

Commercial Break

The newsletter for PCS members working in the **Commercial Sector**

Pay negotiations updates



For the fourth year in a row DXC Technologies (formerly CSC and HPE) have told our hard-working

members that there is no money available for a pay rise. Our members quite rightly said enough is enough and the PCS national disputes committee (NDC) gave permission to ballot for strike action and action short of a strike. On a turnout of over 80% the members voted by 92% for strike action and 99.4% for

“ This level of support for the union clearly smashes the government’s vindictive anti-union legislation

action short of strike. This level of support for the union clearly smashes the government’s vindictive anti-union legislation which requires over 50% of members balloted to respond. The overwhelming vote has brought DXC back to the negotiating table and there is now a pay meeting planned in September.

Sadly, the national pay ballot from our colleagues in the civil service never made this new imposed threshold although all is not lost for them as our union has launched legal proceedings seeking a judicial review of the government’s consultation over the 2018 pay guidance.

We are currently in pay negotiations with Fujitsu and Atos and hope to get pay offers to both sets of members in these collective bargaining units as soon as possible. Fujitsu are also looking to agree a new framework agreement with PCS which will establish how both of us conduct



industrial relations going forward.
Jim Knotts
Group secretary

FROM THE PRESIDENT

This is the start of a new term as president of the commercial sector. Once again, we saw a full CSA committee being elected at conference. Reps with different levels of experience, willing to work together as a team aiming to be successful for the benefit of the union and members.

We had another successful commercial sector conference in Brighton. This event is used as a training event for reps. Reps attending had different levels of experiences and it was highlighted there is a need to remember that the level of knowledge and experience can differ between reps and ensure we try and cater for everyone. This constructive criticism is welcome as it will help to set the agenda for next year.

Reps deal with many issues including restructuring of companies, mergers, redundancies, outsourcing, TUPE changes to

pension schemes and settlement agreements to name a few. All these highlights just how important it is to arm our reps with the tools to deal with them.

I think the annual delegate conference was good for developing the commercial sector. The collapse of Carillion has highlighted the problems facing the private sector and opened the debate on how government contracts are awarded and the lack of control over them. Several motions calling for public sector groups to work closely with the private sector and for a reserved seat for a representative from the commercial sector were debated and carried.

I was lucky enough to be elected to the PCS National Executive Committee and view this as an opportunity to ensure that there is a voice representing the commercial sector and will be able

“ Reps... willing to work together as a team aiming to be successful for the benefit of the union and members

to highlight where I believe there might require a different approach from the civil service. I would like to thank everyone who voted for me and all the other candidates in the elections, whoever they voted for, whether successful or not. However, the union needs to try and address the low turnout for these elections. I feel that every member has a responsibility to vote as the NEC is the elected leadership of the union and can make decisions which could affect us all. It is important to use your vote.

The union organised a national pay ballot of members in the Civil

service. Goalposts have been moved with the new legislation to make it more difficult to achieve a successful result. Despite having the highest percentage vote in an industrial ballot in the union’s history with 85.6% to 14.4% in favour of action from a turnout of 41.6% the ballot did not achieve the 50% threshold required under the legislation. However, the level of support showed the level of anger that members had with their treatment by the Cabinet Office.

Finally, we should all set ourselves some targets for 2018 in the commercial sector to recruit more members to PCS, increase the number of members covered by collective bargaining and encourage members to participate in ballots held by the union. We all need to try and play a part as it is OUR union.

Kenny McKay
Group president

Atos

Pay claim for the PCS bargaining unit

Pay negotiations with the company and reps from the union's collective bargaining unit have been completed and the company has made its best and final offer. Details of the offer are:

- 2% on basic salary or an underpin of £500. Majority of members with a salary of under £25,000 will benefit by the underpin.
- All payments will pro-rated for part-time employees and all payments are subject to normal deductions and PAYE tax.
- All eligible members will receive a consolidated pay increase and therefore any pay band cap will not be applied for the purposes of the 2018 pay offer only.
- Exclusions for the purposes of pay awards are provided as an addendum to this letter.
- Due to the change in performance rating descriptors in 2017, employees who receive a 2 rating in H1 2017 or H2 2017 will not be excluded from the annual pay review. They will receive an award which is 50% of the offer applied to all eligible employees, assuming no other exclusions affect them.

