

ANNUAL DELEGATE CONFERENCE 2019

NATIONAL STANDING ORDERS COMMITTEE (SOC) REPORT NO 2



This Report is to advise delegates of the SOC recommendations for:

- 1) Amendments to SOC report no.1
- 2) Motions transferred by the President from Group Conference agendas
- 3) Motions received by the SOC for consideration as Emergency Motions (EM)
- 4) Additional motions transferred by the President from Supplementary Group Conference Agendas
- 5) Procedure for references back of SOC reports
- 6) Other issues

The SOC strongly recommends that you update your motions book with the changes listed in this and subsequent reports once they have been accepted by Conference so that you will be able to follow conference proceedings.

**The SOC will be available to meet delegates to discuss SOC reports 1 & 2 on
Monday 20th May 2019 6pm – 7pm
Meeting Room 2 (formerly known as the Sunrise Room)
in the Brighton Conference Centre**

We'd like to draw attention to a statement from the Acting National President:

“Delegates, observers, trainee delegates, guests, and staff are asked to not make unofficial videos or audio recordings of any speech made at ADC or any other conference proceeding, for the purpose of distributing on social media.”

1) AMENDMENTS TO SOC REPORT no.1

A1 to be re-categorised as X1 - **Overtaken by events**

A2 to be re-categorised as E2. *E2 and E95-E104 to be covered by A292*

A5 falls if A4 is carried

A6 falls if A3 is carried

A12 to be taken after A10

A17 to be seconded by DWP Birmingham South (047053)

A39 to be seconded by DWP Cambridgeshire (047049)

A40 To be seconded by R&C Anglia (200147)

A42 to be seconded by DWP North Merseyside (047018)

A66 to be recategorised as E66. Covered by A317 (Composite B)

A75 to be re-categorised as X75 . Overtaken by events

A76 to be seconded by DWP Leeds (047006)

A77 to be seconded by DWP Leeds (047006)

X174 to be re-categorised E174 and covered by A40

B209 *Text not printed in SOC1*

MOJ Associated Offices Branch (052046)

This conference agrees that our campaign for decent social security must reflect the areas that we bargain over as well as how those issues impact on the public that we serve.

Conference agrees that post-Brexit the policy of austerity will continue but that the narrative has clearly changed to appear softer. Although Secretary of State, Damian Green has stated that there will be no further welfare cuts, there are still cuts in the pipeline. Whilst the government was defeated over tax credits, there are still approximately £12 billion cuts to be found.

Conference condemns the government's Welfare bill, with many Labour MPs abstaining, and the failure to secure 100 MPs to support Mhairi Black's Benefit Sanctions (Requested Assessment) Bill in December 2016.

Conference welcomes the launch of the Ken Loach film, I Daniel Blake, which has exposed the impact of sanctions on the most vulnerable in society. Whilst the film has raised the profile of the issues of sanctions and work capability assessments, we note that it also has the potential to paint our members in an unfavourable light.

Conference therefore welcomes the efforts of PCS to promote the film whilst continually making the argument that our members are not to blame for this government's hated policies and that any division over these issues plays right into the hands of the government.

Conference welcomes the ongoing work of PCS with campaigning organisations such as Unite Community, Black Triangle, Benefits Justice, Disabled People Against the Cuts and the TUC Unemployed Workers Centres. The aim of this work is to build greater solidarity and strengthen links in our continued attempts to change the political debate. Conference agrees to continue this joint work in order to continue to raise claimants' awareness of their rights through campaign material and benefit advice.

Over a million people still have to rely on foodbanks, whilst the government continues to roll out Universal Credit and make the poorest, and the most vulnerable, pay for a situation not of their making. Our continued campaign to promote a fairer, more equitable welfare system with a well-articulated alternative to austerity is therefore of the utmost importance.

Conference therefore instructs the NEC to:

Continue to campaign against the way this government have chosen to implement the sanctions regime, monitor evidence of how sanctions are being applied and support our members in using discretion in both sanctions referrals and decision making.

Continue to campaign to prevent this government forcing through changes, whilst claiming there will be no more welfare reforms and work with the wider union movement to highlight the consequences of any changes to the benefits system and how they impact on the most vulnerable.

Take every opportunity to coordinate our welfare campaign work both nationally, and equally importantly at a local level, encouraging joint work and solidarity, wherever this is possible.

B210 – see A61 ADC 2018

C211 *Text not printed in SOC1*

R&C South Wales (200102)

Universal Credit has been beset with IT failures and delays.

There have been many criticisms of UC, which while not opposing UC wholesale, have led to calls for the removal of some of the anti-claimant elements of UC, for example an end to in work sanctions, increased conditionality, monthly payments and the two child rule.

However it is increasingly clear that the introduction of UC is being used by the Government as an excuse for introducing cuts to the total benefit bill at the expense of unemployed and low paid workers and a number of organisations are now calling not for the suspension of UC but for its abolition.

The 2018 TUC Congress voted to stop and scrap UC and John McDonnell has made the same comments. Unite Community also call for UC to be stopped and scrapped.

Current PCS policy calls for a moratorium on the roll out of UC, but not for it to be scrapped.

conference believes that Universal Credit is unfit for purpose and demands it be replaced

However we also recognise that the legacy benefits it is replacing were themselves deeply flawed and that benefit rates have been falling for years. Further to this the Tax Credit and Housing Benefit systems are simply subsidies for low paying employers and overcharging landlords.

conference instructs the NEC TO::

Campaign for an ending of Universal Credit and for a properly staffed and funded social security system to include:

- 1) A welfare state that ensures everybody has decent standard of living free from poverty and the restoration of the link between basic benefit rates and the level set for retirement pension as a minimum basic income.
- 2) An end to the disproportionate sanctions regime common to many benefits
- 3) An end to in work sanctions
- 4) A welfare system based on need and not on moral judgements
- 5) An end to the current work capability assessments
- 6) An end to the outsourcing of contracts in the social security system to the private sector.
- 7) Adequate staffing levels.
- 8) A living wage to be set at level at which all can live based on a nationally recognised Minimum Income Standard.
- 9) The introduction of legally enforceable rent controls
- 10) An end to all benefit caps
- 11) An end to DWPs target based culture
- 12) Full implementation of the TUC's Welfare Charter

E255 to be re-categorised as A255 and to be taken after A277

A276 *To be taken after A7*

A277 to be taken at the head of the Pensions & CSCS section

A278 to be taken after A55

A279 to be taken after A58

A282 to be taken after A44

A283 to be taken after A83

A284 to be taken after A18

A290 to be taken after A76

A291 to be taken after A290

A292, A294 and A306 to be taken in a General debate. *A294 and A306 fall if A292 is carried. A306 falls if A292 or A294 are carried.*

A292 to be seconded by R&C Stockton & North Yorkshire (200108)

A294 to be seconded by DWP South East Wales (047116)

X308 to be withdrawn

A306 to be seconded by R&C West Mercia (200149)

A312 to be taken after A65

A317 (Composite B) to be taken before **A65** and **A312** to form new Climate Emergency Section – to be taken 15.30 to 16.00 on Wednesday afternoon. Social & Economic section to be rescheduled 16.00 to 17.30.

A318 to be taken after A54

Presentation of Finance Report 2019 – Chris Baugh and John Moloney

2) Motions transferred by the President from group conference agendas

Conference standing order A36 allows the National President, after consultation with Group SOCs and the relevant Branches, to transfer motions from Group Conference agendas to the National Conference. This section of SOC report no.2 lists those motions together with recommendations on

how this additional business should be dealt with. Delegates should note that no wording has been changed and so references to GEC, Group Conference etc. should be regarded as appropriate to national conference.

X271 *No instruction to NEC*

R&C Benton Park View (200126)

As part of the 2019 Pay Campaign.

I Instruct the Civil Service Wide and Individual groups committees to Commence Immediately at the end of Conference 2019 to issue an all members ANON survey to contain the Questions.

1. Do you use a Food Bank? Yes/No
2. Do you have a second job/Income to make ends meet? Yes/No.

The information collated could then be used to Influence both Wider Media and Public to our desperate need for a Large Pay Rise whilst embarrassing HM GOVT in facing the Truth we are being paid below our True Worth.

E272 *covered by A59*

R&C Glasgow & Clyde (200119)

That this conference recognises the success the PCS Tax Justice Campaign had in challenging the austerity narrative and similarly, conference recognises that the tax gap underpins all the problems that PCS and other trade unions are fighting against, be it BoF & staffing levels, attacks on social security or Local Authority cuts. Conference agrees that despite PCS' work on this, the government & department are unwilling to close the tax gap and thus, the economic problems resulting from the 2008 crash are still being used as an excuse to attack working class people throughout the country, PCS members included. Conference agrees that the focus on Tax Justice as the underlying issue has been somewhat lost of late and agrees that the Tax Justice campaign should be re-launched, highlighting how the closure of the £120 bn per annum tax gap would in turn allow the government to quickly close the budget deficit, which would remove the excuse for all the attacks which have been mounted against public sector workers and working class people who rely on public services.

