

ANNUAL DELEGATE CONFERENCE 2014

NATIONAL STANDING ORDERS COMMITTEE (SOC) REPORT NO 2 (FINAL)



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.

1) Amendments to SOC Report No. 1

- A2 to be re-categorised E2, covered by A460
- A3 to be seconded by Land Registry Croydon (001026)
- A22 to be re-categorised E22, covered by A463
- A23 to be re-categorised E23, covered by A463
- A38 to be seconded by R&C Benton Park View (200126)
- A53 to be moved to Finance Section and taken before A59
- A92 to be re-categorised E92, covered by A473
- X204 to be re-categorised as A204 and taken after A18
- E245 to be re-categorised A245 and taken after A44. A245 Falls if A44 is carried
- X309 to be re-categorised as D309
- E393 is not identical to A94. The following bullet point should be added after 2(g):
“Public ownership of tax-avoiding big businesses and banks”. However the motion remains categorised as E393.

NB: Motions numbers 407-421 and 455 not used

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.

**E422 covered by A94
DfT VOSA / VCA (201008)**

This motion instructs the incoming GEC to campaign for all union members to promote and back the boycott of companies who do not pay their taxes whilst conducting their business in the UK. The only way for these companies to mend their ways is by social media and people power. This campaign should include elements such as the naming and shaming of these companies and investigation into whom the top shareholders are, and then make sure these shareholders are aware that the company is not ethical in their working. Investigate the links between the government and these companies.

**A423 to be taken after A51
DWP Glasgow Contact Centre Processing (047067)**

This conference notes with concern the inability of branch organisers to move members quickly and effectively between branches through the Commix system. The increasing financial constraints within PCS are an additional hurdle that organisers have to deal with.

Conference instructs the GEC to enter into consultation with the NEC and PCS HQ to look at the feasibility of allowing branch organisers access to the relevant systems to enable them to move members between branches within DWP, whilst ensuring all data protection legislation is fully complied with.

**A424 to be taken after A5
R&C Northern Ireland (ex C&E) (200042)**

In light of the transformation programme, the planned reduction in worksites and proposed Voluntary Exit Scheme, there is a concern that proper procedures may not be adhered to.

Accordingly, conference instructs the GEC to exert pressure on the Department to ensure that:

1. Section 75 of the Northern Ireland Act 1998 is fully complied with
2. Discussions be entered into with NI Civil Service to draw up protocols similar to the Cabinet Office protocols to avoid compulsory redundancies

**A425 to be taken after A6
R&C Bootle Taxes (200006)**

This R&C Group Conference is disgusted at the treatment by both ISS and HMRC of cleaning staff within the department. Cutbacks to cleaning staff, both in terms of redundancies and reductions of hours, represent not only a threat to the health and safety of staff having to work in unclean conditions but also an attack on an already marginalised and casualised workforce.

Conference applauds the PCS reps in those branches who have used this issue to organise previously non-unionised cleaning staff. Particularly those who have achieved 100% union membership. Conference also welcomes the GEC's efforts to secure central negotiations over the proposed redundancies. However, conference

agrees that this initial work now needs to be supplemented by a broad campaign in defence of contracted staff. This should not be about merely resisting attacks from the employer but about pushing forward positive demands to seek improvements for outsourced workers.

Conference agrees that these demands should include:

- Equivalent pay scales to civil servants with at least the living wage for all staff;
- Equivalent pension rights with civil servants;
- Contractual increases in hours, including full time hours, for those who want them;
- Contractual sick pay;
- Full trade union recognition rights including facility time for staff who become reps.

In order to secure these demands, the GEC should initiate a campaign as a matter of urgency in which negotiations with HMRC and ISS are supplemented by ongoing activity at a branch and office level, including protests, petitioning and political lobbying.

Such activity should also be geared towards the possibility of coordinated industrial action between civil servants and outsourced staff, including both working to rule and strike action.

Recognising that such action will be more difficult for low paid and casualised cleaners than for civil servants, conference agrees that a strike fund shall be established as soon as possible after conference and fundraising efforts to build this fund shall begin with urgency.

X426 (overtaken by events) Aviation Heathrow Airport (202019)

Conference notes that the online joining process has been removed from the PCS website and been replaced with an editable PDF form that can be emailed.

The removal of the online form is a step backwards and hinders our ability to recruit members, with complex and widespread workplaces it is not always possible to meet with potential members on a 1:1 basis to deliver and collect forms. Conference instructs the GEC to

- . Challenge the NEC on its rationale for removing the online form
- . Develop a stand-alone recruitment site, including an online joining form that is tailored for the aviation group

A427 to be taken after A58 Home Office West Croydon (026102)

Conference notes the distinct lack of members paying into the Group Hardship Fund. As such conference believes it is unfair on those who are making contributions, and is misleading to members as to what may be available in terms of support.

Therefore conference instructs the GEC to wind up the Group hardship fund, and return to 2015 conference with recommendations on how the money remaining in the account will be utilised.

