



**PCS HMRC  
Rank & File  
Network**

**R&C GEC ELECTIONS**  
**FOR A GENUINELY MEMBER-LED UNION!**

## WHO WE ARE

**The PCS HMRC Rank & File Network is a new initiative from activists in R&C Group who believe the union needs to reconnect with its members to be more effective in fighting to defend and improve our pay and conditions.**

## THE UNION WE NEED

We stand for a union which:

- Takes a direct lead from members in all negotiations;
- Gives members the right to elect and to 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.

## OUR CANDIDATES

We want to see a Group Executive Committee which supports and enables what we're trying to do. This is why some members of our network are standing in this year's elections. Please consider nominating them at your Annual General Meeting:

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

**You can read more about who our candidates are over the page. Please contact us to find out more.**

## GET INVOLVED!

To build the kind of union we want to see, we are looking to expand our network across as many branches as possible. This will allow us to support each other in our organising, improving PCS's strength on the ground and boosting the confidence of members whilst ensuring that no branch is left isolated to fend for itself.

**If you want to get involved, contact us at [pcsrankandfile@gmail.com](mailto:pcsrankandfile@gmail.com). We welcome the involvement of all PCS members who support what we are trying to achieve.**



**Kiri Abbott** is Disability Officer for R&C Liverpool Branch. She believes PCS needs

to lead by example in transparency, fairness and equality for all, and putting the member's needs first.



**Shauna Baxter** is Young Members' Officer for HMRC Greater Manchester

Branch. Her grandad was a proud trade unionist and inspired her to get involved in PCS where she has fully involved herself in personal cases and the pay campaign.



**Dean Davidson** is Branch Organiser for Greater Manchester Branch. Dean has experience

in directorate-level negotiations and also plays an active role on the LGBT Advisory Committee.



**Phil Dickens** leads negotiations in Counter-Avoidance, FIS and RIS

as AGS. He has built up strong business trade union side structures where they previously didn't exist. He is also Organiser for Bootle Taxes Branch and has led the way in organising outsourced workers to fight for better pay and conditions.



**Dave Gibbons** is Branch Treasurer for Bootle Taxes Branch and

an experienced personal case worker. In his spare time he has also developed programmes such as the Mapping Tool which has made life easier for a number of branch organisers.



**Georgina Griffith** is a personal case rep, R&C Liverpool Branch Equalities Officer and

a trained health and safety rep. She spends her time supporting members and is committed to the fight for a much fairer workplace.



**Steven Griffiths** is currently the Welsh Rep for PCS Proud. Creator of

the Proud LGBT+ charter, he believes in fairness, equality and respect in the workplace. Steve believes we need to scrap the punitive attendance management practices and take effective action over things such as office closures and pay.



**Matt Harvey** leads local negotiations for PT Ops in Bootle. He is

unafraid to challenge management where necessary and dedicated to getting the best result for members.



**Emma Hughes** is R&C Liverpool Branch Organiser and

Women's Officer. She plays an active role in her local trade union side committee.



**Phil Millar** is Branch Secretary for Bootle Taxes and an experienced trade unionist

and activist. He wants to see PCS be more proactive fighting to improve members' working lives.



**Tracy Spargo** is an extremely experienced organiser, rep and negotiator at

various levels. She is committed to representing and fighting for members.



**Chantelle Stone** is Women's Officer in Bootle. Experienced

at representing members, she is passionate about fighting for equality and building a union that effectively tackles members' issues.



**Annette Wright** is Chair of Greater Manchester Branch and a member of

the GEC. She is a left Labour councillor and the former President of Manchester Trades Union Council.