Conference agrees that there may be some merit in refreshing the latest tax gap figures and instructs the GEC to take this under consideration, although conference also understands that whilst the tax gap figures may vary slightly, the underlying causes and responses remain the same.

That aside, conference instructs the GEC to...

- Relaunch the Tax Justice Campaign
- Incorporate Tax Justice messages into relevant group campaigns

D273

CPS East Midlands & Eastern Branch (070010)

Conference welcomes calls for an independent inquiry into the death of seven-year-old Zane Gbangbola, during the Thames floods of 2014 that have been backed recently by the Fire Brigade Union in Surrey. The firefighters' union said questions had been "left unanswered" over Zane Gbangbola's death at his Chertsey home. An inquest concluded that Zane died of carbon monoxide poisoning generated by a petrol

pump used to clear floodwater. Zane's parents believe the truth has been withheld and that it was hydrogen cyanide (HCN) from a lake built over a former landfill site that killed their son.

At the inquest, the coroner said an HCN reading taken near the front door was triggered by the presence of oxides of nitrogen which probably came from a fire engine and said landfill could be a source of toxic gases, but no soil or water testing at the house or the land behind it found evidence of a source of HCN. The coroner also found all the family had normal HCN readings when tested. However, Zane's father Kye Gbangbola, who had a cardiac arrest that day and was left in a wheelchair, said his diagnosis was paraplegia due to hydrogen cyanide poisoning and the family have previously criticised the conduct of the inquest claiming anything reported to do with HCN was "marginalised".

Conference instructs the GEC to support the campaign to get justice for Zane and encourage members to sign the 38 degrees petition calling for an investigation and independent panel enquiry into what happened.

C274 Identical to C211 DWP Dorset (047097)

3) Motions received by the SOC for consideration as Emergency Motions (EM)

X275

Not accepted as an emergency motion

DfE North West and North Wales (501012)

This Conference notes that a Full Time Officer (FTO) has stood for the position of Assistant General Secretary in this year's National Executive Committee elections.

Whilst I value and respect the work FTOs have done and continue to do on our behalf, I don't believe they should be able to be elected as a GS, AGS or onto our executive committees. This is unless they have been electing into fix term FTOs from the lay structure.

This is because:

- * This undermines our fundamental principle that we are a democratic organisation, run by our members, for our members.

- * a FTO is an employee of our union and their election could result in a conflict of interest.

- * they could be at advantage over lay candidates due the resources at their disposal

This conference instructs our NEC to amend our union's rules to prevent FTOs (unless they have been electing into fix term FTOs from the lay structure) from standing in any AGS, GS or executive committees elections in future

A276

BEIS London South (0412005)

PCS has members employed by the outsourcing company ISS. As Conference will know, PCS has a long-standing position of opposing outsourcing but where we do not succeed in preventing it, we should be ensuring these workers are unionised and protected. Many will have seen recent reports in the news – and know from first hand experience – that ISS has decided to make changes to their payroll system. ISS claims this is in response to requests from their staff and that the unions support this move. This is not true.

The changes to the frequency and timing of pay has led to ISS effectively withholding one or two weeks' pay from its staff. Many of these workers are on the minimum wage and cannot afford to feed themselves and their families at the end of the month without this money. ISS' solution is to provide loans which exacerbate the problem with steep repayment schedules.

To make matters worse, in BEIS and other workplaces, ISS has taken over new staff as new contracts are tendered. This has led to even greater hardship. This is an urgent issue as members who work for ISS are falling deeper into poverty. PCS cannot let this continue and must step in.

Conference recognises the important efforts of a number of branches to set up funds to help alleviate the hardship, including exploring legal angles to prevent the changes being imposed. Conference agrees that this situation cannot be allowed to continue and must be solved urgently, including taking immediate steps to alleviate hardship pending any legal or campaign action.

Conference therefore instructs the NEC to:

- Where branches or Groups are raising funds to help alleviate hardship for members whose pay has been withheld, ensure PCS centrally provides any shortfall which has not been raised to date. For some branches, members require the financial support by the end of May, so the NEC is instructed to provide these funds as a matter of urgency before the end of May. Branches seeking funding must be able to demonstrate that members in their Branch have had pay withheld by ISS, and the Branch must identify itself to PCS before 29 May.
- Ensure that PCS works with other Unions who represent workers for ISS to coordinate joint action to both end hardship and bring an end to the contracting out of services to ISS.

Carried Lost Remitted Fell

A277

National Executive Committee

Conference notes that the outcome of the government’s reform of public service pension schemes in 2011, following the major joint union strike in November 2011, included arrangements for continuing control of pension costs by requiring scheme valuations every 4 years, and applying a cost cap mechanism. The cost cap process stipulates that, if the valuation shows an employer cost of more than 2% above or below the employer cost cap figure, then steps must be taken to rectify the breach and restore the employer cost cap figure to the target amount of 18.5%. In 2018 the first valuation in the 4 year cycle since the imposed pension reforms was completed, and a downward breach of the cost cap of 5.4% was declared.

Pension scheme members were therefore entitled to lower contributions of at least 2% and/or an increased accrual rate, and/or improved pension benefits.

On 30 January 2019, the Treasury Chief Secretary announced a suspension of the process for rectifying the downward breaches of the Cost Cap. They said that this was due to a Court of Appeal judgment relating to Firefighters’ and Judges’ pensions that transitional provisions used as part of pension reforms imposed in 2014/15 are unlawful due to age discrimination. The government argued that that there is a potential read-across of this ruling to other pension schemes, “it is not now possible to assess the value of the current public service pension arrangements with any certainty.”

Conference notes that on 8 March a letter was received from the Cabinet Office imposing a “rollover” of current civil service pension contribution rates from 1 April 2019, despite the recommendation of the Scheme Advisory Board for reduced contributions following a breach of the cost cap.

Conference believes that the suspension of the process for rectifying the downward breaches of the cost cap was unjustified and unacceptable; that our members had overpaid and were entitled to recompense.

Conference notes that the General Secretary raised the issue with the Chief Executive of the Civil Service and with Cabinet Office Ministers, and wrote to the TUC calling for a special meeting of public service unions to plan a joint union campaign against the Government's suspension.

Following the letter to Frances O'Grady, a meeting took place at Congress House on 19 March involving 15 public service unions. The TUC agreed to convene a cross-sector group of unions, involving members in all the schemes, to engage with the Treasury on these issues and to ask unions to consider likely industrial and organisational responses if suspension of the valuation process is not lifted.

Conference instructs the NEC to:

1. Build an active campaign against the suspension of the valuation process aimed at securing the pension improvements PCS members are entitled to,
2. Explore the possibility of a legal challenge,
3. Work with other public service trade unions, via the TUC, including consideration of joint coordinated ballots for industrial action if necessary

Carried Lost Remitted Fell

A278

DWP North East & Mid Wales (047128)

Conference Notes:

- 1) The headline news article dated 2 May 2019 on the DWP intranet announcing "Universal Credit Uncovered", a series of adverts in the Metro written by the DWP yet deliberately lacking DWP branding. These adverts will espouse the merits of Universal Credit whilst pretending to be investigative journalism.
- 2) Critical reports in The Guardian and The Mirror about these adverts and the DWP's dismissive response to the concerns.
- 3) The cost of this exercise: £250,000 per front page advert in the Metro, running over 9 weeks, totalling over £2 million. This would pay for around 110 additional AO grade staff for 1 year based on max AO wages for July 2019.
- 4) That the Work and Pensions select committee has registered concerns over the "Universal Credit Uncovered" adverts and has asked for further information from Amber Rudd.

Conference believes:

- 1) "Universal Credit Uncovered" adverts are morally redundant, blatant propaganda dressed up as independent reportage, set up to con the general public in two ways:
 - a. encouraging a belief that being in receipt of Universal Credit is in fact a wonderful utopia
 - b. encouraging those who do not have a claim for Universal Credit to view those struggling on the benefit as whinging scroungers who are complaining about nothing, or creating the problems they are complaining about.
- 2) The current government has a history of lying, and these articles are the latest in a series of lies.
- 3) There is the potential that these adverts will endanger staff. Disgruntled DWP customers who have been instructed by these articles that their benefit should be perfection may blame their Work Coaches and/or Case Managers for any problems.

- 4) The Civil Service Code discourages civil servants from ignoring inconvenient facts. The department's own headline news article announcing these adverts stated "We are printing – and therefore acknowledging – the common 'myths' that are regularly reported on UC and then alongside these myths, the truth." Therefore the department's method of "acknowledging" the criticisms of Universal Credit is to only mention them in the context of saying they are incorrect. This may represent a breach of the civil service code by senior management.
- 5) This "very different" approach to investigative journalism is in the process of causing reputational damage to the civil service, something our managers are very clear that PCS members should not do.
- 6) That should the "very different" approach be noticed favourably and used by other civil service departments, there is the potential for millions of pounds to be wasted on propaganda rather than used on frontline services.

