strategy-consultation-paper/pages/5/>
4. <https://tribunemag.co.uk/2022/09/how-scotlands-rent-freeze-was-won>

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## Equalities

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### E173

**Covered By A42 Identical To A42**  
DWP Sheffield (047008)

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### E174

**Covered By A42 Identical To E173**  
DWP Barnsley & Rotherham (047009)

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### E175

**Covered By A42 Identical To A42**  
MoJ Staffordshire (052005)

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### E176

**Covered By A43**  
HMRC Glasgow (200119)

This conference notes the concerns raised by LGBT and Women members regarding the discussions around the facilitating of SEEN within the civil service.

These concerns have been raised following the coverage in the national press of the creation and implementation of this “network” in the civil service.

This conference is concerned that the reported cornerstones of SEEN are an attack on some of our most vulnerable members. Members who already have to deal with a higher level of discrimination and violence against them. SEEN is weaponizing two

distinct groups of members against each other when we have far more in common and are far stronger together than separated.

It is the view of our members that Trans rights are human rights and that this is a far more complex issue than SEEN insists it is.

We have not yet witnessed exactly what form SEEN will take within the civil service or how these insidious attacks on our trans members will play out. However, conference feels that we cannot risk waiting until our trans members have been subjected to months of abuse to respond.

Conference therefore instructs the NEC to

- Commission PROUD and the National Womens Forum, alongside the other advisory committees, to lead the response to however SEEN is implemented in the civil service.

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## E177

**Covered By A43**  
DWP Sheffield (047008)

This Conference notes: -

- The Civil Service has cross government women’s, men’s and religion and Belief networks that address issues relating to those protected characteristics in an inclusive and intersectional way.
  - Many Government Departments also have inclusive women’s, men’s and faith and belief networks.
  - The Court of Sessions ruling by Lady Haldane handed down in December 2022 that clearly and unambiguously states that the protected characteristic of “sex” in the Equality Act 2010 includes both biological and legal sex.
  - The Judicial review ruling of May 2021 by Mr Justice Henshaw similarly ruled that to argue that single sex spaces which included a Trans person became a mixed sex space was “an obvious absurdity” and that it is, “clear beyond argument that parliament has chosen to place transsexuals in a different position to persons of their birth sex”
  - The Civil service is bound by the public sector duty which calls on departments to promote good relations between those who share a protected characteristic and those who do not
- Conference Further notes:
- UK Law does not contain the concept of “Sex based Rights” but operates from a standpoint of equal rights.
  - The Equality Act 2010 lays out very clear rights to exclude people with the protected characteristic of Gender Reassignment where it is a proportional means to achieving a legitimate aim, and that these

provisions are an exception, not the rule, to be applied on a case-by-case basis.

- This conference believes:
- Biological reductionism is harmful to all women and forms the basis of many patriarchal notions of biology as destiny.
- The suffragettes fought for equal rights, and against the sex-based rights of men, and this is the basis of modern progressive feminism.
- Sex is not binary and to say so excludes people with differences of sexual development amongst others.
- This conference further believes:
- The SEEN promotes a regressive ideology which seeks to be exclusionary and is detrimental to the rights of all women.
- The stated aims of SEEN will promote division and exclusion in the workplace, and could create an unfounded atmosphere of fear towards people with the protected characteristic of gender reassignment, which is contrary to the Public Sector Duty  
This conference calls on the NEC:
- To express our concerns to the Cabinet Office regarding its support for the establishment of the SEEN
- To produce and circulate a branch bulletin confirming the legal position that the protected characteristic of sex includes legal sex, and the proper application of the provisions of the Equality Act 2010 regarding the exclusion of people with the protected characteristic of Gender Reassignment according to the EHRC statutory guidance
- To produce and circulate a members' bulletin reaffirming PCS support for Trans inclusion in the workplace, the understanding that Trans rights and women's rights are not in opposition, our commitment to the Public Sector Duty, and opposition to exclusionary ideologies that reduce the complexities and reality of our identity and lived experiences to the biological characteristics of sex alone.

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## E178

**Covered By A43 Identical To E176**  
R&C East Midlands (200033)

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## E179

**Covered By A44**  
DWP Birmingham South (047053)

Conference notes:

- The blocking of the proposed reforms to the Gender Recognition Reform Bill from the Scottish Parliament by the Conservative Westminster government under

the use of Section 35.

- That these reforms are intended to make life easier for trans people, one of the most oppressed and victimised sections of society. For example, in a recent survey for Stonewall, 41% of trans men and trans women said they had experienced a hate crime or incident in the last 12 months due to their gender identity and 25% had said they had experienced homelessness. The UK government's own Equalities Survey found 67% of trans people had avoided being open about their gender identity for fear of a negative reaction.
- Furthermore according to Trans Murder Monitoring, between October 2021 and September 2022 there were 327 reported murders of trans or gender non-conforming people around the world.  
Conference believes that:
- This move by Sunak's government is a further attempt to whip up 'culture wars' against an already demonised group, at a time when workers are increasingly fighting back against the cost of living crisis.
- The rights of trans people do not conflict with the rights of other oppressed groups
- We need a united working class movement that fights against all forms of oppression and for fully-funded public services.
- Ultimately our rights and liberation will not be won through the courts, but through collective action and the fight for a different form of society.
- We should stand in solidarity with our trans comrades and fight for a full ban on trans 'conversion therapy', to immediately scrap all barriers to legal self-identification of gender, for fully funded trans healthcare in the NHS.  
This Conference resolves to:
- Send our solidarity to our trans members.
- Support protests and struggles to defend and extend the GRA reform.
- Publicise this motion to all branch members

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## E180

**Covered By A44**  
MoJ Staffordshire (052005)

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This conference notes:

The blocking of the proposed reforms to the Gender Recognition Reform Bill from the Scottish Parliament by the Conservative Westminster government under the use of Section 35.

That these reforms are intended to make life easier for trans people, one of the most oppressed and victimised sections of society. For example, in a

recent survey for Stonewall, 41% of trans men and trans women said they had experienced a hate crime or incident in the last 12 months due to their gender identity and 25% had said they had experienced homelessness. The UK government's own Equalities Survey found 67% of trans people had avoided being open about their gender identity for fear of a negative reaction.

Furthermore according to Trans Murder Monitoring, between October 2021 and September 2022 there were 327 reported murders of trans or gender non-conforming people around the world.

The murder of Brianna Ghey this year, in what police called a "targeted attack" which was being investigated as a hate crime.

This conference believes that:

This move by Sunak's government is an attack on the democratic rights of the people of Scotland and a further attempt to whip up 'culture wars' against an already demonised group, at a time when workers are increasingly fighting back against the cost of living crisis.

The rights of trans people do not conflict with the rights of other oppressed groups

The trade union movement should defend the right to self determination and the democratic rights of the people of Scotland, against an increasingly anti-democratic Westminster Tory government.

We need a united working class movement that fights against all forms of oppression and for fully-funded public services.

Ultimately our rights and liberation will not be won through the courts, but through collective action and the fight for a different form of society.

We should stand in solidarity with our trans comrades and fight for a full ban on trans 'conversion therapy', to immediately scrap all barriers to legal self-identification of gender, for fully funded trans healthcare and our NHS and to stop the attacks on provision of puberty blockers.

This conference resolves to:

Send our solidarity to our trans members.

Support protests and struggles to defend and extend GRA reform.

Explicitly oppose the misnamed "Gender Critical" movement that seeks to divide working class people.

Support the struggle for self-determination of the people of Scotland.

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## E181

**Covered By A45**

**PSg - Government Legal (140115)**

Conference abhors the use of the word 'straight' in

official civil service communications and staff surveys regarding sexuality and instructs the NEC to campaign and negotiate for such language to be removed from said official communications/surveys in light of its historic connotations, especially when words such as 'heterosexual' can be used instead.

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## E182

**Covered By A46 Identical To A46**

**DWP Bradford (047002)**

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## Organising

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## D183

**DfE North West and North Wales (501012)**

This Conference is well aware of the crucial role industrial action can play when we are in dispute with our employer. Conference further acknowledges that while action of this nature is always a last resort with resolution preferred via negotiation rather than a route that sees members lose pay, we are, on occasion, left with no choice.

During the fantastic day of action on 1st February we saw 100,000 PCS members walk out alongside comrades from a whole host of other unions in a show of strength not seen for many years within our trade union movement.

However, we must learn lessons from the action we took, and it was concerning to see so many young people crossing picket lines at some sites. This conference does not believe that these colleagues did so because they were opposed to what we were trying to do, but rather that, as people who have never experienced a dispute like this, they were perhaps worried about repercussions of taking action and unaware of their rights.

We must ensure we educate these colleagues as they are the future of this union and our class, they are our future branch reps, national presidents and General Secretaries and, as such, need to be given the information they need to join our struggle.

This conference instructs the NEC to:

- In conjunction with the young members network, produce materials for all branches, which break down the employment rights relating to industrial action and include steps to take when participating in action so young members feel

empowered with the knowledge they need.

- Design and deliver a short training package for young members, which builds upon the above materials and strengthens the message of rights and responsibilities when taking action.
- In designing the above training package, ensure that this is delivered in the most appropriate way to maximise take up, including the potential of pre-recorded workshops, which can be viewed outside of working hours and away from departmental equipment.
- Produce blogs with assistance from the Young Members Network, providing testimony from young members who have taken action since the beginning of this dispute to encourage greater participation from other young members.

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## E184

### Covered By A47

#### HMRC Merseyside (200460)

This conference believes that Organising and Bargaining are intrinsically linked and therefore instructs the incoming NEC to prioritise ensuring:

- branches are in a position to truly represent members views by providing them with the tools and support they need to consult with members.
- Members are regularly consulted about their workplace issues
- Members receive reports back from meetings.
- Members are aware of the work being done locally and nationally by providing local and national reps with the tools and support they need to report back to members in a timely and effective way.

A report on the progress made should be provided to members within 3 months of conference.

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## E185

### Covered By A47

#### R&C West Mercia (200149)

Conference notes that the National Organising Strategy is based around the strategy of 'Building, Growing, Winning'. The building section includes a number of targets relating to PCS Advocates, including a minimum number of 1% or 2,000 Advocates. However there's no equivalent target for recruiting or maintaining a minimum number of PCS reps.

Conference further notes that the number of reps has been falling over the years, from over 6,000 reps in 2018 to circa 5,090 reps at 31/12/2022. At one time this could have been explained by a general fall in the

number of PCS members. But as the union has been growing in recent years, there's been no equivalent growth in the number of reps. This puts pressure on a shrinking number of reps to serve a growing base of members. This situation isn't sustainable. We risk reaching a tipping point where our reps become overloaded and resign for their own wellbeing, causing us to lose our rep base. Urgent action is needed to prevent this worst case scenario from coming to pass.

Conference instructs the NEC to:

- Introduce a target in the National Organising Strategy for a minimum number of reps to be maintained, akin to what has already been done for Advocates
- Provide guidance to groups and branches to ensure they have correctly recorded their reps on PCS Digital
- Conduct a survey of groups and branches to understand the reason(s) why reps are resigning their role
- Use the results of that survey to identify measures at branch, group and national level that can retain and increase our rep base, with those measures to be implemented as soon as possible or at the least included in the 2024 National Organising Strategy to be agreed by ADC 2024.