E428 covered by A55
Home Office East of England (026107)

That this Conference tasks the incoming GEC to look at the financial viability of introducing a free PCS Home Office Diary commencing 2015, for all PCS HO Group members that want one. This would replace the much missed PCS diary which was disgracefully taken away from members without satisfactory consultation. Members employed by the Home Office often work in a non standard working environment, where shifts of variable length and weekend working are often required. Changes to shifts worked and days off/scheduled rest days, often occur at short notice. All of this means that it is not just very useful to have a paper diary but essential. Lastly the other lot who shall not be named provide a free diary and we are already losing members to them just on this issue so please let's have a diary again.

A429 to be taken after A57
ONS Newport (035003)

Given that union membership numbers are declining, and a reason put forward for that is that lower grade staff cannot afford the subscription, Conference agrees to take forward a proposal to PCS HQ to reduce the subscription amounts for AA's and AO's.

A430 to be taken after A52
Aviation Heathrow Airport (202019)

Conference notes that PCS regularly send out newsletters, magazines, campaign information and other publications to members and reps within the aviation group at a substantial cost.

Whilst the intention of these publications is to engage with our members, the reality is that in most cases the content contained within is not relevant to our industry and messages have the opposite effect of alienating our membership.

Conference instructs the GEC to

- Review our communications strategy and how it fits with the wider union.
- Remove our members from the national distribution list and have the cost savings used to improve upon aviation publications such as skyviews and SEC Newsletters.

E431 covered by A21
Aviation Heathrow Airport (202019)

The conference notes the ongoing discussions with Unite the union regarding partnership working arrangements and a potential merger. The discussions have fuelled many rumours throughout workplaces within the group and Unite representatives have been using this as a tool to recruit new members as well as to encourage many PCS members to make the switch between unions.

Conference believes that a merger with Unite would be detrimental to our membership and in turn many would seek to either join an alternative or look to form a new union. To avoid further loss of membership and damage to industrial relations the group should not wait for the unions to conclude their exploratory talks on a

potential merger, the details of which have not been shared, before seeking the views of our membership.

Conference instructs the GEC to;

- Canvas the membership of each section in order to establish the consensus amongst members and provide a clear message to the NEC on the potential implications of a merger with Unite.
- Seek an update from the NEC on the progress of talks between the unions and prepare a clear briefing for our reps and members. As per ADC 2013 Motion A31.

**B432 (refer to A31/2013)
Aviation Gatwick Airport (202018)**

Conference notes that there is a possibility of a merger between PCS and UNITE. This conference believes that should the proposed merger between PCS and Unite unions take place, PCS members represented by the Airports Operators section will be best served by being in a separate management/support branch within a merged union. Conference instructs the GEC to ensure as part of any negotiations to merge the two Unions all PCS Airport operators branches remain separate and independent to any Unite Branches currently at operating Airports that will be affected by the proposed merger and the Branches remain separate unless the membership of the all affected PCS Branch agree to a merger.

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

**A433 to be taken after A3
covers E434
Land Registry Croydon (030006)
Land Registry Birkenhead (030001)**

Conference notes that a public consultation into the potential privatisation of Land Registry (LR) concluded on 20 March 2014. Although the outcome of this exercise has yet to be announced, it is clear that there is a strong ideological drive from Government to move Land Registry away from the Civil Service, towards either full or partial privatisation regardless of the outcome of the consultation. This is supported by the fact that Land Registry management are currently in the process of putting into place a shadow Office of the Chief Land Registrar, in preparation for a move away from the Civil Service.

Alongside this, Land Registry have also started to move ahead with various areas of operational change including the introduction of a Virtual Post Room and the centralisation of various areas of work. These changes along with the stated desire for customer self-service are clearly aimed at putting in place a structure that will enable them to privatise LR, close offices and make members compulsorily redundant far more easily, leaving the majority of the workforce extremely vulnerable. Any move towards privatisation will only make such attacks on our members more likely. Conference also agrees that if the Government gets away with this in LR, other areas of BIS (notably Ordnance Survey, Companies House and Met Office) would inevitably face similar threats.

PCS have demanded that Land Registry give a formal commitment that there will be no office closures and no compulsory redundancies, but when responding to this demand on 19 March, The Chief Executive of Land Registry (ED Lester) has not only refused to give these assurances, but has also made it clear that compulsory redundancies cannot be ruled out and that office closures are almost certain as he believes that the current network of offices is inefficient. What however, could be more inefficient than wasting the important and necessary skills and knowledge of LR staff by throwing them on the scrap heap.

There is also a danger that the combination of any form of privatisation and the attacks on our members jobs and offices will compromise the important public service that Land Registry provides, with a detrimental impact on customers, home owners and the wider economy. The Government's drive for Digital by Default, misses the purpose of Land Registry as a gatekeeper of property information and shows a lack of understanding about the quasi judicial nature of the work that LR staff carry out - something that digitisation cannot replicate. There is also a danger that this may make property fraud more likely.

Conference applauds the Land Registry group for calling strike action on 14 and 15 May in defence of their jobs and offices and against the cancer of privatisation.

Conference therefore instructs the NEC to fully support PCS members within Land Registry in their ongoing campaign by:

1. Continuing to provide appropriate campaign funding and support
2. Supporting further industrial action if required
3. Publicising the Land Registry dispute as widely as possible throughout PCS using the website, PCS People. Activate, and specific bulletins
4. Publicising the Land Registry dispute as widely as possible outside of PCS using the Press Office and social media
5. Using the TUC to highlight the dangers of privatisation for LR staff, customers and the public amongst the wider labour and trade union movement
6. Campaigning politically to prevent job cuts, office closures and the privatisation of Land Registry.
7. In the event that LR is privatised, the NEC should seek a commitment from any new government to take Land Registry back into public ownership as part of the Civil Service.