Conference instructs the NEC to:

- 1) Work with friendly media organisations, the PCS parliamentary group and any other friendly politicians and organisations to expose and condemn the "very different" approach represented by "Universal Credit Uncovered".
- 2) Provide guidance and assistance to any PCS group/national branch where the employer intends on embarking on a similar campaign.

Carried Lost Remitted Fell

A279

Department for Transport (201051)

Conference notes the speech given by James Brokenshire to Parliament on 9th May around the Grenfell tragedy and the urgent need to remediate the causes leading to that tragedy. In the speech it's identified that 433 high-rise residential and other buildings have unsafe aluminium composite materials (ACM) cladding. MHCLG have assigned a £200 million pot to pay for updating buildings is solely for dealing with ACM within England only and access to the funds is time-bound.

Fire safety is an issue indifferent to national or political boundaries. Issues that affected Grenfell are found across the United Kingdom, including Swansea and Glasgow where members live and work. Other issues related to the Grenfell tragedy such as breaks in fire walls and failures to enforce actions around inspections have been kicked into the long grass again. While the Minister talks a good fight, the response has been less than overwhelming. Commercial confidentiality and devolution are being used to shirk a strong response to a matter of public interest. Conference also notes the disgraceful treatment of firefighters involved with Grenfell and the victims of a tragedy caused by putting profit before lives. There has been a backlash against the shameful misreporting of Channel 4 Dispatches programme and right-wing media. Last year, delegates voted to mandate Conference support of Justice4Grenfell. There is clearly more work to be done.

This motion instructs Conference to:

- Continue mandated support towards campaigning and support groups for Grenfell Tower, it's displaced residents and those who were victims of the tragedy.
- Empower the General Secretary to write to the Minister to challenge the response and urge closer working with the devolved governments to ensure a response inclusive of all nations and colleagues who live in or near those affected buildings.
- Support the fostering of stronger links with comrades in the Fire Brigade Union (FBU) since we have common cause in this matter (and others).

- Use PCS campaigning resources to escalate the response to Grenfell and other incidents involving composite material cladding and breaches in fire safety for housing caused by profit for individuals off the needs of social housing and private tenants regardless of nation.
- Work with workplace health & safety reps to use MHCLG data to ensure that fire safety plans are updated so that the risk of neighbouring sites with ACM cladding is managed even if that means co-ordinated action against the property management companies in question.

Carried Lost Remitted Fell

X280

Not accepted as an emergency motion

DWP Lancashire (047020)

The Civil Service employs people from around the world in locations across the globe, from various background with a variety of beliefs. The last few years have seen numerous events that have resulted in loss of life, some have been recognised, but not all, with a minutes silence. The most recent event at the time of writing was the loss of life in Christchurch and Sri Lanka, whilst innocent people were at prayer. Neither of these were recognised, with a minutes silence. This has highlighted the inconsistencies and the need for some kind of remembrance and acknowledgment to be shown by the Civil Service.

This conference believes that we should not leave events or many of the other tragedies we read of, much too often, unrecognised by the Civil Service. We should not underestimate the importance of these short moments to show respect for those who have lost their lives and consider the anguish and loss of those left behind and revulsion where appropriate.

The decision as to whether the Civil Service should hold a minutes silence, often leaves some tragedies, that will be of significance unrecognised. Therefore, this conference instructs the NEC to request that a Civil Service Remembrance is held once a year in the form of a minutes silence to recognise tragedies across the world that have resulted in the loss of lives and that sites that have been impacted by the event to proactively offer staff at the site to opportunity to have a minutes silence. However the event occurred, whether through as a result of acts of hate, natural disaster, conflict or human action.

X281

Not accepted as an emergency motion

DWP Lancashire (047020)

Following the recent pay campaign and member reports regarding a significant number of ballot papers and replacement ballot papers not been received.

There are other providers in the UK for example UK-Engage, that can provide end to end services in relation to ballots and elections.

Conference notes that ERS is part of a group of companies CIVICA, when other smaller companies may be available who are able to provide a more ethical service in their operations.

This conference asks the NEC to report on the benefits, value and effectiveness of using ERS as our preferred provider for end to end ballots and services and to explore other potential providers.

A282

DEFRA Eastern (001151)

Conference salutes the Sudanese uprising that got rid of the genocidist dictator Omar Al-Bashir, but notes that the regime remains and a new military government is in power.

Conference notes that the trade unions – notably the Sudanese Doctors Union (SDU) - have been a major force in the leading the uprising and note their demand for a civilian government and no power sharing with the military.

Conference further notes the mass street struggle that has occupied the military HQ in Khartoum. The occupation is under threat but continue with support of the lower sections of the army. The mass occupations organise: free transport, free education, free health and build barricades to defend itself. Much of the work is led by women and youth. In May new strikes of workers began. Port workers went on strike against privatisation and for permanent jobs, electricity workers have been attacked for striking, rail workers, sugar workers, miners etc have been on strike for pay, jobs and conditions. All their unions remain underground because of the military government – the old dictatorship smashed those unions and replaced them with Islamic/government unions.

Conference believes that Sudanese workers and professionals must have the legal right to organise in unions. Conference notes that there have been many demonstrations in the UK led by Sudanese refugees such as the Liverpool based Justice For Sudan (supported by Liverpool TUC).

Conference believes that workers, as everywhere, are key to the struggle and revolution and we must show our solidarity.

Conference instructs the NEC to:

- write to the Sudanese Professionals Association and Justice for Sudan campaign to express our union's solidarity with the struggle, our full support for the mass occupations and demand for a civilian government of all the anti-military organisations of the revolution,
- write to all branches asking them to support Sudanese demonstrations in the UK where these occur locally and to publicise the Justice for Sudan campaign and: • to write to the British government demanding that it must end all trade and aid to the regime.

Carried Lost Remitted Fell

A283

R&C East Midlands (200033)

This conference notes many of our members are also carers. Conference also notes that the employer purports to support carers and to demonstrate this developed the civil service carers passport in 2018. Replacing the passport previously provided by the charity for civil servants.

With many departments going through reorganisations and office moves carers are going to find it even harder to continue with a career in the civil service.

On 7 May 2019 Centrica in conjunction with Carers UK published a report and wrote to the U.K.'s largest employers regarding carers leave. This report states that nearly 5,000,000 people in the UK are juggling work with caring commitments and around 2.6 million are having to stop work to meet caring responsibilities.

The government estimates the losing a working carer costs an employer between 100-150% of their annual salary. Therefore, there is a cost benefit argument to putting in place procedures to retain carers with the civil service.

This conference instructs the NEC to enter into negotiations with the employer to provide carers leave for all staff.

These negotiations should follow the example set by Centrica. Namely:

- 10 days paid carers leave.
- Followed by two weeks matched leave (i.e. for every day of paid leave used a day of paid carers leave can be used up to a further 10 days paid carers leave).

This would mean members could receive up to 20 days paid carers leave a year. This would have a significant positive impact on the work/life balance of carers within the civil service.

This conference instructs the NEC to report back on the progress of these negotiations to conference next year.

Carried Lost Remitted Fell

A284 Covers E285 – E289

DWP South East Wales (047116)

R&C Leicester (200059)

This Conference sends our solidarity to the National Union of Journalists on the death of Lyra McKee, a journalist killed when doing her job. It sends condolences to her partner and family. The Conference congratulates trade unionists who organised protests after the killing. It notes that the reaction shows the mass of Northern Irish people do not want to return to the years of political violence. Trade unionists in Northern Ireland, like Lyra, courageously campaign against sectarianism, paramilitarism and repression under the banner of No Going Back! Conference celebrates Lyra as a powerful advocate for LGBT+ rights, civil rights and human rights. Conference celebrates her journalistic work, as showing empathy with the marginalised, and documenting how many have been left out in Northern Ireland's political process. Conference notes that, as a young gay woman in Northern Ireland, Lyra was denied the right available in the rest of the United Kingdom and Ireland – the right to marry the person she loved. In honour of Lyra –

Conference instructs the NEC to: -

- Support and publicise the NUJ and other unions campaigning for No going back!
- Work with other unions to campaign for LGBT+ equality rights in Northern Ireland including for marriage equality.
- Promote the Alternative to cuts as part of the campaigning against austerity and poverty. Conference also instructs the union to donate £1000 to the GoFundMe fund to continue Lyra's legacy.

Carried Lost Remitted Fell

The following motions are covered by and identical to A284

E285 R&C Leicester (200059)

E286 R&C Portsmouth – Portsdown Vectis (200091)

E287 PSg MCHLG (140308)

E288 BEIS Midlands (041203)

E289 DWP Sheffield (047008)

A290

National Executive Committee

Conference notes that the Cabinet Office wrote to PCS on 9 April 2019 in response to our proposals on the civil service compensation scheme (CSCS) outlining the changes the government intend to make to the scheme. Conference notes that the changes are different from the proposals contained in the 2017 consultation on changes to the CSCS in a number of ways, but that they are almost entirely unchanged from the proposals that were imposed on us in 2016, save a small uplift in the underpin for the lower paid.

