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# Vote yes in the national pay ballot

PCS has launched a national pay ballot of members in the civil service and related areas as part of our campaign to end the pay cap and secure a fully-funded pay increase above the rate of inflation. The ballot will run from 18 June to 23 July.

The government's current position is that the only way that pay rises over 1% can be offered is by departments making savings. In blunt terms this means cutting jobs and further worsening terms and conditions; this is just not acceptable.

Members in many chronically understaffed departments already tell us that they are massively overworked and are pressured into doing more for less.

There is no way we can accept that. The only way for you to receive the pay rise that you deserve is to send a really



**“ For PCS to legally call strike action, we must ensure that we have a turnout of over 50% in this ballot. It's vital you vote and speak to your colleagues to encourage them to vote**

strong and clear message that we will no longer accept the public sector pay cap of 1% by voting yes in the pay ballot.

For PCS to legally call strike action, we must ensure that we have a turnout of over 50% in this ballot. It's therefore vital that you vote and speak to your colleagues to encourage them to vote.

We know that many young members are at the very bottom

of their pay scales with absolutely no prospect of seeing pay progression that moves them anywhere near towards the max that they deserve.

Young workers are among the worst hit by austerity and now is our chance to stand together and say enough is enough – let's scrap the 1% cap and get the pay rise that we all deserve.

Remember, every member has a role to play in ensuring we deliver the strongest possible message to the government and to your employer. We are asking all members to:

- Ensure you vote in the ballot and return your ballot paper
- Speak to colleagues and encourage them to vote
- Speak to colleagues who aren't PCS members and encourage them to join
- Think about registering to become a union advocate. Together we are stronger.

## From the editor



Another great quarter making an engaging and active time for young members.

Starting back in March, one of our young members went to Brussels to speak with one of the Belgian unions to tell them about our young members network. In April, the GFTU hosted its annual young workers'

festival, then in May all unions came together to march in protest in London against the public sector pay cap.

We are now starting to campaign for our upcoming ballot for industrial action, as was agreed by our delegates at PCS Annual Delegate Conference this year. We aim to take industrial action to protest against the pay cap and get fair wages and pay rises for all.

Conference was a great

success for the young members' network and its membership, with many attending as a first-time delegate and speaking on motions providing a voice from young members' perspectives. Many attended as a trainee delegate bringing new faces in to understand what PCS does and how important it is to get involved. One of our very own members won the new activist award for all their hard work and activity within the

union and she also spoke with our vice chair at fringe meetings.

With conference closed, we have many things happening over the next few months. See us at Durham Miners' Gala, Worker's Beer Company festivals behind the bars and arranging events in your region. If you want to know what's going on, contact your convenor using details in the back of this newsletter.

**Rhea James**



## Chair's brief



With conferences over, activists will have hopefully recovered and be getting back into the swing of

things. The big outcome of the union's biggest democratic annual event was the vote to formally ballot our members to take industrial action on pay. It'll also be the first time the union has formally held a national ballot of its membership since the imposition of the Tories anti-trade union laws. We need to get over 50% turnout and 80% in favour and for this we need every rep, advocate and member out driving the vote. We need you to not only vote, but get your friends and colleagues voting, leafleting your office and working with your branch to get every member out voting. Every member and every vote counts. We've also got the annual young members seminar coming in September. Its open to all young members and we want you to come to discuss organising and meet other young members from across the UK.

**Sarah Spencer**

# Young workers Belgium conference

In February, I was fortunate to be selected as the delegate to attend a young workers conference in Belgium. The PCS young members' network had been invited to attend the CGSP-ACOD (Belgian public sector union) young workers' conference to give a presentation on organising young members and our young members structure.

I set off before dawn flying to Amsterdam for a short stopover before boarding a train to Brussels, on arriving I was greeted by Dries, my host for the weekend. We took a trip to the CGSP-ACOD offices in Brussels to introduce me to some of his colleagues and allow me to learn some more about his union.

We headed into Brussels for a spot of sightseeing and to enjoy a few Belgian beers in the oldest bar in Belgium, before heading to the public service training centre in Malle. The centre is a subsidised training venue for schools and public sector employers and their unions with incorporated accommodation and canteen, a far-cry from what

is available to our members in the UK.

When we arrived in Malle we joined the delegates in the social area, playing a game of trade union Pictionary which was continued in English for my benefit. I made my way between tables of delegates with Dries offering to translate, although he was rarely needed as all but a couple of delegates were fluent in English. We shared stories and asked questions of each other's cultures and trade union activities until late into the night.