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## E186

### Covered By A47

#### MoJ Associated Offices (052046)

This ADC welcomes the recent growth in PCS membership. We now have the highest membership levels since the removal of check-off.

ADC notes that we face a hostile government, launching a barrage of attacks, and that a strong, well-organised union has never been so important.

We further note the successful development of organising tools and techniques during the recent ballot as we come to terms with the way workplaces have changed in the aftermath of the Covid-19 pandemic. The world of work really has changed forever.

Conference recognises that work done during the national campaign has brought through a whole new layer of activists, reps and advocates and that we need to do all that we can to retain this new layer, and ensure that they remain active within PCS.

Conference instructs the NEC to continue to work with branches and groups to build PCS, put in place and progress organising plans, utilising the best initiatives we have developed in this new industrial landscape over the last years, and make sure that we do everything possible to put us in the best position

to defend ourselves against government attacks by building a strong, vibrant union.

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## **E187**

**Covered By A47 Identical To E186**  
DWP Wirral (047019)

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## **E188**

**Covered By A47 Identical To E186**  
R&C Wales (200102)

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## **E189**

**Covered By A47 Identical To E186**  
DWP Birmingham South (047053)

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## **E190**

**Covered By A47 Identical To E186**  
DWP North East & Mid Wales (047128)

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## **E191**

**Covered By A47 Identical To E186**  
DWP Cambridgeshire (047049)

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## **E192**

**Covered By A47 Identical To E186**  
DWP Birmingham North (047054)

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## **E193**

**Covered By A47 Identical To E186**  
DWP Edinburgh, Lothian & Borders (047063)

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## **E194**

**Covered By A47**  
R&C East Kilbride (200031)

Conference welcomes the recent growth in PCS membership. We now have the highest membership levels since the removal of check-off.

Conference notes that we face a hostile government, launching a barrage of attacks, and that a strong, well-organised union has never been so important.

We further note the successful development of organising tools and techniques during the recent ballot as we come to terms with the way workplaces have changed in the aftermath of the Covid-19 pandemic. The world of work really has changed forever.

Conference recognises that work done during the national campaign has brought through a whole new layer of activists, reps and advocates and that we need to do all that we can to retain this new layer, and ensure that they remain active within PCS

Conference instructs the NEC to continue to work with branches and groups to build PCS, put in place and progress organising plans and make sure that we do everything possible to put us in the best position to defend ourselves against government attacks by building a strong, vibrant union.

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## **E195**

**Covered By A47 Identical To E194**  
DWP Tyneside & Northumbria (047120)

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## **E196**

**Covered By A47**  
R&C Portsmouth - Portsdown Vectis (200091)

This conference notes the importance of linking Bargaining, Organising and Campaigning together and that these activities are not separate stand-alone activities.

Conference recognises that successful bargaining comes from mobilising members behind negotiators to achieve agreed membership demands. Successful bargaining helps recruits new members as they see the union making gains. It also recognises that where members are organised and discuss demands they will feel part of an active campaigning union and will participate more in the democracy of the union.

Conference instructs the NEC to issue materials, communications and develop training for reps to address this supporting both reps and members.

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## **E197**

**Covered By A47 Identical To E196**  
DWP Barnsley & Rotherham (047009)

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## **E198**

**Covered By A47 Identical To E196**  
DWP Bradford (047002)

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## **E199**

**Covered By A47 Identical To E196**  
R&C Wales (200102)

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## **E200**

**Covered By A47 Identical To E196**  
DWP Sheffield (047008)

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## E201

### Covered By A48

DWP HQ London (047039)

This conference notes that PCS aspires to be an organising union, but in reality, it is not one as yet.

This is evidenced by:

- The national union has no accurate union density figures; this is mirrored in most, if not all groups and national branches.
- That in many areas we don't have a super majority, or even a majority of eligible staff in the union.
- Collective action is not an instinctive, or in many places, a viable option (for example, owing to poor organisation) as a reaction to attacks by employers.
- That in advance of the current dispute, we were not ballot ready.
- The union has no worked out plan to recruit a super majority of staff in all the areas where it's recognized.
- Given the above, this conference instructs the NEC to minimally carry out the following actions.
- By no later than the end of this year, generate accurate union density figures, not only for the national union but for every group and national branch; these figure then to be kept up to date.
- By no later than the end of this year, ensure that all Groups and national branches have sufficiently accurate mapping information to show our strengths and weaknesses within any bargaining unit where we are recognised.
- Radically overhaul the national organizing strategy, so the aim, backed by a plan, is win a majority of members in each bargaining unit where we are recognized, and then a super majority.
- As part of the overhaul of the National organizing strategy, that the union aims to be ballot ready at all times, not only in the sense of having accurate ballot information (which may mean annual or bi-annual data cleansing exercises) but also through training and activities to empower members and activists to seek collective solutions as much as possible in reactions to attacks by an employer.
- Ensure that training, organising and bargaining are better integrated, so that the whole works in a more coherent way in regard to organising members.

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## E202

### Covered By A48 Identical To A48

PSg - DLUHC Headquarters National Branch (140140)

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## E203

### Covered By A49

PSg - Government Legal (14011)

Conference notes and applauds the continuing PCS campaigns by outsourced workers for better pay and conditions.

Conference instructs the NEC to campaign for all public services to be insourced and delivered in-house; until such time as that can be achieved, to continue to campaign for all contracted and outsourced workers to be employed on equal terms with civil service counterparts, including occupational sick pay, a living wage/minimum wage of £15 per hour and union recognition, ultimately to achieve parity with their civil and public service counterparts.

In so doing, to embed campaigning for outsourced and agency workers in all PCS branch, group and national strategies on organizing, campaigning and negotiating, including on equality.

It should be born in mind that whilst the civil service as a whole pays lip service to equality, departments relied heavily on outsourced and agency predominantly ethnic minority staff to keep their operations going during covid, delivering essential services from offices without adequate protection measures, including occupational sick pay, in place. This put those workers at severe risk and caused loss of life. Conference therefore instructs the NEC to ensure that equality auditing should underpin all policies and practices relating to outsourced workers.

Conference further instructs the NEC to incorporate outsourced workers in all campaigning and industrial action policies at branch, group and national levels, co-ordinating with civil and public sector counterparts to empower our common goals of improved pay and conditions.

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## E204

### Covered By A49

DWP Cumbria and Lancashire (047020)

This conference notes that from the latest Annual report and past Annual reports that the union now has a better focus on advancing the interests of outsourced workers and Facility Management (FM) workers in particular.

This conference also notes from reading the current and previous National Organising Strategies that there is no real plan set out to recruit in any systematic way outsourced workers in general and FM workers in particular.

This conference also notes that in reading Group

Annual reports there is scant reference to Outsourced/FM worker issues, if at all. Yet, if Groups and National Branches are not pushing management on these issues then the interests of these workers cannot be advanced.

Therefore, this conference agrees that the union should make greater efforts to recruit and organise for PCS recognition across outsourced workers and facility management workers and to advance the interests of those workers.

Therefore, this conference mandates the NEC to carry out the following actions:

That by the end of this calendar year, the organising department draw up a revised organising plan in regard to outsourced/FM workers; this plan to set out areas where the union will organise and seek recognition and to allocate sufficient resources to recruit members and develop activists to achieve this goal;

That by the end of this calendar year, that a course of relevant training courses for outsourced/FM workers be drawn up, the aim being to arm Outsourced/FM reps with the knowledge and skills relevant to operating in the private sector. Any training should factor in that in many cases this training will need to be delivered to activists' with no right to paid time off for union training;

That the NEC have as a standing agenda item for normal NEC meetings, Outsourced/FM Workers;

Where relevant, where Outsourced/FM workers are present in a department or agency that Groups/National Branches also have this standing agenda item;

That for the UK Civil Service, the relevant bargaining committee draw up a bargaining plan which seeks to integrate national, Group and National branch bargaining efforts to deliver improvements for Outsourced/FM workers, particularly in relation to paid sick leave and achieving parity with the terms enjoyed in the civil service. The same to be done in the Scottish, Welsh, Metropolitan Police and Culture Groups

That the national union begin discussions with the Labour party regarding insourcing work, if they form the next Government;

That the relevant parts of the union engage the Welsh, Scottish Parliaments and the Greater London Assembly seeking to insource work and work with other interested trade unions to achieve that aim.

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## E205

**Covered By A49**

**DWP Barnsley & Rotherham (047009)**

Conference note that privatisation and outsourcing of services continues to play a significant part in the

organisation of the UK Civil Service. Tens of thousands of employees work for a small number of employers delivering services and are often not covered by trade union recognition agreements or negotiated terms and conditions - and the pace of privatisation of services continues, with most of telephony services in the DWP now operated by Serco.

Conference recognises that where time and effort is put in to develop better organisation of outsourced workers, significant concessions can be extracted from the employers, such as in the recent cases of ISS and Aramark workers in BEIS. However, two main hurdles to making progress in this area is a) the lack of recognition agreements and b) the lack of facility time provision for reps to give support and representation to outsourced workers.

The Conference agrees that PCS needs to build wider and serious campaigns to organise workers working on outsourced contracts, win recognition agreements, improve pay and conditions of service, and to reverse years of creeping privatisation in the civil service.

This Conference instructs the NEC to fight for the following aims:

1. That PCS needs to campaign to end the outsourcing of services and work towards reversing years of privatisation.
2. That PCS produces detailed organising plans to support Group-level campaigning to win recognition agreements and build membership in outsourced areas, with regular reports delivered to GECs, Nation and Regional Committees and branches to measure progress made.
3. That PCS provides additional funding to produce organising material for branches to use when talking to outsourced workers.
4. That PCS negotiates facility time provision for our reps to support out-sourced workers.
5. That any in-housing of services and staff is done with no detriment in cases where outsourced workers have better pay, terms and conditions

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## E206

**Covered By A49 Identical To E205**

**DWP Bradford (047002)**

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## E207

**Covered By A49 Identical To E205**

**BEIS Cardiff (041211)**

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## E208

### Covered By A49

PSg - DLUHC Headquarters National Branch (140140)

This conference notes that PCS now has a better focus on outsourced workers and Facility Management (FM) workers but that:

1. The focus is lessened by the resources devoted to the recruitment and organisation of these workers.
2. PCS lacks a developed PCS plan to recruit and organise these workers in a systematic way.
3. The interests and organisation of outsourced/FM workers issues do not feature high enough amongst the priorities and work of Groups and National Branches,

Conference instructs the NEC to carry out the following actions by the end of 2023:

1. Draw up a revised, developed, national recruitment and organising plan for outsourced/ FM workers; this plan to set out areas where the union will organise and seek recognition and to allocate sufficient resources to recruit members and develop activists to achieve this goal.
2. Develop a course of relevant training for outsourced/ FM workers with the aim of equipping outsourced/ FM representatives and potential representatives with the knowledge and skills relevant to operating in the private sector and recognising that in many cases this training will need to be delivered to members lacking the right to paid time off for union training.