**E434 covered by and identical to A433
Land Registry Birkenhead (030001)**

**A435 to be taken before A58
DWP Bradford (047002)**

Conference notes that despite considerable effort by representatives across the union to recruit new members, resulting in increased membership density in many areas, overall subscription income has fallen as a result of the depth of the cuts in civil service staffing imposed by the Tory-led coalition government.

Conference agrees that our union must continue to review all expenditure. We note that very painful cuts to membership services and structures have already been made,

including the reduction in the size of elected lay committees, reduction in the frequency and quality of membership publications, and perhaps most notoriously the end of the PCS membership diary.

Employment costs have also reduced. However figures in the 2014 Financial Report indicate that while total employment costs have fallen between 2012 and 2013 from £17 million to £15.7 million, non payroll costs have reduced from £12.9 million to £10.5. This means that that employment costs as a proportion of expenditure actually increased during this period from 56.85% to 59.92%. Actual employment costs reduced by £1.3 million, while the smaller non payroll budget reduced by £2.4 million.

Conference agrees that it is not acceptable that the greater burden is placed on membership services and campaigning. The NEC is therefore instructed to ensure that payroll costs are progressively reduced to 50% of overall expenditure by 2017. This should be achieved by measures including the use of voluntary exits and staff turnover. A no compulsory redundancy agreement should be offered to the PCS staff union.

**A436 to be taken before A90
covers E437
R&C Dundee (200029)
R&C Bristol West Country (200011)**

This conference is appalled at the lack of response to the kidnap and slavery of over 200 Nigerian schoolgirls.

The NEC is instructed to use whatever means possible and available to lobby the government to intervene and secure their safe release.

**E437 covered by and identical to A436
R&C Bristol West Country (200011)**

**A438 to be taken after A99
covers E439
R&C Fenland (200107)
PSG DCLG PINS (145802)**

Conference notes with alarm the increasing violence in eastern Ukraine since 16 March referendum in Crimea, which threatens to erupt into full-scale civil war. Violence directed at Trade Union offices and occupations of government buildings in Donetsk and Luhansk continued into April, and separatists proceeded with a further self-rule vote on May 11 that threatens to escalate and further polarise the situation. The ruling elites in Washington, Brussels and Moscow are not acting in the interests of the people of Ukraine but are backing opposite sides in the Ukraine conflict - hugely exacerbating ethnic divisions in the process - for their own selfish geo-strategic ends.

Conference condemns the Kiev regime's bloody assault, involving fascistic Right Sector members in the National Guard, against the Russian-speaking cities of

Mariupol, Slavyansk, Kramatorsk, Odessa and other areas. Conference notes that while the mass protests that started in Kiev late last year were against the corrupt, authoritarian Yanukovich regime and all oligarchs, reactionary opposition politicians, Ukrainian ultra-nationalists and the far-right came to dominate the movement, with the backing of the US and European powers. The western powers supported the installation of the Arseniy Yatsenyuk-led regime on 22 February to help facilitate the further penetration of western big capital into Ukraine and the region and to aid the continuing eastwards expansion of Nato to counter their Russian rival.

Conference notes that one quarter of Ukraine's population already live below the official poverty line and that the IMF and EU demands Ukraine pay off debts of \$80 billion in return for a "rescue" package of just \$15 billion that will see huge cuts to fuel subsidies and other vital public spending. The reactionary character of the new Kiev regime greatly inflamed ethnic tensions, deepening fears of discrimination among the Russian-speaking minority. The industrialised east would lose out the most from any new trade deals the Kiev regime makes with the EU and IMF. But neither regional pro-Russian nationalist leaders or Putin and the Russian oligarchs, who looted the Russian economy and attack both democratic and worker's rights, can offer a solution.

The domination of the working people of Ukraine by one or another section of oligarchs, their local political representatives and outside powers, will spell disaster for the working class. As with the former Yugoslavia, Ukraine is in grave danger of being bloodily cantonised along ethnic lines, with the whole working class paying a terrible price.

Conference resolves to:

- Oppose militarism and a slide to civil war in Ukraine
- Support workers' unity in opposition to reactionary politicians and the far-right of whatever nationality, all oligarchs and the meddling big powers
- Support opposition to the savage austerity policies of the US and its European allies
- Support all efforts to build independent trade unions and other workers' organisations in Ukraine
- Support a political alternative in the interests of all working people, which guarantees full rights for all minorities.

**E439 covered by and identical to A438
PSG DCLG PINS (145802)**

**A440 taken before A6
covers E441-E443
R&C HQ London (200145)
PSG DCLG PINS (145802)**

The Con-Dem government has just recently confirmed its intention to create 15,000 unpaid work placements within the Civil Service as part of the Movement to Work Programme (MtW), many of which will start in autumn 2014. MtW placements will force young unemployed claimants to work for 4-6 weeks in exchange for their benefits rather than for wages. If they refuse, they will face sanctions.