After due consideration of the offer the GEC is recommending acceptance to our members covered by collective bargaining. Reps believe the offer is the best that can be achieved by negotiations and balloting arrangements are being organised. Members voted to accept the pay offer by 91.6 and to 8.4%.

Orbital House East Kilbride

DDS outsourcing / redundancy / redeployment

Work (mail and Banking) carried out by DDS in Orbital House is being outsourced to Paragon, a company based in Sunderland. The dates for all this to take place have been put back 4 times so far. Steps have been put in place for a

“ PCS have concerns that roles being offshored from the UK are not replaced... these are further examples of profits before people

gradual increase of work to be transferred from Orbital House to Sunderland.

Employees have been waiting since July 2017 for a final decision to be made and expectations are that an announcement will be made to the future of the workforce.

Voluntary exit in DDS

16 members were released on a voluntary exit (on NS&I redundancy terms) settlement agreement. The company stated that the drop in work receipts would have meant a reduction in staff required to do the work anyway even if the work was still being dealt with solely by DDS. Initial reports seem to indicate things are back on track and the work being dealt with by Paragon is being ramped up gradually. Staff members are hopeful that the outsourcing will eventually take place and they will get their redundancy after having waited over 12 months from the date of the original announcement.

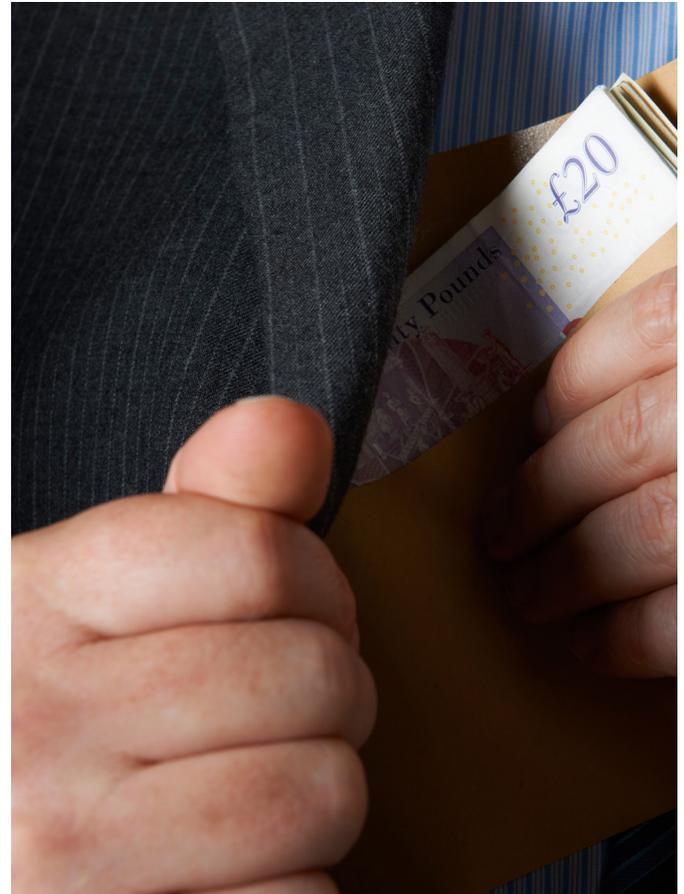
Glasgow Capella

CFO

Some employees who had accepted the invitation to attend the company's long service award dinner were refused permission to attend the event due to business needs. They were "offered and agreed" a compensation package which appears somewhat less than the value of attending the event.

IDM transition

This reorganisation is a long-term exercise and covers several contracts in Atos and will result in work being offshored from



several Atos accounts (including NS&I, DWP, NHS, Vosa and MOJ) to Romania and Poland and a review of roles. While redundancies cannot be ruled out, Atos try and redeploy people to minimise the number of redundancies and have a good success rate.

Change management roles on the NS&I account are part of the IDM transition and involves offshoring to Romania with long serving employees looking for alternative roles on other accounts.

NS&I transition – testers

This re-organisation impacts on Testers on all 3 NS&I sites, and proposals for a reduction in roles from 30 to 5. There are links to offshoring these to Poland with long-serving employees expected to look for alternative roles on other accounts. It is disappointing that originally employees were told that employees in Poland

were being trained as support for the NS&I account and not that their jobs were being transferred. PCS has raised concerns that roles being offshored from the UK are not replaced, they dilute accounts and are jobs lost to local communities and have an impact on their economies. These are further examples of profits being put before people.

