



## **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) Procedure for references back of SOC reports**
- 5) 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**

Due to various successful reference backs the conference timetable has been amended. Please see **Appendix 1** at the rear of the document.

- A7** To be seconded by Heathrow Branch (202019)
- A14** To be withdrawn
- A27** To be recategorised to X27 can not be implemented
- A28** To be recategorised to X28 fails Standing Order A2
- A39** **A39, A40, A41** to be taken in a general debate
- A45** To be recategorised D35
- A49** Falls if A437 is carried
- A50** Falls if A437 is carried or A49 is carried
- A81** To be seconded by DWP HQ Leeds (047011)
- A87** To be recategorised to E87 covered by A443
- A88** To be seconded by DWP Devon (047095)
- A96** To be seconded by CPS London & South East (070007)
- A98** To be taken in a general debate with A444
- E289** To be recategorised to A289 and to be taken after A38
- E316** To be recategorised to A316 to be taken after A47, fall if A47 is carried
- B330** See A62 ADC 2014
- C331** See A18 ADC 2013
- C332** See A18 ADC 2013
- C333** Should read D333 originally misprinted in SOC1
- C334** Should read D334 originally misprinted in SOC1
- E343** To be recategorised to A343 to be taken after A445 and before A105  
This conference notes that:

- Shaker Aamer was born in Saudi Arabia and moved to the UK in 1996, where he married a British woman. He is a legal resident of Britain. In 2001 he was detained by Afghan forces and in 2002, was sent to the notorious US detention centre in Guantánamo Bay, Cuba.
- He was one of the first to arrive – and now he’s the last UK resident to remain there.
- He has never been charged with any crime.
- He has twice been cleared for release, once in 2007 by the Bush administration and again in 2009 under the Obama administration. Despite being cleared for release, he is still detained without charge.
- Two days after taking office in 2009, President Obama pledged to close Guantánamo within a year. Six years on, it remains open – progress on closing the camp has been repeatedly stalled.
- During the 13 years he’s been incarcerated, Shaker says that he’s been brutally tortured and has spent much of the time in solitary confinement. Shaker’s lawyers have also confirmed that while he remains defiant, his physical and mental health continue to deteriorate.
- In April 2014, he was examined by an independent doctor and diagnosed with post-traumatic stress disorder. He is also said to be riddled with arthritis, ring worm, diabetes, irritable bowel syndrome, extreme kidney pain and other medical problems, which he’s not receiving adequate medical treatment for.
- 13 years is too long and he must come home now.

Conference resolves to:

- Show solidarity with Shaker by condemning the on-going imprisonment and treatment of Shaker and calling for his immediate release.
- Write to the US Embassy expressing our solidarity with Shaker, demanding his release to Britain and for Obama to carry out his promise to permanently close Guantanamo Bay.
- Write to the UK foreign secretary and Prime Minister to raise the urgent issue of Shaker’s repatriation to Britain.
- Support the Amnesty International 2015 petition calling for the release of Shaker Aamer, access to medical care and investigate allegations of torture, encouraging members to sign it.
- Support and publicise the campaigns to bring Shaker home and close Guantánamo bay, working with Amnesty International, Reprieve, Save Shaker Aamer Campaign and The London Guantánamo Campaign.

**X351** Delete/unclear of intent – insert fails to amend all relevant rules

**E362** Should read:

Conference is astounded to note that despite the years it took to arrive at a position where members have sanctioned the usage of monies from our Political Fund to stand or financially support other candidates standing in local council, Euro elections or a General Election on a platform against the cuts and that support PCS main campaigning aims, the NEC has still not agreed to stand or support any such candidate to date – as far as is known from PCS View/PCS People issued to members.

Conference is alarmed at the rise in support for UKIP, the growth of the far right across parts of Europe whilst PCS dithers and offers no electoral alternative to pro austerity cuts candidates and whilst the main unions affiliated to the Labour Party urge their members to vote Labour - a party publicly committed to making austerity cuts against their own members!

This ADC will miss the chance to implement our policy and stand/support a candidate/s in the 2015 General Election so Conference therefore instructs the NEC to stand/support a candidate/s, in accordance with our policy in elections after ADC.

Whilst finance is a consideration and electability another, the prime consideration must be giving workers affected by austerity cuts an anti austerity choice of candidate/s. This Conference instructs the NEC to implement this policy by actually standing/ supporting anti austerity/defence of public services candidate/s in any other suitable election or by election held after ADC 2015. This is not an instruction to stand candidates in all such elections but it is an instruction to stand some, rather than, to date, as far as we know, none.

Few other unions are doing so, PCS should dare to do so engendering this important debate in other unions by their members to whom the only choice they are given is ‘vote Labour – no matter how bad’.

**X369** Identical to X368

## **2) Motions transferred by the President from Group Conference Agendas under Standing Order A36**

**X399 (factually incorrect)**

**Heathrow Airport Branch (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, before seeking the views of our membership.

Conference instructs the GEC to

- Allow and encourage branches within the group to canvas the views of their members towards a takeover from any other trade union by way of a consultative ballot or survey. Use the feedback gathered through such consultations to ensure that when speaking on such proposals, reps are clear on the views of our membership

**X400 (factually incorrect)  
NATS Southern (202015)**

Conference notes that excellent work has been done by PCS to represent our members' best interests. However, with the ongoing discussions that PCS is having with Unite, and the financial issues regarding PCS, conference instructs the GEC to explore whether PCS is still the correct union for the members and for the Aviation Group.

**E401 covered by A3  
NATS Prestwick (202013)**

Conference is appalled by the lack of annual elections for the formation of this year's NEC and GECs. Conference instructs the GEC to inform the NEC that the failure to have elections for our National and Group committees loses PCS respect and integrity, and must never be allowed to happen again.

**E402 covered by A31  
CMSOA National Museum of Scotland (109003)**

Conference recognises and welcomes the introduction of both the Living Wage and Scottish Living Wage as potentially providing a welcome boost to the low-paid PCS members. However, Conference notes that many employers have been playing tricks with the Living Wage by giving it with one hand, and on the other removing allowances (Shift/Weekend Allowances), or by cutting the contractual full-time hours. This gives the illusion that the employer is a Living Wage organisation despite the fact that when annualised staff are not.

Conference instructs the NEC to:

1. Highlight organisations that have introduced the Living Wage, but at the detriment of other terms and conditions.
2. To raise awareness of this issue with campaigners, politicians, and journalists about loopholes employers are exploiting.

**E403 covered by A96  
CPS London & South East (070007)**

This Branch notes that the Government is pressing ahead with its anti-union policy of ending the deduction of union subscriptions from wages. This is being rolled out department by department with the largest, the DWP, aiming to end the practice by April.

We note that there is no financial basis for this decision and its sole objective is to try to weaken public sector unions so that current government plans to cut the public sector by £13 Billion can be introduced with minimal opposition or influence from public sector staff.

We do see this however as an opportunity for the union to reach out to both members and non-members alike and therefore the NEC should run this not just as a direct debit initiative

but as a campaign to expand union membership and make the argument for new people to join.

**E404 covered by A445  
DWP Sheffield (047012)**

Conference notes recent legislation restricting access to benefits by nationals of the EEA. Conference notes recent surveys highlighting the positive contribution to society of EEA nationals migrating to the UK. Conference recognises restricting benefits removes the safety net from EEA nationals and reduces staffing in DWP. Also it damages reciprocal arrangements between European states benefiting European workers.

Conference believes the Government's introduction of this legislation is based on the false premise that many EEA nationals coming to the UK are only here to seek benefits. Also it reflects and reinforces racist, anti-European sentiments.

Conference instructs the incoming GEC

1. Campaign vigorously for the repeal of Migrants Access to Benefits legislation and for the return of benefits to EEA citizens in the UK
2. Issue circulars to PCS members highlighting the negative effects of the Migrants Access to Benefits legislation.

**A405 to be taken after A99  
DWP Calderdale & Kirklees (047004)**

This conference notes the issue of DWP/BB/118/14 outlining the progress of the campaign against the DWP Sanctions Regime and, specifically, the joint leaflet agreed between PCS and Unite the Community Union. We acknowledge that PCS is opposed to the way benefit sanctions are being used within DWP and that many of our members are facing unfair pressure to refer benefit claimants for sanction decisions through internal league tables and Performance Improvement Plans. However, we note that whilst the leaflet itself plays an important role in raising awareness of claimants' rights under the sanctions process, we cannot be seen to condone protests outside our offices where members are being subject to abuse and intimidation. Local protests by Unite the Community Union outside Halifax Jobcentre have, on occasion, been hijacked by a minority of individuals keen to cause unrest and accuse Jobcentre staff of deliberately using the sanctions system to persecute benefit claimants. Actions by such individuals have included the recording of interviews, on line abuse and the naming of PCS members on the internet. The use of the PCS logo on the leaflet has led many members to assume that their own trade union is complicit in such attacks. This has led to dissent amongst the membership, resignations from the union and an impact on the Direct Debit campaign.

We accept that PCS will still have an active role in working with claimants organisations against detrimental benefits reform but cannot agree to the PCS logo being used on a leaflet over which PCS has no actual control with regards to its use and distribution. We therefore instruct the GEC to immediately withdraw the joint leaflet with Unite the Community Union and that the PCS logo be removed.

**E406 Identical to E221 covered by A16  
DWP Brent Harrow and Hillingdon (047028)**

**E407 covered by A81  
DWP HQ Leeds (047011)**

Conference condemns the way that the Cabinet Office has misquoted and misused the Civil Service People Survey to support unwelcome and unacceptable civil service employee policy initiatives.

Conference, however, acknowledges that the current policy of simply recommending all members do not participate in the survey is a blunt instrument that does not provide the tactical and strategic flexibility needed to achieve abolition of unwelcome Cabinet Office civil service policies which have been imposed in DWP.

Conference notes that the success of the DWP Group Campaign, which achieved the abolition of the PDS in 2008, was not only based on industrial action, legal action and a high level of grievances but was underpinned by PCS advocating that members should take every opportunity to “tell management what you think”. PCS balloted members twice achieving 97% support for our campaign which was supplemented by relentless negative responses in the Staff Survey each year. DWP finally collapsed and attributed its unconditional surrender on PCS to finally listening to the hostile staff responses in the Staff Survey.

Conference recognises that PCS action, including industrial action, primarily destroyed the PDS, but the relentless negative feedback from members in the Staff Survey was used as leverage by PCS to undermine, demoralise and divide management so that the Permanent Secretary finally publicly accepted that the PDS was so “universally unpopular” it had to be abolished. Conference instructs the DWP GEC to recognise that non participation is a tactic which should be reviewed in consultation with Branches with any proposals for revised tactics or strategy subject to the overall authority of the PCS National Executive Committee.

**E408 identical to E407 and covered by A81  
DWP Swansea (047113)**

**E409 identical to E407 and covered by A81  
DWP HQ London (047039)**

**E410 covered by A81  
DWP Wiltshire (047100)**

The disgraceful pressure put on staff by management in DWP to not only fill in the staff survey, but to fill it in, in the way that they are instructed, is to be condemned. We note that Motion A205 which was passed last year called on the GEC to consult with Branches to formulate a policy on staff survey completion. Although the advice from the GEC not to complete the survey was published in September, which was in better time to advise members ahead of the survey in 2014, members still did not feel that they had been consulted. If all PCS members boycott the survey then the result is skewed as it will reflect the opinion of a few rather than the many, which will be exactly the result that management would wish to see. We note also that the overall response rate for the 2014 Survey in DWP was 60%, which would suggest that at least a percentage of members completed it regardless.