Government sources claim their intention is to get 50% of those taking up placements into work. There is no evidence to support this figure. Studies completed by the DWP indicate that "subsidised job schemes that pay a wage can be more effective than 'work for benefit' schemes". Meanwhile, concerns have been voiced by Parliament's Social Security Advisory Committee of the impact of such programmes on the workforce – reducing the impetus to employ and train new staff.

"Movement to Work" is the result of a push by some of the largest corporations in the UK, including BT, tax avoiders Diageo, Accenture and more. These companies aim for 2% of their labour force to be provided free of charge, except to the taxpayer. Why should Diageo, with post-tax profits of £2.6bn, pay to take on and train workers if they can get the government to provide them for free!

David Cameron's intention is to utilise this pool of free labour in the civil service as well, to try and gloss over the widespread staffing crisis. Coerced by the threat of sanctions, these young people will do work that AAs and AOs would otherwise do. Meanwhile our FTAs have been let go in droves, voluntary exit packages come out all the time and the threat of compulsory redundancy looms large. At the end of the programme, there is no prospect of employment, because someone else can easily be brought in to replace those who finish their 6 weeks. There is also the danger that the Movement to Work programme recruits could be used to undermine industrial action. We need to ensure that those on the programme can join the union and be exempt from any repercussions should they take action alongside us. This could become particularly critical should the union decide on targeted action.

We need to continue to fight to offer young people an alternative.

Conference resolves:

- To condemn the Movement to Work Programme as another workfare scheme designed to exploit young people for profits;
- To fight for all civil service work to be paid a living wage and terms & conditions in line with other civil service employees, including to be able to apply for jobs advertised internally;
- fight for all participants on the programme to be offered a permanent full time role, tying in with the campaign for investment into the civil service to create jobs for young people;
- To ensure that no claimant faces sanctioning or punishment for taking part in union activities or industrial action;
- That negotiation should take place with the employer, for recognition of the right to recruit those on placements and for proper inductions that include a union speaker. Specific joining and campaigning material should be created for this purpose;
- To work with UNITE Community and campaign groups like Youth Fight for Jobs to recruit and organise young people into trade unions.

The following motions are covered by and identical to A440:

E441 PSG DCLG PINS (145802)

E442 R&C Dundee (200029)

E443 DWP Sheffield (047008)

A444

To be taken after A1. To be taken in a General Debate as follows: A1, A444 and A460

covers E445-E459

DWP Northumbria (047120)

Land Registry Croydon (030006)

Conference notes the public announcements in early May that major public sector unions will be balloting members on the issue of pay. Conference also notes that discussions at the TUC amongst several public sector unions on 6th May indicate that there is potential for coordinated industrial action on public sector pay.

PCS has consistently and persistently argued for joint coordinated industrial action as the best and most effective strategy to defeat the government's austerity programme, a cuts and privatisation programme that includes attacking the rights and conditions of public sector workers. Our union played a major part in building for the public sector general strike in defence of pensions by arguing for and building pressure for joint coordinated action.

PCS's consultation in 2013 set out a policy of targeted, group and national action and building support for coordinated action on public sector issues like pay.

Conference agrees that participation in any strike action must be based on a clear strategy of joint coordinated industrial action aimed at winning concessions on our industrial demands around pay. In the light of these recent developments Conference instructs the incoming national executive committee to: -

1. Continue to press for joint coordinated industrial action across the public sector and to argue for commonly agreed demands challenging the pay freeze.
2. Assess the developing situation around the issue of joint coordinated industrial action to ensure that participation in any campaign is based on securing for members concrete concessions and not just on the basis of protest action.
3. Consult members around participating in a one-day strike with other public sector unions in July and a programme of further coordinated action.
4. Urge the TUC to establish a working group of unions involved in this dispute which should meet regularly and co-ordinate action.
5. Integrate the campaign on Direct Debit into this action to maximise Direct Debit transfers.

The following motions are covered by and identical to E444:

E445 Land Registry Croydon (030006)

E446 R&C Fenland (200107)

E447 PSG DCLG PINS (145802)

E448 R&C Portsdown Vectis (200091)

E449 DWP Lincolnshire & Rutland (047045)

E450 DWP Wirral (047019)

E451 DWP Glasgow (047066)

E452 DWP Avon (047093)

E453 DWP Bridgend & RCT (047111)

E454 R&C Stockton & North Yorkshire (200108)

E456 DWP Birmingham North (047054)

**E457 covered by A444
DWP Birmingham South (047053)**

There have been recent significant developments in national campaigns by other unions that require an urgent response by PCS:

- The National Union of Teachers voted at their Easter conference for a national strike over pay and conditions for the last week in June (or similar date if possible to coordinate with other unions);
- Unison Local Government, after a 70% consultative rejection of a 1% pay offer, announced on 23 April that they will ballot their 600,000 Local Government members with a view to commencing national strike action at beginning of July. Other unions (Unite, GMB) in Local Government are considering joining in;
- Unison health workers voted on 15 April at their conference to immediately start preparations to ballot their members over pay; and
- Other unions such as the FBU have announced further national action.

In the light of these developments Conference resolves that:

1. The NEC should immediately approach both the NUT and Unison with an offer to call national action in co-ordination with them and to publicise this approach, and the intention to call national action, to the membership;
2. This approach be extended to other unions should they indicate a desire to similarly take action; and
3. That urgent representation should also be made to the TUC to properly prepare for coordinated action on pay.