In the morning I headed down to conference, feeling rather less sprightly than the day before. After a minor technical mishap the PCS presentation was loaded and ready to go, I had learned the night before that CGSP-ACOD had no regular young members structure and other than these conferences every other year they have no other regular young members activity. I gave an in-depth look at our structure, specifically on our communication and input into the National Executive Committee. I also discussed

organising amongst young workers and the importance of building inter-generational relationships as the PCS YMN have with PCS ARMs.

At the end of the presentation I held a Q&A session and the delegates were genuinely interested in our work and were keen to try to move towards creating a similar youth structure within their union. Dries and I joined the various workshop sessions, after my presentation, where the young members all discussed and made plans on how to improve their youth structure and improve their organising strategies. It was an especially interesting visit that allowed me to develop mine and PCS's YMC's understanding of our Belgian counterparts and the differences and similarities between our unions.

I am looking forward to hosting Dries in Liverpool when he travels to the UK for a conference this summer, hopefully strengthening the bond between our two unions.

**Declan Henry, North West convenor**

## Trainee delegate – Kanu Priya

The ADC was a fantastic opportunity as a trainee delegate to experience the determination and ideals of PCS members, as well as the hard work put into the running of the union. After seeing first-hand what PCS has to offer it has only given me a greater sense of purpose in what we as a union can achieve and has given me a desire to have ever greater involvement.

We were introduced to the trainee delegate course, giving us a greater understanding into how the processes work, including how motions are passed. We were also given the opportunity to see guest

speakers, as well as to meet PCS president Janice Godrich on the stage. This gave me an insight into what it takes to give a speech to such a large audience.

I enjoyed coming together and mixing with other members from all over the country. Listening to great speakers and looking at ways PCS can progress in making itself more inclusive and progressive. As it was my first time at the conference I didn't know what to expect, however it has built my confidence in supporting the unions members and has given me a greater sense of what is expected of me and of



us as a union and our duty to all members. The highlight for me was to be able to speak to Mark

Serwotka, who very generously came to answer any questions that myself and the other trainee delegates had. Having the opportunity to get such answers has made me feel part of an organisation that really listens to its delegates and that we are all part of a family.

Although the whole conference was quite intense it was also very enjoyable. I am looking forward to next year's conference and to see just how much progress PCS has achieved. Hopefully I will be returning next year as a fully trained delegate and be able to participate and present motions from my branch and help to make a difference.

# TUC Young Workers' Conference

The TUC Young Workers' Conference was held in London on 24 and 25 March, and my fellow delegates this year were our committee chair Sarah Spencer, vice chair Kris Rowe and North West convenor Declan Henry.

This event was my first involving other unions, and it was really rewarding to meet other young activists and see the types of campaigning and issues from other industries. In particular we had speakers from the Bakers, Food, and Allied Workers Union (BFAWU) to discuss their work in the #McStrike campaign that led to strike action last year. We also

had a guest speaker; Lara McNeill who is the Labour NEC's youth rep. Lara made a point of stressing the importance of involving trade unions in forming policies after the election periods are over, saying "unions are for life, not just for elections".

There were various issues discussed via motions on the agenda, ranging from precarious employment, to disparity in parental leave, to harassment within the workplace. All four PCS delegates spoke on multiple motions over the weekend, as well as moving two. Our own motion regarding scrapping the public sector cap was moved by Kris Rowe, while Declan Henry



moved an emergency motion around austerity and the recent cuts to school meals.

Overall the weekend was very rewarding, and I really recommend other young activists try to make contact with their region's branch of the

TUC to get involved in campaigning alongside young workers from other unions if possible. It can really help to see that we really aren't alone in our fight for workers' rights.

**Nicole Wells, Yorks and Humber convenor**

## My first time...

My first time as a delegate for ADC was the most nerve racking, exciting experience this year, it is so much different than being a trainee delegate or observer, actually being down there on the floor listening as comrades move motions, hearing arguments for and against, can be quite intense. The best part of conference for

me was listening to motion A25 on reserved seats for young members being put forward and debated, then suddenly I had to get up and say something. The support from everyone was amazing, having comrades I've never met before come up and say "it was because of you I changed my vote" is amazing and empowering. There were

even 2 motions that brought tears to my eyes through sadness, anger and frustration, and it just reinforced the reason why I was there and why other young members were there and that, we are there to make a change. This is our time, we are the future and we deserve a say in changes we make, it's our future and one day our legacy.