Voluntary exit scheme.

A voluntary leavers' scheme has been offered in some accounts. The payments under the scheme are capped at six months annual basic salary (shift allowance, car allowance or any other allowance paid in addition to the basic pay are not included). If the company and the employee agree a voluntary exit, no sums additional to those payable under the voluntary exit scheme, will be payable. These terms are less than those paid in the voluntary exit from DDS.

Atradius

Our pay claim was presented to the company in January this year. There was then a two-month hiatus while the company was considering its response. In March the company tabled an offer which included a non-pensionable salary increase accompanied by an invitation to PCS to talks on future pension arrangements. About 40% of employees at Atradius have final salary pensions and the company wants to discuss possible changes to these.

Our branch has roughly equal numbers of members on final salary and money purchase pension plans. In 2016 members had narrowly agreed a two year non-pensionable pay settlement that included increased employer contributions for our money purchase scheme members and the deferral of increased employee pension contributions for final salary members. That pay deal was viewed as a one off in order to address the increases in

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pension costs resulting from the end of contracting out.

Unsurprisingly the non-pensionable nature of the pay offer for 2018 was strongly opposed by our members irrespective of their pension arrangements. In a ballot on the offer there was an excellent 92% turnout with a resounding 96% of votes against the offer. The result gave the branch a strong basis on which to re-enter negotiations with the company. In these talks our full-time officer Jim Knotts noted that in order to preserve good industrial relations and for PCS to discuss future pension arrangements in good faith the company needed to make the



pay offer pensionable.

Following further talks the company has now tabled a revised offer which includes increases to allowances, an increase to the minimum cash annual bonus, and commitments to carry out jointly with PCS an equal pay review and a review of the pay structure. Most importantly the salary increase, worth on average about 3.5%, will be fully pensionable.

Branch members will now be balloted on the offer. Our branch executive committee view the revised offer as a substantial improvement and will be recommending it to members. Furthermore, in comprehensively rejecting a non-pensionable pay increase and then securing a fully pensionable one our branch is now best positioned for any discussions on future pension arrangements.

ENGIE

Bargaining issues

ENGIE, of old, has now been divided up into a few different outsourcing companies and due to this we have now created a DWP office services branch which brings together the members in the different companies under a single structure.

ENGIE pay

PCS asked for a rise to £8.10 an hour, up from £7.68, which would be over 6% of an increase, but this would start the company on the path to the “George Osborne” minimum wage of £9.00 per hour by 2020. Also, the increase in the NEST pension was going to swallow up a lot of the increase.

For all staff over the minimum pay, mainly typists and supervisors, asked for 4%.

We held the first meeting in

“ DWP Office Services Branch brings together the members in the different companies under a single structure

March with management saying that we should start the meetings earlier because of the April start day for the increased salaries, to which we replied that we could have if management hadn't sat on our request of pay information for 2 months.

After Easter management came back with an offer substantially below our claim. PCS rejected this as inadequate.

They then went away and two

weeks later came back and said that they could increase the offer to £8.02 an hour or £350 lump sum, whichever was greater.

This was put out to ballot and members voted overwhelmingly to reject the offer. PCS and management are now back around the negotiating table and further communications will be going out shortly.

ENGIE pensions

The only problem we have with Pensions is the fact that the NEST pension has been increased and the majority of the staff are on this and therefore this change affects their pay increase.

Interserve

The start of April saw members working as office messengers in

jobcentres across the the UK TUPE transfer into Interserve. The company seems to have weathered its financial problems for the moment, having secured further funding from the banks although they still remain hugely in debt.

Our initial attempts to engage with management were thwarted when they cancelled a meeting scheduled for the first week in April with no explanation. A further meeting was then held mid-May.

Their attitude can best be described as cordial but defensive. It became clear that they did not have much experience in dealing with unions when the first item on the agenda was the question what does a union rep do.

There are a raft of issues that we are progressing:

- Check-off deductions have ceased since April, necessitating a bulletin to the affected members asking them to sign up to DD.
- Some members have had incorrect tax codes in their payslips for the last 3 months.
- No information has been provided about the pension provision available. Also, members are asking when they

will be contacted by ENGIE's pension provider with details of their future options.