The following motions are covered by and identical to E457:

E458 R&C East Midlands (200033)

E459 DWP Liverpool (047017)

A460 to be taken after A444. To be taken in a General Debate as follows: A1, A444 and A460.

Falls if A444 is carried

covers E461-E462, E2 and E138-139

DWP Bradford (047002)

DWP Leeds (047006)

Conference agrees that there have been significant recent developments in national campaigns by other unions that require an urgent response by PCS

Unison Local Government, after a 70% consultative rejection of a 1% pay offer, announced on 23 April, have agreed that they will ballot their 600,000 Local Government members with a view to commencing national strike action with a one day strike on 10th July. Unite have agreed to do the same and GMB are carrying out a consultation which ends on 15th May. Unison health workers voted on 15 April at their conference to immediately start preparations to ballot their members over pay, making action by Unison and Unite in health likely in the autumn. The FBU have continued to take further national action and have indicated they will consider co-ordinating action with other unions on 10th July. The National Union of Teachers voted at their Easter conference for a national strike over pay and conditions before

the end of the summer term, and is actively considering co-coordinating this action with other unions on 10th July.

Conference notes that the 'summer of consultation' produced majority support for both further national strike action and targeted action, but neither of these forms of action have yet been taken forward, while the attacks on our pay, pensions and conditions have continued.

In the light of the latest developments Conference agrees that the national campaign must be re-launched and therefore instructs the NEC to:

1. Conduct a consultative ballot of PCS members already covered by the live mandate for action achieved in March 2013 with a view to calling a one day national strike on 10th July, together with other public sector unions if possible.
2. Immediately approach NUT, Unison, Unite and the FBU with an offer to call national action in co-ordination with them and to publicise this approach, and the intention to call national action, to the membership.
3. Extend this approach to other unions should they indicate a desire to similarly take action.
4. Urgently make representations to the TUC to properly prepare for and support coordinated action on pay.
5. Step up the campaign to collect Direct Debit Mandates from members in anticipation of a hostile response from the employer.
6. Speed up discussions on targeted action with the branches identified as ready to take such action during the 'summer of consultation' with the aim of following up the national action on 10th July with targeted action at the end of July or as soon as practicable afterwards.

E461 covered by A460 DWP Leeds (047006)

There have been recent significant developments in national campaigns by other unions that require an urgent response by PCS.

The National Union of Teachers voted at their Easter conference for a national strike over pay and conditions for the last week in June (or similar date if possible to coordinate with other unions).

Unison Local Government, after a 70% consultative rejection of a 1% pay offer, announced on 23 April that they will ballot their 600,000 Local Government members with a view to commencing national strike action at beginning of July. Other unions (Unite, GMB) in Local Government are considering joining in. Unison health workers voted on 15 April at their conference to immediately start preparations to ballot their members over pay. Other unions such as the FBU have announced further national action

PCS members cannot understand why our national campaign has been put on ice since last June while jobs have been cut and privatised, pay has eroded, pensions have increased and terms and conditions have been worsened.

Our members know that if you fight you don't always win but if you don't fight failure is guaranteed.

In the light of these developments Conference resolves

- That the NEC should re-ignite our national campaign starting with a one day national strike.
- Immediately approach NUT and Unison with an offer to call national action in co-ordination with them and to publicise this approach, and the intention to call national action, to the membership.
- This approach to be extended to other unions should they indicate a desire to similarly take action.
- That urgent representation should also be made to the TUC to properly prepare for coordinated action on pay.

**E462 covered by A460 and identical to E461
DfT Nottingham (201044)**

A463 to be taken after A21. To be taken in a General Debate as follows: A21, A463 and A470.

Falls if A21 is carried.

covers E464-469, E22, E209-212 and E23

DWP Liverpool (047017)

DfT Nottingham (201044)

Reports of the UNITE special Executive Meeting held on 17 April raise grave concerns about the "transfer of PCS engagements" into Unite by as early as January 2015, with no change to the Unite rule book and no change to their political fund. The reports of this meeting appearing in the press and on the internet appear to contradict information given to PCS members and the Briefing no 1 that appeared on 22 April.

These developments are not addressed by motions already agreed by SOC1 for ADC 2014.

1. Timetable

According to Briefing no 1 "Talks are at an early stage". However the UNITE Executive authorised progress to formal talks with PCS. The possible timetable reported to Unite was a PCS special conference held in July or August, and a ballot of members held in September to allow PCS to join Unite from January 2015.

2. Rules and democratic structures

The Unite Executive received a report that no significant revision of UNITE'S rules would be required and that the transfer of engagements will be on the basis of their existing rule book. However Briefing no 1 states: "Talks will take place on maximising the democratic involvement of PCS members in line with ADC decisions.

3. Political affiliation Motions

A31 passed in 2013 stated that any talks should be on the basis of "Ensuring a Political Fund independent of the Labour Party and run in line with current PCS

policy." However the UNITE Executive received a report that Unite are expecting no change to their political affiliations will be sought or considered in the context of the formal discussions.

4. Merger or takeover

Reports to PCS members and motions A30 and A31 passed at ADC 2013 have always discussed a merger with UNITE. However, it now seems that formal talks will be on the basis of a transfer of PCS's engagements into Unite. The report to the UNITE Executive expects "short-term transitional arrangements will suffice to ensure the full and complete integration of the PCS membership into Unites existing structures."