Conference therefore calls on the GEC to consult with members regarding completion or non completion of the staff survey and to publish the result.

**C411 see A18 ADC 2013  
DWP Bucks & Oxon (047108)**

Conference notes that members have been advised to not complete the annual staff survey by PCS. Previously it was felt that People Survey results are misquoted and misused against our members to justify the government's civil service reform agenda to cut jobs, cap pay and introduce ever harsher civil service performance management procedures. However, the boycott on the survey has not been extensively followed by members and managers have not acknowledged the lower level of response. Instead, they place importance on the People Engagement score. All managers up to senior level have a People Engagement target in their Key Work Objectives. Conference therefore believes that members should be told that it is their choice whether to complete the survey. Conference therefore should instruct GEC to end the boycott and issue a circular to members. The circular should point out that the People Engagement score is important to management and questions numbered 50 to 54 are the basis of this score. If members are not engaged or not happy with the management then they should let management know by marking these questions with the lowest available score.

**E412 covered by A115  
Defra Northern (001048)**

This conference welcomes the work of PCS in promoting climate change as a trade union issue amongst the members, alongside other trade unions and with environmental campaigners. There is a wide scientific consensus on the impact of burning fossil fuels upon the earth's climate. CO2 emissions have risen by 60 percent since 1980 which is the point the UN began brokering intergovernmental talks on the need for worldwide action. The economic and environmental crises are caused by the failure of the capitalist system and to address these twin crises will need to involve a challenge to the capitalist system itself.

As Naomi Klein's book "This Changes Everything : Capitalism v The Climate" states ; "...if we are carry on at the current rate of emissions, major cities will very likely drown, ancient cultures swallowed by the seas and our children will spend much of their lives fleeing and recovering from vicious storms and extreme droughts." The recent floods, the threat to forest estates, aviation expansion, the profits and power of energy companies at a time of rising fuel poverty, the rush towards extreme energy forms like shale gas (methane) extraction (fracking) all go to reinforce the case that climate is a trade union issue and this is recognised by growing numbers of PCS members and other trade union members.

This Conference agrees;

1. That PCS continues to promote the PCS Green Agenda amongst the union membership.
2. To fight for bargaining rights in the workplace, at group and employer level around the unions green / sustainability policies.
3. To campaign and lobby politicians for statutory rights for workplace environmental reps.
4. To promote and support the campaign for "One Million Climate Jobs".
5. To mobilise support for the campaign activities against fracking.
6. To support international campaigns to mobilise pressure upon governments at the COP talks in Paris 2015.

7. To cooperate with other trade unions and environmental campaigners in developing a programme for a just transition based on tax justice and climate jobs based on energy efficiency, clean transport networks, renewable energy forms, a modernised and publically owned national grid and democratic forms of public ownership.
8. To develop a sound robust training programme for workplace environmental reps.

**X413 cannot be implemented  
R&C Bootle Taxes (200006)**

This R&C Group Conference notes that EM9, passed at Conference 2014, committed the GEC to “ensure that campaigning is not suspended for ‘talks’ or anything less than a concrete offer from the employer.” Conference notes that despite this, at its meeting on 24 September, the GEC agreed in principle to a suspension which came into effect on 8 October 2014. Following this suspension, HMRC announced that it planned to withdraw check off, refused to offer PCS advance sight of a serious announcement that fell under the remit of the talks and finally pulled out of talks on the flimsiest and most petulant of pretexts. This was followed by the leak of the union busting document, which confirmed that these actions formed part of a strategy to marginalise the union in order to push through cuts unopposed. Conference agrees that the decision to suspend action with no offer on the table, and in violation of Conference policy, only helped the employer with this aim. Conference further recognises that, once talks have failed to resolve a dispute and industrial action becomes necessary, the offer of talks without preconditions in exchange for calling off action is a delaying tactic by the employer. Further to which, Conference reiterates the point that our main leverage lies in our ability to disrupt production through industrial action (or to threaten such) and that this leverage should not be surrendered lightly. Therefore, Conference instructs the GEC to adopt a policy whereby the suspension of industrial action will only take place in the event of significant movement from the employer, and on the condition that if a satisfactory resolution isn’t reached within a reasonable timescale defined by negotiators the suspension will cease immediately. Conference agrees that this policy applies immediately and to any and all industrial disputes within the Group.

**A414 to be taken after A20  
R&C Bootle Taxes (200006)**

This Group Conference condemns HMRC’s involvement in the Movement to Work scheme. Despite MTW’s pretensions to helping 18–24 year olds find work, the scheme is just another form of the insidious ‘workfare’ policy, aimed at offering claimants as free labour to employers, often with the threat of sanctions. With MTW participants in HMRC now being used to do tax work on the cheap, such as Work Management Items, Conference agrees that this is just another way for the department to do “more with less” – cutting staff whilst finding other ways to mask the effect of those cuts. Conference further agrees that the use of such a casual and extremely short-term workforce, who are not required to sign the Official Secrets Act, present serious security and confidentiality concerns for taxpayers.

Conference therefore instructs the Group Executive Committee:

- To campaign for the immediate and permanent cessation of workfare in HMRC in favour of secure, permanent employment for the appropriate wages;
- To highlight publicly the security risks of non-Civil Servants having access to tax records and sensitive taxpayer data;

- To work with the NEC, the PCS Parliamentary Group, the Unite Community Union and campaign groups such as Boycott Workfare to oppose MTW in HMRC and across the civil service politically and using protest and direct action;
- To ballot members as necessary for non-cooperation with the scheme, an overtime ban and a work slowdown until such time as the dispute is won.

**A415 to be taken after A102  
R&C Bootle Taxes (200006)**

This R&C Group Conference notes that civil servants in HMRC work alongside cleaners, security guards, and other workers who – due to many years of outsourcing, subcontracting and so on – fall under a number of different employers and have varying pay and conditions. Conference agrees that there is no reason for these workers to suffer a detriment compared to those working of an equivalent grade due to outsourcing and the unaccountability of employers such as ISS, Carillion and others. Conference further agrees that both in-house and outsourced workers in the same workplace should be organised together, not set apart from one another. Conference therefore resolves to organise a ‘One for All’ campaign for all staff, in house and outsourced, to have the same pay, rights and conditions.

The campaign should be built around three key demands:

- All in-house and outsourced workers to be on equal pay which should be the highest current rate for their pay-band;
- All outsourced workers to have pension rights on par with those of in-house staff;
- All outsourced workers to have the same rights to sickness and holiday pay as in-house staff

The first step in such a campaign should be to recruit and organise outsourced workers where this has not already been done.

The GEC is instructed to initiate the campaign within three months of Conference, to both support local initiatives and coordinate national activity, and to provide recruitment materials based upon the campaign in aid of organising drives. This should be done in liaison with the Commercial Sector and with the NEC where necessary.

**A416 to be taken after A58  
R&C Bootle Taxes (200006)**

Conference notes the recent adverse publicity received by HMRC due to its lenient handling of the “HSBC” tax evaders.

Conference also notes the heavy criticism Excom came under from the Public Accounts Committee.

Conference believes this criticism to be entirely justified due to the hypocritical and contradictory way HMRC views Tax Evasion, compared to other crimes that come under the department’s jurisdiction – an attitude that sees Tax Credit, VAT and duty fraudsters sent to prison, condemned for funding lavish luxury lifestyles with their ill-gotten gains – whilst tax evaders, born into a life of luxury, get a slap on the wrist, repay the money and escape without a criminal record.

Conference – as the representative body of HMRC staff believes such a position only serves to encourage evasion. Furthermore conference holds the legal position of those resident of the

UK who are able to claim non-domiciled status for taxation purposes, has no place in a society that believes in fairness and equality. Conference is also alarmed at the other side of tax justice; where low paid workers are being exploited by dodgy "high volume" agents into signing over meagre tax repayments that have often occurred due to understaffing in PT Operations.

Furthermore conference notes that year on year more and more pensioners on chronically low incomes are being dragged into taxation due to the coalition's taxations budgets that have seen tax cuts for corporations whilst age related allowances have all but disappeared.

As such conference instructs the GEC as part of the wider tax justice campaign to:

- Campaign for every case of tax evasion to be referred to the Crown Prosecution Service; and for punishments for this offence to reflect that of offences for Tax credit, Duty and VAT fraud.
- Campaign for companies and professional bodies that facilitate tax evasion to be prosecuted under the laws relating to joint enterprise and/or aiding and abetting a crime.
- Campaign for an end to non-domiciled status; if they live here they pay tax here.
- Expose the unscrupulous practices of "high volume" agents, who are talking money for no service what so ever; at the same time to campaign for the department to offer a clear better service to taxpayers highlighting what can be claimed as expenses, whilst guaranteeing that every "open case" shall be reviewed each year. Campaign for Age Related Allowances to be increased to reflect the fall in real terms since 2010.

#### **X417 not accepted as an emergency motion R&C Bootle Taxes (200006)**

Conference notes that the national president has used her discretion to move Motion 26 from the Group to the National Conference Agenda.

While Conference agrees that it is useful to discuss this policy at a national level as well, Conference reaffirms the need for a group-specific line on the suspension of action for talks since it is a tactic specifically deployed by HMRC and the motion is specifically censuring the R&C GEC.

Therefore, in line with Motion 26: This R&C Group Conference notes that EM9, passed at Conference 2014, committed the GEC to "ensure that campaigning is not suspended for 'talks' or anything less than a concrete offer from the employer."

Conference notes that despite this, at its meeting on 24 September, the GEC agreed in principle to a suspension which came into effect on 8 October 2014.

Following this suspension, HMRC announced that it planned to withdraw check off, refused to offer PCS advance sight of a serious announcement that fell under the remit of the talks and finally pulled out of talks on the flimsiest and most petulant of pretexts.

This was followed by the leak of the union busting document, which confirmed that these actions formed part of a strategy to marginalise the union in order to push through cuts unopposed.

Conference agrees that the decision to suspend action with no offer on the table, and in violation of Conference policy, only helped the employer with this aim.

Conference further recognises that, once talks have failed to resolve a dispute and industrial action becomes necessary, the offer of talks without preconditions in exchange for calling off action is a delaying tactic by the employer.

Further to which, Conference reiterates the point that our main leverage lies in our ability to disrupt production through industrial action (or to threaten such) and that this leverage should not be surrendered lightly.

Therefore, Conference instructs the GEC to adopt a policy whereby the suspension of industrial action will only take place in the event of significant movement from the employer, and on the condition that if a satisfactory resolution isn't reached within a reasonable timescale defined by negotiators the suspension will cease immediately.

Conference agrees that this policy applies immediately and to any and all industrial disputes within the Group.

### **X418 cannot be implemented R&C Bootle Taxes (200006)**

This R&C Group Conference notes that HMRC's business plan for 2015/16 includes an increase in staff to 58,900 FTE in the next year.