- Management has announced a staffing review starting with senior grades and working down the chain of command. The bulk of our members should know by October what is in store.
- Pay – a pay claim has been sent to management and the first pay meeting is taking place as we go to press.

- Uniforms – concerns have been raised about Interserve's uniforms which seem more suited to engineers than staff working in an office environment.

Servest and APS

Members at Durham House, Washington have TUPE'd to these 2 companies. Problems have been encountered with Servests payroll arrangements which means staff have been in effect

working a week's lying time. This is subject to a group grievance.

ARC

This company has taken over the bulk reprographic contract and are centralising operations in Waterloo and Bridgewater. Members are TUPE transferring into the company and then facing redundancy. Reps are working to support members during this process.

Stuart Frankland and **Sandra Dyson**

ENGIE Met Police

ADC

The 2018 PCS Annual Delegate Conference was really good, I think because the collapse of Carillion has highlighted the problems we face as private sector members. This has led to much more debate around the private sector, there have been a few motions on how the PCS Commercial Sector Association and private sector members operate within the union.

There were motions asking for public sector groups to work closely with the private sector and for the private sector forum which was held in November, to become an annual event.

Another was for a seat to be reserved for a private sector member on the national executive committee so PCS can represent

“The collapse of Carillion has highlighted the problems we face as private sector members

it's minority groups at every level. All these motions were carried.

Met police contract update

The Met Police outsourced contracts came to an end this year in June and were tendering for renewal since the end of last year. Everyone has been wondering who would win the new contracts with the usual names being thrown around but it was ENGIE who retained the security contract as well as acquiring the reception and

portering for a 5 plus 1 plus 1 years.

Servest were the other big winners taking over the cleaning and engineering contracts.

We have continued to negotiate with ENGIE for across the board recognition.

Our regional control and senior management offices have moved to canary wharf.

There have been a constant flow of issues raised by our members recently around the renewal of security clearance to work on Met Police sites as they have raised the level of clearance needed.

There was a local issue where the Met took away seating meaning security officers had to stand for 10 hours out of their 12 hour working day which soon caused some of our members health problems including back



leg and neck pain.

We organised all our members and wrote a group letter to Engie management. After a couple of meetings with Engie and the Met it was agreed that the Met would supply perching stools.

Marcus Critchlow, Met Police commercial sector branch

DXC Technology

The PCS DXC DBS Glasgow and Gosport branch, on Monday 25 June, initiated a ballot to see the level of feeling within the branch membership on action to bring DXC Technology (previously CSC and HP-ES) to the table to make an offer on pay and to resolve the low pay issue in their DBS account. Currently for the fourth year running no pay award is being offered, this despite the account doing very well and

“Membership aren't satisfied with a 0% pay offer

currently going for a re-bid of this particular work and contract.

The branch committee's confidence that this latest ballot would show to the company that the membership aren't satisfied with a 0% pay offer – yet again – was fully justified. On Wednesday

18 July, when the ballot closed, the members had returned a fantastic result. The branch had an 81% turnout and of those that voted 99.38% said yes to action short of strike and 91.25% voted yes to take strike action. A resounding result showing the company the strength of their feelings and that they are willing to stand up and say “We want a pay rise”.

Following this result, DXC

Technology has asked for a meeting to discuss pay, this is set for mid-September. It is hoped, with such a strength of feeling from the membership, that the company will have some decency and make an offer that is acceptable to all our members. Hopefully come the next edition of Commercial Break there will be a good news update for you all.

Harold Good

CHDA

Pay

PCS presented the employer with a pay claim in February based on the national pay claim of a 5%, across the board increase.

Management came back to us with a pay pot of 2%, payable dependant on performance. Two other aspects of the overall claim – a standardisation of working hours at 37 as week (which is the working week for legacy staff), and an increase in the annual leave allocation for non-legacy staff to mirror that available to their legacy colleagues – were rejected by the senior management team.

The offer was shared with members and 62.8% of those who responded voted to accept

the offer. This resulted in a 1.7% increase for the majority of members within the account.

Flexi-time

The negotiations to have flexi-time rolled out to all admin staff within the contract are ongoing although it has been over two years since the proposal was put forward by PCS and agreed by management. We are at the stage of sorting out the minutiae of the policy, and will be meeting again at the end of July to, hopefully agree a final version for roll-out.