Conference therefore resolves that:

1. A full report on talks so far should be circulated urgently to members. This should include what steps have been taken by PCS negotiators to ensure the minimum conditions laid down in both motions A30 & A31 from ADC 2013;
2. Further talks should only go ahead on the basis of ensuring that these minimum conditions are achieved; and
3. Written reports of all talks should be given to the NEC and circulated to branches.

The following motions are covered by and identical to A463:

E464 DfT Nottingham (201044)

E465 DWP Birmingham South (047053)

E466 R&C East Midlands (200033)

E467 National Gallery CMSOA & LSE (101012)

E468 DEFRA Southern (001026)

E469 covered by A463

R&C Dundee (200029)

This Annual Delegate Conference notes motions A30 & A31 passed at conference last year and also notes that PCS were approached by Unite in late 2013 and discussions/negotiations have been ongoing since then. The contents of these discussions/negotiations are unknown. It has however come to light that the Unite NEC met in April 2014 and the stance being taken by them is that there will not be a merger but a transfer of undertakings also that there would be no changes to their structures, rules and political affiliations.

Given this information this branch believes that the conditions placed on the NEC by A30 & A31 at ADC 2013 are now not being met as the discussions/negotiations are not covered by these 2 motions. This is because we believe unlike the propaganda issued by PCS that a merger and a transfer of undertakings are not both covered by the term 'merger' as stated in the leaflet 'Talks with Unite 2'.

Conference therefore instructs the NEC to cease any and all negotiations on this subject until they have authority to discuss/negotiate anything other than a merger which from Unites view this is not.

A470 to be taken after A463. To be taken in a General Debate as follows: A21, A463 and A470.

Falls if A21 or A463 is carried

R&C Bootle Taxes (200006)

Conference is concerned by the discussion which took place at the Unite union's Special Executive Meeting of 17 April regarding a merger with PCS. In particular, the following details presented by Unite General Secretary Len McCluskey:

- No significant revision of Unite's rules would be required and the transfer of engagements will be on the basis of the existing rule book.
- No change to Unite's political affiliations will be sought or considered in the context of the formal discussions.
- Short-term transitional arrangements will suffice to ensure the full and complete integration of the PCS membership into Unite's existing structures.

Conference recalls that motion A31 at ADC13 instructed that any merger talks needed to be based upon clear demands that:

- Keeping our current democratic culture and structures intact
- Guaranteeing representation in UNITE structures at all levels
- Protecting the finances and resources of PCS
- Protecting and promoting lay powers, our activist culture, union policies and the leadership role we play
- Ensuring a Political Fund independent of the Labour Party and run in line with current PCS policy.

Given that the terms on which the Unite Executive Council has voted to authorise formal talks with PCS clash with the clear demands authorised at ADC13, Conference holds that it is unlikely the terms of any proposed merger would meet the demands of PCS members.

On this basis then, Conference instructs the National Executive Committee to immediately cease talks on any merger.

A471 to be taken after A87

DWP Leeds (047006)

Conference notes that more than 150 Unison Care UK workers in Doncaster began a 14-day strike on Monday May 5th in defence of their pay, conditions and the service they provide. Care UK is a leading NHS privatiser and has launched a massive attack on workers with the introduction of new contracts last month.

Some workers are set to lose up to 50% of their pay as wages and conditions are slashed. Care UK was awarded the contract for the care service for people with learning disabilities by Labour-run Doncaster Council last autumn.

The workers are members of the Unison union. They have already struck for 20 days in the previous nine weeks. Many workers have stood firm under pressure to sign up to the new contracts. Conference believes this strike to be significant because Care

UK are refusing to honour the terms of TUPE as these workers are privatised. An injury to one really is an injury to all.

Conference calls on the NEC to:

- Send a message of support to Unison for these workers
- Publicise the dispute and its significance to PCS members
- Send a £500 donation to their hardship fund

A472 to be taken after A89
DWP Lincolnshire & Rutland (047045)

Conference notes:

- The tragic loss of over 240 lives in the privately-owned coal mine in Soma Western Turkey;
- BBC reports that police fired tear gas at bereaved families of the miners;
- The appalling safety record in the Turkish mining industry, with 2,554 workers having lost their lives before this tragedy since 1991;
- The mass opposition of workers and youth in Turkey to the brutal Erdogan regime which has seen wave after wave of protests against the government;
- The one-day strike on Thursday 15th May called by several unions in Turkey against the government's handling of the disaster.

Conference resolves to call on the NEC to:

- Send a message of solidarity from the PCS – and encourage branches to do likewise – to the Mine Workers' Union of Turkey – Maden-IS;
- Send a message of solidarity to the unions in Turkey who took strike action on Thursday 15th May, and encourage branches to do likewise;
- Send a message of protest to the Turkish Government, and encourage branches to do likewise;
- Continue to publicise by every appropriate method the importance of independent trade unionism, effective safety legislation, and opposition to privatisation;
- Donate £100 to the Solidarity with People of Turkey (SPOT) campaign group.

