

Assistant general secretary election

2019



It is vitally important that you vote in this election

A good turnout in our elections strengthens the union and helps our representatives stand up for members.

After the General Secretary, the post holder will be the union's most senior employed officer. This is your opportunity to decide who should fill the post for the next five years.

In this booklet are the election addresses of the candidates standing for election. You may vote for one candidate only. Please read these election addresses to help you decide which candidate would provide the most effective leadership. The number of branch nominations received for each candidate is listed with each election address. The branches nominating each candidate are shown on the PCS website, pcs.org.uk

Please return your completed ballot paper in the envelope provided as soon as you can. **It must be received by the Independent Scrutineers no later than 12 noon on Thursday 9 May 2019.** Ballot papers received after then will not be included in the count of votes.

The regulations covering these elections have been sent to every Branch Secretary. They are also available on the PCS website or by ringing 020 7801 2810.

I urge you to exercise your rights as a member by voting. It's your union. Voting will strengthen the union as we face the challenges of the next five years.

Mark Serwotka, general secretary

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If you require a copy of this booklet in an alternative format please contact the PCS balloting office on 020 7801 2810 or e-mail balloting@pcs.org.uk
Candidates' election addresses are also available on the PCS website by visiting pcs.org.uk/electags19



Public and Commercial Services Union | pcs.org.uk



Chris BAUGH

NOMINATED BY 85 BRANCHES

I am asking for your vote to continue as your Assistant General Secretary.

I have the most support amongst local activists

I'm the candidate with most widespread support amongst local PCS activists. That's because they know me and they know my record. I will make sure that decisions are made by PCS members and that power is not concentrated in the hands of the Union's full time officers. As AGS I will ensure that your local branch reps and your PCS Group get the help and support they need.

I will fight for better pay and conditions

As an activist and as AGS I have led many campaigns to protect your interests at work.

- I fully support the national pay campaign and ballot to break the pay cap and restore our right to bargain with government. I led opposition to the break up of national pay bargaining in the early nineties. Divide and rule has been used by the employer to cut civil service pay. I will continue to work with groups to resist attempts to trade pay for worse conditions and for the action needed to force the government to negotiate with the union.
- I have extensive union bargaining experience with the employer. As national negotiator on the national redundancy agreement and performance management, I have defended PCS members under difficult conditions, defeating some of the worst proposals.
- Members join PCS to use our bargaining power to win the best conditions at work. But as the saying goes, you don't win in the negotiating chamber what you haven't first won on the battlefield. As the first elected AGS, I have a long and respected record of national campaigning and giving unstinting support to Group and Branch campaigns including members taking action to defend their interests. This includes our members taking action against privatisation and for decent pay and conditions in the Commercial and private sector.
- I helped set up the Tax Justice Campaign, which put tax avoidance and evasion in public view and has helped protect jobs and careers in HMRC.
- I worked to set up the Young Members Network which has brought hundreds of young members into Union activity.
- As Group President, I helped lay the foundations for the Land Registry Group who twice defeated privatisation.
- Working with elected reps, I helped shape and apply the Union's intervention in Scotland, Wales and Northern Ireland which has secured some important gains for members.
- I have led PCS work on Climate Change and been at the forefront in UK and internationally developing a trade union approach to a just energy transition and climate jobs.
- Brexit has highlighted the vital need for civil servants. This presents PCS with the opportunity to halt the failing job cuts, office closures and reorganisation plans and assert the case for a properly funded and staffed Civil Service.

Equality in Practice

I have challenged racism from the seventies to the present day. I have always fought to put equality into practice such as winning unprecedented childcare/ workplace nursery and parental leave provision in the Land Registry. As AGS I have worked with union reps to effectively challenge and expose the discrimination embedded in HR and Performance Management systems. I will continue to work with equality groups fighting for Women, Black, Disabled and LGBTQ+ members.

We need to use the collective power of the union to end the gender pay gap, fight for affordable childcare, parental leave and fair and equality proofed performance and personnel policies. This is how as a union we can best remove some of the barriers to equality at work and to the involvement of women members at all levels of the union.

I've proved my competence as AGS

As AGS and National Treasurer I helped navigate PCS through the financial crisis when the Government unlawfully removed the way we collect Union subscriptions. Working with others including Mark Serwotka and Janice Godrich I helped fight off the Tories' attempt to bankrupt our union and ensure its survival. A lot of the AGS role is complex and detailed work that keeps the union going. No-one notices if it's done right. Everyone would have noticed if it wasn't.

A lifetime commitment to our union

I have consistently fought for a union controlled by its members. I will continue to work to extend the election of full time officers to ensure they remain accountable to PCS members. I've kept my promise not to accept the full AGS salary. I donate money back to the PCS Hardship Fund and give further financial support to other labour movement and environmental causes. Before I was elected as AGS, I was a local rep for many years. I haven't changed.

I have been active in the union since I joined the Land Registry as a naïve but enthusiastic 16 year old. With decades of experience as a Branch and Group activist, I have been elected many times to represent the union at national level. I believe this experience is very important for representing you as the elected Assistant General Secretary.

