

21 February 2024

Democracy Review Report 2023 published

Following responses received by members and branches to our consultation, we have published the Democracy Review Report 2023.

The consultation issued in October 2023 is the latest piece of work done by PCS to increase turnout and encourage more members to get involved in its democratic processes.

Major work began in 2021 when motion A9 was carried at ADC. The motion instructed the national executive committee (NEC) to review ways of raising membership participation in the democratic life of the union. Further consultation took place in March and July 2022.

The members' survey raised several important factors that impact their decision on whether to vote or not vote in union elections. These included the number of candidates, candidate statements, local contact from reps, and the need for basic information on the value of the union to members.

Following ADC 2023, Motion A15 instructed the NEC to consult on several areas, including structural change to the NEC in terms of its size, a staggered election system and exploring the use of single transferable vote (STV) and alternative vote (AV) systems for the election of PCS senior full time officers (SFTOs). This consultation set out the key facts on these areas and allowed branches to have their say.

In total, the survey received 217 responses, with the focus being for branches to respond, but in some cases, the responses made clear that they were responding as an individual member.

There was no clear steer or overwhelming support for the changes in the consultation questions but there was a significant number of responses that demonstrated a desire for more education for members on the role of the NEC, its functions and how members are elected to it.

Work will now begin on developing a training and education programme for members who want to find out more about the democratic process and structures of the union.

Following this education exercise, the union will revisit the issue and continue consulting with members on possible changes in the future.

Read the report

The report has been issued to branches for their consideration, with a view to agreeing motions for ADC if they wish, as will the NEC. [You can read the full report on PCS Digital.](#)