Conference notes that the union’s legal and political campaigning has frustrated the government’s attempts, over the last three years, to implement cuts in the CSCS. Our approach has resulted in thousands of members benefiting financially at great cost to the government.

Conference notes that the union’s proposal submitted in October 2018 was complementary to the NEC’s agreed objectives to:

- i) Secure maximum protection for the lowest paid
- ii) Secure maximum protection for the greatest possible number of PCS members
- iii) Secure maximum protection for those who want to remain in a job, thereby prioritising Compulsory Redundancy terms over Voluntary Exit and Voluntary Redundancy terms
- iv) Eradicate the age discriminatory aspects of the current scheme.

Conference notes that, following the Ministers letter of 9 April, a further period of consultation on the new proposals will take place.

Conference instructs the NEC to:

1. Continue to argue the union’s case in negotiations.
2. Seek to influence the process politically via the PCS Parliamentary Group, seeking MPs’ intervention on our behalf with Cabinet Office Ministers.

If the continuing talks do not result in a satisfactory outcome, Conference further instructs the NEC to:

1. Ballot members on the government’s final position with a recommendation to reject the proposals,
2. If members reject the proposals, to use all possible political, legal and industrial means to oppose the changes to the CSCS

Carried Lost Remitted Fell

A291

R&C HQ London (200145)

This ADC notes that under Section 153A of the Small Business, Enterprise and Employment Act 2015, the Government made provisions to secure that the total amount of exit payments made to a person in respect of a relevant public sector exit does not exceed £95,000. At the same time the Act also provided that any further provisions made to implement the Act by the Treasury or Scottish ministers could be made through secondary legislation under the negative procedure. This means that further provisions would be passed on the nod without debate or challenge unless, exceptionally, debate was granted under parliamentary procedures. On 10 April 2019, the Treasury published a consultation document on the implementation of regulations for these exit payments. Annex A of this document contains draft Statutory Instruments of these regulations. The regulations will first be implemented on Civil Service departments and later rolled out to the rest of the public sector. Most of us assume that we don't earn enough to ever have to worry about being affected by an exit payment ceiling of £95000. However, Regulation 6 of the draft legislation contains a host of creative definitions of what exit payments should include. For example, it includes payments currently made to reduce or eliminate the actuarial cost of any pension on early retirement.

It would also include compensation payments made by way of settlement or conciliation instead of going to tribunal. Furthermore, Regulation 10 imposes a 'Requirement to inform' on the person who has lost their job to write, on the day of exit, to all other public sector bodies from whom they could potentially receive an exit payment and inform them of this payment. In this era of backdoor privatisation, most people would not even know whether some employers are classed as public sector bodies let alone know who to write to.

In view of the above concerns and the potential financial loss to members eligible for exit payments, this ADC instructs the NEC to:

1. Seek urgent legal advice on the implications of these draft regulations;
2. Respond to the Treasury consultation by 3 July 2019, if possible, jointly with other civil service unions;
3. Ensure that, where appropriate, all such secondary legislation is challenged robustly through parliamentary procedures with the support of the PCS Parliamentary Group and others;
4. Get other public sector unions on board, as such changes are stated in the consultation to be rolled out to workers in the wider public sector, in due course;
5. Keep the PCS membership informed on the progress of this legislation and of efforts to challenge it.

Carried Lost Remitted Fell

A292

Covers E293

National Executive Committee

R&C Stockton & North Yorkshire (200108)

Conference notes the result of the ballot of members in the UK civil service on industrial action over pay. Conference congratulates reps and members on delivering overwhelming votes in favour of strike action and action short of strike. Conference agrees that those votes are a withering assessment of the Government's pay policy.

Conference notes that the ballot turnout fell just short of the statutory 50% threshold. Conference condemns the restriction placed by the Tories on the ability of workers to exercise their ability to withdraw their labour in pursuit of workplace justice.

Conference agrees that the Government's pay policy is a national rather than a delegated issue, reaffirms its commitment to securing national pay bargaining at Cabinet Office level, and endorses the decision of the NEC to hold a national, aggregated ballot for industrial action in 2019.

Conference notes that significant progress has been made on the turnout by comparison to the pay ballot held in 2018. Conference welcomes the organisational and technological advances within the Union that have made this progress possible. Conference agrees that this progress demonstrates that the threshold is attainable. However, Conference recognises that there needs to be a renewed focus on workplace organising at all levels if we are to attain it.

Conference instructs the NEC to:

- 1) Campaign for the repeal of the UK's anti-trade union legislation, including lobbying the Labour party to legislate for on-line balloting should it form the next government.
- 2) Campaign for the abolition of restrictions on pay in the Civil Service and its related areas, including:
 - a. Lobbying politicians of all parties to seek their intervention to break the Civil Service pay cap for 2019,
 - b. Preparing a submission to the Treasury and the Cabinet Office in time for the next Comprehensive Spending Review making the case for pay rises in the Civil Service and the case for national Civil Service pay bargaining,
 - c. Engaging with the Labour Party to explore a national Civil Service pay structure that could be implemented by a Labour Government.
- 3) Issue guidance to PCS negotiators at delegated level:
 - a. authorising engagement at delegated level on pay for 2019 once the central Pay Remit discussions have concluded,
 - b. encouraging campaigns at delegated level to secure decent pay rises for members; including consideration of industrial action where deliverable.
- 4) Provide support to, and play a co-ordinating role for, any industrial campaigns on pay at delegated level.
- 5) Explore all potential legal options in respect of:
 - a. Challenging the statutory threshold,
 - b. Addressing the deficits in collective bargaining and equal pay in the Civil Service and its related areas.
- 6) Carry out organising initiatives to ensure that those areas of the union that failed to reach the 50% threshold in the ballot are able to do so next time around, with a clear focus on improved workplace organising.
- 7) Hold a further national, aggregated, statutory ballot for industrial action on pay at the earliest appropriate time."

Carried **Lost** **Remitted** **Fell**

E293

Covered by A292

R&C Stockton and North Yorkshire (200108)

This ADC acknowledges the result of the pay ballot and although disappointing that the Tory anti union legislation, requiring unions to achieve a 50% turnout, wasn't met still recognises that the 47% achieved was a magnificent result in the face of the most draconian trade union laws in Europe.

The fact that these laws were introduced by MPs, many of whom would not have been elected if the same criteria were applied to elections, makes a "mockery of democracy".

Conference agrees that the Governments pay policy is a national rather than a delegated issue and endorses the NECs decision to hold the ballot. However while the NEC should seek to engage the government in central pay discussions following the result they should also consider authorising engagement at delegated level on pay for 2019 once these discussions have concluded.

Furthermore, whilst the result of the ballot shows that our organising strategy is working we still need to concentrate our efforts in this area to ensure that any future ballot has the best chance of breaking the threshold, particularly in those areas that didn't achieve the 50% threshold.

Conference also agrees that the NEC should lobby all politicians to make the case for pay rises for all civil servants as part of a national pay bargaining agreement.

In particular the NEC should seek to hold talks with the Labour party to ensure that any future Labour government remains not only committed to repealing the anti union laws but also to explore how they can implement a National Civil Service pay structure.

Conference therefore instructs the NEC to:

- Seek an early meeting with the government to argue the case for the abolition of the Civil Service pay cap and a significant pay rise in 2019. Pointing out the increase in turnout in the ballot and our intention to continue our campaign with a further ballot if no progress is made.
- Issue guidance to delegated areas authorising engagement for 2019 pay if no progress is made in negotiations with the government.
- Arrange organising seminars in each regional hub with the focus on increasing participation in any future ballot whilst also continuing with our organising strategy to maintain and increase the turnout in those areas that met the threshold but with a greater emphasis on those areas that didn't.
- To commence all of the above at the earliest opportunity to become ballot ready and hold another national, aggregated, statutory ballot once this is achieved.

A294 Covers E295-E305

BEIS London South (041215)

DWP South East Wales (047116)

Conference restates its commitment to a national pay campaign that secures the legal mandate to take industrial action and force the government to negotiate the pay remit with PCS. The Tory break up of national pay has been used to depress pay levels, created unequal pay rates for equal work, discriminatory outcomes and entrenched low pay.

Conference recognises the huge achievement of our union in securing 59452 votes (47.7% of those balloted) and the massive effort of everyone throughout the union. We continue to campaign for the repeal of the anti union laws.

We recognise that the 4:1 majority for strike action and the large number of employer groups exceeding the 50% turnout represents a decisive rejection of the Tory pay cap and is a firm basis for continuing to fight for members' pay in 2019. The government have confirmed a 1% pay limit where extra pay is conditional on contractual changes to terms and conditions.