A473 to be taken after A91.
Falls if A78 is carried.
covers E92 and E378.
R&C South Wales (200102)
R&C Bristol West Country (200011)

This ADC notes with great concern the High Court Ruling made on 8th May 2014 which prevents Women from Northern Ireland from accessing safe and free abortion services through the NHS in England and Wales on the basis that the 1967 Abortion Act does not cover Northern Ireland.

This is yet another obstacle put in the way of women who make the very difficult decision to terminate a pregnancy, from obtaining a safe legal abortion. An unjust law

has been used to justify an unfair ban on women accessing NHS services. The cost of travelling to the UK for Women from Northern Ireland is in itself prohibitive, with the cost of travel, accommodation and obtaining a private abortion estimated at £400 - £2000.

The High Court ruling will only serve to cause further suffering to low paid working class Women, many of whom work in the public sector, who are already hard hit by this governments austerity measures. Criminalising and placing restriction on abortions does not prevent Women from having abortions. 80 000 Women still die worldwide each year as a result of unsafe, illegal backstreet abortions. This makes the issue of abortion very much a class and trade union issue, safe abortion has always existed for Women who can afford them. This move by the High Court is the latest of many attacks on working class Women.

NHS provision of sexual health and abortion services is already woefully inadequate in England and Wales with over half of terminations carried out in private clinics under NHS contracts, and a quarter of all women paying for private terminations due to the waiting time for an abortion through the NHS. Yet this doesn't have to be the case, in Scotland almost all abortions take place under the NHS. For women, this postcode lottery of the right to determine what happens to our bodies belongs to the bygone era of paternalism. It's time for our politicians to stand up for the prochoice majority. Over 75% of people agree with a woman's right to choose an abortion and we will not be bullied or intimidated by a small vocal minority of anti abortion zealots. It is time to decriminalise abortion and give women who live in Northern Ireland the right to access services including abortion as part of wider sexual and reproductive healthcare services. It is also time to end the postcode lottery of NHS abortion services and require the NHS to provide safe legal abortions wherever we live.

PCS has been proud to affiliate to and support Abortion Rights for a number of years. Abortion Rights is the leading charity in the UK defending Women's reproductive rights through lobbying of MP's etc. Their current campaign is centred on extending the 1967 Act to cover Northern Ireland. Their message is clear, it is not an argument about whether abortion is right or wrong, the argument rests upon allowing Women to make a choice over what happens to our own bodies and if that choice is abortion then ensuring that the choice is safe.

This ADC instructs the NEC to reaffirm our affiliation to Abortion Rights and support their current campaign to not just defend but also extend Women's rights to safe, free, legal abortion regardless of postcode

**A474 to be taken after A84
Home Office West Croydon (026102)**

This conference notes the comments of the Prime Minister David Cameron on the Andrew Marr BBC show on 11 May 2014 pledging that a Conservative Party government would introduce legislation to prohibit some strikes where at least 50% of members have not voted.

This conference condemns this plan that would introduce a threshold that, had it been applied in the most important ballots of all, would find the corridors of power empty. This hypocrisy is even more pronounced given the restrictive conditions that must be met for an industrial action ballot to be active such as needing to be exclusively postal ballots that are far more restrictive than for other political elections.

However, Conference also notes that the turnout, which is to be distinguished from the support on days of industrial action within PCS is far too low, the recent election of an NEC on a 8% turnout being a case in point.

Conference therefore instructs the NEC to:

- Review and explore what actions can be taken to increase member turnout and engagement in all union ballots
- Campaign against this policy if a Conservative Party (or any other party) seeks to introduce this policy with all lawful and legal means at its disposal.
- Submit a motion to the TUC congress calling for a campaign across the Labour movement both against the Tory plans but also to educate the public on the gains industrial action as made for all worker and, in the event it is needed, for legal action against the plans on Article 10 and 11 human rights grounds or other available means of legal challenge.

A475 to be taken after A16 R&C East Midlands (200033)

TUS Rooms

Branch Briefing 103/14, issued on 23 April advises branches that dedicated Trade Union rooms are about to come under scrutiny as a result of a Cabinet Office initiative, the clear intention being that the Trade Unions should not be allowed rooms in Government offices. This is yet another blatant attack on our ability to provide full representation to our members which will make it nigh on impossible to effectively run our union at a branch level.

This cannot be allowed to happen.

ACAS code of practice 'Time off for Union Duties & Activities part 4' sets out the minimum that an employer should make available to Trade Unions in the workplace.

Conference therefore instructs the incoming to NEC to immediately:

- Inform the employer that union offices are a vital part of our facilities and not mere meeting rooms.
- Remind the employer that they have a duty to provide adequate, private facilities for Trade Unions to fully represent the members in all areas of TU duties and activities, including Health & Safety and Union Learning.
- Remind the employer that the members have a legal right to representation and that removal of the Trade Union offices could well frustrate that right and therefore be unlawful in both Domestic and International law.
- Inform the employer that the Trade Union Side will not be releasing offices to the hub unless it can be guaranteed that the Employer will provide secure storage, access to media and privacy in another discrete area where a rep can access all the required information while also able to consult privately with a member. In other words another, suitably sized secure room.

- The NEC shall act immediately on this motion and keep members informed of the position via regular and accessible briefings.