The training I received last year prepared me for this experience, as well as support from my delegation and other comrades. I really hope that I can return as a delegate for ADC in 2019 and the experience I gained this year will make for a greater time next year.

**Danielle Biscoe, Eastern convenor**

## Fringe meeting

This year I went to conference as a stallholder on the equalities stall. While it could be frustrating not being able to see the debates from the position of our stall, it was certainly interesting and enlightening to learn about what the other networks' main concerns and priorities are at the moment – especially as the young members' network was recently brought under the umbrella of the equalities department.

While I was there, I was privileged enough to be a speaker at the fringe meeting on the Wednesday lunchtime on apprentices and young workers

(a fringe meeting is conference-speak for a meeting on specific issues that takes place during a break in conference proceedings), alongside fellow young members Jaydene Davies and Abe Allen, who spoke on their experience of being apprentices in the civil service. I used my speech to give a general introduction to the young members' network, what we do and where we sit within our union's structures. I also used my speech as a bit of a plea to stress the importance of recruiting young workers to PCS within the first few days of them arriving in the civil service, this

way they'll see the union as being a normal part of their working life – exactly the way it should be. If we only start talking to young workers months down the line after they arrived, it'll be too late for most of them. I was pleasantly surprised by the attendance at this fringe meeting, there were a couple of much higher profile fringe meetings going on at the same time, I was a bit worried I'd be talking to an empty room. Thankfully about 20 or so people came and most actively engaged in the debate when it was opened up by the chair, which was refreshing to see,

showing how big an issue apprenticeships are for our members. It's certainly shown me that I need to brush up on my own training and knowledge of apprentice issues.

Finally, thanks to everyone who attended our social on the Wednesday night of conference. Thanks also go to everyone who donated raffle prizes and bought raffle tickets. The night was a great success again raising £1,300 for the fighting fund.

And just one last thing, don't forget to vote yes in the ballot and tell all your workmates to do the same.

**Kris Rowe, vice chair**

# GFTU

After checking into the beautiful Quorn Grange Hotel, owned by the GFTU, all of the attendees congregated in the garden area to enjoy a networking session in the sun as our ice breaker. We then all gathered into the conference room to receive a short introduction to the GFTU, the health and safety procedures, an outline of the weekend and to organise the house rules, facilitated by the organising committee. Sarah Wooley, a full-time officer from the Bakers' union, then introduced Andy Hodder and the first session: an Introduction to trade unionism.

It was a very interesting session, covering a lot of ground. It was akin to a whistle-stop tour of trade unionism from as far back as 1894 up until today. Andy covered all the main points, such as; the role of trade unions, the functions of the unions, the different forms of industrial action, the different types of employer agreements, the differences between servicing unions and organising unions, the winter of discontent and the key challenges to trade unionism.

There were a lot of statistics and academic research intertwined into the session. It was followed by a Q&A where all the attendees engaged with Andy and asked him a variety of different questions from "how we can educate young people of their rights?" to "why do you think there is a better engagement in trade unionism in scandinavia?" Overall it was a brilliant start to the weekend, and it set the scene for what was to come.

On the Friday evening the film *Pride* was shown. For those that haven't yet seen it then take the opportunity to watch it. It's based on the Miners' Strike and the support from the LGBT community in raising vital funds to support the extensive, prolonged and sustained action that was taken during the strike. The film highlights the prejudice



and challenges our LGBT community faced during the period of the strike and really highlights the fight needed to challenge inequality and promote a society that is free from discrimination and is fully inclusive. As we know, the Miners' Strike is so important in the history of our trade union movement – watch the film and continue to fight for equality and workers' rights.

On Saturday morning, we were split into two groups for two sessions. The first was an ACAS employee rights presentation ran by Emma Slaven. This was extremely informative and went into what exactly ACAS do and how they can support us in the workplace. The response to this session from the group was very positive and requests for extended sessions were put forward.

The second presentation, "politics and media", was given by Enrico Tortolano. The main theme of this talk was centred around how the media can affect public opinion of a campaign by doing simple things like using a different word to give a completely different impression. An example that was used was referring to a government as a "regime" when wanting to

paint that government in a poor light. It was very interesting to look at how a simple word changes how something is perceived.