However, Conference also notes that according to the same plan:

- Front line tax directorates (PT, BT, E&C and B&C) will see a net drop in staff numbers;
- Many of the new recruits will be temporary and working unsocial shift patterns;
- Office closures and exit schemes will continue to shed existing, permanent jobs.

Conference therefore condemns the business plan as a blueprint for imposing casualisation and increased unsocial working by the back door.

Conference is disappointed by the Group Executive Committee's response in BB 042-15, where it "welcome[d] this development as a step forward" and erroneously claimed that the "HMRC job cuts programme [was] halted after pressure from PCS members." Job cuts are clearly continuing, and using an extremely superficial analysis of the business plan in order to try and spin a victory doesn't boost members' confidence. Rather, it damages the GEC's credibility, and paints them as more interested in claiming a win than in actually achieving one.

Conference further agrees in light of these developments that:

- The decision to suspend action in September was wrong;
- The complete lack of tangible campaigning since then has damaged members' confidence in the union and cost considerable momentum;

- This has in turn emboldened the employer both to aggressively pursue a union busting agenda and to secure our meek acceptance of the same out of fear that cooperation with the Direct Debit signup would be withdrawn.

Conference thus instructs the GEC, in pursuit of our aims on jobs and staffing, to:

- Reinststate the overtime ban on an indefinite basis;
- Draw up a plan of industrial action short of strike including both an ongoing work to rule and shorter term on-the-job actions which can stop or disrupt work at extremely short notice;
- Work with branches to produce local action, paid if necessary, which can disrupt high priority workloads and prevent the Department from meeting key targets;
- Utilise national strikes to disrupt national work peaks, particularly where staff from different directorates are drafted in to cover staff shortages in crisis management.

In the event that a ballot is required to enact the above, this should be done as soon as practical after Conference and not drawn out to delay action.

Action shall not be suspended without an offer of concrete concessions from the employer and no deal shall be accepted without a full membership ballot.

#### **X419 not accepted as an emergency motion R&C Bootle Taxes (200006)**

Conference notes that the national president has used her discretion to move Motion 30 from the Group to the National Conference Agenda.

While Conference agrees that it is useful to discuss this policy at a national level as well, Conference feels that the Group needs to take a lead on this matter in light of the growth in recruitment of members in ISS by our Group to fight redundancies and the fact that this is the second year that the interests of our outsourced members have been brought to Conference after not being heard in 2014.

Therefore, in line with Motion 30: This R&C Group Conference notes that civil servants in HMRC work alongside cleaners, security guards, and other workers who – due to many years of outsourcing, sub-contracting and so on – fall under a number of different employers and have varying pay and conditions.

Conference agrees that there is no reason for these workers to suffer a detriment compared to those working at the same grade due to outsourcing and the unaccountability of employers such as ISS, Carillion and others.

Conference further agrees that both in-house and outsourced workers in the same workplace should be organised together, not set apart from one another.

Conference therefore resolves to organise a ‘One for All’ campaign for all staff, in house and outsourced, to have the same pay, rights and conditions.

The campaign should be built around three key demands:

- All in-house and outsourced workers to be on equal pay which should be the highest current rate for their pay band;
- All outsourced workers to have pension rights on par with those of in-house staff;
- All outsourced workers to have the same rights to sickness and holiday pay as in-house staff.

The first step in such a campaign should be to recruit and organise outsourced workers where this has not already been done.

The GEC is instructed to initiate the campaign within three months of Conference, to both support local initiatives and coordinate national activity, and to provide recruitment materials based upon the campaign in aid of organising drives.

This should be done in liaison with the Commercial Sector and with the NEC where necessary.

**E420 covered by A4  
R&C South Wales (200102)**

Conference notes the continuing struggle we are enduring as a group on the attack on our facilities time. Francis Maude ensured the imposition of no more than 50% of time be spent on union duties and no time allowed for activities, HMRC took it quite literally and followed the instruction to the letter.

At all levels this is causing problems. Representing personal cases, H&S duties, ULR duties, organiser and treasurer roles are all suffering. One of the worse affected are the AGS and GEC roles.

We need to organise ourselves differently. We need to beat them at their own game. We need to comply to the letter with their instructions or we will not survive as a union.

Rather than stop GEC elections completely for this year we need to hold them immediately after conference. However we need to organise them differently. Instead of having 8 AGS's who are out of facilities time by September we need to redefine the role. We can call it what we like, for the sake of argument 'senior negotiator'. But we then need an assistant senior negotiator and a deputy senior negotiator. Each of these taking 4 months each in the role. (Or every third month, or however it is likely to work best.) The first in role handing over to the second in role and in turn the second handing over to the third in role. This ensures that at no point is any business stream left without a negotiator due to lack of facilities, or that branches are not left without advice from a negotiator.

The role GEC member becomes a negotiator but there are enough of them to make this work. With each taking on the lead negotiator role for only a third of the year there will still be facilities time left to continue to advise and help whoever is in the senior role at the time. Regardless of which political party was elected at the beginning of May we are unlikely to return to what we had prior to the Lib/Dem coalition. We need to change to survive. Our future depends on it. So this ADC instructs the GEC to:

- a. Meet immediately following conference to discuss the best way forward on changing the way they operate to ensure that there is always a senior negotiator with facilities time available for each of the lines of business.
- b. Once the new operating procedures have been decided, lobby the NEC to re-instate the democratic elections for 2015/16.

**C421 see A18 ADC 2013  
R&C Liverpool City (200136)**

This conference notes the current policy of nonparticipation in the HMRC People Survey. One of the main reasons for the policy was that in previous years the results of the People Survey have been misquoted and misused against members to justify the government's civil service reform agenda to cut jobs, cap pay and introduce the deeply unpopular PMR system. Senior leaders in HMRC have rolled out and are continuing with the Building our Future programme. Feedback on this programme suggests that:

- There is deep mistrust of the senior leaders with most staff believing decisions have already been made; and
- Senior Leaders never really listen to staff and this exercise is a propaganda exercise.
- On top of this the PMR system has meant that staff are increasingly reluctant to speak out and express their honest opinion for fear that this will be perceived as 'negative behaviour'.
- Bearing in mind these points, it is difficult to see what further 'damage' could be done as a result of misquoting and misusing future results of the People Survey. Indeed it is possible that staff survey results could assist in providing evidence of the problems within HMRC not least with the leadership provided by senior management. Also with the impact of PMR the People Survey could be the only opportunity that many staff have to express their honest opinion on what it is like to work in HMRC.
- The PCS policy has clearly reduced the level of staff taking part in the survey although the turnout in HMRC did increase to +60% in 2014. The results have sent a clear message to senior management about how staff feel about their leadership and the changes within the department. A higher turnout would make the results even more compelling.
- This conference therefore resolves to end the nonparticipation policy and instructs the GEC to:
  - Inform members of the change in policy in advance of the 2015 People Survey;
  - Encourage members who decide to take part in the survey to express their honest opinions, whether positive or negative;
  - Inform HMRC that the policy of PCS has changed but this should not be taken as any kind of endorsement of the survey or how results have been misquoted and misused in the past; and
  - Lobby the NEC not to take a different national position but rather allow groups to adopt their own policy

**C422 see A18 ADC 2013  
R&C South London (200026)**

This Branch notes the existing conference decision on boycotting the annual staff survey. We fully appreciate the reasons for this given the widespread lack of trust by members in the use of the survey results and the previous misuse and misrepresentation of the results by HMRC

and EXCOM. Unfortunately however it would appear that irrespective of the boycott that the Dept intend to continue to misrepresent any results arising from the survey.

It would seem to this branch that the continued boycott of the survey would be a mistake as it will simply make it easier for HMRC to report and twist the responses to suit their agenda. This branch believes such an approach by PCS could give impetus and encouragement to staff to use the survey to reflect to senior management the reality staff face. For many of those staff that reality is one of job cuts, ever increasing workloads, aggressive & bullying management tactics, unrelenting attacks on terms and conditions, unfair sickness absence processes and the imposition of a completely unreasonable and subjective performance management system rather than the rose-tinted glass half-full Alice in Wonderland unreality being presented by HMRC & EXCOM. Staff may well have good reason to doubt as to whether HMRC will meaningfully act on the results of the survey but a concerted response by staff providing honest, full & frank opinions on the state of the dept and its senior management; may hopefully empower staff by giving them the opportunity to safely give feedback on the issues affecting them and also hopefully bring to a wider audience the reality facing staff within the Dept. At present not completing the survey is giving EXCOM an easier ride.

This branch therefore asks this ADC support this motion to overturn the previous conference decision to boycott the staff survey and to instruct the Group Executive Committee to proactively support all members / all staff in fully engaging with the 2015 HMRC staff survey and request staff provide full, frank and honest answers to accurately reflect the ever increasingly harsh reality facing staff at this time.

### **X423 can not be implemented R&C Waterview Park (200131)**

Conference notes that incoming GEC members or Assistant Group Secretaries have often, and on occasions at very short notice, been placed in the unenviable position of carrying out instructions on motions passed by conference when they have not previously been involved with (or had any experience of) the relevant business stream.

Likewise, those GEC Members and Assistant Group Secretaries can often be involved in protracted negotiations which take a number of months to conclude, often extending beyond the annual elections. Holding Group elections every two years would give more continuity to those involved, and also save the union a large amount of money at a time when we have already heard how threatened our funds are.

Conference also notes, with great concern, the current financial situation of this union. With membership numbers falling and the continued threat posed by the 'agenda' of the government it fully accepts the difficult decisions taken by the NEC in order to protect union funds. It is acknowledged that not all of these decisions have been popular, however necessary. One of those decisions was to suspend both national and group elections for a period not longer than 12 months.

This branch believes that in order for PCS to give a more stable financial footing, and to establish elected officials to provide continuity, elections should be held every 2 years. For

these reasons this GDC instructs that group rules be amended in order that from 2016, group elections be held every 2 years.

**E424 covered by A4  
R&C Northern Ireland Revenue (200082)**

That this AGM is disgusted that the Group has been forced to cancel elections this year on the instruction of the NEC.

The AGM firmly believes this is not democratic and is not helpful too members and the union's goals.

The GEC is instructed to write to the NEC within 7 days of end of conference confirming that its members want elections and in line with its members wishes it intends to commence that process within 14 days of that letters date.

**D425  
R&C East Kilbride (200031)**

This conference calls for the NEC to publish how individual NEC members have voted on issues at the NEC meetings when it is a majority decision.

There are major decisions being made by the NEC on behalf of members, but there is no opportunity for members to know who voted for and against decisions that the NEC make.

This would make NEC members more accountable to the members, and can help them make an informed choice when electing future NECs.

Conference does understand that there may be an occasion when the results cannot be publish, but the reasons for this should be advised and branches would have a right to challenge that decision.

**A426 to be taken after A89  
Home Office West Croydon (026102)**

Conference notes the imposition of the new departmental sick policy.

Whilst we welcome the return of line management discretion not to issue a warning, this conference is deeply concerned about the halving of trigger points for all staff in the Home Office which is likely to increase the number of staff who breach their trigger points and have to attend formal meetings.

One way to reduce the numbers of staff who breach their trigger points, and therefore are required to attend formal meetings to discuss the matter taking up valuable time for the business, would be to relax the rules on how annual leave can be used.