Conference further instructs the NEC to ensure that:

1. The NEC has “Outsourced/FM Workers” as a standing agenda item for normal NEC meetings.
2. Where Outsourced/FM workers are present in a department or agency and/or are included in Group and National Branch memberships, that the relevant Groups and National bodies also have this standing agenda item.
3. All relevant Groups and national branches develop a campaigning and bargaining plan, consistent with the national recruitment and organising plan, which aims to ensure a focussed and committed effort to deliver improvements for Outsourced/FM workers, particularly in relation to paid sick leave and achieving parity with the terms enjoyed in the civil service.
4. PCS begins discussions with the Labour party regarding bringing these workers, and the functions they undertake, within civil service employment and that the relevant parts of the union similarly engage the Welsh and Scottish Governments and the Greater London Assembly.

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## E209

### Covered By A49 Identical To E208

DfT - London and the South East (201053)

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## E210

### Covered By A50 Identical To A50

SG West and Central Scotland (038023)

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## E211

### Covered By A50 Identical To E210

DWP Essex (047050)

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## E212

### Covered By A50 Identical To E210

MoJ Staffordshire (052005)

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## E213

### Covered By A50 Identical To A50

DWP Wigan Area (047015)

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# International

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## E214

### Covered By A52

MoJ Associated Offices (052046)

This ADC notes that:

- October saw the emergence of huge popular protests in Iran, following the murder of Jina Mahsa Amini at the hands of the Morality Police.
- These protests have not been forced back by state repression but have grown in size and militancy as time has gone on.
- Layers of industrial workers are lending their support to this cause by taking strike action, and several calls for a general strike have been raised by the Haft Tappeh Sugar Cane Company Workers' Union and other militant workers' unions.

This ADC further observes:

- That efforts by figures linked to the former Shah to opportunistically take advantage of the protests by calling for the restoration of the Monarchy are, for now, falling upon deaf ears amongst the masses of Iranian workers.
- That the Iranian workers have a long tradition of militant and even revolutionary action, which is once again emerging under the pressure of events.
- That history shows how the liberation of workers is only ever achieved by the workers themselves, and

not by outside forces or false friends.

This ADC instructs the NEC to:

- Send our solidarity to the struggling masses of Iran, and to affirm our staunch support for their liberation and the overthrow of the mullahs' regime.
- Lobby for solidarity in the national and international trade union bodies we are part of, and to defend the right of the Iranian workers to decide their own destiny without interference from any international power.
- Join local protests in favour of the uprising, so as to show our support in practice and lend the strength of the labour movement to them.

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## E215

**Covered By A52**

**DWP Birmingham North (047054)**

This ADC notes that:

- October saw the emergence of huge popular protests in Iran, following the murder of Jina Mahsa Amini at the hands of the Morality Police.
- These protests have not been forced back by state repression but have grown in size and militancy as time has gone on.
- Layers of industrial workers are lending their support to this cause by taking strike action, and several calls for a general strike have been raised by the Haft Tappeh Sugar Cane Company Workers' Union and other militant workers' unions.

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## X216

**Contains no instruction to the NEC**

**MoJ Associated Offices (052046)**

Conference condemns the Turkish state Land and air invasion of Kurdish Rojava in Northern Syria and the tacit approval of this granted by US governments and their allies.

Over hundreds of Kurdish fighters have been killed and over 200,000 people forced to flee their homes. Water supplies to nearly half a million people have been cut off. A few years ago, Turkish forces have carried out ISIS like attacks on civilians including the assassination of Kurdish politician Hevrin Khalaf, a prominent campaigner for Womens rights and other humanitarian causes.

The Erdogan regime fears that the consolidation of a de facto Kurdish state in northern Syria, Rojava, would encourage similar movements amongst the oppressed Kurds in Turkey. For Erdoğan, it is also about trying to strengthen his weakened position at home, with his ruling party, the AKP, on less than 30% support in polls – the war against the Kurds is also a war against the domestic opposition.

Similarly, the Assad regime in Syria warns that it will “defend its sovereign territory” from Turkish military invasion. Erdoğan and Assad have a common interest in, as clearly as possible, quashing the Kurds' struggle for regional self-government, backed up by their own security forces.

In the struggle for national, democratic and social rights, in the defence of Rojava, the Kurds can only rely on their own strength and the solidarity of workers and the oppressed in the region and worldwide. Nevertheless, all left and socialist forces including the trade unions should act immediately.

Therefore, we ask conference for the following policies:

- Working class solidarity and mass protests around the world to oppose the Turkish army's bloody invasion
- Trade unions, NGOs and the left, in Turkey and internationally should build anti-war protests!
- No trust in regional and imperialist powers, who have only ever betrayed the Kurds. All imperialist forces out of the Middle East
- Build powerful independent workers' organisations, including trade unions and mass workers' parties, on a socialist programme, in Syria, Turkey and across the region
- Link the Kurds' struggle with Turkish workers resisting Erdogan's anti-working - class policies
- Full support to the Kurdish struggle for the right

to national self-determination, as well as for democratic and social rights for all peoples and womens' liberation

- All workers, the poor, youth and women of the Middle East - unite against discrimination based on religion, language, sect and gender, under the banner of socialism!
- A powerful independent workers' alternative needs to be built, uniting the oppressed Kurds and the entire working class and poor of Syria, Turkey and the whole region; to resist capitalism, to fight for socialism and for genuine self-determination of all oppressed nationalities.

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## X217

**Contains no instruction to the NEC  
MoJ Associated Offices (052046)**

We condemn the swearing in of Georgia Meloni as Italy's Prime Minister on 22nd October 2022 who is leader of a party with neo - fascist origins. Meloni has taken the helm of Italy's 68th government since the end of the second world war, and her "Brothers of Italy" party leads an alliance including Matteo Salvini's far-right Lega party and Silvio Berlusconi's Forza Italia that holds the largest majority of any coalition government in the country since 1994. It is, also, the centenary of when the King of Italy appointed Benito Mussolini as prime minister after he led the fascist Black Shirt march on Rome.

We note that this new government is alarming and is setting a dangerous influence throughout Europe. Not only do these parties restrict the rights of immigrants but want to turn the clock back but opposing LGBT rights and a woman's right to choose in line with minority neo - fascist elements of the Catholic Church. Far Right politicians such as Roberto Fiorre, leader of Forza Nuova, are, already, grooming Far Right activists in our neighbouring country, Ireland by promoting these policies.

Therefore, we ask conference for the following requests:

- 1) To build alliances with the Italian Trade Unions and like - minded political parties in Italy, in order to, counter the Far Right.
- 2) To build a working relationship with the ANPI based in Britain which is a Left Italian Partisan group committed to fighting fascism and has links with the FBU.

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## Finance

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### E218

**Covered By A59 Identical To A59  
DSg South Central (014506)**

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### E219

**Covered By A59 Identical To A59  
DWP Barnsley & Rotherham (047009)**

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### E220

**Covered By A61  
DWP Avon (047093)**

Conference recognises that Trades Councils are a vital part of the Trade Union movement. They co-ordinate support between union branches, involve unions in Community Campaigns, and promote a positive image of unions at a local level. The value of this has been demonstrated in recent disputes such as, where the support of Trades Councils both financially and physically has been a great help. Trades Councils are key to supporting workers in dispute, and in organising May Day and Workers Memorial Day events each year.

Conference notes that one obstacle for Trades Councils in affiliation is the current rules restricting affiliations to a total of £30.00pa. This can have a detrimental effect on any branch, but particularly so in geographically widespread branches. This is unfortunate if it restricts PCS's ability to play our part in the movement at grassroots level.

Conference agrees:

- that the role and benefits of Trades Councils should be more widely publicised
- that every branch should be strongly encouraged to affiliate to their local Trades Council
- that PCS activists will be encouraged to be delegates to Trades Councils
- that to enable this work the cost of any affiliations to local Trades Councils will be met by PCS centrally

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## Personnel Policy

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### B221

**R&C Northern Ireland Branch (200082)**

This conference notes, The House of Commons Report

2022-2023 reported:

- Menopause affects 51% of the population
- 3 out of 5 menopausal women were negatively impacted at work
- 900,000 women (in 2019) left work because of menopausal symptoms
- The conference believes:
- Menopause still carries a significant social and cultural stigma
- Unions should set the standards in disseminating good quality, accurate information to counter unfounded bias
- The conference instructs the NEC to work with the various GEC's to:
- Ensure the employers we represent have adequate menopause policies, outside of the standard sickness policies
- Write to each department director to seek commitment to adopting/updating menopause policies
- Liaise with appropriate charities to draft appropriate policies.

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## D222

### PSg - Government Legal (140115)

Conference notes that the centrally drawn grievance procedures applied to members across the civil service are currently not fit for purpose.

Whilst recognizing that early, low-key resolution at line manager level (as advocated by those procedures) is usually desirable, it notes that existing centrally dictated Civil Service 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 investigation, including trained investigating officers from outside the organization in question – either at informal or formal levels;
2. The failure to provide sufficient 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 companions 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 whilst off sick (often mental health related), 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.
8. Slow progress of grievances owing to inadequate resourcing of dedicated investigation and decision making officers and processes

All of these failings are a disincentive to members seeking to resolve grievances, and can be 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, full accountability, independent scrutiny and equality considerations, not least disability.

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## D223

### PSg - Government Legal (40115)

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.

Conference notes the continuing rampant bullying and harassment culture in the Civil Service and public sector in particular, the absence of protection and empowerment for workers, often isolated and vulnerable, and where the imbalance of power in working relationships is such that said workers, especially those lower down the workplace pecking order, feel they have no choice but to suffer in silence, often to the point where they would sooner resign than come forward with a grievance. Conference notes further that existing grievance procedures are wholly inadequate and that employment law, while sometimes a valuable tool, fails to sufficiently protect workers either from unprotected or, especially in cases

of structural discrimination, protected groups, from bullying, discrimination and harassment.

Conference notes further that workers generally feel safer to speak out where union organization and support is strong and where procedures promote independent and authoritative scrutiny of any grievance, where there is real accountability for the perpetrators and where workplace cultures do not penalize those that speak up.

This is often far from the case for our members, especially where hierarchical structures and other factors isolate them. Many of our branches have alarmingly high figures on reported bullying, and for all the fanfare around self-appointed or carefully selected, but unelected and unaccountable appropriate behaviour champions, this trend shows no sign of abating.

Entrenched Civil Service culture and practice on performance management and attendance management enable this cavalcade of carnage, bullies' charters with knobs on.

Conference therefore instructs the NEC to launch a concerted campaign around Dignity at Work, including

1. Continuing and building on existing guidance and publicity for branches, with a view to recruiting and empowering members;
2. Sharing information amongst bargaining units to produce model Dignity at Work, bullying, harassment and discrimination policies and guidance based on best practice, with a view to implementation across all the bargaining units we represent;
3. Campaigning urgently for a Dignity at Work Act in concert with other unions, the TUC, using parliamentary civil service group, media and other channels.

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## D224

### R&C East Midlands (200033)

Conference notes that a motion was passed at ADC 2013 regarding development of a policy on the treatment by the employer of members with secondary or prior work in the sex industry. However, this policy does not seem to have been disseminated to personal case workers.

As was the case when this motion was originally raised many of our members are suffering financially during this cost of living crisis. This means that many people are looking for second jobs. Most departments have policies regarding second jobs and require members to register them.

However, in these times of hardship more and more

people are turning to the sex industry to raise funds. This is hardly surprising when it is getting harder and harder to find part time work in shops, pubs, and restaurants; the more common areas for second jobs.