Branch executive committee

Earlier in the year, we visited each of the major sites covered by PCS

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in CHDA, as a result of this we have managed to increase the number of reps within the branch from four to eight. Although we are still not operating at full capacity for the committee, this is certainly a step in the right direction. We are currently working on getting all of the new reps and officers trained for their new roles. The members of the

branch executive committee for 2018 – 2019 are:

Officers

Chair:

Elli Wellock, Cardiff

Vice chair:

Hannah Price, Newcastle

Secretary:

Jas McGuinness, Glasgow

Organiser:

Barlen Munsami, Croydon

Treasurer:

Jill Hutton, Glasgow

Reps:

Jacky Whitehouse, Birmingham

Michael Murray, Newcastle

Keith Robins, Croydon

Jas McGuinness

Branch secretary

Commercial sector conference report

First time at PCS conference for many a year. After an uneventful flight to Gatwick from Glasgow, continued journey on new rail system to Brighton. (Siemens Train ex-TUPE employer). Arrived in the English Riviera and straight to conference.

Conference started off with Paul O'Connor speaking about PCS national strategy, followed by a speech from Janice Goodrich (PCS president) whom will now be a confirmed St Mirren supporter as she is partner of our old PCS local branch secretary and former president of the commercial

“ These speeches set out to confirm PCS workings as a trade union and were very informative

sector and NEC member Danny Williamson. There were presentations explaining how PCS works as a trade union were very informative. Our final speaker, Phil Madelin, gave a fine talk on the legal side of TU business and showed what pitfalls can come our way if we don't adhere to legal policy.

Survived conference to 5:30 and the stepped out to partake of a well-earned liquid refreshment. To our genuine horror we found an establishment that was selling half price drinks 'till 10 pm so we had to stay whilst enticing fellow conference members to join us on the deckchairs. We got in tow with fellow delegates from HMRC and discussed tax revenue on cheap bevy until 10pm. Then had to part ways to attend memorial service to raise a glass to our colleague.

As time wore on and the karaoke was done and shutting time appeared, we went for a

final drink to Molly Malones again to our horror this was open until 4am admittedly we did not use this to our full potential left at 2:45am for some hard-earned sleep to prepare for the next day.

Sun split in sky as we walked to second day. Guest speakers were on form and it was good to hear from the PCS legal department. Conference ended, the journey home transpired. Thankfully I survived rail and air transport to a grateful night's sleep in one's own bed.

Robert Scott

Atos Glasgow

Commercial sector conference – ten years on

It's been 10 years since my last visit to commercial sector conference and what are the changes. I'm a little bit older hopefully wiser and now Atos Durham lead rep and employed in the PIP account. How things have changed in the union. The conference itself is a much slicker operation, with wireless mikes, PowerPoint and Excel presentations with lots of guest

“ How things have changed

speakers. A couple of the speakers really stuck out – Jacquie Hadfield from ARMs. She gave a great insight into ARMs and what they do and the help that retired and lifetime members can give to the union. I will certainly be using their

expertise and knowledge in the future. Phil Madelin, from legal services gave a very good talk on how the legal team work and the pitfalls for PCS reps to avoid. His insight and knowledge was very useful and knowing he is on our side installs confidence for the union's future. We had some good discussions with HMRC Wales reps and although we in the commercial

sector have a lot of different issues our agenda is the same. The social side of things is very similar but my lifestyle has changed – tucked up in bed at 10.30 and not 3 o'clock in the morning. Conference is a great experience and really helps rejuvenate and entuses reps to work hard for members.

John Bottoms

Atos Durham

PCS Associate and Retired Members (ARMs) at conference

For the second time ARMs national committee members were invited to address group conferences about the benefits of ARMs for members and PCS as a whole

I was pleased to be invited to speak at the commercial sector association and Revenue and Customs group conferences and colleague, Sandra Durkin, spoke at the public sector and PCS Education group conferences. Sandra also spoke at a fringe meeting with Neil Duncan-Jordan from the National Pensioners Convention (NPC), to whom we are affiliated, where the merits of campaigning for decent pensions, social care and universal benefits were seen to be beneficial to all generations.

Joining the ARMs stall was Peter Knight, newly-elected ARMs secretary of South East region, attending each day at his own expense. ARMs North West delegate to our annual forum, Dave Owens, did the same for group conferences and the first day of the national conference. We had over 200 visitors to the stall.