At present annual leave cannot be used to cover periods of sick absence however, many members of staff are willing to sacrifice the occasional day of annual leave to cover a sick day.

We believe that in principle, it should ultimately be down to an individual member of staff to decide how he or she uses their annual leave and that, within a sensible limit per rolling year,

a member of staff should be able to use their annual leave to cover sick leave if they choose to.

This conference therefore instructs the GEC to work towards the relaxation of this rule.

**E427 covered by A445  
Home Office West Yorkshire & North East (026111)**

This Conference is appalled by the decision of the Home Office to withdraw support from the Mediterranean migrant rescue operation, and condemns the callous logic behind the decision which was merely designed to remove the ‘incentive’ of migrants to make the journey to Europe.

Conference notes the number of disasters involving the deaths of migrants attempting to cross the Mediterranean to Europe and that they have been steadily increasing over recent months. Conference further notes a number of these migrants are fleeing authoritarian regimes such as Eritrea, Ethiopia and Sudan as well as war-torn states such as Somalia and Syria.

Conference therefore instructs the GEC to:

- write to the Home Secretary setting out our strong objections to the policy
- work with the ETUC, European immigration unions and migrant welfare groups to raise the profile of the issue and to campaign for the restoration of humanitarian rescue operations
- work with African refugee organisations in the UK to raise the appalling human rights situations in the originator countries with the government and in the labour movement.

**A428 to be taken after A56  
Home Office West Croydon (026102)**

Conference believes that the Modern Slavery Bill is a move in the right direction, and is pleased that the Home Office has played a role in the Bill in helping prevent abuses of poor and vulnerable people around the world. Conference is concerned that the Bill does not go far enough in ensuring the UK plays a full part in preventing slavery and trafficking around the world, in particular it is vague on how companies will report on what steps they have taken to ensure that slavery and trafficking have not been involved at any stage in their supply chain.

Conference specifically finds itself conflicted as the UK Government that has introduced the Bill, supported by the Home Office, recently made changes to the Immigration Rules to prevent foreign domestic workers from changing employers without being forced to leave the UK.

This change, explicitly reversing a decision made by the previous Labour government to allow foreign domestic workers to change employer and remain in the UK if they had been subject to mistreatment by their employer.

Therefore the same government and Home Office who are promoting the Modern Slavery Bill have enacted rule changes that essentially enslave foreign domestic workers, whereby if they report abuse by their employer they will be removed from the UK.

Conference therefore instructs the GEC to campaign to repeal the Immigration Rule changes relating to foreign domestic workers, and to return to the previous rules. This should be done by working with campaigning organisations such as CORE (Corporate Responsibility Coalition), and War on Want, encouraging branches to make contact with these organisations to invite speakers to BEC and members meetings, and by publicising the matter to members through PCS Communications.

**X429 outwith the powers of conference  
Met Police New Scotland Yard (033109)**

This branch notes that the national union is facing a funding shortfall, due both to a fall in membership after privatisation as well as the ending of the decades old check off system of collecting subscriptions from members. We note that this shortfall was in part responsible for the suspension of our annual elections at national and group level.

This branch believes that the group must make whatever savings it can in these testing times to support the national union. One such saving can be achieved by ending the payment of subsistence expenses for reps working within the MPS area.

Reps, as with all staff, pay for or prepare their own lunch whilst at their normal place of work, and this should still be the case when they are called to a group meeting or gathering. There is no justification for the members footing the bill for reps lunches when the reps are quite capable of paying for their own lunch, as they would if they were at their normal place of work.

To this end, the conference instructs that payments of subsistence expenses for meetings within the MPS area cease with immediate effect. This would require rule 37 of the group constitution to be amended as follows (the underlined section is the addition):

The costs of travelling together with subsistence allowances at such rates as may be determined from time to time by the Public and Commercial Services Union and other expenses necessarily incurred in attendance at Conference of the Group, meetings of the GEC or its committees or for any authorised purposes of the Group shall be reimbursed from Group funds within the limits prescribed by the NEC of the PCS. All claims shall be checked and approved by the Group Treasurer and/or Group President or Secretary.

Subsistence payments will only be authorised by the group for meetings which take place outside the MPS area, as reps will be expected to meet the costs of their own subsistence when within the MPS area as they would if they were at their normal workplace.

Excess fares will continue to be paid as they currently are, and subsistence payments for group conference and other meetings beyond the area of the MPS will remain unchanged.

**A430 to be taken after A23  
SG Central (038002)**

This Group Conference notes that despite the outcome of last year's referendum, devolution looks set to develop further. We also note that Scottish Ministers already have full autonomy over Scottish Government civil service pay and many conditions of service, although they have so far failed to show much appetite for moving away from the Whitehall approach.

Conference recognises the attacks our members have been subject to in recent years, principally around pay, pensions and cuts in staff numbers. We further recognise and appreciate the support members have given to the union's national campaign against austerity. Increasingly, pay is the key issue for members and we welcome the focus now being placed upon this; we reject the derisory increases of recent years and call on members to continue fighting for decent pay rises.

But we also recognise the particular position of devolved administrations such as the Scottish Government where responsibility for pay officially rests with Scottish Ministers. We also note that it has been a number of years since the current mandate for industrial action was gained from members.

Consequently, this Group Conference calls for:

- A renewed Scottish Sector campaign focussed specifically on Scottish pay, again drawing the attention of members to the approach of Scottish Ministers;
- That the campaign should continue to reject a pay mandate largely modelled on those of the UK government;
- That with devolved pay it is consistent that we should ballot affected members specifically. The refreshed mandate should be gained before any further industrial action is called in the Scottish Government;
- That the Group officers, GEC and activists should strongly encourage support in the ballot;
- That any subsequent action should include strike action over a series of days to ensure Scottish Ministers clearly get the message;
- That all necessary steps are taken to co-ordinate the campaign and action across as much of the PCS Scottish Sector and the wider Scottish public sector as is possible;
- That all Scottish Government PCS Group members are regularly consulted on the campaign.

**E431 covered by A1  
SG West and Central Scotland (038023)**

The NEC has determined that, in order to survive as a union under the government's politically-motivated attack on check-off, PCS must save six and a half million pounds. These savings must be implemented over three years, a very short timescale to deliver such a hard target. The GEC believes that it would fly in the face of our collective values to try and deliver these cuts by sacking union staff. Moreover, such an approach would have a devastating impact on the services that PCS provide to its members.

Therefore this branch instructs the Group Executive Committee to give full and unconditional support to the NEC decision to temporarily extend the term of the office bearers on Group Executive Committee and National Executive Committee as an emergency measure to help deliver these savings. We believe that that this is both necessary and justified for the survival of PCS as a union.

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

**A432 Composite B to head National Campaign section taken before A16**

**Covers E433 to E436**

**R&C Stockton and North Yorkshire (200108)**

**R&C Dundee (200029)**

This Conference recognises that the attack on our union and the trade union movement will continue to have a devastating effect on members across the UK that stand up for their rights when they are under attack and put into jeopardy. These attacks will continue under the Tory Government and are likely to be at a greater pace than known before.

The attacks continue to benefit Britain's worst bosses; those that want their staff on zero hours contracts, poverty pay and unable to effectively organise in a union to do something about it.

The comments made on Tuesday 11 May 2015 by Business Secretary Sajid Javid about introducing tougher new rules on strike ballots will strike fear in to the trade union movement and will make legal strikes close to impossible. Union negotiators will be left with no more power than Oliver Twist when he asked for more and after five years of falling living standards the prospect for decent pay rises will be a whole lot worse.

This Conference therefore instructs the NEC to:

- To take a lead role with other unions and the TUC in resisting any detrimental changes to the current ballot threshold for industrial action ballots.
- To work with interested organisations on reform that will only bring benefit to the current system such as new and innovated ways of holding ballots and to further promote the use of said means through the ranks of its membership.
- To lead a wide raging campaign on the unfairness to the working class in comparison to the low turnout in Parliamentary elections in recent decades and in light of the Tory Government achieving little more than 24% of the vote in the General Election 2015.
- Map out a plan of targeted industrial action, ensuring we hit the government where it will feel it hardest
- Utilise our parliamentary group to its fullest extent, including awkward PMQs & EDMs to expose the outright hypocrisy of the proposed legislation
- Lobby all political parties to make public statements supporting the right to strike & opposing the government
- Set up a government e-petition and publicise it with all members & through the TUC and other trade unions
- Do as much as we can (particularly using the PMQs and EDMs) to get our message into the national media
- To continue to be the leading force in opposing the ideological aversion to trade unions.

The NEC is instructed to commence this work throughout the Westminster Parliamentary summer recess in readiness for future changes.

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- To continue to be the leading force in opposing the ideological aversion to trade unions.

The NEC is instructed to commence this work throughout the Westminster Parliamentary summer recess in readiness for future changes.

**E434 covered by A432  
R&C Dundee (200029)**

That this conference condemns the government for its outrageous, backward & undemocratic attack against the right for organised union members to participate in industrial action. The UK already has some of the most Draconian labour laws in the developed world, yet the government sees fit to propose legislation which will apply far more stringent rules on trade union democracy than it does on parliamentary democracy. Indeed, were these same rules to be applied to the UK's electoral system, the minister responsible for pushing the legislation through would not have been elected, along with many of his colleagues. Conference instructs the NEC to do the following...

1. Map out a plan of targeted industrial action, ensuring we hit the government where it will feel it hardest
2. Utilise our parliamentary group to its fullest extent, including awkward PQs & EMDs to expose the outright hypocrisy of the proposed legislation
3. Lobby all political parties to make public statements supporting the right to strike & opposing the government

4. Set up a government e-petition and publicise it with all members & through the TUC and other trade unions
5. Do as much as we can (particularly using the PQs and EMDs) to get our message into the national media
6. Generally work with & coordinate our campaign activities with the TUC and other affiliated unions

**E435 covered by A432  
DWP Leeds (047006)**

Conference condemns the succession of barriers that already exist in law to subvert the will of workers in legally and democratically withdrawing their labour and exercising their right to strike.

Conference notes that the election of a Conservative Government on 7th May means the threat of further legislation aimed at undermining the rights of workers has hugely increased. Conference condemns all proposals to introduce additional anti-union laws including the Conservative Party manifesto commitment to increase the required turnout threshold to make strike action legal, the threat to repeal laws preventing the hiring of agency staff to cover striking workers and any weakening of rights to picket our workplaces.

Conference further condemns the threatened attacks on joining a union and time off to represent union members.

Conference condemns the continuing reluctance by civil service departments to consult properly with PCS and the withdrawal of check off.

Conference notes that the right to form and join trade unions, to collectively bargain and to strike are universal human rights.

Conference believes that now more than ever our trade union rights must be defended.

Conference agrees to:

Publicise to members and the public attempts to reduce trade union rights of PCS and other Trade Union members.

Call on the TUC to launch a major campaign to defend trade union rights

**E436 covered by A432  
R&C Dundee (200029)**

This ADC agrees the election of a majority Tory government in May 2015 means further anti Trade Union legislation is inevitable and will happen very quickly.

The NEC is instructed to ballot the membership and encourage each Group to do the same on all outstanding issues with a view to securing a mandate for strike action before changes in the laws on balloting for strike action can take effect.

