



A Personal message from Fran Heathcote, President 2023 National Elections



Dear Colleague

You will soon receive ballot papers to elect your National Executive Committee for the next year. I am asking you to re-elect me as President, along with my Democracy Alliance colleagues.

The last 12 months have been dominated by the cost of living crisis, and its impact on our members. PCS members and their families, have faced enormous difficulties. I have been proud to lead PCS through all of this, working with reps and activists at all levels.

These are tough times. As President, I have been so proud to lead our National Campaign, working with reps and members to develop a strategy, combining targeted action with all-member action which maximises the pressure on the government, whilst minimising the financial impact on members during this cost of living crisis.

Our emphasis has been to campaign on those basic issues that matter to our members. We have worked hard in the face of an unprecedented assault on all of your terms and conditions at work. Our demands are for a cost of living pay increase, redress on public sector pensions, job security and hands off our redundancy terms. We also campaign for a return to central bargaining, properly resourced civil and public services, better support for private sector members, tax justice and decent social security.

We successfully challenged the Tory's abhorrent 'push back boats' policy and their continued attempts to send refugees fleeing war and famine to Rwanda. All of this has won widespread support across the movement.

Through careful management, in full consultation with reps and members, we have ensured that PCS' finances are now steady. We have increased our organising strength across all areas of PCS to put us in the best position to win on our campaigns. Higher membership, a heightened media profile and a successful strategy all put PCS in the strongest bargaining position we've been in for decades.

More than ever, members need a strong leader, dedicated to the role, and a National Executive Committee who will work with our General Secretary, Mark Serwotka. Working with my Democracy Alliance comrades, I provide that leadership.

As President, I have played a leading role in the Democracy Alliance team that has also:-

- Kept members safe. Working to develop groundbreaking guidance, based on Health & Safety legislation
- Developed digital technology, made huge improvements to PCS legal and membership support, ensuring access to vital protection for members.
- Defended the Civil Service Compensation Scheme against previous attacks, including a win in the courts to ensure no detrimental changes, winning back hundreds of thousands for members.
- Supported every dispute, defending members' jobs and conditions, consistently winning gains.
- Prevented job cuts, office closures and compulsory redundancies. Negotiating hard, backed up by robust campaigning.
- Won many millions in compensation for members facing problems at work.
- Recruited thousands of new members to PCS, with membership now at the highest level since check-off was ended. Putting the union in the strongest position for the period ahead.

- Reversed privatisation plans and put in place better support and structures for our private sector members.
- Promoted our Alternative to cuts and austerity, which has won widespread support across society.

If reelected, my priorities will be:-

- Campaigning to improve pay, to win fully funded, above inflation pay increases and a return to national pay bargaining.
- Defending jobs, services and conditions, with proper staffing levels to deliver high quality services.
- Bringing the government to account over our pensions, using campaigning and legal means to rectify the 2% overpayment.
- Continuing to defend your redundancy terms.
- Building united, coordinated campaigns with other unions
- Opposing all privatisation and continuing to improve support for private sector members
- Keeping you safe at work
- Challenging discrimination wherever it occurs and negotiating policies based on fairness and equality for all.
- Ensuring PCS remains a financially strong, democratic, inclusive, member-led union, based on workplace power.
- Promoting environmental, green, sustainable solutions
- Campaigning for young members' rights at work.

Our pay, pensions, terms and conditions are all under attack. It is important you re-elect a strong and inclusive leadership that reflects the membership of our union, to represent you. The Democracy Alliance candidates reflect the full diversity of the PCS membership. Please continue to support us and vote for the candidates listed below who will work together to protect your interests.

With Best Wishes,

Fran Heathcote

PRESIDENT			
HEATHCOTE Fran DWP Tyneside & Northumbria			
VICE-PRESIDENTS			
CAVANAGH Martin DWP Wirral	DAVID, Hannah Historic England & English Heritage	GREEN Jackie MOJ Bradford	McHUGH Kevin HMRC Benton Park View
NATIONAL EXECUTIVE COMMITTEE			
ALDERSON Karen HMPO Northern	HEWITT Ros MOJ HQ Branch	MORTON Sarah DWP Liverpool	
BAKER Mark PsG DLUHC PINS	HYLTON Tracey HMRC Merseyside	OWENS Marianne HMRC Wales	
BROWN Paula HSE National Branch	JACKSON Pete DWP Birmingham South	POPE Ian DWP Glasgow	
CORCORAN Bridget DWP Tyneside & Northumbria	JAMIESON John Registers of Scotland	RAMPTON Joshua MOJ Associated Offices	
COX James HO Croydon	KEENAN Claire R&C Stratford	SHAFIQ Mohammed DWP Manchester	
DANDO Chris DSG South West	LAWTHER Ian HMRC East Mids	SMITH Colette HMRC Merseyside	
FLYNN Felicity MOJ Associated Offices	LIVINGSTONE John DWP Glasgow	THORLEY Steve CPS East Midlands	
GANTSCHUK Ginnette HMPPS National	McGACHEY Liz DWP Glasgow	WATTS Karen MOJ Wessex	
GRANT Angela DWP Wirral	McGUINNESS Jas Maximus CHDA	WESLEY Hector R&C Stratford	
HARNEY Austin MOJ Associated Offices	MERRY Lorna R&C Stratford	WILLIAMS Paul DFT East Mids	