

YM Charter

Aims and objectives of the young members' network are to:

- Recruit, organise and politicise young people in the PCS
- Campaign on issues relevant to our young members in order to achieve the above
- Represent young members opinions to the national executive and give them a voice at every level within the union
- To support, develop and train the next generation of our union's activists and build the trade union movement amongst young people everywhere
- Fight to improve the conditions of young people across society and for a better world.

What we stand for:

Jobs and staffing

- No to all jobs cuts – for investment to create new jobs for well-staffed public services
- All FTAs, casuals and apprentices to be made permanent
- An end to casual and zero-hour contracts – for minimum hours and flexibility for the staff not the employer
- All staff, regardless of status, to be given the same terms and conditions as permanent staff
- An end to the disgraced Performance Management system and “guided distribution”
- For genuine career progression and training opportunities.

Pay and pensions

- An end to poverty pay – for a minimum living wage for all and on the rate for the job
- For a minimum annual pay increase in line with RPI and a return to pay progression
- Apprentices to be paid the rate for the work they do and on equal terms and conditions
- An end to all pay discrimination – equal pay for equal work
- No to attacks on our pensions and a return to one fair pension scheme – 68 is too late!
- For a fair state pension that is above the poverty line and rises in line with RPI.

Privatisation and public services

- Defend against all cuts – to fight for an alternative to austerity and investment into public services for the benefit of working people
- No to privatisation and mutualisation (“privatisation lite”) – bring outsourced services back in house, Public services not private profit
- Defend against all office closures – for public services based in the community, not just Westminster
- No to attacks on trade unions – official trade union recognition and representation for all young members, including reasonable facilities and to defend check-off.

Union democracy and the wider trade union movement

- For the Young Members Network to be run for young members, by young members – National Young Members officers and regional convenors to be elected annually
- For a Young Members rep on every BEC and encourage young members to stand for positions across the union, at a local, regional and national level

- To set up and support young members' advisory committees (YMACs) in groups across the union
- To be involved in the national and regional TUC youth structures and work with other unions youth structures on joint campaigning
- For young members to be consulted and at the forefront of deciding union policy and active within the union's campaigns, including the national campaign
- For practical and relevant training to be provided for young activists and support given to them to carry out their day to day activities.

Equality

- To fight against discrimination in all its forms and for genuine equality at every level of the civil service, the trade union movement and wider society
- Ensure that equality forms part of every young members campaign and that we work to include all young members from every background in our work
- To work with other PCS equality groups and other campaign groups to support their campaigns and get young members involved
- For the NYMC to provide equality training and support for young members.

Wider community

- No to tuition fees, education cuts and academies and free schools - For a free, publicly funded and state owned education system supported by student grants and the return of the education maintenance allowance
- Renationalise the railways and all public transport – for run for public services and not private profit
- Campaign to fight for the renationalisation of all public services
- An end to Workfare and the vile sanctions regime – the only real solution for unemployment is to create jobs by investing in public services
- For an affordable house building programme funded by an empty house tax and rent controls to end the housing crisis and create new jobs
- To defend the NHS and for a publicly funded health service to support a person throughout their life. Demand for more investment into services, free prescriptions and care and an end to privatisation
- Combat the far right and the racist and anti-immigration rhetoric of the media and politicians of all parties
- To end the anti-trade laws and fight for the right for young members to organise
- International solidarity with brothers and sisters across the world.