**A437 Social & Economic to be taken before A49  
NEC**

Conference welcomes the failure of UKIP's Nigel Farage and other UKIP candidates to become MPs in the general election. Nevertheless, we note that the share of the popular vote for UKIP increased to 13%, the third largest at the election.

Conference notes that UKIP's strategy is to play on fears about immigration in communities across the country and encourage the politics of hate and division. We believe that the underlying causes of low wages and insecure jobs are predatory employers, deregulated labour markets and the decrease in trade union rights and freedoms, rather than a result of immigration.

Ukip is on the side of the rich and powerful in society, and offers nothing for working class people. Conference notes that Ukip was established in the 1990s by Tories opposed to the EU and that it is full of ex-bankers, its leader is a millionaire former stockbroker, and the party is funded by fellow millionaires, land-owners and wealthy business people. Ukip policies include 'tens of billions' of cuts to taxation on the wealthy, the removal of rules that prevent tax avoidance by big companies and a further £77 billion of cuts to the public sector in order to reduce the deficit.

UKIP want to limit unfair dismissal claims, scrap most 'equality and discrimination legislation', scrap legal rights to paid holidays and limit the power of trade unions. UKIP leaders say that women of child-bearing age should not be employed because maternity rights are 'too draconian' for employers.

Ukip exploits people's fears over the impact of migration, using racism and prejudice to win votes. It has wrongly accused East Europeans of "flooding" into Britain when work restrictions were lifted in 2014, which has said people should be wary of Romanian families moving into their street because they bring a culture of criminality, which has had manifesto commitments on "banning the burqa or veiled niqab in public buildings and certain private buildings" and which continually voices derogatory opinions against women, same-sex marriage and people with disabilities.

In the light of the general election result, Conference instructs the NEC to step up our campaigning against all forms of racism and prejudice, and to specifically produce campaigning materials for all PCS members explaining the issues of migration.

Conference believes that Ukip is not a fascist party and that, while it attempts to use prejudice and fear to win votes, its supporters are not necessarily motivated by racism. To act as such would alienate people who could be won away from Ukip. We therefore believe that our campaigning against Ukip should be based on the actions of its members, supporters and candidates so that wherever racist words or deeds rear their ugly head, directly or indirectly, we will confront them. Yet the union does not act against PCS members or potential members, or refuse to engage in debate, solely on the basis of formal membership of Ukip.

Conference instructs the NEC to publicise the PCS statement on UKIP and incorporate it into our anti-austerity campaigning.

**A438 Social & Economic to be taken before A47 cover E439**  
**R&C East Midlands (200033)**  
**DCL HQ (141802)**

This ADC notes with disgust but not surprise that immediately following the Conservative Government being elected, albeit with a small majority, they have reinvigorated their plans to abolish the Human Rights Act 1998 (HRA) and ultimately pull the UK out of the European Convention on Human Rights (ECHR), from which it was born, leaving UK citizens without the protections these pieces of legislation provide. This is undoubtedly driven by ideology and the misguided assumption by some elements of the general public that human rights legislation only protects criminals and terrorists and prevents those individuals from being brought to justice. This couldn't be further from the truth. The HRA and ECHR were ultimately born out of the Universal Declaration of Human Rights adopted by the United Nations General Assembly on 10 December 1948 and are invaluable pieces of legislation. Indeed International Human Rights Law is based upon the Universal Declaration of Human Rights and Charter of the United Nations that declare human dignity and rights of all human beings on the earth.

The HRA sets out the fundamental rights and freedoms that individuals in the UK have access to and enshrines the following rights into UK legislation:

- Right to life
- Freedom from torture and inhuman or degrading treatment
- Right to liberty and security
- Freedom from slavery and forced labour
- Right to a fair trial
- No punishment without law
- Respect for your private and family life, home and correspondence
- Freedom of thought, belief and religion
- Freedom of expression
- Freedom of assembly and association
- Right to marry and start a family
- Protection from discrimination in respect of these rights and freedoms
- Right to peaceful enjoyment of your property
- Right to education
- Right to participate in free elections

This ADC believes that these rights must never be devalued, reduced or abolished. To these ends the NEC are instructed to instigate a wide ranging campaign against the move to scrap the HRA, to replace it with a watered down Bill of Rights or to pull the UK out of the ECHR. This campaign to include, but not be limited to, raising public awareness of the Government's attack on the HRA and ECHR rights, instigating a public petition against the scrapping of the HRA and withdrawal from the ECHR, Lobbying MPs and seeking support for the defence of the HRA via the PCS Parliamentary Group.

**E439 covered by A438  
DCLG HQ (141802)**

This conference notes:

- That the Conservative Party has formed a majority Government following the General Election on 7 May;
- The commitment of the Conservative Party in its manifesto to repeal the Human Rights Act and break the formal link between the British courts and the European Court of Human Rights;
- Other commitments to further attack facility time in the public sector, to curtail the rights of workers in the public sector to take industrial action (including all workers in health, education, fire and transport sectors) and to enable employers to hire scab, strike-breaking workforces;
- That the policies of this government are clearly continuing down the path of zero hours contracts, casualisation and the dismantlement of the most basic social protections of the welfare state;
- That it is clear that the hostility and union-busting tactics used by Conservative Ministers in the last Parliament are only set to intensify.

Conference further notes that while the Courts can never provide an alternative to strong collective action, the European Court of Human Rights has protected trade union rights in the face of hostile decisions from national courts in the UK and elsewhere. For example, it banned the use of bribes from employers for them to renounce collective bargaining rights (case of Wilson, the NUJ and others v UK) and efforts by the Turkish State to dissolve civil service unions (case of Tum Haber Sen and Cinar v Turkey).

Conference therefore instructs the NEC to:

- Publicly oppose the poisonous language of the Government which seeks to portray human rights as simply a protection for allegedly bogus asylum seekers or terrorists;
- Publicly champion the need for trade union rights as an essential part of any "English Bill of Rights". To do this as a joint campaign with the TUC if possible but vigorously and independently as well;
- Organise a political campaign to help individual members to lobby their MP on this issue, and to arrange for a mass, national lobby of MPs if a repeal Bill is introduced;
- To ballot members on a programme of industrial action should the political campaign not prove successful in keeping trade union and collective bargaining rights enshrined in law.

**A440 Social & Economic to be taken after A51 covers E441**

**Dft East Midlands (201051)**

**DWP Buckinghamshire & Oxfordshire (047108)**

Conference notes that with the election of the Tories on May 7th that they will now seek to hold a referendum on the European Union.

Conference notes that they have announced 2017 to hold this but that there is a possibility this date may be brought forward into 2016.

Conference further notes that before this referendum is held Cameron and his Tories will attempt reform of the European union. That will mean that issues of significance to PCS members may well be agreed for change before any referendum is held.

Conference recognises that PCS do not hold a Yes or No position towards the European Union at present but that members will no doubt do so as we move towards the referendum.

Conference believes that we cannot simply have the mainstream parties and think tanks dominating any debate surrounding this and that PCS must guide and advice its members on this issue including taking a firm position for one side if that is what members decide.

Conference further believes that in taking forward the debate on the Scottish referendum PCS provided a good example of how to conduct a debate on a referendum with our members.

Conference therefore instructs the NEC to;

- 1) Develop a document which includes for and against arguments for the European Union which can be circulated to members.
- 2) Develop a strategy on how to involve and include our members in the EU referendum debate drawing on the lessons of the Scottish referendum.
- 3) To feedback views and findings from members to ADC 2016 and to take a position for PCS on the European referendum.
- 4) Hold a Special Conference on this issue if the Tories move towards a referendum before ADC 2016.

**E441 is identical to A440**

**DWP Buckinghamshire & Oxfordshire (047108)**

**A442 Personnel Policy to be taken after A77**

**DWP North East London (047033)**

Conference notes Civil Servants are being treated as second class citizens in relation to their ability to participate in political activities. Also this hampers the ability of PCS to campaign for members interests.

Conference believes the Government's recent announcement that Civil Servants are unable to speak to the media without ministerial approval is a measure seeking to gag Civil Servants and PCS.

Conference notes civil service guidance on official information is already being used against PCS representatives to prevent us communicating with the press e.g in the George Thompson case.

In addition, rules on political participation mean many frontline staff cannot participate in elections without their Managers permission. Conference believes this is an unnecessary restriction for the vast majority of frontline staff.

Conference considers such Civil Service rules are seeking to depoliticise Civil Servants to provide the Government a more passive workforce.

Conference instructs the NEC to launch a campaign for our political freedoms and seek to negotiate improvements for PCS members. This campaign will demand from the employer

- 1) The scrapping of the new rules preventing Civil servants speaking to the media without Minister approval
- 2) The scrapping of current Civil Service rules on official information (that classify all information as official information) and their replacement by less restrictive policies on information sharing e.g providing the right of PCS representatives to disclose information to members and the media on staffing, pay data, equality data, health and safety statistics etc..
- 3) New Civil Service rules allowing the vast majority of frontline staff dealing with the public to be allowed to participate in political activities without the need for the employer's approval

#### **A443 Personnel Policy to be taken after A79 R&C Dundee (200029)**

That this Annual Delegate Conference notes the announcement in late March of the "Surge" program, bringing in some 200 Modern Apprentices to provide flexible resource cover across the Civil Service.

Conference further notes that these staff will not be held as a departmental resource in any one department, but will instead be notionally employed by the Cabinet Office and redeployed as deemed necessary.

Conference believes that this development raises massive questions about the nature of Civil Service employment, in particular leading to the distinct possibility of civil servants working side by side on the same work for different employers for different rates of pay and on different terms and conditions on a protracted basis, and also around the nature of future civil service staffing levels across different departments. Conference further notes that if these staff are moved from Department to Department to cover peaks in each, they will likely be exposed to incredible stress, both through constant retraining and transfer just as they learn a job and through the relentless nature of the peak cover they will be providing.

In addition to this, Conference notes the significant challenges that this mode of work will introduce for our ability to recruit new entrants into the Civil Service into PCS.

Conference further notes that the use of staff within Departments to provide "flexible resource" to cover different departmental peaks likewise risks the health and wellbeing of staff so utilised.

Conference instructs the National Executive Committee to:

- i) Highlight the invidious nature of the surge program to reinvigorate our demands for national civil service pay, terms and conditions;
- ii) Intervene with cabinet office to ensure that the job design for Surge apprentices takes into account the need for quieter spells in work as well as out of work;

- iii) Consider the best possible methods for recruiting any Surge apprentices into PCS and work to ensure that they are highly Unionised as the best protection for them in whichever workplace they find themselves deployed into, and;
- iv) To campaign for adequate staffing in each PCS Bargaining area such that PCS Members can enjoy a well rounded job without fear of constant redeployment due to crisis management.

**A444 Organising to be taken after and in a general debate with A98  
R&C HQ London (200145)**

This ADC understands that the FDA has agreed a rule change which will allow it to offer membership to civil servants at HEO/SEO or their equivalent grades. The genuine reasons for this action are unclear. Puzzlingly, the FDA has also ensured that no more than four members at the HEO/SEO grade can be elected on to its Executive Committee.

Conference believes that this action will have a direct impact on PCS branches, especially those in a HQ or technical environment.