Recent studies have shown that 1 in 5 young people would consider escort work or prostitution to help make ends meet. In an article in the Independent newspaper the owner of a lap dancing club stated that 10% of her workers are lone parents and 10% are in full time work and are doing it for extra cash. Members have spoken about taking up part-time jobs as sex chat line workers as this is something they can do at home when the children are in bed, so there is no childcare outlay. Recently there has been a marked increase in people creating Only Fans accounts and whilst not all involves sex work, the most highly paid accounts tend to.

There have been numerous accounts in the national press about the amounts of money people can make from Only Fans accounts and also of people being sacked due to the content of these accounts. At the time of writing, we are unaware of people being sacked for the content of Only Fans sites but are aware that members have been disciplined for other part time jobs that fall within the sex industry.

When considering the policy, we need to look into what is considered the sex industry. The sex industry is defined as businesses which either directly or indirectly provide sex related products and services or adult entertainment and a sex worker is defined as someone who works in the sex industry. This means that someone working as an Anne Summers party host is considered a sex worker, a burlesque dancer is considered a sex worker and a pole dancing instructor could be considered a sex worker.

To protect our members, we need to develop a policy and guidance for personal case reps regarding the treatment of those who carry out part time work within the sex industry.

This conference instructs the NEC to develop a policy regarding the treatment of members with secondary, or prior work in the sex industry. Or, if this has already been developed, publicise this policy. This conference also instructs the NEC to develop guidance to help personal case workers dealing with cases of this nature.

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## D225

### HMRC Glasgow (20011)

Conference notes the motion passed at ADC 2013 on the development of a policy regarding the treatment by the employer of members with secondary or prior work in the sex industry.

However, this policy does not seem to have been disseminated to personal case workers.

As was the case when this motion was originally raised many of our members are suffering financially during this cost of living crisis. This means that many people are looking for second jobs. Most departments have policies regarding second jobs and require members to register them.

However, in these times of financial hardship more and more people are turning to the sex industry in order to raise funds. This is hardly surprising when it is getting harder and harder to find part time work in shops, pubs, and restaurants; the more common areas for second jobs.

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In order to protect our members, we need to develop a policy and guidance for personal case reps regarding the treatment of those who carry out part time work within the sex industry.

This conference instructs the NEC to develop a policy regarding the treatment by the employer of members with secondary, or prior work in the sex industry. Or if this has already been developed publicise this policy.

develop guidance to help personal case workers dealing with cases of this nature.

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## E226

### Covered By A62

#### R&C Portsmouth - Portsdown Vectis (200091)

This conference notes: -

- The increase in hospitalisations for covid-19 and flu.
- At the end of 2022 1m people were infected with covid-19 in the UK, an estimated 2m people were experiencing long covid [ almost half of these for more than a year]
- Data which suggests the more times you contract covid-19 the more the risk of getting long covid symptoms. Nearly 4m people are clinically vulnerable which means they are more susceptible to catching covid, suffer long-covid and impacts on these individuals, their families and carers
- The blasé attitude of senior managers to the risk of viral infections to our members and the public, forgetting all the lessons learnt through the pandemic.
- The battle many of our reps have to get reasonable adjustments for our members most at risk  
This conference instructs the NEC to:
- Negotiate and agree clear management guidance –
  1. to emphasise the need to keep staff and the public with viral infections out of the workplace and associated sick leave written off and not counted for attendance management and/or sick pay purposes
  2. to ensure access to reasonable adjustments for members most at risk from viral infections.
  3. for full support for members who are experiencing long covid including not counting towards attendance management and sick pay purposes, reasonable adjustments etc
- Support branches to ensure that proper workplace health and safety arrangements are in place including well-ventilated working environments for our members and collectively challenge the discrimination of our members
- Publish and campaign for equality and health and safety rights to help ensure members know their rights.
- Launch a health and safety campaign and use all avenues up to and including industrial action to win our demands.

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## E227

### Identical To A62

DWP Barnsley & Rotherham(047009)

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## E228

### Covered By A64

DWP Birmingham South (047053)

This ADC Notes:

Sexual harassment is still an ongoing concern in our society. Society has changed even over the last few years, and we recognise progress has been made.

Sexual Abuse & Sexual Violence Awareness Week is observed in February each year in the UK and alongside other prominent movements such as Me Too there has been increased awareness around sexual harassment and sexual assault and things that were once seen as acceptable no longer are.

However, things have not progressed enough, continuing sexist actions are still commonplace in many settings including the workplace.

TUC research found Over 1 in 2 women and nearly 7 out of 10 LGBT workers are sexually harassed in the workplace.

Both USDAW and UNISON have done recent surveys with USDAW finding nine out of ten young women had experienced workplace sexual harassment in the last twelve months and Unison finding one in ten NHS staff had been sexually harassed in the last year and nearly a quarter said they had been sexually assaulted while at work.

Results of the government equality office sexual harassment survey 2020 shows

29% of those in employment experienced some form of sexual harassment in their workplace or work-related environment in the last 12 months. Unwelcome sexual jokes and unwelcome staring were the most common forms of sexual harassment experienced in the workplace.

Levels of formal reporting of sexual harassment in the workplace were very low: only 15% reported their experience formally (internally or externally). Furthermore two-fifths (41%) said there were no consequences for their perpetrator (19% among those who formally reported it).

Conference believes:

Not enough is done in the Civil Service to combat sexual harassment.

There aren't any figures available providing information regarding the number of sexual harassment cases.

This shows a lack of concern, and we believe the

scale of the problem should be investigated.

We believe tackling sexual harassment in the workplace requires a culture change whereby zero tolerance truly means zero tolerance, where correct actions are always taken, and victims are safeguarded.

This is reasonable. Trade Unions need to be at the centre of fighting for equality and should be confronting sexual harassment.

PCS should be at the forefront of fighting sexual harassment in the civil service.

Conference instructs the NEC:

- To insist on a thorough investigation covering all departments of the civil service with findings to be shared with PCS.
- To produce appropriate and specific education and supporting literature for our reps and members. To organise a dedicated sexual harassment conference to be held in February 2024 in line with Sexual Abuse & Sexual Violence Awareness Week.

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## E229

### Covered By A64

PSg - UK Export Finance (140107)

This ADC Notes:

Sexual harassment is still an ongoing concern in our society. Society has changed even over the last few years, and we recognise progress has been made. Sexual Assault Awareness Month (SAAM) is observed in April each year and alongside other prominent movements such as Me Too there has been increased awareness around sexual harassment and sexual assault and things that were once seen as acceptable no longer are. However, things have not progressed enough, continuing sexist actions are still commonplace in many settings including the workplace.

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Conference believes:

Not enough is done in the Civil Service to combat sexual harassment. There aren't any figures available providing information regarding the number of sexual harassment cases. This shows a lack of concern, and we believe the scale of the problem should be investigated. We believe tackling sexual harassment in the workplace requires a culture change whereby zero tolerance truly means zero tolerance, where correct actions are always taken, and victims are safeguarded. This is reasonable. Trade Unions need to be at the centre of fighting for equality and should be confronting sexual harassment. PCS should be at the forefront of fighting sexual harassment in the civil service.

Conference instructs the NEC:

- To insist on a thorough investigation covering all departments of the civil service with findings to be shared with PCS.
- To produce appropriate and specific education and supporting literature for our reps and members.
- To organise a dedicated sexual harassment conference to be held in April 2024 in line with Sexual Assault Awareness Month in 2024

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## E230

**Covered By A64**

**DfT - East Midlands (201051)**

This ADC Notes:

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workplace. Both USDAW and UNISON have done recent surveys with USDAW finding nine out of ten young women had experienced workplace sexual harassment in the last twelve months and Unison finding one in ten NHS staff had been sexually harassed in the last year and nearly a quarter said they had been sexually assaulted while at work.

Results of the government equality office sexual harassment survey 2020 shows 29% of those in employment experienced some form of sexual harassment in their workplace or work-related environment in the last 12 months. Unwelcome sexual jokes and unwelcome staring were the most common forms of sexual harassment experienced in the workplace. Levels of formal reporting of sexual harassment in the workplace were very low: only 15% reported their experience formally (internally or externally). Furthermore two-fifths (41%) said there were no consequences for their perpetrator (19% among those who formally reported it).

Conference believes:

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- To produce appropriate and specific education and supporting literature for our reps and members.
- To organise a dedicated sexual harassment conference to be held in April 2024 in line with Sexual Assault Awareness Month in 2024

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## E231

**Covered By A64 Identical To E230**

**MoJ Associated Offices (05204)**

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## E232

**Covered By A64 Identical To E230**

**DWP Bucks & Oxon (047108)**

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## E233

**Covered By A64 Identical To E230**  
R&C Wales (200102)

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## E234

**Covered By A64 Identical To E230**  
DWP Cambridgeshire (04704)

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## E235

**Covered By A64 Identical To E230**  
DWP Birmingham North (047054)

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## E236

**Covered By A64 Identical To E230**  
DWP Edinburgh, Lothian & Borders (047063)

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## E237

**Covered By A66 Identical To A66**  
PSg - DLUHC Headquarters National Branch  
(140140)

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## E238

**Covered By A68 Identical To A68**  
PSg - DLUHC Headquarters National Branch  
(140140)

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## E239

**Covered By A71 Identical To A71**  
DWP Sheffield (047008)

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## E240

**Covered By A77 Identical To A77**  
DWP Tyneside & Northumbria (047120)

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## E241

**Covered By A77 Identical To A77**  
DWP Birmingham North (047054)

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## X242

**Overtaken by Events – Budget 2023**  
R&C East Kilbride (200031)

This conference notes that in recent months numerous members have complained to PCS about receiving large tax bills as result of being promoted. In one case a member who was promoted from Senior Officer to Grade 7 got a tax bill for £30000.

These tax bills result from increases to members' pension pots exceeding the Annual Tax Allowance for Pensions purposes.

This conference agrees that it is highly problematic if some members who are successful in getting promoted end up being financially worse off as a result. It has been suggested to some of the members impacted that this is the price that has to be paid in order to have a comparatively attractive defined benefit pension scheme.

This conference calls upon the NEC:

1. Seek urgent discussions with the Cabinet Office to establish the scale of the problem and to ask them to consider issuing guidance to staff on the issue.
2. To raise this with the PCS Parliamentary Group to see if there is any prospect of amending the relevant taxation legislation.
3. Get the union to issue guidance to members to explain that as things currently stand getting promoted could result in a significant tax bill.

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## X243

**Overtaken by Events – Budget 2023**  
MoJ Associated Offices (052046)

ADC notes that in recent months numerous members have complained to PCS about receiving large tax bills as result of being promoted. In one case a member who was promoted from Senior Officer to Grade 7 got a tax bill for £30,000.

These tax bills result from increases to members' pension pots exceeding the Annual Tax Allowance for Pensions purposes.

ADC agrees that it is highly problematic if some members who are successful in getting promoted end up being financially worse off as a result. It has been suggested to some members impacted that this is the price that has to be paid in order to have a comparatively attractive defined benefit pension scheme.

This ADC calls on the NEC to:

1. Seek urgent discussions with the Cabinet Office to establish the scale of the problem and to ask them to consider issuing guidance to staff on the issue.
2. To raise this with the PCS Parliamentary Group to see if there is any prospect of amending the relevant taxation legislation.
3. Issue guidance to members to explain the current situation with pension contributions and tax thresholds that aid transparency to members who may be affected if they do gain promotion and may be affected by a significant tax bill.