In the afternoon, we had a debate on "Why do unions affiliate to political parties?" with the entire group. We compiled a list of pros and cons on affiliating and discussed the consequences for both sides. Two members of the group spoke on the matter, Laura from PCS put forward why PCS don't affiliate and Sarah from the Bakers' union explained why they choose to affiliate. Both sides had great points and it was a good opportunity for us to see the issue from all angles.

The workshop "economics debunked" by Doug Nicholls was really interesting and explained the impact of government policy on the economy in a way that was easy to follow. It went into the changes in the UK economy from having a large number of exports to importing most goods despite our previous status following the industrial revolution. There was discussion of the impact of an employment market over-saturated with university graduates while also producing less as a nation. Doug also explained that the word "austerity" means to go without

luxuries, in post World War Two Britain it meant no nylon stockings or chocolate. In 21st century UK it has been turned into a devastating increase in homelessness, malnutrition, our NHS at breaking point and rampant cuts to vital services. Following a discussion on the semantics of economy, Doug explained capitalism via a group exercise involving diagrams and a scenario of us building and running a factory. It started with us loaning money from a bank to purchase land to build our factory on, and eventually came full circle to the owner of the factory paying interest back to the bank, turning a profit for themselves but there being no extra benefit for workers and the economy. This exercise was used to explain capitalism. In the creative campaigning workshop run by Theresa Easton, we learned about using art as a form of protest. She showed us examples of adverts around the Great Exhibition of the North. A campaign titled "Art not arms" was started to protest the sponsorship of the exhibit by BAE Systems, a company that has manufactured arms for Saudi Arabia. Artists objected to associating the event with the conflict ongoing with Yemen, and launched protests via social

continued from pg4

media. There have been various images and petitions shared, and some artists have banded together to make an alternative exhibition away from BAE Systems. Theresa also showed us how to make pop up posters, they can fold down to A6 and be kept in your bag and put together as a fanzine booklet. If you come across a protest or need to covertly transport a poster to hold up you can get the fanzine out of your bag, unfold it and it's ready to show off.

Following the evening sessions, the hotel put on a BBQ for us. Not only was the food amazing but this gave everyone a chance to get to speak to

everyone and exchange contact details. While at this event, we noticed that the other attendees had business cards with their contact details on. This is something that we should possibly look at as it would be much easier for people to get in touch with us if needed.

On the Saturday evening, political poet Jess Green joined us to deliver some of her works. The poems that she delivered covered a range of political issues that are very relevant to society. The issues covered were wide ranging from kids' school meals being removed, the Labour party under Jeremy Corbyn and the impact of

Universal Credit. It was really interesting to listen to politics through spoken poem.

The next day, we participated in a session called "international overview" which included us splitting into groups and each group being assigned a different area of the world. In our groups we researched the part of the world we'd been given and found out how TUs are treated, what laws are in place and if organising was even legal. It was really eye opening to see how much better TUs have it in places like Europe compared to other areas of the world where people get arrested and even killed for standing up.

The final session of the day

was to discuss the future of the GFTU youth event. A few good suggestions were heard such as; setting up social media contacts between us all to stay in touch, possibly running training sessions or events in time between now and the next youth festival. A book / film / music list was also put forward to share amongst the attendees. This may be a good idea to incorporate into the YM newsletter, a suggested reading and film list to promote young activists getting more educated and informed on particular issues.

**Livvi Bach, Yorks and Humber Convenor and Nikki Johnson, Midlands convenor**

## Equality report

With another successful conference under the belt, PCS has paved the way for a huge pay campaign. But look a little deeper and the age old equality issues run just below the surface. In recent years, PCS has developed a glowing track record of supporting and protecting its members in equality groups. But the attacks we face are not just internal, and we must also look outside of PCS to fight for what is right, and to help those who need us.

Firstly, it's that time of year again; end of year reviews are in full swing. This can only mean one thing, unfair and disproportionate box markings for equality groups across the country. It's no secret that staff who fall into an equality group, particularly those with a disability, will receive the highest percentage of lower box markings. This is something PCS has fought previously and will continue to fight in the future. If you, or anyone you know, is affected by an unjustified box marking, please seek the help of your local reps.

The recent referendum in Ireland has brought some welcome freedom, particularly to

**SAY YES TO EQUALITY**  
**SAY NO TO TRUMP**  
**Free event**  
Friday 6 July 2016, 5:30 – 7:30 PM  
Southbank Centre, Belvedere Road, London SE1 8XX

the younger generations. The Irish prime minister, Leo Varadkar, who campaigned in favour of the change, spoke with pride after the result was announced: "We choose to provide companionship where there was once a cold shoulder and medical care where we once turned a blind eye". The Eighth Amendment has fallen, and now all eyes will be on Northern Ireland to follow in their footsteps. PCS colleagues in Northern Ireland will have the full support from the young members' committee in their fight for equality.

