



**PCS HMRC  
Rank & File  
Network**

**NEW YEAR, NEW UNION**

# RESURGENCE

**The voice of rank and file PCS members in HMRC | January 2019**



A trade union rightly defends the rights of members when they come under attack. In a lot of areas, PCS has been at the forefront of fighting against attacks from a callous Government that seeks to weaken your rights at work and the rights of the most vulnerable in society.

Trade unions are also important for advancing the rights of workers. Making sure that we fight for a better tomorrow.

A group of people in HMRC believe that you have the power to make a change for the better, not just defend what we currently have.

We are seeing a frightening trend of employers offering a bit more pay for worse terms and conditions. People are moved on to 'modernised' terms and conditions when they get a promotion or move to another Government department.

Our network of members in HMRC

are disgusted at the approach the employer has taken across the Civil Service and wants you to help us demand that it stops!

Why should you sell your flexible working for a few more pieces of silver? Why should you commit to working patterns that bring no benefit to you or the business, often for no reason at all? You work hard for your employer and deserve pay and conditions that match.

We will call on PCS to demand a 30 hour working week with no loss of pay.

We will call on PCS to demand better flexible working and home working options in this day and age of "smarter working"

We will also call on PCS to demand an end to the attendance management policy where you are punished for being sick.

We are a movement of PCS members who believe the union should be run from the ground by its membership.

We stand for a union which:

- Takes a direct lead from members in all negotiations
- Gives members the right to elect and recall all officials who negotiate on their behalf
- Has workers' representatives on a worker's wage
- Organises in-house and outsourced workers together
- Fights not just to stop things getting worse but for radical improvements in our working conditions
- Builds for imaginative, effective action to win real victories

We aim to organise in all workplaces to give workers the confidence to win through direct action: with the PCS leadership where possible, without them where necessary.

Please also consider nominating our HMRC GEC candidates at your AGM:

## **Group President**

Phil Millar

## **Group Deputy President**

Steven Griffiths

## **Deputy Group Secretary**

Phil Dickens

## **Assistant Group Secretary**

Phil Dickens

## **Group Executive Committee**

Kiri Abbott	Shauna Baxter	Dean Davidson
Phil Dickens	Dave Gibbons	Georgina Griffith
Steven Griffiths	Matt Harvey	Emma Hughes
Tracy Spargo	Chantelle Stone	Annette Wright

## A LIVING WAGE FOR OUTSOURCED STAFF

We believe that the union should recruit and organise all workers on the government estate. This includes cleaners, security guards and others who are often privatised.

Our demands for these workers are:

- £10/hr or £11.55 in London (which we also believe should be the minimum civil servants get).
- Occupational sick pay rather than statutory sick pay.
- The same holidays as civil servants.

Our supporters in Bootle have already organised cleaners employed by ISS to fight for these demands. We believe the GEC and NEC should be making this fight a national one.

In the Ministry of Justice in London, another union organised cleaners and security guards because PCS wouldn't. In HMRC, our own union has to lead by example and take this fight up.



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### HOW CAN I GET INVOLVED?

To be part of the HMRC Rank & File Network, you must be a lay member of PCS who works for HMRC, RCDTS or one of the private contractors on the HMRC estate.

We welcome all rank and file workers who agree with our Statement of Intent (see front page).

If that's you, then get in touch!

Email: [pcsrankandfile@gmail.com](mailto:pcsrankandfile@gmail.com)

Facebook: [fb.com/pcsrankandfile](https://fb.com/pcsrankandfile)

# HAVE YOUR SAY ON PAY

The National Executive Committee is currently consulting members over pay. There are five questions and you can respond online via: [pcs.org.uk/pay19consult](https://pcs.org.uk/pay19consult)

There are five questions, but we believe two in particular need a strong response. We need a better pay claim, and we need any strike ballot to be disaggregated.

### A better pay claim



The NEC is consulting on a pay claim of 8-10%. Whilst this is better than the insulting 1% or less we've had for years, it doesn't go far enough to address either the amount of pay we've lost or the pay inequality across the civil service, with staff at the same grade being paid wildly different amounts across the department.

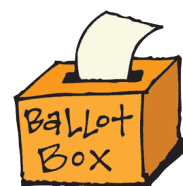
We argue the claim should be:

- £10/hr for AAs (£11.55/hr in London)
- All other pay grades to be uplifted based on the AA rate (a pay rise of up to 28%)
- Spot rates for AOs and Band Os
- Contractual pay progression where there aren't spot rates
- Contractor pay to be matched to the equivalent civil service grade

This makes a real living wage for all staff, and equal pay rates across

departments, a core part of the claim rather than an afterthought.

### A disaggregated ballot



To be able to legally take strike action over pay, we need a turnout in the ballot of 50% or more. We hope

that we can achieve that across the whole civil service, allowing for national strike action.

However, the level of organisation in different departments varies wildly. If everyone is included in one single (aggregated) ballot, then we all have to pass the threshold or none of us do. This could mean that those able to beat the threshold are held back from action by those unable to.

We believe that balloting each employer group separately but at the same time, a disaggregated ballot, will minimise this risk. If the whole union passes the threshold, nothing changes. If not all groups do, those that don't can regroup and fix their areas of weakness whilst the rest can kick off the fight for better pay.

PCS can do this whilst still making the same demands of the Cabinet Office centrally, and it reduces the risk of the entire campaign being set back again by the anti-union laws.

### What you can do

You can respond to the consultation as an individual member. You can also argue for these positions in your branch, and encourage a collective response along the same lines.