Conference expresses its disappointment of such an action by a sister union and asks PCS to obtain a full explanation from the FDA and take any appropriate action necessary. Conference also instructs PCS to make representations to the TUC and ask for its support in dealing with the FDA's actions.

**A445 International to be taken at head of section  
Covers E427  
NEC**

**Home Office West Yorkshire & North East (026111)**

Conference notes the deaths on April 15 of 400 migrants and on the April 19 of 700 people after their boats capsized in the Mediterranean. We note with horror that the total number of deaths so far in 2015 is more than 1500. Conference notes that the migrants coming from Africa and the Middle East are escaping wars, persecution and extreme poverty.

Conference condemns the decision at the end of 2014 made by Britain and other EU countries in ending the EU search-rescue mission called 'Mare Nostrum' on the grounds that such life saving activity was a "*pull factor*" which encourages more people to attempt to make the dangerous sea crossing to enter Europe. We further notes the climate of prejudice against migrants whipped up by sections of the media and some politicians in the UK which justifies the ending of search and rescue operations *that would save large numbers of migrant lives*.

Conference notes that EU leaders replaced 'Mare Nostrum', which found and saved more than 100,000 migrants at sea, with 'Triton', a border patrol operation based on enforcing a 'Fortress Europe' approach to strict controls on migration, rather than rescue stricken vessels.

In the face of such inaction and negligence by the UK and other European governments we believe that building popular international solidarity with people attempting to escape from

war, persecution and poverty is a matter of urgency. Conference notes that the UN has called migration "one of the great issues of our time".

Conference instructs the NEC to work with the TUC and other unions to urgently build a campaign to:

1. call on the governments of the world's richest nations to put in place extended search and rescue operations for migrants in the Mediterranean Sea, rather than sit by and watch desperate people drown in their thousands just off the EU's coastline,
2. call on the British government to welcome all migrants seeking asylum in the UK.
3. continue to work alongside the Movement against Xenophobia (MAX) in campaigning against anti-immigrant policies and rhetoric.

We believe that such campaigning is part and parcel of our campaigning against racism and prejudice within the UK.

#### **A446 International to be taken after A343 NEC**

Conference expresses concern at the killing of Freddy Gray in Baltimore and the numerous other deaths of black citizens by police in the USA. Use of deadly force by US police is endemic, rooted in institutionalised racism, economic exclusion and inequality, aggravated by austerity and a corporate strategy designed to take back gains previously won by workers. The Washington Post reports 15 Baltimore neighbourhoods have a lower life expectancy than North Korea. Professor Ruth Wilson Gilmore of City University New York states "the US is more segregated by race and income now than in 1960"

Racism has deepened through discriminatory policies resulting in mass criminalisation and incarceration of black males, particularly youth, through so-called "zero-tolerance" policing designed to create a continuing supply of black prisoners for the privatised prison system and their mass inhuman exploitation for profit.

The US police are increasingly used as a paramilitary force to protect the interests of the corporate and political elite rather than protect citizens. In UK police forces we see deepening institutionalised racism, discriminatory use of stop and search, and a series of black lives lost in custody.

The response of mainstream US politicians and media has been shameful, concentrating their attack on smearing those fighting what is a form of state terrorism being conducted against their communities.

The officers responsible for killing of Freddy Gray have been indicted but this does not indicate the justice system is working in a fair and equal manner. On the contrary, the police have been killing black citizens with impunity, in Baltimore alone 217 have been killed in the two decades up until 2012. Whether justice is done in this particular case remains an open question but the fact the indictments have occurred at all is a result of the mass protests in Baltimore which have spread to other areas, including a solidarity walkout by Oakland Longshore workers.

Austerity and the greed of the corporate elite is leading to resistance in the heart of the free market itself - the US, including the inspiring \$15ph campaign and the election of socialists in Seattle and elsewhere, evidence of growing demands for effective working class political representation independent of the two main parties.

We express solidarity with the Black Lives Matter campaign, which can extend its demands to other issues of social and also economic justice, linking with struggles including the \$15ph campaign.

Conference calls on the American authorities to:

- Drop all charges against protestors,
- End to "zero-tolerance" policies including "broken windows" and "stop and frisk",
- End mass incarceration policies,
- End the militarisation of the police,

and for:

- The democratic control of police,
- Economic justice including a \$15ph minimum wage, proper investment and funding through taxation of the rich to provide decent education, care and social provision.

Conference instructs the NEC to:

- Build links with the BLM and \$15 Now campaigns.
- Publicise these issues within the union.
- Raise these issues with the TUC.
- Protest to the US Ambassador

**A447 to head new General Election section**

**Covers E448 to E451**

**NEC**

**R&C Stockton and North Yorkshire (200108)**

Conference notes with dismay and anger that we face another five years of Tory austerity and attacks on trade unions.

We further note the Tories' refusal to be truthful about their austerity plans during the election campaign. We believe that they have no mandate for the £12 billion of welfare cuts that they will aim to inflict on the low paid, the disabled, and the unemployed.

Conference declares its determination to fight to defend our members, our communities, and our public services from the rapacious greed of the millionaires that once again govern this country. We note that since 2010 PCS has led the call for joint union action against economically damaging and socially unfair austerity policies and that mass campaigns against cuts in services and welfare, and for tax justice will be needed more than ever.

Conference notes the anti-trade union proposals in the Tory manifesto for thresholds in industrial action ballots. The Tories have also threatened to implement "minimum service levels" and lift the ban on agency workers during strikes.

Conference notes the failure of Labour to offer a convincing alternative to the Tories. We note the success of the SNP which, despite their record in government in Scotland, advocated an anti-austerity position in the general election. Conference believes that the explanation that Labour lost in Scotland because of a growth in nationalism is demonstrably false. The SNP vote was part of a more widespread rejection of Westminster politics.

We note that only 24% of the UK potential electorate voted for the Tories yet they now have a majority in the House of Commons to push through their policies of cuts. Conference further notes that the allocation of seats bears no relation to the actual number of votes cast for the parties. Conference believes that first-past-the-post is now clearly undemocratic and that the case for a system of proportional representation which ensures that political representation in Parliament actually reflects the will of the people is overwhelming.

Conference instructs the NEC to:

1. issue a call to other trade unions, the TUC and anti cuts campaigns to urgently unite in a renewed fight against the policies of austerity including low pay, welfare cuts and privatisation, including coordinated industrial action.
2. fully mobilise for the demonstration called by the People's Assembly on 20 June and call on the TUC to organise a mass demonstration later in the year.
3. submit a motion to TUC Congress 2015 calling on the TUC to campaign for an electoral system based on PR.
4. call on the TUC to lead a major campaign against the Tories' plans to restrict the democratic right to strike.
5. issue new campaign materials highlighting our alternative to austerity including tax justice.
6. focus the Strategic Review of the union's structures on building our strength and unity in the workplace, and on developing effective campaigning tactics, as

the prerequisite for defending our members and winning concessions from employers.

**E448 covered by A447  
R&C Stockton and North Yorkshire (200108)**

Conference expresses deep disappointment at the recent election of a narrow Tory majority government which will inevitably lead to further savage austerity cuts, attacks on the trade unions and the decimation of the welfare state including the increasing privatisation of the NHS.

Elected on 24% of the potential electorate this government has no mandate for its austerity programme. Conference agrees the current first past the post system is thoroughly undemocratic and Conference therefore reaffirms our commitment for a more proportional representation system in General Elections.

Conference recognises the failure of the Labour party to mount a serious challenge and that the suggestion its defeat was a result of an abandonment of New Labour philosophy and a lurch to the left is ridiculous. It was Labour's failure to pose an alternative that led to defeat as demonstrated by increased support for the Greens and Labours near total wipe out in Scotland at the hands of the SNP, who by portraying themselves as to the left of Labour, with policies such as opposing further austerity and the renewal of trident, were able to attract Labour voters who merely saw Labour, as many in the other nations did, as red Tories.

This conference believes there now needs to be a serious debate in the trade union movement on building effective political representation for the working class based on an alternative to austerity including tax justice, investment in public services, renationalisation of the railways, Royal Mail and an extension of public ownership etc.

However at the same time the workers' movement needs to prepare to resist and defeat the attacks this government will launch. The last government could have been defeated if the public sector general strike in November 2011 had been used as a starting point for a mass action. We now need to invigorate that mood in an attempt to defeat this government.

Renewed austerity needs to be met with a renewed and strengthened movement against it therefore Conference instructs the NEC to:

- Lead the call for a mass demonstration in opposition to further austerity measures, attacks on the welfare state and any strengthening of the anti union laws.
  
- Call on the TUC to urgently assemble affiliated unions to co-ordinate the demonstration and to build an industrial strategy based on coordinated campaigns and industrial action to defeat the cuts and privatisation programme.
  
- To call for a serious debate in the trade union movement on how effective political representation can be delivered for the working class.
- To campaign for an end to the first past the post electoral system and for proportional representation.
  
- Prepare, along with the TUC or other interested unions, an intense publicity campaign to highlight our Alternative on tax justice and the Economic and Social benefits of re-nationalisation.

**Following motions are covered by A447 and identical to E448**

**E449 DWP Lincolnshire & Rutland (047045)**

**E450 DWP Avon (047093)**

## **E451 PSg DCLG PINS (145802)**

### **A452 General Election to be taken after A447**

**Covers E453 to E458**

**R&C East Midlands (200033)**

**DWP Birmingham South (047053)**

Conference notes that millions of working class people will be horrified by the disastrous outcome in the 2015 general election – bringing in a majority Conservative Government. After five years of Con-Dem austerity, the Tories will see their victory as a mandate to further slash our services, pay and conditions and intensify the agenda of making the poor pay for a crisis caused by the rich.

Conference believes that PCS members will now be in the frontline for an estimated £12 billion worth of cuts in the public sector. Conference further notes that the Tories have promised to make it even more difficult to take legal strike action to resist these cuts.

Conference further believes that Labour lost because Labour leaders failed to provide an alternative to austerity. We also note Labour's commitment to the Trident replacement, support for racist immigration controls and hostile attitude to benefit claimants. Nicola Sturgeon and the SNP did give a voice to the anti-austerity mood in Scotland and it paid off with a stunning 56 seats in Parliament. Jeremy Corbyn and John McDonnell, who have stood up to austerity, increased their majorities - as did Green MP Caroline Lucas who's party polled over 1 million votes.

Conference notes that Trade Unionist and Socialist Coalition (TUSC) candidates received over 100,000 votes in the General and Council elections on a platform of no cuts.

In the run up to this election most union leaders adopted a passive "wait for Labour" strategy. We cannot afford to wait another five years to defeat the Tories. Members need us to fightback now. Mass resistance can beat austerity and the Tories.

Conference recognises that PCS fought for an alternative industrial strategy at the TUC by calling for generalised resistance - including a General Strike. This call should be renewed with increased urgency.

Conference also recognises that our "Make Your Vote Count" electoral intervention is no longer adequate to deal with a situation where Labour and the Tories are both fully committed to pro-austerity policies.

Conference believes that political and industrial alternative is urgently required.

Conference instructs the NEC to book coaches and mobilise for the anti austerity demo in London on June 20th.

For the general secretary to write to every other trade union general secretary with proposals to call for a joint conference of trade union activists and anti-austerity campaigners to debate and discuss how we can achieve authentic political representation for working class people and to help build mass resistance to austerity.