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## X244

**Overtaken by Events – Budget 2023**  
**DWP Birmingham North (047054)**

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## X245

**Overtaken by Events – Budget 2023**  
**PSg - UK Export Finance (140107)**

ADC notes that in recent months numerous members have complained to PCS about receiving large tax bills as result of being promoted. In one case a member who was promoted from Senior Officer to Grade 7 got a tax bill for £30,000.

These tax bills result from increases to members' pension pots exceeding the Annual Tax Allowance for Pensions purposes.

ADC agrees that it is highly problematic if some members who are successful in getting promoted end up being financially worse off as a result. It has been suggested to some members impacted that this is the price that has to be paid in order to have a comparatively attractive defined benefit pension scheme.

This ADC calls on the NEC to:

1. Seek urgent discussions with the Cabinet Office to establish the scale of the problem and to ask them to consider issuing guidance to staff on the issue.
2. To raise this with the PCS Parliamentary Group to see if there is any prospect of amending the relevant taxation legislation.
3. Issue guidance to members to explain the current situation with pension contributions and tax thresholds that aid transparency to members who may be affected if they do gain promotion and may be affected by a significant tax bill.

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## X246

**Contains no instruction to the NEC**  
**HMRC Glasgow(200119)**

Partial retirement is an option many members choose to take in order to give them some work/life balance, help with caring responsibilities etc, providing certain criteria is met.

When taking partial retirement the rules stipulate you must drop a minimum of 20%, quite often more, to ensure you don't find yourself in abatement (where you cannot earn more "gross" than you did before taking partial when your part-time salary and pension from MyCSP are added together (except for allowing for inflation).

These current rules however stop members from

being able to for instance apply for promotion because, whilst promotion would give them an increase in salary, members have to reduce their hours further to ensure they don't hit abatement.

Appreciating that members would have been made aware of this prior to taking partial retirement the cost of living crisis is hitting members hard and this rule could be considered detrimental and therefore we instruct conference to enter into negotiations with HR/MyCSP about the possibility of this rule being removed or relaxed

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## Social and Economic

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## E247

**Covered By A79**  
**DSg North West(014505)**

This conference gives our full support to workers being forced to take strike action over fair pay that increases in line with inflation to reflect the cost of living crisis, over a lack of resources and funding resulting in public services being put at risk and employees facing overloading and burnout of employees.

The cost of living crisis, fire and rehire tactics and other attacks by employers in pursuit of maintaining profits at our expense all mean workers are uniting to fight back. Many of these disputes are seeing workers win significant gains.

We will continue to give our solidarity, building practical support for all striking workers.

We oppose any attempt by the Tory Government to impose more austerity to pay for tax cuts for the rich and big business.

We oppose the Tories' threats to introduce further anti-union legislation on top of the raft of undemocratic restrictions already in existence and call on the TUC to co-ordinate opposition.

On top of Thatcher and Major's anti-union laws, Cameron's Tory Government brought in the Trade Union Act and Johnson changed the law to allow the use of agency workers to undermine industrial action.

The Tories have also raised 'minimum service levels' legislation, which would impact directly on the effectiveness of public sector workers and workers in transport to resist the attacks of the employers

Therefore, this conference calls for the repeal of all Tory anti-union legislation, from Thatcher, Major, Cameron and Johnson to the present day

We also call on the NEC, to raise at the TUC:

- that unions co-ordinate industrial action ballots and strikes to fight the cost of living squeeze
- to prepare for the maximum co-ordinated industrial action, up to and including a general strike if the Tory Government moves to implement new anti-union laws and restrictions

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## E248

**Covered By A79**

**R&C Portsmouth - Portsdown Vectis (20009)**

This conference gives our full support to workers being forced to take strike action against their employers and backed by the Tory government. The cost of living crisis, fire and rehire tactics and other attacks by employers in pursuit of maintaining profits at our expense all mean workers are uniting to fight back. Many of these disputes are seeing workers win significant gains.

We will continue to give our solidarity, building practical support for all striking workers.

We oppose any attempt by the Tory Government or any other, to impose more austerity, to pay for tax cuts for the rich and big business. We oppose the Tories' threats to introduce further anti-union legislation on top of the raft of undemocratic restrictions already in existence and call on the TUC to co-ordinate opposition. On top of Thatcher and Major's anti-union laws, Cameron's Tory Government brought in the Trade Union Act and Johnson changed the law to allow the use of agency workers to undermine industrial action. Current plans include attempts to introduce 'minimum service levels' legislation, which would impact directly on the effectiveness of workers in transport in particular to resist the attacks of the employers.

Therefore, this conference calls for the repeal of all Tory anti-union legislation, from Thatcher, Major, Cameron and Johnson to the present day

We also call on the NEC to take the lead in organising campaigns and opposition to this attack on our rights including:

- A major publicity campaign amongst PCS members explaining the proposals and why we are opposed to them
- Develop and implement an urgent strategy to campaign against the plans at national level but also at every level of the union.
- To raise, to raise at the TUC that unions co-ordinate industrial action ballots and strikes to fight the cost of living squeeze
- to prepare for the maximum co-ordinated industrial action, up to and including a 24 hour general strike if the Tory Government moves to implement new

anti-union laws and restrictions

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## E249

**Covered By A79 Identical To E248**

**DWP Barnsley & Rotherham (047009)**

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## E250

**Covered By A79 Identical To E248**

**DWP Bradford (04700)**

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## E251

**Covered By A79 Identical To E248**

**R&C Wales (200102)**

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## E252

**Covered By A79 Identical To E248**

**DWP Sheffield (047008)**

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## E253

**Covered By A79**

**DWP Essex (047050)**

This conference gives our full support to workers being forced to take strike action against their employers backed by the Tory government.

The cost-of-living crisis, fire and rehire tactics and other attacks by employers in pursuit of maintaining profits at our expense all mean workers are uniting to fight back. Many of these disputes are seeing workers win significant gains.

We will continue to give our solidarity, building practical support for all striking workers.

We oppose any attempt by the Tory Government to impose more austerity to pay for tax cuts for the rich and big business.

We oppose the Tories' threats to introduce further anti-union legislation on top of the raft of undemocratic restrictions already in existence and call on the TUC to co-ordinate opposition.

On top of Thatcher and Major's anti-union laws, Cameron's Tory Government brought in the Trade Union Act and Johnson changed the law to allow the use of agency workers to undermine industrial action.

The Tories have also raised bringing in 'minimum service levels' legislation, which would impact directly on the effectiveness of workers in transport in particular to resist the attacks of the employers

Therefore, this conference calls for the repeal of all Tory anti-union legislation, from Thatcher, Major,

Cameron and Johnson to the present day

We also instruct the NEC, to raise at the TUC: -

- that unions co-ordinate industrial action ballots and strikes to fight the cost-of-living squeeze
- to prepare for the maximum co-ordinated industrial action, up to and including a 24-hour general strike if the Tory Government moves to implement new anti-union laws and restrictions

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## E254

**Covered By A79 Identical To E253**

**DWP Barnsley & Rotherham(047009)**

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## E255

**Covered By A79 Identical To E253**

**R&C Wales(200102)**

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## E256

**Covered By A79 Identical To E253**

**DWP Sheffield(047008)**

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## E257

**Covered By A79 Identical To E253**

**BEIS Cardiff(041211)**

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## E258

**Covered By A81**

**R&C West Mercia(200149)**

Conference notes that there have been changes to benefit regulations for couples where one person is over the State Pension Age and the other is under. The change means the older partner is effectively treated as if they are still of working age. This prevents claims low-income mixed aged couples from claiming Pensions Credit (PC). Instead, those couples are only able to claim Universal Credit (UC). However, at £121.15 per week, the UC rate for a couple is more than £60 per week lower than the Guaranteed Pension Credit rate for a single pensioner (£182.60).

Conference further notes that if the older partner's Pensioners State Pension exceeds the UC level then the couple may be ineligible for PC or UC. This also means they are ineligible for cost of living support targeted at recipients of means-tested benefits. This is an absurd situation which leads many mixed aged couples facing a choice between desperate poverty and separation.

We call on the Government to redress this situation, either by reinstating access to PC for mixed-aged couples or by introducing a Pensioners Premium to UC.

To initiate this aim, the NEC is instructed to work

with any other interested parties such as the National Pensioners Convention to lobby the Government to change the situation.

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## E259

**Covered By A82**

**Home Office Croydon(026101)**

Conference applauds the NEC for the action taken in conjunction with Care4Calais and Detention Action over the Government's 'Rwanda' asylum plan. This is an excellent example of lay representatives working with senior officials and NGOs to try and prevent the implementation of regressive and inhumane policies.

Conference believes that the key issue in processing asylum claims is to ensure that decision can be made within a reasonable timescale, by properly trained and supported civil servants in the UK.

Conference therefore supports any plans to make further legal challenges to the policy, including appealing the High Court decision and instructs the NEC to support the Home Office Group to ensure that:

- No Home Office staff, or staff based in OGDs are forced to implement this policy
- Continue to make the case for a fair asylum system, properly staffed, trained and paid
- Campaign for the health & safety of staff working in the asylum system, and applicants, by attacking the disgusting and inflammatory rhetoric from members of the Government.

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## E260

**Covered By A83**

**PSg - Registers of Scotland(140907)**

This ADC welcomes and support the initiatives of the NEC in defence of Asylum Seekers and Refugees due to the aggressive actions of the Westminster Government whose policies represent a danger to vulnerable refugees and asylum seekers and also interferences with home office asylum and refugee procedures.

The Pushback policy promoted last year by the Westminster Government coincided with unprecedented refugee deaths crossing the channel, with 27 taking place in the space of a week. The Pushback Policy instructed UK naval and public service workers to turn back overcrowded and unsafe boats in UK waters in conflict with international maritime law to save lives at risk at sea.

Conference applauds the actions of Home Office members and also the NEC, Care4Calais, Channel Rescue and Freedom From Torture for taking the

Government to Judicial Review on the Pushback policy. The policy was withdrawn days before the Judicial Review commencing, which actions have undoubtedly saved lives.

There is no safe legal route for Asylum Seekers or refugees into the UK and the Government have continued to attack vulnerable people in flight using Rwanda as a “safe” third country to process Asylum seekers who enter the country crossing the channel (which the UK Government deem to be illegal). Conference understands that whilst initiating legal proceedings does expose PCS to a financial risk, the threat to vulnerable lives and the additional pressures this puts on Home Office staff is such that we fully support the actions of the NEC launching a Judicial Review on Rwanda Flights with Care4Calais.

PCS has presented considerable evidence in the Judicial Review from the UK High Commissioner for Rwanda, the Foreign, Commonwealth and Development Office refuting Rwanda’s status as a “safe” country, also raising concerns that refugees have been pressed into the Rwandan military for overseas operations. This is particularly vile since many asylum seekers are fleeing military repression or war zones. The United Nations High Commissioner for Refugees also maintained in court that they did not consider Rwanda a safe country to send refugees to and called for an embargo on the policy.