Closer to home, the statistics of 2016's civil service Fast Stream recruitment were recently announced. Despite record numbers of Black Caribbean Britons applying for the programme (339 in 2016), not a single one was successfully recruited to the scheme. Over the past 7 years, Black Caribbean Britons have faced a successful applicant rate of only 0.64% and Black African candidates at 0.7%. When compared to the success rate of White British applicants, at 4.3%, it becomes clear just how shocking this inequality is. The

bias in civil service recruitment processes must be tackled immediately and with the full support of the union. Recruitment of this type attracts a high proportion of younger applicants, so the young members' committee are ready to assist in any campaigns to tackle this.

And last but not least, in a recent and unwelcome announcement, Donald Trump is expected to visit the UK on 13 July. Unsurprisingly, this has been met with concern and opposition from groups around the country; campaigns have been set up and countless protests and marches have been announced. Known for his public displays of power and his unapologetic attacks on equal rights, Trump is a threat to the progress we have seen over recent years. Please check with your local branches to see if any action or events are planned for your area and offer your support and time if you can spare it. We can make it clear to Trump that the UK is united against hate.

If you want to raise any equality issues with the young members' network, please get in touch.

**Graham Soulsby and Claire Keogh, equality officers**

# Organising awards

Young members did really well at PCS national conference, attending as trainee delegates, delegates, helping out on the stall and speaking at fringe meetings. Young members also featured heavily in the PCS organising awards, which were presented at conference.

Fiona Brittle, one of the Scotland young members'

convenors won the new activist award for the work she has done in her branch to recruit new members and to challenge bullying in the workplace.

In addition, Northern Ireland young members were commended in the team award for their work in engaging with young members in Belfast by holding a "pizza day" for



members to come along in more informal surroundings to talk

about issues, to update their details, and to either join the union or get involved. Well done to all.

PCS young members organised an excellent end of conference social for all conference attendees. A successful raffle was held with donated prizes and over £1300 was raised for the fighting fund.

## ARMS



I am pleased to have the opportunity to share some thoughts with you on developing stronger links

between our networks within PCS.

Think Tanks, media and certain politicians are keen to tell us that our main problem is each other. There is some truth in the fact that we have a shared problem. However, it is not each other but the vested interest that seeks to keep us apart.

I look at the young members charter and see a list of objectives that I and many other ARMs members have fought for all our lives. We organised to fight for permanent jobs, decent pay and pensions, good public services, good training and respect for all in our

communities. We have argued, are arguing today and will argue tomorrow against inequality and discrimination, casualisation and privatisation of public services and above all for our union to share and fight for those policies.

One generation's struggle for these things is not isolated from the next generation. And practical and political experiences of us all are important in helping us campaign effectively.

If we have so much in common what do we do about it? Carrying articles in our respective newsletters is a good starting point we need to build on. Nationally we invite each other to our respective annual forums. However, the detail of how we apply the decisions we make there are taken forward by our national committees. Logically, we should share

information on that practical work on a regular basis to establish where we can do things together. It may be around training or building awareness of an issue or issues. It may be about a lobbying initiative aimed at local or national politicians. It may be taking part in a demonstration, leafleting campaign or picket line.

All of these things are achievable – the first step and example should be set by the national committees of our respective networks. Leading by example we should then encourage the same approach in every region/nation. Some will move faster than others but I am confident that we have great potential to all work well together for the mutual benefit of our members.

Much is lost as generations move on and life changes at an

ever growing pace. We must take maximum advantage of the different knowledge and skills we all have.

Unless I misjudge it many young members may want to, and be able to, move faster than some but not all of our older members. However, that is also a learning opportunity.

Will there be mistakes? Of course there will but as my old dad once said "The person that never made a mistake never made anything."

I hope some food for thought. I will put it on the agenda of our next ARMs national committee meeting.

**Eddie Spence is national vice chair of PCS Associate and retired members (ARMs) and editor of the ARMs national newsletter that now regularly features an article from a PCS young member.**

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# PCS YOUNG MEMBERS' SEMINAR

**15 and 16 September 2018**  
**Hilton Milton Keynes**

Open to all young members  
aged 27 and under  
More details to follow soon

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