**E453 covered by A452  
DWP Birmingham South (047053)**

Conference notes that millions of working class people will be horrified by the disastrous outcome in the 2015 general election – bringing in a majority Conservative Government. After five years of Con-Dem austerity, the Tories will see their victory as a mandate to further slash our services, pay and conditions and intensify the agenda of making the poor pay for a crisis caused by the rich.

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and discuss how we can achieve authentic political representation for working class people and to help build mass resistance to austerity.

**The following motions are covered by A452 and identical to E453**  
**E454 DWP Bradford (047002)**  
**E455 DWP Leeds (047006)**

**E456 covered by A452**  
**DFT London & South East**

Conference notes that millions of working class people will be horrified by the disastrous outcome in the 2015 general election – bringing in a majority Conservative Government. After five years of Con-Dem austerity, the Tories will see their victory as a mandate to further slash our services, pay and conditions and intensify the agenda of making the poor pay for a crisis caused by the rich.

Conference believes that PCS members will now be in the frontline for an estimated £12 billion worth of cuts in the public sector. Conference further notes that the Tories have promised to make it even more difficult to take legal strike action to resist these cuts. Conference further believes that Labour lost because Labour leaders failed to provide an alternative to austerity. We also note Labour's commitment to the Trident replacement, support for racist immigration controls and hostile attitude to benefit claimants. Nicola Sturgeon and the SNP did give a voice to the anti-austerity mood in Scotland and it paid off with a stunning 56 seats in Parliament. Jeremy Corbyn and John McDonnell, who have stood up to austerity, increased their majorities - as did Green MP Caroline Lucas (whose party polled over 1 million votes).

Conference notes that Trade Unionist and Socialist Coalition (TUSC) candidates received over 100,000 votes in the General and Council elections on a platform of no cuts.

In the run up to this election most union leaders adopted a passive "wait for Labour" strategy. We cannot afford to wait another five years to defeat the Tories. Mass resistance can beat austerity and the Tories.

Conference recognises that PCS fought for an alternative industrial strategy at the TUC by calling for generalised resistance - including a General Strike. However, Conference also recognises that our "Make Your Vote Count" electoral intervention is no longer adequate to deal with a situation where Labour and the Tories are both fully committed to pro-austerity policies. In particular, the pre-election advice to members published on the PCS website on the 5th May was hopelessly abstract.

Conference believes that an alternative political strategy is urgently required.

Conference instructs the NEC to call for and organise with other unions a joint conference of trade union activists and anti-austerity campaigners to debate and discuss how we can achieve political representation for working class people.

Therefore, Conference instructs the NEC to write to TUSC and RMT leaderships with proposals to call for a joint conference of trade union activists and anti-austerity campaigners

to debate and discuss how we can achieve authentic political representation for working class people and to help build mass resistance to austerity.

**E457 covered by A452  
R&C Stockton and North Yorkshire (200108)**

This ADC agrees that the result of the 2015 General Election will strike fear in to many PCS members and those that we strive to provide public services to.

With just a little over 24% of the vote the slender majority Conservative Government does not represent the views of the Working Class, the Trades Union Movement, the Poor, disabled, disadvantaged and many other sections of our society.

Any political party that is Pro-Austerity is not the answer; austerity at any pace is still austerity and will affect in greater terms those mentioned above whilst benefiting the rich elite, big business and Capitalists at our expense.

This country now needs greater than ever before a real voice for the working class and a political party that represents the working class and can reverse the savage cuts to those groups that are disadvantaged, bringing back the political shift from the Right to the Left to enable fairness and equality to those that most need it.

This ADC acknowledges that PCS has been at the forefront of pushing the Anti-Cuts and Anti Austerity agenda through its political campaigning and now PCS must be at the forefront of this activity.

Conference therefore instructs the NEC to:-

- Put pressure on the TUC to coordinate a campaign to establish an alliance between interested Trade Unions, Anti-Austerity political parties and other like-minded bodies with the aim to organise and agitate through all legal means possible such as direct action, industrial action, campaigning, protesting, mass demonstrations and General Strikes.
- Campaign to push for a change in Electoral Reform to abandon the discredited 'First Past the Post' system.
- Galvanise support for Anti-Austerity political parties and such activity as above to influence future election results.
- Re-launching an invigorated MYVC/Political Coordinator and Political Campaigning structure to PCS Lay Activists on a Regional basis.
- Not accept austerity in any form as an alternative to the Tory position and continue to raise awareness to members and the wider movement about the impact of austerity through branch, national publications and other means possible.

The NEC is to start this work within the Westminster summer recess and report back to Regional Committees and Branches with regular updates on activity.

**E458 covered by A452  
DWP North East London (047033)**

Conference notes at its meeting in March, the PCS NEC did not change its position on supporting election candidates, so PCS has failed to back any candidates in the May 2015 General election. Neither TUSC candidates nor members of the PCS parliamentary group (.g John McDonnell) were given support by our Union.

Considering the significance of the General election to PCS members as most of us are Civil Servants and the Government is our effective employer, this lack of direction given by the PCS NEC is unacceptable.

Conference believes there needs to be an immediate review arranged by the NEC of the Union's decision making process in relation to deciding candidates to support at national elections. This review should include consultation with branches and seek views on the delegation of decision making to bodies other than the NEC e.g local Branches where a decision is made on who to support in a general election constituency. A review report should be provided to Branches by the NEC before February 2016 so Branches/the NEC may consider it prior to the deadline for Conference motions to the 2016 PCS Annual Conference.

**A459 General Election to be taken after A452  
Revenue & Customs East Kilbride (200031)**

The SNP is now the 3rd largest party in the UK parliament with 56 MP's. The majority of these MP's are new to the Westminster system. This gives PCS an opportunity to look to influence the MP's with a view to them supporting PCS's 5 campaign demands on public sector pay freeze, the closing of the tax gap, privatisation of the public sector, ending damaging cuts and to stop union busting.

The SNP will be looking for any opportunity to give the current Tory government a bloody nose and we must seize this chance.

This conference instructs the NEC to do the following:

Arrange for the Scottish regional office to contact the branches that have the most members in each SNP constituency to arrange a meeting with their local MP if possible, email contact if not.

For the details of which branch is contacting each MP to be issued to all Scottish branches to enable them to liaise with the branch arranging the meeting, so they can input any issues affecting their department specifically.

A help card sent to branches with advice on what they should be discussing with their MP. For branches to report back to the regional office with the details of the discussion. Encourage all branches in the UK to meet with their local MP, especially if they are newly elected.

The work on this should start immediately after conference has ended.

**X460 not accepted as an emergency motion  
DWP North East London (047033)**

This Conference welcomes the Labour Party's promise during the election campaign on removing Employment Tribunal fees.

Conference recognises justice in our workplaces has been seriously damaged by the Coalition Government 2010-2015 introducing Employment tribunal fees. This situation has been worsened and become more costly for Civil Servants by the Coalition restricting the role of the Civil Service Appeal Board so it does not hear dismissal cases.

Statistics showing an 81% fall in Employment Tribunal claims lodged between April and June 2014 compared to the same time in 2013 due to the introduction of fees. In this period sex discrimination claims fell 91%.

Conference believes Tribunal fees need to be abolished and the remit of the Civil Service Appeal Board to be widened again so it hears dismissal cases.

Conference instructs the NEC to

- 1) Campaign for the immediate abolition of Employment Tribunal fees by a new, Government
- 2) Make representations to a new Government for the widening of the remit of the Civil Service Appeal Board so it again has authority to deal with dismissal cases.

### **X461 not accepted as an emergency motion EFRA - APHA (010605)**

Conference remembers the 2001 Foot and Mouth epidemic which:

- Cost the public sector over £3 billion and the private sector more than £5 billion
- Ruined many farmers and related businesses
- Restricted travel, freedom of movement and tourism and
- Had devastating effects - both social and economic - on our rural communities and our society in general.

Conference notes the Government Property Unit's current focus on relocating and merging civil service and other public sector sites in order to save money. PCS were invited to meet with the Defra Estates Strategy Team on 23 March 2015 and again on 16 April 2016 to discuss fresh proposals to reduce Defra's Animal and Plant Health Agency's (APHA) estate. PCS queried Estates' proposals in the context of APHA's future capability to deal with widespread animal disease such as Foot and Mouth in 2001. The Official Side dismissed PCS' representations, citing successful handling of an avian influenza outbreak in late 2014 as evidence that this would not be problematic and stating that priority was to make monetary savings. Defra no longer had the resource to maintain current provision against the eventuality of an epidemic. PCS pointed out that the avian influenza example concerned only one infected premise and did not indicate an ability to cope with a major epidemic as in 2001. PCS believes that the level of preparedness needed in case of animal disease emergency on this scale should inform the Estates Strategy.

Despite PCS' representations, the OS position remains that £25m worth of savings need to be made from Defra Estates. PCS pointed out APHA's unique accommodation requirements for safe storage of drugs and chemicals and for washing/disinfecting, post-mortem and specialist laboratory facilities but the OS remain adamant that financial savings remain priority.

PCS deplores the lack of forethought evident in the Estates Team's plans which could leave Defra unable to address a disease outbreak on the scale of 2001, with disastrous consequences for all.

Conference instructs the NEC to:

- i. Involve the PCS Parliamentary Group to raise parliamentary questions
- ii. Involve PCS Campaigns to publicise this potential problem – for example by liaising with the media – particularly the farming press.

As the Defra Estates Strategy Team looks to early implementation of their proposals, the NEC is instructed to commence these actions at the earliest opportunity following Conference.

**X462 not accepted as an emergency motion  
PSg Scottish Prison Service (149010)**

Conference notes with concern the long standing no strike agreement between POA (Scotland) and the Scottish Prison Service (SPS).

Extract from Voluntary Industrial Relations Agreement.

4.10- "In entering this contract the POA(S) agrees that it will not induce, authorise or support any form of industrial action by any of its members relating to a dispute concerning any matter, whether covered by this agreement or otherwise".

4.11- "In the event of a breach of this agreement by either SPS or the POA(S), the aggrieved party shall have access to remedy through the courts".

Conference is further concerned to note that this no strike agreement has very recently been reinforced by a £2,000 payment on the understanding that if staff in the affected grades take industrial action SPS may seek to recover the money. We have PCS members who, through no choice of their own, received this payment directly in to their bank accounts. The PCS Branch in the Scottish Prison Service has supported national calls for industrial action with picket lines across the length and breadth of Scotland but our support for future campaigns could be seriously jeopardised as PCS members will now be very hesitant about voting for future strike action. Many of those members chose to join the PCS to exercise their right to take industrial action because of the austerity measures imposed by Westminster Government in an effort to protect their pay, pension and terms & conditions. Understandably they may have real difficulty in supporting any future strike action if it equates to, what in essence will be a £2,000 fine. This erosion of strength and solidarity will also no doubt have a negative consequential effect on our non-operational PCS members when called to support our national campaigns.

With the re-election of the conservative party it is more important than ever that our collective strength should not be diminished in this way and POA (Scotland) should act in the interests of all STUC affiliates. Conference instructs the NEC to enter in to urgent talks with POA (Scotland) to resolve this issue and encourage POA (Scotland) to now withdraw from their no strike deal and support PCS in our fight to defend all members in the face of this relentless unprecedented attack on public sector pay, pension and terms & conditions.