Conference instructs the NEC to implement the following in the next stages of the national pay campaign;

1. An in-depth analysis of the ballot results sharing information on an agreed basis to consider how we can direct organising work to improve workplace organisation, extend the network of reps and our activist base and to reverse the decline in union membership.
2. An open and widespread debate throughout the union on the lessons of the pay ballot and how we can improve on the result and overcome the legal threshold. This should involve consideration of all tactics including the relative merits of aggregated or disaggregated ballots and how other issues like pensions, compensation scheme and closures can form part of our national campaign message.
3. Consultation to take place with branches, regions, nations and groups with consideration of various methods ranging from members meetings, briefings to reps, group forums to national events including a special conference.
4. To work with civil service unions for national talks on the 2019 Treasury Remit and the restoration of pay bargaining arrangements in the civil service and related areas.
5. To submit proposals for national pay bargaining seeking agreement with other civil service unions and the PCS parliamentary group and the Labour leadership.
6. The NEC convenes an early meeting of group representatives to discuss and coordinate group pay campaigns to challenge the pay cap and resist attempts to trade pay for worse conditions.
7. Apply the maximum political pressure through a national parliamentary event, constituency lobbying of MP's, parliamentary debates, submission to MPs select committees and working with parliamentary groups and the labour leadership.
8. To place demands upon the TUC to coordinate an industrial response as instructed by Congress and work with public sector affiliates prepared to take action
9. to prepare the ground for a future national pay campaign that secures the legal mandate to take the industrial action needed to break the pay cap and win back the right to bargain with government.

Carried Lost Remitted Fell

E295

Covered by A294

DWP South East Wales (047116)

Conference restates its commitment to a national pay campaign that secures the legal mandate to take industrial action and force the government to negotiate the pay remit with PCS. The Tory break up of national pay has been used to depress pay levels, created unequal pay rates for equal work, discriminatory outcomes and entrenched low pay. Conference recognises the huge achievement of our union in securing 59452 votes (47.7% of those balloted) and the massive effort of everyone throughout the union. We continue to campaign for the repeal of the anti-union laws. We recognise that the 4:1 majority for strike action and the large number of employer groups exceeding the 50% turnout represents a decisive rejection of the Tory pay cap and is a firm basis for continuing to fight for members' pay in 2019. The government have confirmed a 1% pay limit where extra pay is conditional on contractual changes to terms and conditions.

Conference agrees the following in the next stages of the national pay campaign and instructs the NEC to carry out the following: -

1. An in-depth analysis of the ballot results sharing information on an agreed basis to consider how we can direct organising work to improve workplace organisation, extend the network of reps and our activist base and to reverse the decline in union membership.
2. An open and widespread debate throughout the union on the lessons of the pay ballot and how we can improve on the result and overcome the legal threshold. This should involve consideration of all tactics including the relative merits of aggregated or disaggregated ballots and how other issues like pensions, compensation scheme and closures can form part of our national campaign message.
3. Consultation to take place with branches, regions, nations and groups with consideration of various methods ranging from members' meetings, briefings to reps, group forums to national events including a special conference.
4. To work with civil service unions for national talks on the 2019 Treasury Remit and the restoration of pay bargaining arrangements in the civil service and related areas.
5. To submit proposals for national pay bargaining seeking agreement with other civil service unions and the PCS parliamentary group and the Labour leadership.
6. The NEC convenes an early meeting of group representatives to discuss and coordinate group pay campaigns to challenge the pay cap and resist attempts to trade pay for worse conditions.
7. Apply the maximum political pressure through a national parliamentary event, constituency lobbying of MP's, parliamentary debates, submission to MPs select committees and working with parliamentary groups and the labour leadership.
8. To place demands upon the TUC to coordinate an industrial response as instructed by Congress and work with public sector affiliates prepared to take action
10. to prepare the ground for a future national pay campaign that secures the legal mandate to take the industrial action needed to break the pay cap and win back the right to bargain with government.

The following motions are covered by A294 and identical to E295

E296 R&C Leicester (200059)

E297 R&C Glasgow & Clyde (200119)

E298

Covered by A294

R&C Portsmouth – Portsdown Vectis (200091)

Conference restates its commitment to a national pay campaign that secures the legal mandate to take industrial action and force the government to negotiate the pay remit with PCS. The Tory break up of national pay has been used to depress pay levels, created unequal pay rates for equal work, discriminatory outcomes and entrenched low pay. Conference recognises the huge achievement of our union in securing 59452 votes (47.7% of those balloted) and the massive effort of everyone throughout the union. We continue to campaign for the repeal of the anti union laws. We recognise that the 4:1 majority for strike action and the large number of employer groups exceeding the 50% turnout represents a decisive rejection

of the Tory pay cap and is a firm basis for continuing to fight for members' pay in 2019. The government have confirmed a 1% pay limit where extra pay is conditional on contractual changes to terms and conditions.

Conference agrees the following in the next stages of the national pay campaign;

1. An in-depth analysis of the ballot results sharing information on an agreed basis to consider how we can direct organising work to improve workplace organisation, extend the network of reps and our activist base and to reverse the decline in union membership.
2. An open and widespread debate throughout the union on the lessons of the pay ballot and how we can improve on the result and overcome the legal threshold. This should involve consideration of all tactics including the relative merits of aggregated or disaggregated ballots and how other issues like pensions, compensation scheme and closures can form part of our national campaign message.
3. Consultation to take place with branches, regions, nations and groups with consideration of various methods ranging from members meetings, briefings to reps, group forums to national events including a special conference.
4. To work with civil service unions for national talks on the 2019 Treasury Remit and the restoration of pay bargaining arrangements in the civil service and related areas.
5. To submit proposals for national pay bargaining seeking agreement with other civil service unions and the PCS parliamentary group and the Labour leadership.
6. The NEC convenes an early meeting of group representatives to discuss and coordinate group pay campaigns to challenge the pay cap and resist attempts to trade pay for worse conditions. Where deliverable. at group level, members will be balloted.
7. Apply the maximum political pressure through a national parliamentary event, constituency lobbying of MP's, parliamentary debates, submission to MPs select committees and working with parliamentary groups and the labour leadership.
8. To place demands upon the TUC to coordinate an industrial response as instructed by Congress and work with public sector affiliates prepared to take action
9. to prepare the ground for a future national pay campaign that secures the legal mandate to take the industrial action needed to break the pay cap and win back the right to bargain with government.

The following motions are covered by A294 and identical to E298

E299 BEIS Midlands (041203)

E300 DWP Sheffield (047000)

E301

Covered by A294

BEIS London South (041205)

Conference notes the result of the ballot of members in the UK civil service on industrial action over pay. Conference congratulates reps and members on delivering overwhelming votes in favour of strike action and action short of strike. Conference agrees that those votes are a withering assessment of the Government's pay policy.

Conference notes that the ballot turnout fell just short of the statutory 50% threshold. Conference condemns the restriction placed by the Tories on the ability of workers to exercise their ability to withdraw their labour in pursuit of workplace justice.

Conference agrees that the Government's pay policy is a national rather than a delegated issue, reaffirms its commitment to securing national pay bargaining at Cabinet Office level.

Conference notes that significant progress has been made on the turnout by comparison to the pay ballot held in 2018. Conference welcomes the organisational and technological advances within the Union that have made this progress possible. Conference agrees that this progress demonstrates that the threshold is attainable. However, Conference recognises that there needs to be a renewed focus on workplace organising at all levels if we are to attain it.

Conference instructs the NEC to:

1. Campaign for the repeal of the UK's anti-trade union legislation, including lobbying the Labour party to legislate for on-line balloting should it form the next government.
2. Campaign for the abolition of restrictions on pay in the Civil Service and its related areas, including:
 1. Lobbying politicians of all parties to seek their intervention to break the Civil Service pay cap for 2019,
 2. Preparing a submission to the Treasury and the Cabinet Office in time for the next Comprehensive Spending Review making the case for pay rises in the Civil Service and the case for national Civil Service pay bargaining,
 3. Engaging with the Labour Party to explore a national Civil Service pay structure that could be implemented by a Labour Government.
3. Issue guidance to PCS negotiators at delegated level:
 1. authorising engagement at delegated level on pay for 2019 once the central Pay Remit discussions have concluded,
 2. encouraging campaigns at delegated level to secure decent pay rises for members; including consideration of industrial action where deliverable.
4. Provide support to, and play a co-ordinating role for, any industrial campaigns on pay at delegated level.
5. Explore all potential legal options in respect of:
 1. Challenging the statutory threshold,
 2. Addressing the deficits in collective bargaining and equal pay in the Civil Service and its related areas.
6. Carry out organising initiatives to ensure that those areas of the union that failed to reach the 50% threshold in the ballot are able to do so next time around, with a clear focus on improved workplace organising.
7. Hold a further national statutory ballot for industrial action on pay at the earliest possible time.