**X476 (not accepted as an Emergency Motion)
R&C Bootle Taxes (200006)**

Conference notes that a number of recent developments have highlighted the argument for a shorter working day and shorter working week. In particular:

- A YouGov poll of 16 April found that a majority of the public favour the introduction of a four day working week;
- Gothenburg City Council in Sweden has decided to trial a 30 hour work week for its employees with no loss of pay;
- The French Government has written into law a protection for workers from being contacted by bosses out of hours, in order to stop the 35 hour work week in the country being extended.

Conference applauds these developments and agrees that they are worth seizing upon.

Conference affirms that advances in technology, digitisation and automation should be used to reduce the burden of work and increase leisure time for our class rather than to allow the bosses to slash pay and jobs and throw workers on the scrapheap.

We work because it is necessary in order to put food on our tables and keep roofs over our heads, not because it is in any way a virtue, and any move that reduces how much time we need to work to do that should be seized upon with the same vigour as any which makes that time less arduous or stressful.

However, as with the eight hour work day, Conference recognises that such improvements in our working lives can only be won and defended by the organised workers' movement.

Conference therefore instructs the NEC to immediately press the Cabinet Office and other employers we negotiate with for the following demands:

- That the full time working week is reduced to 30 hours, with no loss in pay;
- That part time workers' pay is uplifted to reflect that their working pattern is a portion of a 30 hour week rather than of a 37 hour week;
- That all workers are entitled to paid sabbaticals;
- That all workers are entitled to duvet days.

Conference agrees that the demands above are not the limit of our ambition in this regard but only the first step in fighting for the right to work less. Conference therefore further instructs the NEC to initiate a national campaign for the four hour working day and to:

- Produce public materials arguing the case for shorter working hours and more leisure time, including the argument that advances in technology, digitisation and automation should have a social benefit for workers;
- Press for the campaign's support at the TUC;

- Call upon trade unions, community organisations and other campaigning organisations to formally affiliate to the campaign;
- Organise a founding conference, inviting all affiliates, in order to establish the direction and strategy of the campaign.

The NEC should pursue our demands upon the employer and those of the wider campaign with any and all political, industrial and direct action that may be required.

X477 (not accepted as an Emergency Motion)
DWP Bradford (047002)

Conference notes the Financial Report 2014, which contains the statement of accounts to 31 December 2013, was not received in branches until late March or early April.

Conference agrees that proper scrutiny and discussion of the finances of the union by the membership require the publication of the Financial Report in time for discussion, and the submission of motions, to Branch Annual General Meetings.

The NEC is instructed to make such arrangements as are necessary to make this possible from 2015 onwards.

X478 (not accepted as an Emergency Motion)
DWP Sheffield (047008)

We stand with Lambeth College workers and students!

Conference notes:

- Lambeth College provides educational opportunities for young people and adults in Lambeth, including BME and working class students
- DFE are attempting to purchase the Brixton Site of Lambeth College, reducing the further education provision.
- The DFE propose to hand over some of the Brixton College site to the Trinity Free School
- The Chair of Governors of the proposed Free School is right wing commentator Dennis Sewell
- The community campaign Brixton Needs a College not a Free School has been founded to fight the sell off of the Brixton site of Lambeth College.

This branch further notes:

- Lambeth College management have attempted to impose detrimental terms and conditions to staff at Lambeth College. These terms and conditions are a package developed by the national Association Of Colleges and are intended to be rolled out across the FE sector
- Lambeth UCU and Lambeth UNISON members have voted to take strike action against the imposition of detrimental terms and conditions
- A legal injunction was granted challenging the decision to take all out indefinite strike action by the UCU (The ballot result was 95% in favour on a 70% turnout).

Conference believes:

- The legal injunction challenging the democratic decision of union members at Lambeth College is an attack on the rights of trade unionists across the country
- Brixton needs quality FE education not a Tory free school
- The fight of workers, students and the community against attacks on the college, is the fight of the entire labour movement.

Conference Instructs the incoming NEC:

- To send a message of support to Lambeth UCU, Lambeth UNISON and the 'Brixton needs a College not a Free School' campaign
- To donate £200 to the Lambeth College Strike Fund
- To publicise the campaigns at Lambeth College on the PCS Website

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

X479 (not accepted as an Emergency Motion)

Atos Healthcare (159001)

This conference notes the instruction from the cabinet office that all government departments should commence a review of the check-off system, which departments/employers use to deduct union subs via payroll.

This conference notes the current national campaign by PCS, in order to gather all members direct debit details, in preparation for withdrawal of check off facilities. Conference recognises that no delegate present at this conference works for a government department, and in fact, all work for private companies. Private companies where no such threat has been made to either review or withdraw check off facilities.

This conference therefore instructs the incoming CSA to:

1. Delegate to CSA employer GECs the power to decide, on an 'as needs' basis, whether their group needs to plan to make a switch from check off to direct debit.
2. Urgently produce a commercial sector specific check-off form, to go along side with the new direct debit form.
3. Ensure that any further review of a direct debit switch in the commercial sector is only at the mandate of this conference

5) Venue and Procedure for References Back to 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 (follow the signs from the registration desk) in the conference centre between 6:30 pm and 8.30 pm on Monday 19 May 2014.

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 8.30 pm. 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)
Jon Gamble
Fiona Macdonald
Gordon Rowntree
Calum Walker
Steve Battlemuch (Secretary)
Laure Djida (Admin)