**X463 fails Standing OrderA5  
DWP Leeds (047006)**

Conference condemns the continuing cruelty of the Bedroom tax.

660,000 people have already seen their housing benefit reduced because they are considered to have "spare" bedrooms.

Many people have been forced out of their homes by this tax and many others are now living with a renewed threat of eviction.

Conference condemns the decision of this government to slash last month Discretionary housing Payment funding to councils from £165 million to £125 Million leading to a wave of new eviction notices.

Conference notes that hundreds of Bedroom tax campaigns have been set up across the country and thousands have marched to defeat this hated tax and congratulates the Benefit Justice campaign on co-ordinating these campaigns.

Conference believes this is an attack on the poorest and most vulnerable in our society, on basic security and on public housing. Claims that it would save money have been proved to be false.

Conference agrees that the election of a Conservative Government on 7th May means that, while the campaign to end the tax must continue, the political campaign to commit local councils to a policy of no evictions and support, including Trade Union support, for direct action to defend the victims of this tax against evictions has a new urgency.

Conferences therefore agrees:

- To oppose the bedroom tax and call on all politicians to agree to repeal it now.
- To campaign against any evictions and for all councils to adopt a no evictions policy
- To campaign for a mass public house building programme to create homes and jobs
- To campaign for a return to fair rents and security of tenure for all tenants
- To affiliate to the Benefit Justice campaign and publicise its work and conferences to all members.

#### **X464 not accepted as an emergency motion Revenue & Customs East Kilbride (200031)**

That this conference notes with some concern the overall outcome of the 2015 general election, both in terms of the again disproportionate shares of parliamentary seats to votes cast and the election of a pro-austerity, anti trade union Tory Government.

Conference further notes the regular references to "a federal UK" made in the media and by certain politicians from time to time, but that there is little in the way of a consensus as to what this means.

Conference recognises that in the past, a devolved administration in the North East of England was rejected in a 2004 referendum, but that the time may be right for consideration of significant devolution to the English regions, and instructs the NEC to consult Members in each English region on whether they would the chance either to visit the question afresh or, outwith the North East, for the first time.

Should that consultation be answered positively, the NEC are instructed to ensure that Regional TUC delegations advance the case for this in their Regions, and to push at the BTUC for devolution referenda where they are wanted.

Conference further notes the unprecedented level of support for the SNP shown by the Scottish electorate, and whilst recognising that this 2015 Westminster election vote in itself was not a rerun of the Independence referendum of 2014, the SNP amongst others may run in the 2016 Scottish Parliamentary elections with a further referendum on Scottish Independence as a manifesto commitment.

Conference believes that if in 2016 Scotland elects a Devolved Government with a further referendum as a key manifesto commitment, that this is a reflection of the will of the Scottish people, and as such Conference instructs the NEC, without taking a position on what the outcome of that referendum should be, to support the principle of the right of such a Government to hold a further referendum, and to campaign against any attempts to block or delegitimise such a referendum.

Conference further agrees that in the event of any referenda on new devolution in the English Regions, or on the constitutional status of Wales, Scotland or Northern Ireland, the model of membership engagement and consultation embodied in the PCS approach to the 2014 Scottish Referendum should be followed

**X465 identical to X464  
R&C Dundee (200029)**

**X466 not accepted as an emergency motion  
Heathrow Airport Branch (202019)**

Conference instructs that in the event of any merger/ takeover concerning the Public and Commercial Services Union (PCS) by Unite the Union, or any other recognised union, that individual branches be allowed the option to ballot their membership, on a branch by branch basis, to withdraw as such from PCS, and move to another union of their choosing, in the form of a 'transfer', supported by the current NEC, and without seeking any action against such branches, in seeking discipline, or expulsion through invoking dispute resolution procedures similar in nature to the Bridlington Principles.

Purpose of motion:

- To protect individual branches where any merger/ takeover would have a negative, and possibly disastrous impact on the structure and solidarity of the membership of that branch
- To prevent other Trade Unions seeking financial gain, by way of absorbing the revenue stream of member contributions involved in any merger/takeover.
- Sets a new standard for grass roots union membership throughout the UK, protecting any individual branch within a trade union in such circumstances
- Reflects the views of a substantial amount of members Conference is fully supportive of and committed to the on-going solidarity and success of PCS in its current form. It is strongly felt that any merger/takeover would jeopardise this and leave the union vulnerable, and as such instructs the NEC to formalise such an agreement.

**X467 not accepted as an emergency motion  
R&C Dundee (200029)**

That this conference notes the planned phased go live beginning on 20 July 2015 of the debt market integrator, a cabinet office/private sector joint venture, Notified to the national negotiating team on 13 May 2015, and instructs the NEC to:  
Closely monitor developments in the expansion of the use of the debt market integrator;  
Vigorously defend the principle that the collection of public debts should not be a source of private profit;  
Pursue costings for the use of the private sector to collect public debt and demonstrate the greater efficiency of public sector debt collection provision, and;  
Ensure that members and the PCS Parliamentary Group are fully briefed on the DMI and its implications for members working in debt collection across the Civil service, seeking to raise the profile of inefficiencies of the model chosen in parliament and the media. "

**X468 not accepted as an emergency motion  
DWP Manchester and Salford (047023)**

Conference notes the election of a majority Tory government on 7th May. We agree that this situation is different than any other possible outcome.  
Conference congratulates the DWP GEC and the NEC on the good work that has been done to address the issue of benefit sanctions, in particular the work done at the parliamentary select committee. Conference notes that the previous coalition government accepted that there have been deaths due to benefit sanctions and we consider that this will increase under a majority Tory government. Conference believes that further work will now be necessary and that such work should involve the whole membership.  
Conference believes there is a significant impact on the health and well being of members in relation to sanction referrals and disallowances including the number and severity of violent incidents in jobcentres and the impact on members' mental health. Conference considers that the requests being made of by DWP management in relation to benefit sanctions are sufficiently unreasonable as to constitute a legitimate trade dispute. Conference instructs the GEC/NEC to ballot members for strike action and/or action short of a strike, not excluding a boycott of sanctions, if any of the following occur

1. Targets are issued for benefit sanctions as part of appraisal or work measurement processes.
2. There is a violent incident in a jobcentre which is clearly linked to benefit sanctions and which the branch in question considers to be sufficiently severe.
3. There are any changes to the benefit rules which increase the length of sanctions.

**X469 not accepted as an emergency motion  
DWP Manchester and Salford (047023)**

Conference notes the election of a majority Tory government on 7th May. We agree that this situation is different than any other possible outcome.  
We agree that there must now be a reassessment of PCS's priorities. We are not going to be able to successfully fight a Tory government on our own and we should turn outwards to the wider union movement, not just for support for PCS but to actively progress a wider TUC agenda on issues such as £10 per hour minimum wage, an end to zero hours contracts, opposition to austerity, the defence of the social security system and the abolition of the anti-union laws. It is possible for the whole union movement to make progress on these issues and PCS should play an active and visible part in that.  
Conference instructs the NEC to

- Ask regional offices to determine which branches are actively involved in local trades union councils, county associations and regional TUCs.
- Encourage any branches which are not involved in local trades councils to become involved.
- Arrange a mentoring and training programme for new trades council delegates and for PCS activists wishing to stand for officer posts within trades council and TUC structures.
- At the point where PCS is financially secure and trades councils are no longer waiving affiliation fees, make extra money available if required, to branches which wish to affiliate to more trades councils because they have activists who live or work in a number of areas.

**X470 not accepted as an emergency motion  
DWP Buckinghamshire & Oxfordshire (047108)**

Conference believes that:

1. Millions of people in Britain will be horrified by the general election result. After five years of austerity the Tories will see their victory as a mandate for a huge swathe of further cuts to public services and the welfare state.
2. In the build up to this election some in the unions adopted a "wait for Labour" strategy. We can't afford to wait another five years. Austerity and the Tories can be beaten by mass resistance to their policies. If we don't fight we will definitely lose.
3. The trade union movement needs to urgently lead and reinvigorate the movement against austerity through protests and support for every group of workers striking back. To really challenge austerity, national coordinated strike action has to urgently be put back on the agenda.
4. Alongside attempting to coordinate trade union we should work with anti-austerity organisations such as the People's Assembly, National Shop Stewards Movement, Unite the Resistance, and Defend Council Housing to build the broadest possible movement against austerity.
5. There are a number of initiatives that we should support and mobilise for in the weeks ahead.

This conference resolves to support the following initiatives:

- Saturday 30 May: PCS national demonstration in support of the National Gallery strike.
- Saturday 13 June: Tenants and Housing Summit called by Defend Council Housing. It is already supported by Housing Justice, the churches housing campaign, Generation Rent, Welsh Tenants, DPAC, trade unions, estates fighting demolition and the Radical Housing Network.

- Saturday 20 June: End Austerity Now demonstration called by the People's Assembly

#### **4) 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 **Meeting room 2** (follow the signs from the registration desk) in the conference centre between **6:30 pm and 8:30 pm on Monday, 18 May 2015**.

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 A16 will be entitled to credentials.

#### **5) 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.

**Calum Walker (Chair)**  
**Jon Gamble**  
**Fiona Macdonald**  
**Derek Mellor**  
**Gordon Rowntree**  
**Steve Battlemuch (Secretary)**  
**Chris Williams (Administrator)**

## 2015 Revised Conference Timetable

### Tuesday 19 May

14:00 – 14:10	<b>Opening of Conference</b>  <ol style="list-style-type: none"><li>1 . Domestic Arrangements</li><li>2 . Minutes of Annual Delegate Conference 2014</li><li>3 . Obituaries</li><li>4 . President's Address - Janice Godrich</li></ol> <i>(Conference ballot boxes open)</i>
14:10 – 14:30	Adoption of Standing Orders Committee reports
14:30 – 14:50	Presentation of the 2015 PCS Annual Report - Mark Serwotka
14:50 – 15:00	Presentation of Finance Report – Chris Baugh
15:00 – 16.45	Finance (A1 – A15)
16.45 – 17.30	General Election Result (A447-A449)
<b>17:30</b>	<b>Close</b>

## 2015 Revised Conference Timetable

### Wednesday 20 May

09:00 – 10:00	Services & Structures (A36– A46)
10:00 – 10:30	Affiliations (A33 – A35)
10:30 – 10:45	PCS Parliamentary Group Report – John McDonnell MP
10:45 – 12:30	National Campaign (A16 - A32)
12:30 – 13:30	<b>Lunch</b>
13:30 – 15:15	Social & Economic (A47– A76)
15:15 – 15:30	Distinguished Life Memberships

#### **(Conference ballot boxes close at 15:30)**

15:30 – 16:30	Personnel Policy (A77– A89)
16:30 – 16:45	Organising Awards
16:45 – 17:30	Rules (A90 – A95)
<b>17:30</b>	<b>Close</b>

## 2015 Revised Conference Timetable

### Thursday 21 May

09:00 – 10:15	Organising (A96– A104)
10:15 – 11:15	International (A105 - A114)
11:15 – 11:45	Environmental Issues (A115 - A119)
11:45 – 12:15	Guillotined Motions
<b>12:15 – 12:30</b>	<b>Close of Conference</b>