E302

Covered by A294

DWP South East Wales (047116)

Conference notes the result of the ballot of members in the UK civil service on industrial action over pay. Conference congratulates reps and members on delivering overwhelming votes in favour of strike action and action short of strike. Conference agrees that those votes are a withering assessment of the Government's pay policy. Conference notes that the ballot turnout fell just short of the statutory 50% threshold. Conference condemns the restriction placed by the Tories on the ability of workers to exercise their ability to withdraw their labour in pursuit of workplace justice. Conference agrees that the Government's pay policy is a national rather than a delegated issue, reaffirms its commitment to securing national pay bargaining at Cabinet Office level.

Conference notes that significant progress has been made on the turnout by comparison to the pay ballot held in 2018. Conference welcomes the organisational and technological advances within the Union that have made this progress possible.

Conference agrees that this progress demonstrates that the threshold is attainable. However, Conference recognises that there needs to be a renewed focus on workplace organising at all levels if we are to attain it.

Conference instructs the NEC to:

1. Campaign for the repeal of the UK's anti-trade union legislation, including lobbying the Labour party to legislate for on-line balloting should it form the next government. 2. Campaign for the abolition of restrictions on pay in the Civil Service and its related areas, including: 1. Lobbying politicians of all parties to seek their intervention to break the Civil Service pay cap for 2019, 2. Preparing a submission to the Treasury and the Cabinet Office in time for the next Comprehensive Spending Review making the case for pay rises in the Civil Service and the case for national Civil Service pay bargaining, 3. Engaging with the Labour Party to explore a national Civil Service pay structure that could be implemented by a Labour Government. 3. Issue guidance to PCS negotiators at delegated level: 1. authorising engagement at delegated level on pay for 2019 once the central Pay Remit discussions have concluded, 2. encouraging campaigns at delegated level to secure decent pay rises for members; including consideration of industrial action where deliverable. 4. Provide support to, and play a co-ordinating role for, any industrial campaigns on pay at delegated level. 5. Explore all potential legal options in respect of: 1. Challenging the statutory threshold, 2. Addressing the deficits in collective bargaining and equal pay in the Civil Service and its related areas. 6. Carry out organising initiatives to ensure that those areas of the union that failed to reach the 50% threshold in the ballot are able to do so next time around, with a clear focus on improved workplace organising. 7. Hold a further statutory ballot for industrial action on pay at the earliest appropriate time.

The following motions are covered by A298 and identical to E302

E303 R&C Glasgow & Clyde (200119)

E304 R&C Liverpool (200136)

E305

Covered by A294

BEIS Midlands (041203)

Conference notes the result of the ballot of members in the UK civil service on industrial action over pay. Conference congratulates reps and members on delivering overwhelming votes in favour of strike action and action short of strike. Conference agrees that those votes are a withering assessment of the Government's pay policy. Conference notes that the ballot turnout fell just short of the statutory 50% threshold. Conference condemns the restriction placed by the Tories on the ability of workers to exercise their ability to withdraw their labour in pursuit of workplace justice. Conference agrees that the Government's pay policy is a national rather than a delegated issue, reaffirms its commitment to securing national pay bargaining at Cabinet Office level. Conference notes that significant progress has been made on the turnout by comparison to the pay ballot held in 2018.

Conference welcomes the organisational and technological advances within the Union that have made this progress possible.

Conference agrees that this progress demonstrates that the threshold is attainable. However, Conference recognises that there needs to be a renewed focus on workplace organising at all levels if we are to attain it.

Conference instructs the NEC to:

1. Ramp up the campaign for the introduction of online balloting and the repeal of all of the UK's anti-trade union legislation, including lobbying the Labour party to legislate for this should it form the next government, and work with sister unions, the TUCG, NSSN and the TUC to achieve this aim.

2. Campaign for the abolition of restrictions on pay in the Civil Service and its related areas, including:
 - Lobbying politicians of all parties to seek their intervention to break the Civil Service pay cap for 2019,
 - Preparing a submission to the Treasury and the Cabinet Office in time for the next Comprehensive Spending Review making the case for pay rises in the Civil Service and the case for national Civil Service pay bargaining,
 - Engaging with the Labour Party to explore a national Civil Service pay structure that could be implemented by a Labour Government.
3. Issue guidance to PCS negotiators at delegated level:
 - authorising engagement at delegated level on pay for 2019 once the central Pay Remit discussions have concluded,
 - encouraging campaigns at delegated level to secure decent pay rises for members; including consideration of industrial action where deliverable.
4. Provide support to, and play a co-ordinating role for, any industrial campaigns on pay at delegated level.
5. Explore all potential legal options in respect of:
 - Challenging the statutory threshold,
 - Addressing the deficits in collective bargaining and equal pay in the Civil Service and its related areas.
6. Carry out organising initiatives to ensure that those areas of the union that failed to reach the 50% threshold in the ballot are able to do so next time around, with a clear focus on improved workplace organising.
7. Hold a further statutory ballot for industrial action on pay at the earliest appropriate time.

A306 Covers E307

**PSg - Health Service & Parliamentary Ombudsman (140120)
R&C West Mercia (200149)**

Conference condemns the government for driving down living standards and endorses the national pay claim for the Civil Service and related areas.

Conference also condemns the Tory anti-strike laws and their intention to muzzle workers in their attempt to defend their terms and conditions and living standards.

Conferences notes that the recent national ballot demonstrates the strong desire of members to take action to defend their living standards, but also notes that the current strategy of national aggregated ballots in the context of the anti-strike laws does not allow members to defend themselves. The recent ballot excluded some branches where turnout and support for action was strong from taking part. But, as the organising strategy report has shown, it also included many workplaces where membership was low and no reps are present.

Conference calls for a strategy that allows as many members as possible to defend themselves, whilst making that action as broad but effective as possible.

To this end Conference calls on the NEC To arrange:

1. A simultaneous disaggregated ballot of all branches and areas achieving at least 50% turnouts in the consultative ballot of 2018 or 50% reported turnouts in the recent formal ballot for industrial action in pursuit of PCS's national pay claim
2. A review of all branches and areas reporting less than 40% turnouts in either the Consultative ballot of

2018 or the reported turnout in the recent formal ballot. This report should set out the relative organisational strength of each area, in terms of lay reps and access to Full Time Officers, and be submitted to the NEC before 1 August 2019.

Carried Lost Remitted Fell

E307

Covered by A306

R&C West Mercia (200149)

The pay ballot has once again fallen short of the required 50%. After 2 years of failing the NEC needs to learn lessons as to why this has happened. Activists put their heart and soul into campaigning but without reviewing the campaigns and why we lost we are on a road to failure. Last year it was 5% or £1,200. We didn't win so why did the NEC think that 10% would succeed? A survey where 15,000 members took part - 97% supported the claim. No surprise that the majority would say 'YES PLEASE'.

The campaign leaflet overall was badly designed. On first seeing it 'STRIKE' jumped out and many members who do not want to strike may have dismissed it at that point. The claim for 10% which we do deserve also made members think we won't get it so there's no point. There was no mention of what we might realistically expect to get instead. The timing was bad, we were in the middle of the Brexit debacle and the thought that we could use staff who had gone over to do Brexit work to cause disruption shows that the NEC are totally out of touch not just with members but the whole population of the UK. The general public were sick of the delays and to add to that problem by using our members would have caused PCS untold damage. What was the thinking behind that? Isn't it support we want rather than completely turning the general public against us?

Many of the NEC are out of touch with what happens at grass roots level now. A lot of members have no core time, work from home. Work now can be moved electronically in many departments so how would we have had an impact? Many staff in HMRC are losing their jobs as their offices close so trying to encourage voting for the claim was extremely difficult. We are but one part of PCS but there was no apparent thought about this or guidance/encouragement from the NEC or our GEC.

The NDC instructs the NEC to –

Move to a disaggregated ballot –aggregated is clearly failing

Formulate a plan so Branches can work towards discovering why members either didn't vote or voted no in the pay ballot and report back

Recognise that any future publicity material should be 'tested' for opinions on ordinary members not activists

Ensure that plans for action are discussed with Branches with opportunity for feedback

With a follow on that all Branch Reps are clear on what action will be and not left in the dark promoting action which they may not have any idea what that is

Explain to members what strike pay is – members need to know what might be available should we win and they be expected to take industrial action

- Timing should be better thought out –
- take in the political climate
- work on improving the public’s perception of Civil Servants beforehand with DWP being a main focus

X308

Not accepted as an emergency motion

DWP Stockport & Tame Valley (047024)

This Conference notes the huge disappointment felt by us all when the pay ballot result was announced on the 30th of April revealing a turnout of 47.7%.

Yet again, despite achieving a record turnout for a statutory ballot, we have still fallen short of the anti trade Union threshold and each time we do so we further vindicate the Tory decision to impose this undemocratic requirement as it is time and again preventing us from taking action.

We cannot, in any way, celebrate this record turnout as it is completely irrelevant without the mandate for action required to force the employer into meaningful talks.

We will now have little or no chance of achieving an increase above 1% unless we sacrifice more of our terms & conditions.