The NEC are instructed to continue to closely monitor and challenge the current hostile actions of the Government in respect of Refugees and Asylum Seekers and continue to work with the Home Office Group in trying to establish safe and legal corridors into UK. ALL Asylum Seekers and Refugees are welcome here!

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## **E261**

**Covered By A83**

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

This Conference welcomes and support the initiatives of the NEC in defence of Asylum Seekers and Refugees due to the aggressive actions of the Westminster Government whose policies represent a danger to vulnerable refugees and asylum seekers and also interference with home office asylum and refugee procedures.

The Pushback policy promoted last year by the Westminster Government coincided with unprecedented refugee deaths crossing the channel, with 27 taking place in the space of a week. The Pushback Policy instructed UK naval and public service workers to turn back overcrowded and unsafe boats in

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The NEC are instructed to continue to closely monitor and challenge the current hostile actions of the Government in respect of Refugees and Asylum Seekers and continue to work with the Home Office Group in trying to establish safe and legal corridors into UK. ALL Asylum Seekers and Refugees are welcome here.

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## **E262**

**Covered By A83 Identical To E261**

**DWP Bucks & Oxon(047108)**

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## **E263**

**Covered By A83 Identical To E260**

**MoJ Associated Offices(052046)**

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## **E264**

**Covered By A83 Identical To E260**

**DWP Glasgow(047066)**

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## E265

**Covered By A83 Identical To E260**

R&C Wales(200102)

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## E266

**Covered By A83 Identical To E260**

DWP Birmingham North(047054)

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## E267

**Covered By A83 Identical To E260**

Home Office Merseyside(026124)

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## E268

**Covered By A83 Identical To E260**

DWP Edinburgh, Lothian & Borders(047063)

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## E269

**Covered By A84**

DWP Stockport & Tame Valley(047024)

Today's workplace is exerting a toll on our mental health, with a rise in cases of chronic stress, burnout, work related depression and suicide.

Indeed, the Hazards Campaign says suicides are one of the biggest contributors to the annual work-related fatalities toll and estimates in 2020-21 there were almost 600 suicides due to pressures of work.

Sadly, many of us will be aware in recent years of colleagues we have worked with who have taken their own lives or attempted suicide. In recent years, studies in the USA, Australia, France, Japan, India and China point to a steep rise in workplace suicide. Yet, despite evidence of a comparable rise in the UK, workplace suicide remains a largely hidden phenomenon.

The Health and Safety Executive does not carry out workplace inspections following a suicide by an employee or even multiple suicides by employees.

Employers are not obliged to undertake an investigation following a suicide or implement any changes to workplace policies or practices.

Furthermore, suicides in the workplace are not reportable under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013.

Conference notes, that work-related stress is a significant cause of ill health absence and one of the causes of work-related suicide.

Conference believes that PCS should be taking a lead in shining the light on work-related stress and suicide, pushing our employer to report data and to co-operate in the investigation of work-related suicide

and attempted suicide. This would help to identify contributory causes in the workplace and inform improved working practices to promote a reduction in their incidence. It would encourage our employer to take a more holistic view of their duty of care to employees and, ultimately, it would save lives.

The Association of Directors of Public Health report that for every person who ends their life by suicide, a "minimum of six people will suffer a severe impact".

Conference is firm in its belief that what happens in the workplace has wider ramifications for our communities and society.

Conference believes it is time that work-related mental health becomes as much a part of the employer's duty of care as the control of hazardous substances. It is time to bring work-related mental health within the realms of Health and Safety legislation in the workplace.

Conference instructs the NEC (and if necessary with the TUC) to lobby the HSE to remove immediately the current HSE reporting and inspection exemptions that mean work-related suicide is absent from HSE statistics and inspection and prevention regimes.

Conference calls on the NEC to lobby the government to introduce legislation so that if any employee takes their own life in the workplace, or indicators suggest it may be work-related, it is immediately investigated as a potential workplace suicide. This will allow for honest and open reporting of work-related suicide so the issues can be addressed.

Conference, we all agree that we need an end to unaccountable tyranny at work and the working practices that are hostile to sound mental health.

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## E270

**Covered By A85 Identical To A85**

DWP Wirral (047019)

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## E271

**Covered By A85 Identical To A85**

R&C East Kilbride (20003)

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## E272

**Covered By A85 Identical To A85**

MoJ Associated Offices (052046)

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## E273

**Covered By A85 Identical To A85**

DWP Tyneside & Northumbria (047120)

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## E274

**Covered By A85 Identical To A85**

R&C Wales (200102)

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## E275

**Covered By A85 Identical To A85**  
DWP Cambridgeshire (047049)

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## E276

**Covered By A85 Identical To A85**  
DWP Birmingham North (047054)

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## E277

**Covered By A86 Identical To A86**  
MoJ Associated Offices (052046)

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## E278

**Covered By A86 Identical To A86**  
DWP North East & Mid Wales (047128)

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## E279

**Covered By A86 Identical To A86**  
DWP Cambridgeshire (047049)

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## E280

**Covered By A86 Identical To A86**  
DWP Birmingham North (047054)

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## E281

**Covered By A86 Identical To A86**  
R&C East Kilbride (200031)

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## E282

**Covered By A86 Identical To A86**  
DWP Tyneside & Northumbria (047120)

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## E283

**Covered By A89 Identical To A89**  
DWP Barnsley & Rotherham (047009)

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## E284

**Covered By A89 Identical To A89**  
DWP Bradford (047002)

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## E285

**Covered By A89 Identical To A89**  
R&C West Mercia (200149)

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## X286

**Contains no instruction to the NEC**  
MoJ Associated Offices (052046)

Conference notes the sectarian attacks on Civil Servants including our PCS members in Northern Ireland, owing to the imposition of the “economic sea border” and the breakdown of the power sharing

assembly in Stormont.

Conference notes that these attacks are outrageous despite the hard work of our poorly paid PCS members in Northern Ireland during the “cost of living crisis.”

We, therefore, ask for the following requests:

- 1) To campaign against the sectarian attacks on our PCS members.
- 2) To demand a restoration of the power sharing assembly in Stormont and ensure that such a breakdown never occurs again.
- 3) To ensure more adequate representation for PCS members in Northern Ireland on Group Executive Committees and the National Executive Committee of which has been open to question.
- 4) To ensure that Northern Ireland PCS members are protected from all forms of sectarian abuse at work and at home.
- 5) To re – build the PCS membership in Northern Ireland, in order to campaign for better pay, terms and conditions.

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## X287

**Fails Standing Order A2**  
MoJ Associated Offices (052046)

Conference Notes

1. Austerity measures since 2010 have led to an increase in the number of people working in the sex industry and is concerned by examples such as Doncaster, where on-street prostitution has risen by 60 per cent, an increase primarily attributed to the impact of benefit sanctions.
2. The term ‘sex worker’ includes people working in escort work, lap dancing, stripping, pornography, selling sex (on or off street), webcamming, adult models, video performer or film actor, and phone sex work.
3. Due to discrimination, that many Transsexuals have only been able to work in sex industry as other careers were not possible due to prejudice.
4. Many enter the sex industry to pay for ever increasing tuition fees and costs of living, especially in London. Research on sex work has shown that the main reason for entering into and staying in sex work is due to financial hardship. For instance, 93% of sex workers in New Zealand reported financial need as their reasons for entering the industry.
5. The current regime of austerity and cuts to services and support has disproportionately affected women and women’s services, putting more women into financial hardship.
6. Sex Worker organisations such as the English

Collective of Prostitutes note that the decriminalisation of sex workers will create safer environments for sex workers, reducing police abuse and violence and decreasing the risk of catching HIV/AIDs and other STIs and STDs.

7. Increasingly, police are raiding and shutting down brothels and saunas in which sex workers are active, pushing them out into the street, where conditions are worse and far more dangerous.
8. Conference's previous policy on Consensual Sexuality.
9. The 2016 Home Affairs Select Committee report which recommended that sex work in the UK should be decriminalised and Amnesty International's decision to adopt the same policy.

Conference Recognises

1. That many people would not choose to work in the sex industry and that they do so because of economic necessity rather than criminal coercion. It further asserts that 74 per cent of off-street prostitutes work in the sex industry to pay household expenses and support their families.
2. Prostitution is one of the oldest forms of labour and will exist whether criminalised or not and therefore Conference will listen to sex worker organisations and support their agendas.
3. Full decriminalisation does not keep women in prostitution safe – because nothing can make it safe – and full decriminalisation would serve to institutionalise the expectation that impoverished women should support themselves by engaging in prostitution.

Conference Believes

1. That all groups who are discriminated against and oppressed have the right to define their own needs and how they should be liberated.
2. Congress believes sex workers should have the same rights as those in other industries.
3. Sex work is like any other job in which labour is exchanged for a wage and therefore sex workers should be treated like any other worker, in that they should have access to holiday and sick pay, pensions, union representation and a safe and secure environment in which to work.
4. Sex work is a consensual activity between a sex worker(s) and person(s) and should not be conflated with trafficking.
5. Whorephobic anti-sex work campaigns endanger women and Transsexuals.
6. Criminalisation of sex work has a negative impact on sex workers, increasing stigma, making working conditions worse and making it harder for workers to organise.
7. Criminalisation of the punter also makes violence

against Sex-workers more likely.

8. The New Zealand model of full de-criminalisation which would give sex workers protections as workers in law, is a good model to follow.

Conference Instructs Executive

1. To take a zero-tolerance stance to whorephobia and anti-sex worker campaigns and attitudes.
2. To offer support to those who have been in the sex industry.
3. Condemn anti-sex worker campaigns.
4. To support Ex-Sex-workers should they seek employment in PCS or Civil Service.
5. To consult with the English Collective of Prostitutes, Sex Worker Open University and National Ugly Mugs to further understand how we can help sex workers who are continuing in occupation or seeking exit from it.
6. To put out a statement calling for the decriminalisation of sex work.

