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The life cycle of a motion: How your ideas shape PCS policy

As a democratic union, all of PCS's policy positions come from the membership, and are ultimately decided at our annual delegate conference (ADC) – where ordinary members and delegates have their say on motions which shape the future of our union.

But did you ever wonder how a motion comes from just being an idea to becoming a core part of the union's work? [It starts with individual members](#) who may encounter a problem at work, home or see an issue in society that concerns them, and they feel strongly enough about it to think that their union should do something about it.

Members bring motions to their branch AGMs, and if agreed by the branch it will be submitted to the standing orders committee for inclusion as a conference motion at ADC. The SOC will check that the motion is in proper form, i.e. that it contains a clear instruction and there is an appropriate body of the union to deal with it.

If the SOC rejects the motion a branch can move a reference back, where they will discuss with the SOC the merits of the motion and come to an agreement if it can be included on the ADC agenda. The SOC may reject this however, and the motion will go back to the branch for consideration the following year, along with advice on what changes are required to see it through.

If your motion makes it to the ADC agenda, it will be debated by PCS delegates from across the UK and, if passed by ADC, it becomes the policy of the union. The NEC will be required to take forward your idea and implement it as part of the union's policies. If, however, ADC votes against your motion you can resubmit it in two years and argue your case again.

This process ensures that PCS policy stands up to scrutiny but still gives every member the opportunity to influence the issues of concern to PCS.