This Conference recognises that our ballot organisation, preparations and planning have been proven, twice in a year, to be inadequate.

While it is appreciated that each branch, region and group has its own unique challenges it cannot have gone unnoticed that some areas struggled to deliver during this ballot.

It is not dramatic to suggest that we are now going to come under attack from an employer who will believe that PCS is weak and no longer has the backing of the majority of its membership.

We need to prepare for these attacks now. We can’t just pass motions on pay and organising strategy that say the same thing year on year with some branches raising their hand to support them at Conference but not implementing the instructions or recommendations back in their workplaces.

Ordinarily our branch strongly believes in full branch autonomy but it is time now that the NEC takes a serious look at those that have failed to deliver during this recent ballot.

This Conference instructs the NEC to;

- 1) Review and release the ballot app information which gives a breakdown of how each branch, group and region performed.
- 2) Assign a FTO or NEC member to any branch, region or group which achieved less than at least 45% to start to look the organisation in those areas and to identify the required support for future campaigns so this can be in place straight away rather than 2 weeks into any campaign.
- 3) Conduct an in depth consultation with all members to unearth reasons for apathy and unwillingness to vote and to obtain ideas for improvement and future direction from the membership to try and improve engagement.
- 4) Place a requirement on all branches to map their membership and ensure Commix information is up to date within 2 months of this Conference and have this information reviewed by an appropriate auditor.

X309

Not accepted as an emergency motion

DWP North and Outer East London Branch (047033)

This Conference notes the outcome of the pay ballot and the need for PCS to review its key demands in its pay campaign.

This Conference believes there has been insufficient emphasis on Equal Pay in our pay campaign so far and this needs to change. Unequal Pay is divisive and Equal pay is a struggle for the here and now.

Conference recognises that Unequal Pay arises because

- 1) performance related pay systems discriminate against staff with protected characteristics
- 2) staff with protected characteristics are massively under-represented in the Senior Civil Service
- 3) it will often take many years for staff to reach a max and this max is often frozen or barely increased. This is unfair to young and older staff.
- 4) Pay deals like the Employee Deal have caused pay gaps as staff who opted out with caring responsibilities and disabilities opted out getting a 0.25% basic pay award for 4 years.
- 5) Delegated pay bargaining has led to massive pay differences between staff at the same grade in different Government departments
- 6) The wages of staff in the Senior Civil Service have increased in recent years at the expense of staff in the lower grades

Conference instructs the NEC to

- a) make Equal Pay a central demand in our Pay campaign and to raise the above issues in the campaign
- b) Produce campaigning material for Branches addressing these issues
- c) Organise a lobby of Parliament in support of Equal Pay in the Civil Service
- d) Ensure Equal pay is mentioned in our press briefings for the pay campaign

X310

Not accepted as an emergency motion

LR Birkenhead (030001)

Conference notes that the recent pay ballot saw a massive step forward in the way that we organise our campaigns and acknowledges the incredible amount of hard work put in by lay reps, advocates and FTOs. Conference also acknowledges that the branch app was a useful tool that really assisted branch reps.

Regrettably despite all this hard work, we failed to achieve the elusive 50% turnout, required to reach the legal threshold.

Conference fully endorses the aims of the national pay campaign and recognises that the union must continue to seek to turn the tide on a decade of below inflation pay rises.

Conference also recognises that despite our best efforts, we are currently unable to take action capable of putting sufficient pressure on the government to deliver an acceptable outcome for members.

Conference recognises that to make real progress, by taking our members with us on the issue of pay, our strategy and tactics need to be fluid and able to respond to events.

In doing so conference instructs the NEC to reflect on and learn the lessons from the 2018 and 2019 ballots.

In developing our strategy, conference believes that our approach to campaigning on pay requires a root and branch review.

Conference therefore instructs the NEC to carry out such a review, which should include the widest possible consultation with reps and members, with branches and groups guiding the NEC on the way forward.

Conference recognises that the role of lay reps will be central to delivering successful ballot outcomes and delivering effective active action.

In doing so, conference instructs the NEC to look at the way we communicate with reps and members, to see how we can get the input and engagement of those reps and members who we are not usually able to reach, recognising that online surveys and regional forums have their limitations.

Conference believes that to deliver a success in future ballots, we need to look at not only how we organise, but also at how we mobilise and how this links to our campaigning and bargaining work.

Conference therefore instructs the NEC to look at how other unions such as CWU have run successful campaigns and delivered action and to consider enlisting the help of Professor John Kelly an expert in mobilisation theory, whose academic studies can support the work that the union needs to do to engage members and deliver a successful pay campaign

X311

Not accepted as an emergency motion

DWP Stockport & Tame Valley (047024)

Conference notes that, despite another historic performance from our union on a national ballot, we remain disconnected from over half of our membership. As such, we are not in a celebratory mood but should now take urgent steps to reverse falling density levels across our largest areas of the civil service and improve engagement with membership.

It is evident that some branches were able to mobilise their members whilst others, for many reasons, were not. It is of paramount urgency that we embark on a national review of branch practices, which allows us to adapt and make improvements to achieve our aims.

Conference agrees that, whilst improvements have been made to our ability to use secondary forms of communication – such as telephone banking, use of social media and electronic contact - our branch organisation, preparations and planning as a whole have been found, yet again, to be inadequate.

This Conference instructs our National Executive Committee, in conjunction regional Organising structures, to arrange an emergency Organising and Recruitment Conference following a National Branch Organising Consultation. This would include:

- 1) Conducting a thorough review of all branches, regardless of ballot performance, to ensure branches have the necessary skills to engage with members. This includes, through a Branch Organisational Document, gaining assurances that all workplaces are sufficiently mapped, density/potential figures accurately recorded on Commix, active workplace email distribution lists are regularly used, timely distribution of union material such as leaflets, and regular communication with members (both direct and indirect) etc.
- 2) Conducting a thorough Culture Review of all workplaces to establish the concerns of membership, such as workloads, pay, working practices, relationship with management and relationship with their Branch Executive Committee etc. This could be done by designing a national survey.

3) Understanding how every branch engages with their members and any difficulties branches face, such as representative numbers, geography restrictions and facilities to complete the role and what support can be offered.

4) Establishing a national recruitment drive, involving all areas of the union, in an attempt to arrest the decline in membership, with specific focus on those Groups whose density level has dropped below 60% and creep towards derecognition.

5) Improving the confidence, knowledge and skill of all branches by the sharing of ideas and successful strategies.

Furthermore, and in preparation for the above, Conference instructs the NEC to:

a) Release Group, regional and branch turnout information to each branch and regional committee.

b) Assign a Full Time Officer or NEC member to every branch, region or Group that achieved less than 45% to review branch structures and organisation.

Conference agrees this process should be led by lay representatives and urges all to participate by sharing their experiences and ideas. Conference further agrees that this process will be conducted with the best of intentions for our union and as such is not an opportunity for disunity or attempts to 'name and shame' but one to extend the hand of solidarity.

A312

National Museums Liverpool (101301)

This Conference welcomes:

- that Parliament has declared Climate Emergency on May 1st, a move that follows the same initiative by over 50 local Councils.
- the fact that over 190 cultural institutions have now declared Climate Emergency under the call organised by Culture Declares (<https://sites.google.com/view/culturedeclaresemergency/home>).
- the impressive protests and direct actions organised by Extinction Rebellion during April 2019

Those declarations are made in the light of the UN's Intergovernmental Panel on Climate Change report, published in October 2018, that concluded that humanity has 11 years for "ambitious action from national and sub-national authorities, civil society, the private sector, indigenous peoples and local communities" to deliver the "rapid and far reaching transitions in land, energy, industry, buildings, transport, and cities" needed to avoid tipping point. Bold climate action needs to be taken for the well-being of current and future generations, both locally and worldwide, and to ensure that the fragile balance in valuable ecosystems is maintained

This conference therefore:

- instructs the PCS National Executive Committee to declare Climate Emergency on behalf of PCS union
- agrees that all branches should be encouraged to request their employers they also declare Climate Emergency
- Agrees that all branches should be encouraged to demand Green Forums are set up in their workplaces with Trade unions representation and that urgent measures are discussed and implemented to reduce carbon emissions by cultural institutions, improve recycling rate, develop transport plans... as in line with PCS national climate/green policies

- Instructs all branches in the group attempt to appoint Green reps and request facility time for Green reps from their employers.
- Instructs the NEC to issue communications about the above bullet points and to ensure the Climate work by PCS continues to the same excellent standards.

Carried Lost Remitted Fell

E313

Covered by A317

National Executive Committee

Conference notes that the Easter holidays were marked not just by the unseasonal hot weather. Sisters and brothers in the FBU were fighting moorland fires in Yorkshire and Lancashire. The non-violent direct action climate group Extinction Rebellion (XR) brought parts of Central London to a standstill blocking major roads and massively improving air quality at the same time.