# 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.

### 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.

- IV. ‘for’
- V. ‘against’
- VI. ‘abstain’ or
- VII. ‘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) 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. that 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 (SOCA) 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**

# Appendix 2

## Index of motions

| BOOK No. | MOTION NO: | MOTION ID | BRANCH  |
|----------|------------|-----------|---|
| A79      | M266       | ID3401    | BEIS Cardiff (041211)                         |
| E207     | M267       | ID3402    | BEIS Cardiff (041211)                         |
| E257     | M265       | ID3400    | BEIS Cardiff (041211)                         |
| X117     | M264       | ID3399    | BEIS Cardiff (041211)                         |
| X149     | M268       | ID3403    | BEIS Cardiff (041211)                         |
| X147     | M071       | ID2911    | BEIS London South (041205)                    |
| A64      |            |           | COMPOSITE A                                   |
| A76      | M105       | ID2968    | CPS East Midlands and Eastern Branch (070010) |
| A78      | M104       | ID2967    | CPS East Midlands and Eastern Branch (070010) |
| A6       | M188       | ID3184    | DEFRA Eastern (001151)                        |
| A54      | M242       | ID3274    | DEFRA London and South East (001067)          |
| A45      | M136       | ID3055    | DEFRA Northern (001052)                       |
| A69      | M134       | ID3053    | DEFRA Northern (001052)                       |
| E162     | M135       | ID3054    | DEFRA Northern (001052)                       |
| D183     | M137       | ID3064    | DfE North West and North Wales (501012)       |
| E103     | M198       | ID3194    | DfE North West and North Wales (501012)       |
| A51      | M025       | ID2773    | DfT - East Midlands (201051)                  |
| A67      | M022       | ID2770    | DfT - East Midlands (201051)                  |
| A85      | M027       | ID2775    | DfT - East Midlands (201051)                  |
| E102     | M021       | ID2769    | DfT - East Midlands (201051)                  |
| E129     | M026       | ID2774    | DfT - East Midlands (201051)                  |
| E136     | M023       | ID2771    | DfT - East Midlands (201051)                  |
| E230     | M024       | ID2772    | DfT - East Midlands (201051)                  |
| A48      | M277       | ID3316    | DfT - London and the South East (201053)      |
| A68      | M278       | ID3319    | DfT - London and the South East (201053)      |
| E209     | M276       | ID3313    | DfT - London and the South East (201053)      |
| X169     | M205       | ID3059    | DfT - West Midlands (201059)                  |
| E247     | M162       | ID3139    | DSg North West (014505)                       |
| A32      | M146       | ID2996    | DSg South Central (014506)                    |
| A35      | M144       | ID2994    | DSg South Central (014506)                    |
| E127     | M147       | ID2997    | DSg South Central (014506)                    |
| E218     | M145       | ID2995    | DSg South Central (014506)                    |
| X168     | M148       | ID2998    | DSg South Central (014506)                    |
| A31      | M207       | ID3264    | DWP Avon (047093)                             |
| E220     | M206       | ID3250    | DWP Avon (047093)                             |
| A19      | M044       | ID2830    | DWP Barnsley & Rotherham (047009)             |
| A8       | M038       | ID2819    | DWP Barnsley & Rotherham (047009)             |
| E128     | M045       | ID2831    | DWP Barnsley & Rotherham (047009)             |
| E152     | M036       | ID2817    | DWP Barnsley & Rotherham (047009)             |
| E157     | M037       | ID2818    | DWP Barnsley & Rotherham (047009)             |
| E174     | M040       | ID2826    | DWP Barnsley & Rotherham (047009)             |
| E197     | M034       | ID2814    | DWP Barnsley & Rotherham (047009)             |
| E205     | M041       | ID2827    | DWP Barnsley & Rotherham (047009)             |
| E219     | M047       | ID2833    | DWP Barnsley & Rotherham (047009)             |
| E227     | M042       | ID2828    | DWP Barnsley & Rotherham (047009)             |
| E249     | M035       | ID2816    | DWP Barnsley & Rotherham (047009)             |
| E254     | M033       | ID2812    | DWP Barnsley & Rotherham (047009)             |
| E283     | M043       | ID2829    | DWP Barnsley & Rotherham (047009)             |
| X115     | M032       | ID2811    | DWP Barnsley & Rotherham (047009)             |
| X143     | M046       | ID2832    | DWP Barnsley & Rotherham (047009)             |
| E101     | M220       | ID3162    | DWP Birmingham North (047054)                 |
| E107     | M223       | ID3164    | DWP Birmingham North (047054)                 |
| E132     | M230       | ID3173    | DWP Birmingham North (047054)                 |
| E135     | M229       | ID3172    | DWP Birmingham North (047054)                 |

| <b>MOTION NO:</b> | <b>MOTION NO:</b> | <b>MOTION ID</b> | <b>BRANCH</b>                             |
|-------------------|-------------------|------------------|---|
| E140              | M222              | ID3163           | DWP Birmingham North (047054)             |
| E192              | M221              | ID3166           | DWP Birmingham North (047054)             |
| E215              | M232              | ID3175           | DWP Birmingham North (047054)             |
| E235              | M226              | ID3168           | DWP Birmingham North (047054)             |
| E241              | M228              | ID3171           | DWP Birmingham North (047054)             |
| E266              | M231              | ID3174           | DWP Birmingham North (047054)             |
| E276              | M227              | ID3169           | DWP Birmingham North (047054)             |
| E280              | M225              | ID3167           | DWP Birmingham North (047054)             |
| X244              | M224              | ID3165           | DWP Birmingham North (047054)             |
| A63               | M202              | ID3257           | DWP Birmingham South (047053)             |
| A83               | M204              | ID3262           | DWP Birmingham South (047053)             |
| E179              | M203              | ID3261           | DWP Birmingham South (047053)             |
| E189              | M201              | ID3253           | DWP Birmingham South (047053)             |
| E228              | M200              | ID3249           | DWP Birmingham South (047053)             |
| A43               | M156              | ID3116           | DWP Bradford (047002)                     |
| A50               | M161              | ID3121           | DWP Bradford (047002)                     |
| A74               | M149              | ID3108           | DWP Bradford (047002)                     |
| E110              | M150              | ID3109           | DWP Bradford (047002)                     |
| E112              | M154              | ID3113           | DWP Bradford (047002)                     |
| E159              | M153              | ID3112           | DWP Bradford (047002)                     |
| E182              | M155              | ID3115           | DWP Bradford (047002)                     |
| E198              | M151              | ID3110           | DWP Bradford (047002)                     |
| E206              | M158              | ID3118           | DWP Bradford (047002)                     |
| E250              | M152              | ID3111           | DWP Bradford (047002)                     |
| E284              | M159              | ID3119           | DWP Bradford (047002)                     |
| X145              | M160              | ID3120           | DWP Bradford (047002)                     |
| E232              | M111              | ID2866           | DWP Bucks & Oxon (047108)                 |
| E262              | M112              | ID2868           | DWP Bucks & Oxon (047108)                 |
| E100              | M214              | ID3286           | DWP Cambridgeshire (047049)               |
| E139              | M215              | ID3287           | DWP Cambridgeshire (047049)               |
| E191              | M216              | ID3288           | DWP Cambridgeshire (047049)               |
| E234              | M218              | ID3290           | DWP Cambridgeshire (047049)               |
| E275              | M219              | ID3291           | DWP Cambridgeshire (047049)               |
| E279              | M217              | ID3289           | DWP Cambridgeshire (047049)               |
| A23               | M001              | ID2700           | DWP Cumbria and Lancashire (047020)       |
| A38               | M002              | ID2701           | DWP Cumbria and Lancashire (047020)       |
| A66               | M004              | ID2704           | DWP Cumbria and Lancashire (047020)       |
| E204              | M003              | ID2702           | DWP Cumbria and Lancashire (047020)       |
| A61               | M245              | ID3365           | DWP Devon (047095)                        |
| E142              | M246              | ID3366           | DWP Devon (047095)                        |
| A44               | M249              | ID3226           | DWP Edinburgh, Lothian & Borders (047063) |
| E141              | M248              | ID3225           | DWP Edinburgh, Lothian & Borders (047063) |
| E193              | M252              | ID3229           | DWP Edinburgh, Lothian & Borders (047063) |
| E236              | M250              | ID3227           | DWP Edinburgh, Lothian & Borders (047063) |
| E268              | M251              | ID3228           | DWP Edinburgh, Lothian & Borders (047063) |
| E151              | M029              | ID2783           | DWP Essex (047050)                        |
| E211              | M028              | ID2781           | DWP Essex (047050)                        |
| E253              | M030              | ID2782           | DWP Essex (047050)                        |
| E106              | M114              | ID3011           | DWP Glasgow (047066)                      |
| E264              | M115              | ID3012           | DWP Glasgow (047066)                      |
| E96               | M113              | ID3008           | DWP Glasgow (047066)                      |
| A17               | M286              | ID3444           | DWP HQ London (047039)                    |
| E201              | M285              | ID3441           | DWP HQ London (047039)                    |
| A59               | M052              | ID2842           | DWP HQ Sheffield (047012)                 |
| E111              | M050              | ID2840           | DWP HQ Sheffield (047012)                 |
| E153              | M049              | ID2839           | DWP HQ Sheffield (047012)                 |
| E158              | M048              | ID2838           | DWP HQ Sheffield (047012)                 |
| X144              | M051              | ID2841           | DWP HQ Sheffield (047012)                 |
| E104              | M210              | ID3255           | DWP North East & Mid Wales (047128)       |
| E138              | M209              | ID3254           | DWP North East & Mid Wales (047128)       |
| E190              | M211              | ID3258           | DWP North East & Mid Wales (047128)       |

| <b>BOOK No.</b> | <b>MOTION NO:</b> | <b>MOTION ID</b> | <b>BRANCH</b>                               |
|-----------------|-------------------|------------------|---|
| E278            | M212              | ID3259           | DWP North East & Mid Wales (047128)         |
| E99             | M208              | ID3252           | DWP North East & Mid Wales (047128)         |
| A46             | M260              | ID3389           | DWP Sheffield (047008)                      |
| E156            | M258              | ID3387           | DWP Sheffield (047008)                      |
| E161            | M259              | ID3388           | DWP Sheffield (047008)                      |
| E173            | M263              | ID3395           | DWP Sheffield (047008)                      |
| E177            | M261              | ID3392           | DWP Sheffield (047008)                      |
| E200            | M257              | ID3386           | DWP Sheffield (047008)                      |
| E239            | M254              | ID3383           | DWP Sheffield (047008)                      |
| E252            | M255              | ID3384           | DWP Sheffield (047008)                      |
| E256            | M256              | ID3385           | DWP Sheffield (047008)                      |
| X120            | M253              | ID3382           | DWP Sheffield (047008)                      |
| E269            | M279              | ID3446           | DWP Stockport & Tame Valley (047024)        |
| E195            | M127              | ID3036           | DWP Tyneside & Northumbria (047120)         |
| E240            | M130              | ID3039           | DWP Tyneside & Northumbria (047120)         |
| E273            | M129              | ID3038           | DWP Tyneside & Northumbria (047120)         |
| E282            | M128              | ID3037           | DWP Tyneside & Northumbria (047120)         |
| A22             | M141              | ID3102           | DWP Wigan Area (047015)                     |
| E154            | M142              | ID3103           | DWP Wigan Area (047015)                     |
| E213            | M143              | ID3104           | DWP Wigan Area (047015)                     |
| X116            | M140              | ID3101           | DWP Wigan Area (047015)                     |
| A72             | M133              | ID3084           | DWP Wirral (047019)                         |
| E187            | M132              | ID3066           | DWP Wirral (047019)                         |
| E270            | M131              | ID3065           | DWP Wirral (047019)                         |
| X119            | M241              | ID3281           | EFRA FC England (001237)                    |
| A62             | M280              | ID3423           | HMRC – Stratford (200461)                   |
| A90             | M281              | ID3464           | HMRC Glasgow (200119)                       |
| D225            | M283              | ID3487           | HMRC Glasgow (200119)                       |
| E176            | M282              | ID3465           | HMRC Glasgow (200119)                       |
| X246            | M284              | ID3488           | HMRC Glasgow (200119)                       |
| A26             | M166              | ID3146           | HMRC Merseyside (200460)                    |
| A60             | M167              | ID3147           | HMRC Merseyside (200460)                    |
| A7              | M164              | ID3144           | HMRC Merseyside (200460)                    |
| A91             | M165              | ID3145           | HMRC Merseyside (200460)                    |
| E184            | M163              | ID3143           | HMRC Merseyside (200460)                    |
| D95             | M103              | ID2932           | HMRC Salford & Manchester (200133)          |
| E163            | M102              | ID2931           | HMRC Salford & Manchester (200133)          |
| E259            | M055              | ID2867           | Home Office Croydon (026101)                |
| X114            | M054              | ID2865           | Home Office Croydon (026101)                |
| E267            | M233              | ID3327           | Home Office Merseyside (026124)             |
| A73             | M053              | ID2777           | Home Office Yorkshire & North East (026111) |
| A3              | M031              | ID2798           | Met Police South West London (033116)       |
| A39             | M093              | ID2906           | MoJ Associated Offices (052046)             |
| A40             | M072              | ID2885           | MoJ Associated Offices (052046)             |
| A55             | M074              | ID2887           | MoJ Associated Offices (052046)             |
| A56             | M075              | ID2888           | MoJ Associated Offices (052046)             |
| A77             | M084              | ID2897           | MoJ Associated Offices (052046)             |
| A92             | M091              | ID2904           | MoJ Associated Offices (052046)             |
| A93             | M073              | ID2886           | MoJ Associated Offices (052046)             |
| A94             | M092              | ID2905           | MoJ Associated Offices (052046)             |
| E105            | M078              | ID2891           | MoJ Associated Offices (052046)             |
| E130            | M086              | ID2899           | MoJ Associated Offices (052046)             |
| E133            | M085              | ID2898           | MoJ Associated Offices (052046)             |
| E164            | M094              | ID2907           | MoJ Associated Offices (052046)             |
| E186            | M082              | ID2893           | MoJ Associated Offices (052046)             |
| E214            | M088              | ID2901           | MoJ Associated Offices (052046)             |
| E231            | M079              | ID2895           | MoJ Associated Offices (052046)             |
| E263            | M087              | ID2900           | MoJ Associated Offices (052046)             |
| E272            | M080              | ID2896           | MoJ Associated Offices (052046)             |
| E277            | M083              | ID2894           | MoJ Associated Offices (052046)             |