Maintain an independent political voice for members

I'm a socialist and the candidate of PCS Left Unity. I want a better deal for you at work and a fairer society. I opposed the attempt by the supporters of other AGS candidates to affiliate our Union to the Labour Party. PCS should work with those politicians from Labour and other parties who support us. I support a Jeremy Corbyn led Labour Government that increases pay, halts the cuts and office closures, introduces better rights at work, Tax Justice, replaces the social catastrophe that is Universal Credit with a fair benefits system and brings NHS, Energy, Rail, Water, Postal and local services back under public ownership. But I believe our Union must be able to independently defend our interests whoever is in Government.

Thanks for taking the time to read this. Please vote for me to continue as Assistant General Secretary and for Democracy Alliance candidates.



Lynn HENDERSON

NOMINATED BY 39 BRANCHES

Time for a change - vote Lynn Henderson

It is time for a new AGS – it is time for a change in PCS.

I am standing for Assistant General Secretary to bring fresh ideas for the future, to develop unity in our union, and to get more members involved in PCS.

About me

PCS reps and members are involved in great campaigns for better jobs, better pay and a better future. They inspire me every day.

- **Commitment:** My mum worked as a dinner lady and was the union rep in her workplace. She taught me that I could be a union organiser and a working mother. I am entirely committed to the trade union movement and to PCS.
- **Union rep:** I was in PTC, a predecessor union and I've been a rep and an active union member in all of my previous jobs. I believe in the power of unions to make gains for working people.
- **Experience:** I've worked for PCS for 14 years as a national officer for more than half that time. During 2017, I was acting Head of the General Secretary's office.

I am proud to have the confidence and backing of **Mark Serwotka**, our General Secretary.

We can end the misery of austerity pay

When PCS members stick together, and vote yes in the industrial action ballot, we will show the government our strength and force them to negotiate a fair deal on pay.

Brexit means the government is relying on the civil service like never before. They should treat you with respect, improve your pay and pensions, and stop the cuts to the civil service compensation scheme. We can achieve this with a united and powerful union which is organising to win.

I donate to the PCS fighting fund every month, as I want to personally assist members who take action.

The changes we need

In every workplace I visit, stressed-out PCS members talk about increasing **workloads, performance policies** and **attendance management**.

- **I will help our PCS employer groups build successful strategies to win on the issues that matter in daily working life.**

Automation and **digitisation** is changing the way we work and threatens jobs across the UK. But with the right leadership and union organising, new technology could be used to our advantage, to improve satisfaction at work, build skills and reduce working hours for better pay- without losing jobs. The Government's digital strategy, local HMRC office closures and the DWP Universal Credit debacle are just the beginning, and we must be ready to fight for the future.

- **If elected, I will work with reps and members to counter the threats to jobs from automation and digitalisation and to turn these threats to our advantage.**

Organise for the future

I want to help PCS seize the moment:

1. **Workplace matters** – Let's continue directing union resources towards supporting branches and defending members
2. **Community** – Let's organise in our own communities, increasing our ability to influence politicians and decision-makers.
3. **Democracy** - We can use PCS's new digital technology to enhance union democracy including giving members in Scotland, Wales and Northern Ireland a meaningful say on devolved matters.
4. **Equality** - I will introduce a renewed diversity plan to empower participation of under-represented groups.

PCS senior elected officers should better reflect our membership, so I want to lead from the front and help more women get involved in PCS. Over 60% of PCS members are women and, so far, women make up 45% of reps. To fight against all forms of discrimination, we need ways to improve representation.

- **I pledge as AGS to support the NEC's plan to increase representation of women and to encourage more women into the union at local and national levels.**

My record

I have overseen PCS strategy across all nations and regions and I am an experienced negotiator. Working with our reps, as national officer for Scotland and Northern Ireland, I have transformed PCS into a vibrant, effective union. I am currently President of the Scottish TUC.

I have always defended our union democracy, and when members want to take action, I always back them.

I supported the rule changes guaranteeing places on our NEC for disabled and LGBT+ candidates and representation from a member from the private sector.

I want to get the Tories out of government

The union is not affiliated to any political party, but it's clear that the Tories have been a disaster for ordinary people. Jeremy Corbyn has pledged to recognise the hard work of PCS members with a decent pay rise and to restore UK civil service pay bargaining.

- **I am committed to seizing this opportunity and supporting the union's policy of campaigning for a Corbyn-led UK government, whilst maintaining our formal independence from all parties.**

Understanding political differences in devolved nations is crucial. My experience as national officer and as a socialist in Scotland gives me deep knowledge of the diverse political landscape.

- **If elected to AGS I will ensure these voices are heard in our political campaigning.**

Unity is strength

I believe in shared responsibility, integrity and accountability. The union's leadership should work together as a strong and supportive team.

- **If elected AGS, I offer unity by working positively with our general secretary Mark Serwotka, along with our newly elected national president and all of our senior elected officers.**

I support **Fran Heathcote** for national president and encourage members to vote for Fran and all of the **Democracy Alliance candidates for the National Executive**.