On TV, the documentary Climate Change: The Facts by David Attenborough - who brought the global problem of plastics pollution into our living rooms – delivered in the words of the Financial times “a sobering, uncompromising portrait of the effects of global warming on our world.”

Greta Thunberg has been and spoken to UK politicians, the student strikers marched again on 12 April under banners of “System Change, not climate change” and “A Green New Deal for All” and plan a further day of action on 24th May.

Conference congratulates those local authorities, national governments and political parties who are supporting the declaration of a Climate Emergency such as the Welsh Government, the SNP and the Labour Party. But this needs to mean more than a symbolic moral gesture of recognising the global crisis that climate change poses and form part of an urgent programme of action.

Conference further congratulates the NEU/NUT on their conference decision to recognise climate change as a public health emergency, to support the demands of and stand in solidarity with the striking school students including a fully funded and staffed education system to address these issues, and to hold an Education for a Just Transition conference in the autumn in conjunction with the NUS, UCU, and other interested parties.

Conference calls on the NEC to:

- i) Support our sister education unions, working with them and other TUC affiliates to promote a trade union climate agenda;
- ii) To publicise and support the actions of the Student climate strikers including inviting speakers to branch meetings and forging their links with the trade union movement;
- iii) Consult with all sections of the union how we can step up our action on climate change;
- iv) Continue to argue for a fully funded and staffed civil service that is able to deliver on the climate agenda and other environmental measures such as protecting biodiversity;
- v) Support and campaign for the urgent action being called for by Jeremy Corbyn as leader of the Labour Party as part of declaring a Climate Emergency.

E314

Covered by A317

DWP Birmingham South (047053)

Conference notes That the climate crisis has erupted into the streets of Britain with school student strikes and the Extinction Rebellion blockade of Central London in April in which over 1,000 people were arrested by the police in a huge act of civil disobedience. The school student climate strikes, initially started by one Swedish school student Greta Thunberg, have seen growing monthly strikes across the country involving thousands of school students. Extinction Rebellion is organising big open planning meetings across the country with hundreds of people in attendance. That both the Westminster, Scottish and Welsh Parliaments have declared a climate emergency. That the climate crisis is real and urgent –

- The United Nations Intergovernmental Panel on Climate Change report from October 2018 which warns that “we have 12 years to limit climate change catastrophe”.
- 2018 was the 42nd consecutive year (since 1977) with global land and ocean temperatures were above the 20th century average; with the last five years being the warmest five on record.
- Climate change and other environmental threats will impact on the poorest people first and worst, in both the Global South and the developed economies.
- According to the International Organisation on Migration there could be up to 200 million people fleeing the effects of global warming by 2050, and these “climate refugees” currently are not defined as refugees. That the PCS has played a significant role in the climate change movement, in particular supporting the One Million Climate Jobs campaign and the Campaign Against Climate Change Trade Union Group.

Conference instructs the NEC to: Support future school student climate strikes and Extinction Rebellion protests. This should include messages of support, inviting speakers to meetings and encouraging PCS branches and regions to support protests and to take PCS banners to protests. Call on the civil service to integrate concerns over environmental issues (such as high air-pollution levels, warmer work spaces) into our procedures. Develop our work with the Campaign Against Climate Change Trade Union Group. Make a donation of £200.00 to Extinction Rebellion

E315

Covered by A317

DWP North Merseyside (047018)

That on 1st May 2019 both the Westminster Parliaments and the Welsh Senedd voted to declare a climate emergency.

That the climate crisis has erupted into the streets of Britain with school student strikes and the Extinction Rebellion blockade of Central London in April in which over 1,000 people were arrested by the police in a huge act of civil disobedience.

The school student climate strikes, initially started by one Swedish school student Greta Thunberg, have seen growing monthly strikes across the country involving thousands of school students.

Extinction Rebellion is organising big open planning meetings across the country with hundreds of people in attendance.

That the climate crisis is real and urgent –

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- According to the International Organisation on Migration there could be up to 200 million people fleeing the effects of global warming by 2050, and these “climate refugees” currently are not defined as refugees.

That the PCS has played a significant role in the climate change movement, in particular supporting the One Million Climate Jobs campaign and the Campaign Against Climate Change Trade Union Group.

Conference believes:

The protests have forced the UK Parliament to recognise a climate emergency, we now need to force them to act on the emergency.

Conference instructs the NEC to:

Support future school student climate strikes and Extinction Rebellion protests. This should include:

- messages of support,
- inviting speakers to meetings
- encouraging PCS branches and regions to support protests and to take PCS banners to protests.
- Publicise how members can get involved in the campaigns

Call on the civil service to integrate concerns over environmental issues (such as high air-pollution levels, warmer work spaces) into our procedures.

E316

Covered by A317

PSg - OFGEM (140112)

Conference notes the actions of civil disobedience organised throughout the United Kingdom by the Extinction Rebellion movement in April, the ongoing School Strike campaigns, and the Labour Party’s motion in Parliament that declared a Climate Emergency.

Conference believes that climate change and environmental issues are trade union issues, and that the labour movement should be at the forefront of the fight to save our planet for future generations. Although PCS has already done great work in advocating for a Just Transition, we should do more to align ourselves with the actions being taken on the ground right now.

Conference also notes the Earth Strike movement, which aims to organise strike action across the world starting 27 September 2019, to force governments and corporations to take more action to prevent catastrophic climate change.

Conference therefore instructs the NEC to:

- Consider PCS participation in or endorsement of future climate emergency actions, including protests, marches, occupations and strikes.
- Encourage members to engage with the environmental campaign groups in their area and play an active role in environmental campaigns.

- Reaffirm that representation and support will be available from PCS to any member who finds themselves facing workplace disciplinary action, including that relating to participation in climate campaigns and/or civil disobedience.”

A317 Composite B Covers E313-E316

National Executive Committee

DWP Birmingham South (047053)

Conference notes that the Easter holidays were marked not just by the unseasonal hot weather. Sisters and brothers in the FBU were fighting moorland fires in Yorkshire and Lancashire. The non-violent direct action climate group Extinction Rebellion (XR) brought parts of Central London to a standstill blocking major roads and massively improving air quality at the same time.

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- v) Support and campaign for the urgent action being called for by Jeremy Corbyn as leader of the Labour Party as part of declaring a Climate Emergency.

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- Call on the civil service to integrate concerns over environmental issues (such as high air-pollution levels, warmer work spaces) into our procedures. Develop our work with the Campaign Against Climate Change Trade Union Group. Make a donation of £200.00 to Extinction Rebellion.

Carried Lost Remitted Fell

4) Additional motions transferred by the President from Supplementary Group Conference Agendas

A318

CPS East Midlands and Eastern Branch (070010)

Conference notes recent strong criticism in the press and media of a move by Government to get rape victims to hand over their phones to police - or risk prosecutions not going ahead. Consent forms asking for permission to access information including emails, messages and photographs are being rolled out across England and Wales. Despite statements made by the CPS that say the forms make clear investigators should not go beyond "reasonable lines of enquiry" and they're intended to "achieve consistency nationally", conference is concerned that there are no safeguards in place at all for victims which could potentially include PCS members. The forms - which can be used for complainants in any criminal investigations - say victims will be able to explain why they don't want to give police access to their data. But they are also told if they refuse permission "then it may not be possible for the investigation or prosecution to continue". Campaigners for victims' rights and civil liberties have said having to share personal information, which could include unrelated sexual history, could stop victims coming forward. Conference believes the move is linked to attempts to plug a gap in the law which says complainants and witnesses cannot be forced to disclose relevant content from phones or other devices and is a disproportionate response to compliance with disclosure rules - victims should not have to choose between their privacy and justice. Conference instructs the GEC to raise concerns on this issue with the PCS parliamentary body with a view to campaigning for government policy reform on the matter.

Carried Lost Remitted Fell

5) Procedure for references back of SOC reports

The SOC will be available to meet delegates seeking to move references back on this report, and SOC report no. 1, in Office 2 (formerly known as the Sunrise Room) in the conference centre between **6:00pm and 7:00pm on Monday 20th May 2019**.

Delegates should note that reference back credentials are necessary to enable delegates to move references back from the conference floor on SOC reports 1 & 2. The credentials are available up to **6.50pm**. Only Delegates from Branches who have complied with standing orders A14 and A15 will be entitled to credentials.

6) Other Issues

Branches wishing to second a motion, withdraw a motion or withdraw as seconder to a motion should obtain form SOC A from the SOC table during conference.

Branches wishing to nominate a motion for inclusion in the Guillotine Section should obtain form SOC B from the SOC table during conference.

On Wednesday and Thursday mornings the SOC will publish an update of decisions taken by conference on the preceding days. Delegates should note that these will not be classified as SOC reports so there will be no entitlement to move reference back.

Derek Mellor (Chair)
Sean Fegan
Fiona Macdonald
Gordon Rowntree
Calum Walker
Martin John (Secretary)
Fiona Low (Admin Support)