Visitors to our stall will have noticed pictures of ARMs members taking part in campaigns. Members supported action taken by ACAS, EHRC, against benefit sanctions, against office closures, supported the NHS march, the

“ If we doubled our membership over a quarter of a million pound extra revenue to would be raised for PCS each year

TUC march for a living wage and end to zero hours contracts, anti-fracking protests at Preston New Road near Blackpool, RMT dispute for guards on trains, Fujitsu dispute in Manchester and attended local hospital protests. There is a vast amount of experience among our membership which could be utilised more to support branches. Naturally, some are keener to get involved than others.

Despite job losses of over 70,000 in the last few years membership of ARMs has only increased by about 1100. If we doubled our membership over a quarter of a million pound extra revenue to would be raised for PCS each year.

ARMs members don't receive in work or death in service benefits but they do receive all other



benefits of PCS membership for £2.09 a month. Details on how to join can be found here: <https://bit.ly/2CDRgMG>

We have a national blog – register to receive email updates:

pcs-arms.blogspot.co.uk. We also have Facebook group – PCS Associate and Retired Members (ARMs): <https://bit.ly/2oEK0Gk>
ARMs members receive PCS

People in the post and also the national newsletter Up in ARMs, largely issued by email. Back copies can be viewed here:

<https://bit.ly/2wJdoQd>

Please publicise the benefits of ARMs and encourage members to join when they leave the civil service.

Jacquie Hadfield
National Committee Member

New reps experience conference

Starting out on our journey as new reps, we were delighted to be given the opportunity to attend our first PCS Commercial Sector Association conference in Brighton, accompanied by branch secretary Jas McGuinness.

We had prepared mentally for the group discussions, participating in debates and brain storming, but discovered the format of the event had been changed this year, to instead, consist of a number of guest speakers sharing their knowledge of various subjects specific to

“ We had a right laugh listening to everyone championing and butchering songs on the karaoke

their role.

Some of these included Paul O'Connor with a talk on National Strategy, Chris Baugh, Martin Cook, Janice Godrich and Phil Madelin. We found Janice's speech to be fundamental and heartening, with Phil Madelin's

discussion on legal aspects thought provoking, enlightening and engaging. While we appreciated the subjects and speakers' time, it was quite enduring for anyone with little or no knowledge on the workings and bodies of the union. The 2nd day was certainly more “newbie” – friendly, so we managed to absorb more of details the speakers were imparting and even bring some home to use in our imminent roles.

We found the location and the facilities to be ideal, and not

forgetting the memorial social event in the evening which brought us all a bit closer together – where we had a right laugh listening to everyone championing and butchering songs on the karaoke.

So, to summarise, we certainly appreciated the event as a whole, but for any future reps, it would be beneficial for them to undertake a degree of training and understanding prior to attending the CSA.

Jill Hutton (Glasgow CHDA),
Hannah Price (Newcastle CHDA)

The potential benefits of shareholder activism

What has been called 'Shareholder Activism' can be a powerful tool to hold public companies to account on their treatment of workers, communities and the environment. This first emerged in the US and has been adopted by trade unions in the UK and globally as a useful supplement to the traditional bargaining role with employers. A small and inexpensive shareholding confers certain rights to intervene with the companies employing trade union members.

What are shareholder rights?

Publicly listed companies – those whose shares are bought and sold on stock exchanges – are legally answerable to their shareholders. There is some variation in the specific legal rights of shareholders between countries but across the EU they are guaranteed certain rights.

- The right to vote, ask questions, and actively participate in the shareholders meeting of companies they hold shares in.
- The right to contribute to the agenda of the shareholders meeting.
- The right to accessible, detailed and salient information about the company so as to be informed participants in the meeting.
- The right to participate in the meeting by means of written communication, electronic communication and by the appointment of a proxy.

“ Shareholder activism can help us raise the concerns of PCS members directly with senior executives in front of shareholders

Whether we continue to hold these legal rights in future will depend upon the outcome of negotiations with the EU and whether the May government succeeds in removing UK application of the 2007 shareholder rights directive.

PCS has taken out a small shareholding in the major private companies who employ PCS members. We have in the past intervened at company AGMs on behalf of our members and a very useful guide on how to go about this was produced by ShareAction and was circulated to PCS reps attending the recent and successful private sector forum held in November last year. A copy of the briefing can be obtained via your local PCS rep and it is important we know what our rights are and how we can exercise them in an effective way.