John MOLONEY

NOMINATED BY 21 BRANCHES

PCS Leadership has failed us

When Mark Serwotka first stood for PCS General Secretary, he noted that his rival “[had] been in a position of leadership at a time when our jobs have come under unprecedented attack and our pay has declined...”

I can similarly say that the leadership which has dominated PCS for years has presided over a decline in our pay, pension arrangements and other terms, and a serious loss of union membership and a weakening of union finances.

Vote for Change and for action

While it is the government which has driven down our living standards, it is the job of union leaders to anticipate the attacks and prepare our defences. The current leadership has repeatedly failed in that task.

However, the defence of our living standards remains vital and we need to maximise membership support for action in the national pay ballot.

I therefore appeal to you to:

- Vote for me for AGS and for the PCS IL NEC candidates.
- Vote “Yes” in the national PCS pay ballot.

My Track Record

My campaigning and negotiating record is as good as anybody’s in PCS.

For example:

- I led the campaign and legal challenge which established that the Crown is the single employer of all civil servants, a legal fact with important implications for the ability of PCS to secure redeployment for members facing redundancy, for the logic of national pay bargaining and for equal pay claims.
- I was the first civil service trade unionist to demand and obtain the equality impact assessment of Performance Related Pay (PRP) proposals (in the 1990s), revealing the discriminatory impact of PRP (and of PMR systems) upon ethnic minority and other members.
- I was part of the negotiating team that contractualised the terms and conditions of my Department and protected members from arbitrary management changes.
- I developed the breach of contract case for PCS’s successful High Court challenge to DfT’s reduction in sickness trigger point.
- I have recently launched a collective grievance on behalf of G7 female PCS members on pay minima claiming equal pay with men who were recruited above the minima.

I Stand For

- **A serious strategy to win the current national pay ballot and pay dispute.** For example: developing an industrial and political strategy that persuades members that PCS can win; maximising cross-departmental branch campaigning as I and others did in Whitehall last year and are doing again this year; making imaginative use of social media and ensuring leaflets are readily available throughout the ballot (they were not during the 2017 ballot and branches had to create their own material); for PCS HQ to be “ballot ready” (it was not in 2017 and was not properly prepared for the current campaign).
- **A return to national pay rates and national pay bargaining.**

- **An end to the arbitrary differences in rates of pay for the same grade of civil service work:** a lifetime inequality that feeds into redundancy entitlements, pension and pension lump sum.
- **Spot rates or progression to maxima within five years at most.**
- **Placing equality at the heart of the union’s work through a national equality campaign:** spreading best practice; equality checking all personnel policies; systematically legally challenge inequalities by ethnicity, disability, age and gender; ending PRP; equal pay for work of equal value.
- **A membership-led union:** full time officers to be elected and paid salaries closely linked to the pay of members; allowing members who wish to take industrial action to defend their interests to do so; reengaging the 90% of members who do not vote in PCS elections; transparency in all negotiations as the basis of informed membership decision making.
- **More resources for members in the private sector** and a joined up strategy with other unions to better unionise, organise and represent contractor staff.
- **Addressing the crisis in civil service membership density** through systematic union recruitment and organising campaigns, workplace by workplace, ensuring that all PCS members will have known, local, lay representatives.
- **A union culture that trusts the members and ends the national PCS leadership’s practice of “spinning” news to members.** When I decided that the leaderships policies and practices were not serving members, I declared my opposition despite knowing that it would cost me my then place on the PCS NEC.

I am a PCS member just like you

Whilst my two rivals for AGS are well paid employees of the union, I am a PCS member, a working civil servant, and a highly experienced lay representative who carries out my union role on limited facility time.

I experience the same work pressures as you and like many PCS representatives I must undertake a lot of union activity in my own time, including for this election.

I will take an average PCS member’s wage

I will refuse to accept the inflated AGS salary of £80,000 pa salary (plus £10,000 in PCS pension contributions).

This salary is in the top 5% of UK salaries and is out of all proportion to the incomes of PCS members: In 2018 the average salary in HMRC was £24,030 and in DWP 87% of civil servants earned under £30,000.

I will take the pay of a DWP London EO on the minimum and I will return the rest to PCS. I will only keep an increase in salary to the extent that DWP EO pay increases.

My AGS Rivals

PCS’s hitherto watertight national leadership is divided in this AGS election, in large part because of a senior personality spat, dressed up in exaggerated and pseudo policy differences.

The result is that I have two PCS establishment rivals for AGS. Neither stands for the change that we the PCS members desperately need.

The NEC Elections

Please vote for:

President: Bev Laidlaw

Vice-Presidents: Bryan Carlsen, Phil Dickens, Chris Marks, Paulette Romain.

NEC: Tom Bishell, Bryan Carlsen, Ralph Corrigan, Phil Dickens, Chris Hickey, Karen Johnson, Bev Laidlaw, Charlie McDonald, Chris Marks, John Moloney, Paulette Romain, Leon Searle.