| <b>BOOK No.</b> | <b>MOTION NO:</b> | <b>MOTION ID</b> | <b>BRANCH</b>                                      |
|-----------------|-------------------|------------------|--|
| E98             | M077              | ID2890           | MoJ Associated Offices (052046)                    |
| X216            | M076              | ID2889           | MoJ Associated Offices (052046)                    |
| X217            | M089              | ID2902           | MoJ Associated Offices (052046)                    |
| X243            | M081              | ID2892           | MoJ Associated Offices (052046)                    |
| X286            | M090              | ID2903           | MoJ Associated Offices (052046)                    |
| X287            | M095              | ID2908           | MoJ Associated Offices (052046)                    |
| A75             | M124              | ID3046           | MOJ Royal Courts & First Avenue House (052054)     |
| A87             | M213              | ID3124           | MOJ Royal Courts & First Avenue House (052054)     |
| A12             | M106              | ID2917           | MoJ Staffordshire (052005)                         |
| A16             | M109              | ID2920           | MoJ Staffordshire (052005)                         |
| E175            | M108              | ID2919           | MoJ Staffordshire (052005)                         |
| E180            | M107              | ID2918           | MoJ Staffordshire (052005)                         |
| E212            | M110              | ID2921           | MoJ Staffordshire (052005)                         |
| A1              | M295              | ID3472           | National Executive Committee                       |
| A11             | M293              | ID3470           | National Executive Committee                       |
| A13             | M291              | ID3468           | National Executive Committee                       |
| A15             | M292              | ID3469           | National Executive Committee                       |
| A18             | M298              | ID3477           | National Executive Committee                       |
| A41             | M294              | ID3471           | National Executive Committee                       |
| A47             | M296              | ID3473           | National Executive Committee                       |
| A53             | M301              | ID3481           | National Executive Committee                       |
| A57             | M300              | ID3480           | National Executive Committee                       |
| A81             | M299              | ID3478           | National Executive Committee                       |
| A82             | M297              | ID3475           | National Executive Committee                       |
| A49             | M197              | ID3134           | NATS Central and West (202005)                     |
| X172            | M243              | ID3202           | PSg - Cabinet Office (140101)                      |
| E109            | M244              | ID3292           | PSg - DCLG/Homes and Communities Agency (140142)   |
| A52             | M057              | ID2869           | PSg - DLUHC Headquarters National Branch (140140)  |
| A70             | M061              | ID2880           | PSg - DLUHC Headquarters National Branch (140140)  |
| A71             | M058              | ID2874           | PSg - DLUHC Headquarters National Branch (140140)  |
| A84             | M064              | ID2884           | PSg - DLUHC Headquarters National Branch (140140)  |
| E165            | M060              | ID2878           | PSg - DLUHC Headquarters National Branch (140140)  |
| E202            | M059              | ID2876           | PSg - DLUHC Headquarters National Branch (140140)  |
| E208            | M062              | ID2877           | PSg - DLUHC Headquarters National Branch (140140)  |
| E237            | M056              | ID2871           | PSg - DLUHC Headquarters National Branch (140140)  |
| E238            | M063              | ID2879           | PSg - DLUHC Headquarters National Branch (140140)  |
| A30             | M191              | ID3135           | PSg - Government Legal (140115)                    |
| A58             | M190              | ID3133           | PSg - Government Legal (140115)                    |
| A80             | M272              | ID3206           | PSg - Government Legal (140115)                    |
| D222            | M270              | ID3205           | PSg - Government Legal (140115)                    |
| D223            | M189              | ID3130           | PSg - Government Legal (140115)                    |
| E181            | M271              | ID3209           | PSg - Government Legal (140115)                    |
| E203            | M192              | ID3128           | PSg - Government Legal (140115)                    |
| A9              | M187              | ID3131           | PSg - National Archives (140123)                   |
| D125            | M018              | ID2759           | PSg - Office of Gas & Electricity Markets (140112) |
| E124            | M020              | ID2761           | PSg - Office of Gas & Electricity Markets (140112) |
| X170            | M019              | ID2760           | PSg - Office of Gas & Electricity Markets (140112) |
| X171            | M199              | ID3230           | PSg - Office of Gas & Electricity Markets (140112) |
| A36             | M017              | ID2725           | PSg - Procurator Fiscal Office (140906)            |
| A27             | M066              | ID2856           | PSg - Registers of Scotland (140907)               |
| E260            | M067              | ID2858           | PSg - Registers of Scotland (140907)               |
| E97             | M065              | ID2854           | PSg - Registers of Scotland (140907)               |
| E229            | M287              | ID3495           | PSg - UK Export Finance (140107)                   |
| X245            | M288              | ID3500           | PSg - UK Export Finance (140107)                   |
| A2              | M005              | ID2718           | R&C East Kilbride (200031)                         |
| A20             | M010              | ID2723           | R&C East Kilbride (200031)                         |
| E194            | M007              | ID2720           | R&C East Kilbride (200031)                         |
| E261            | M011              | ID2724           | R&C East Kilbride (200031)                         |
| E271            | M009              | ID2722           | R&C East Kilbride (200031)                         |
| E281            | M008              | ID2721           | R&C East Kilbride (200031)                         |
| X242            | M006              | ID2719           | R&C East Kilbride (200031)                         |

| <b>BOOK No.</b> | <b>MOTION NO:</b> | <b>MOTION ID</b> | <b>BRANCH</b>                                       |
|-----------------|-------------------|------------------|---|
| D224            | M195              | ID3207           | R&C East Midlands (200033)                          |
| E178            | M196              | ID3210           | R&C East Midlands (200033)                          |
| A4              | M100              | ID2963           | R&C Edinburgh (200037)                              |
| A88             | M101              | ID2964           | R&C Edinburgh (200037)                              |
| A24             | M138              | ID2999           | R&C HQ London (200145)                              |
| A25             | M139              | ID3000           | R&C HQ London (200145)                              |
| A37             | M012              | ID2714           | R&C North West & Central Lancashire (200146)        |
| A65             | M116              | ID3028           | R&C Northern Ireland Branch (200082)                |
| B221            | M117              | ID3029           | R&C Northern Ireland Branch (200082)                |
| A89             | M013              | ID2710           | R&C Portsmouth - Portsdown Vectis (200091)          |
| E196            | M015              | ID2712           | R&C Portsmouth - Portsdown Vectis (200091)          |
| E226            | M014              | ID2711           | R&C Portsmouth - Portsdown Vectis (200091)          |
| E248            | M016              | ID2713           | R&C Portsmouth - Portsdown Vectis (200091)          |
| A34             | M097              | ID2799           | R&C Telford (200114)                                |
| E108            | M099              | ID2801           | R&C Telford (200114)                                |
| X118            | M098              | ID2800           | R&C Telford (200114)                                |
| A14             | M120              | ID2753           | R&C VOA Central Valuation (200141)                  |
| A28             | M121              | ID2754           | R&C VOA Central Valuation (200141)                  |
| A33             | M122              | ID3042           | R&C VOA Central Valuation (200141)                  |
| D150            | M118              | ID2751           | R&C VOA Central Valuation (200141)                  |
| X166            | M119              | ID2752           | R&C VOA Central Valuation (200141)                  |
| X167            | M123              | ID3043           | R&C VOA Central Valuation (200141)                  |
| A21             | M170              | ID3080           | R&C Wales (200102)                                  |
| A5              | M175              | ID3086           | R&C Wales (200102)                                  |
| A88             | M179              | ID3090           | R&C Wales (200102)                                  |
| D126            | M184              | ID3095           | R&C Wales (200102)                                  |
| E113            | M182              | ID3093           | R&C Wales (200102)                                  |
| E131            | M177              | ID3088           | R&C Wales (200102)                                  |
| E134            | M173              | ID3083           | R&C Wales (200102)                                  |
| E137            | M169              | ID3079           | R&C Wales (200102)                                  |
| E188            | M171              | ID3081           | R&C Wales (200102)                                  |
| E199            | M172              | ID3082           | R&C Wales (200102)                                  |
| E233            | M180              | ID3091           | R&C Wales (200102)                                  |
| E251            | M174              | ID3085           | R&C Wales (200102)                                  |
| E255            | M176              | ID3087           | R&C Wales (200102)                                  |
| E265            | M183              | ID3094           | R&C Wales (200102)                                  |
| E274            | M181              | ID3092           | R&C Wales (200102)                                  |
| X148            | M178              | ID3089           | R&C Wales (200102)                                  |
| A42             | M240              | ID3318           | R&C West Mercia (200149)                            |
| E155            | M237              | ID3314           | R&C West Mercia (200149)                            |
| E160            | M238              | ID3315           | R&C West Mercia (200149)                            |
| E185            | M239              | ID3317           | R&C West Mercia (200149)                            |
| E258            | M234              | ID3310           | R&C West Mercia (200149)                            |
| E285            | M235              | ID3311           | R&C West Mercia (200149)                            |
| X146            | M236              | ID3312           | R&C West Mercia (200149)                            |
| A10             | M125              | ID3047           | Senedd Cymru (Welsh Parliament) Commission (042013) |
| A29             | M126              | ID3048           | Senedd Cymru (Welsh Parliament) Commission (042013) |
| E123            | M193              | ID3186           | SG Edinburgh Central (038002)                       |
| E121            | M068              | ID2883           | SG Edinburgh Leith (038008)                         |
| E122            | M069              | ID2928           | SG West and Central Scotland (038023)               |
| E210            | M070              | ID2929           | SG West and Central Scotland (038023)               |



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