



## PCS NATIONAL PAY BALLOT — A MESSAGE TO MEMBERS FROM FRAN AND PAUL

# VOTE YES TO BUILD THE FIGHT FOR FAIR PAY

### Listening to members

In launching the campaign for fair pay we consulted with PCS members and activists, and we listened, as we always do. We developed a campaign strategy that maximised the pressure on the government and minimised the sacrifice for our mainly low-paid members.

You delivered **304 days** in two phases of targeted strike action in various departments. Your contributions funded a levy that sustained those taking targeted action on full pay. With all members taking three days of national strike action, only three days' pay has been lost.

The UK government said they would not move their position, but our targeted action strategy forced them into negotiations. For the first time in many years, we have won concessions.

### Winning gains for members

Our targeted action strategy has delivered real results that would not have been achieved through delivering a longer series of one-day strikes.

### Your action has secured:

- more than double the Civil Service Pay Remit Guidance for 2023/24 from 2% to 4.5% with an extra 0.5% for the lowest paid, **putting £4.1 billion year-on-year in members pockets in consolidated pay**;
- a £1,500 lump sum for the UK Civil Service and Welsh Government Sector (**putting around a further £0.8 billion in members pockets**);
- more than double the remit in the Scottish Government Sector from 3% to an average consolidated rise of **8.43% for 2022/23**, with further nonconsolidated monies and a shorter working week;
- an agreement from the government it will not proceed with changes to the Civil Service Compensation, i.e., cutting redundancy terms by 33% before the next general election (**PCS's defence of the CSCS has now put around £700 million in members' pockets since 2016**).



**FRAN HEATHCOTE**  
FOR  
PCS GENERAL SECRETARY

**PAUL O'CONNOR**  
FOR  
PCS ASSISTANT GENERAL SECRETARY





Do these concessions offer everything PCS members need and deserve? Of course not. But because we understand the dreadful impact of the cost-of-living crisis, we never ask you to take sacrifices and lose money unnecessarily.

At this stage, we can gain more by entering talks. Securing these concessions means we can now enter talks at national level on pay coherence – a long-term PCS demand – and at a delegated level, with a view to building on what we have already achieved together through the targeted action campaign.

### **Nobody left behind**

When these talks conclude we will know fully where we stand. Early indications from our negotiators suggest we will do better than 5% for the lowest paid in many areas. But if negotiations do not deliver a satisfactory outcome, we will build for further targeted action.

We are also clear that nobody will be left behind - where the employer refuses to honour the £1,500 lump sum, we will take further targeted strike action. Our strategy is already working – in the British Museum, the National Library of Wales, the National Museum of Wales and the Care Quality Commission, notices of targeted action have

have already forced the employer to now pay up.

### **Strategy, not empty words**

There are a few voices rubbishing the union and your achievements in securing these concessions. But they have failed to put forward any serious alternative strategy – they simply call for more one-day strikes, which will be nowhere near enough to apply pressure on the government to concede more.

This is not serious. It recklessly risks losing re-ballots, when we should be securing gains and building for the future action required to win fair pay.

### **Strength in unity**

We will always consult with you and will always treat what you tell us seriously – that is why your solidarity has delivered action that has led to tangible gains: over 9,000 new members have joined PCS, including 7,651 in areas where we called targeted action. This is a clear sign of strength in unity, and a clear sign of membership confidence in our strategy.

**We urge members to VOTE YES to endorse our strategy in the ballot that runs from 3 until 31 August.**

**Fran Heathcote**

**Paul O'Connor**

Fran is PCS President and Paul is PCS Head of Bargaining. They will be standing for General Secretary and Assistant General Secretary respectively in the election later this year. For a **committed, determined leadership that delivers**, make sure your branch nominates them.

