

PCS Democracy Alliance - Message to Members

We are again entering the period where PCS branches are being asked to nominate candidates for this year's union elections.

PCS Left Unity have agreed to continue our alliance with the PCS Democrats, and would urge all branches to nominate the Democracy Alliance slate for the NEC. We have a proven track record of campaigning and delivering on the issues which matter to our members.

Pay

It was the Democracy Alliance strategy of taking sustained targeted action that forced the previous government to more than double the Treasury remit in 2023, and the new government to offer the first above inflation remit in decades for 2024.

Our strategy has also laid the ground for the first meaningful discussions on pay coherence across the civil service since devolved pay was forced upon us in the late 1980s.

Redundancy Terms and Civil Service Compensation Scheme

Under a Democracy Alliance led NEC, we fought and campaigned against the previous government's attempts to reduce our compensation scheme and redundancy entitlement by a third. Despite it being a Tory election manifesto pledge, our campaign and strategy forced the government to withdraw its proposals, safeguarding thousands of pounds of our members' money.

A growing union

Under the Democracy Alliance leadership membership returned to the highest levels since before "Check-Off" was withdrawn, increasing our industrial strength. This at a time when membership levels across the movement were in broad decline.

The Democracy Alliance achieved this by introducing a clear organising strategy which focussed on supporting branches to build and grow the union in the workplace.

Fighting for members and services

It was under the Democracy Alliance leadership that PCS increased our parliamentary and media influence, to shine a light on our members key issues and the ser-

vices they provide such as chronic low pay, unachievable workloads, and safety at work.

It was also under our leadership that we produced the much acclaimed Alternative to Austerity literature, and alternative visions for both Social Security and Tax Justice.

The Democracy Alliance led NEC also defeated the Channel "Push-Back" policy and Rwanda Plan through the courts, safeguarding both our border force members and those seeking asylum in the UK.

The Levy

It was under the Democracy Alliance leadership that the national campaign levy was introduced and used to maximum effect, paying strike pay to our low-paid members and winning concessions on pay and the compensation scheme.

It has also been the Democracy Alliance NEC members, alongside our National President and General Secretary, that have demanded the levy now be paused while no action is being taken as part of the national campaign. We have continued to oppose the new BLN/IL "NEC majority" leadership's mishandling of a previously popular and successful tool. An abuse of leadership that has literally taken money out of members pockets for no return.

Democracy

Under our previous leadership on the NEC, we increased lay led democracy in our union, with constitutional amendments ensuring our negotiators are elected directly by the membership, and creating policy making conferences and executives elected directly by members in both Scotland and Wales, giving members in the devolved nations a stronger voice on policies that directly affect them.

The Democracy Alliance NEC members have supported necessary rulings made by our elected National President, that have safeguarded the integrity of the union and its democratically agreed rulebook, forced compromise from an intransigent "NEC majority", again protecting members' interests.



PCS Left Unity

For a fighting, democratic PCS

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Our promise to you...

We ask you to first nominate, then support and vote for the Democracy Alliance candidates listed on this leaflet.

If elected with an NEC majority we will prioritise:

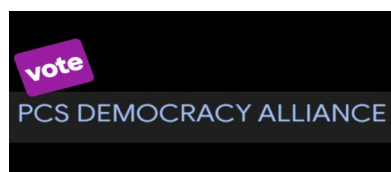
- Building on the concessions we previously won on **pay**, restoring national pay bargaining across the civil service, and campaigning for permanent, **above inflation** pay increases and **restoration** of lost salary for all members
- An **immediate pause of the Levy**, putting money back in members pockets while consulting on how we build our strike fund in the longer-term
- **Job security** and a **no compulsory redundancy** agreement, retaining compensation terms
- The **extra staff** needed to provide good quality services, and access to **hybrid working for all members**
- Financial recompense for members for the **overpayment of pension contributions**
- Holding government to their promise of **mass insourcing** of services
- **Consulting members** on all of the big issues that we face
- Reviewing and updating our **alternative vision** for social security, taxation, and immigration services
- Building on our **ARAF strategy**, and ensuring equality and inclusivity are at the forefront of our agenda

Please nominate the Democracy Alliance candidates below for a leadership without outside influence, that will consult, campaign and organise around the issues that matter most to PCS members.

President: Cavanagh

Vice Presidents: David, Green, Owens, Shafiq

NEC: Alderson, Baker, Brown, Cahill, Corcoran, Dando, Darcan, Dwyer, Flynn, Gantschuk, Govind, Grant, Harney, Hewitt, Jamieson, Landeryou, Lawther, McDonough, McGachey, Marshall, Maxwell, Merry, Morton, Nurse, Pope, Pritchard, Reid, Thorley, Vallely



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