Shareholder rights can never really match the large financial stakes and significant power of institutional investors but a small shareholding gives the right to raise questions and challenge



company policy on the treatment of their own workforce, pay gaps between executives and the lowest paid, on the living wage, on gender balance in the company, whether procurement follows ethical considerations, on the company's record on tax compliance and in the social and environmental impact of company policy, for example steady progress is being made to encourage companies and pension funds from divesting from fossil fuels companies because of the urgent need to reduce greenhouse emissions. In 2015 a number of organisations with shares in BP and Shell filed

resolutions urging the companies to invest in renewable energy and do more to fight climate change.

The focal point for shareholder activism is the company's annual general meeting (AGM) required by law to be held within 6 months of the end of the financial year although this doesn't preclude raising issues throughout the year. From the perspective of PCS members working for various private employers, shareholder activism can help us raise the concerns of PCS members direct with senior executives in front of shareholders. This can never be a substitute for important workplace organising activity to complement and strengthen the nuts and bolts role of PCS using its bargaining power to win the most favourable conditions of employment for members. However, after consulting and identifying the issues and with the necessary planning and publicity, taking up our grievances with the company executives and shareholders in the full glare of a company AGM can reinforce our bargaining power with the employer. I hope this article will stimulate further interest in shareholder activism and assist PCS in fighting for its members interests in the commercial/private sector.

Chris Baugh
PCS Assistant General Secretary

CSA executive committee

Kenny McKay	ATOS IT Services Glasgow	President
Adrian Hedley	ATOS IT Services Durham	Vice President
Jas McGuinness	Maximus CHDA	Vice President
Stuart Frankland	DWP Office Services	Treasurer
Alan Skinner	DWP Longbenton	Executive Committee Member
Harold Good	DXC Scotland (Ex-CSC)	Executive Committee Member
Sandra Dyson	DWP Office Services	Executive Committee Member
Colin Reddy	ATOS IT Services Glasgow	Executive Committee Member
David Geal	Boeing Defence UK (BDUK)	Executive Committee Member
Lynda Simpson	Telford Aspire	Executive Committee Member
Jonathan Spink	Atradius - Com Sec Wales	Executive Committee Member
Stuart Thomas	Fujitsu Eastern London & SE	Executive Committee Member
Emma O'Connell	SSCL Newport	Equality Advisory Committee

BDUK: following difficult negotiations – deal reached

The last few months working and representing PCS members have been extremely busy for me.

It started with being informed that the CEO of Boeing Defence UK (BDUK) had resigned. Little did I know that this was going to lead to many meetings with senior BDUK management and full-on negotiations for PCS members.

All meetings were to be held at BDUK offices in Bristol and as I believe these should be in person (face to face) with me and the management, this meant many trips to Bristol.

Prior to the first meeting, non-PCS staff were asked to nominate a member of staff from each area to represent them at the meetings with management and of course I would be representing the PCS members.

At the first meeting senior management advised that BDUK was reorganising and this would mean staff cuts of some 80 positions within the company. Unless we could mitigate any of these. The position cuts would be

in the first place made by voluntary redundancy (VR) and then by compulsory redundancy (CR). BDUK stated they would pay the same amount for VR as CR irrespective that there would be no incentive to take VR.

The timetable they set out was ridiculously tight and myself and the nominated members of staff and Sian Boyles from PCS all stated this and asked for this to be altered. After some negotiation BDUK gave way on this issue and made some alterations to the timetable.

BDUK management made a statement that if this process was held up it would be the negotiators fault and the negotiators fault if any delays cost more jobs.

I found it was not very good to be negotiating with representatives of the non-union staff as these were not on the same terms and conditions (T&C) as a lot of the PCS members who had TUPE'd across to BDUK from the civil service, so as management didn't want some TUPE T&C discussed in front of the



non TUPE representatives so at various times my issues were discussed after the main meetings.

Also the non-union representatives tried on several occasions to get both me and Sian to give them advice on issues concerning the staff they were representing. After trying to involve me and Sian in the issues, as they had on several occasions before, I had to inform them that PCS members paid for the union and the unions services and our representation was for the union members.

During the negotiations I had

many meetings with members and got many thanks for everything I was doing to ensure they got all they were due from their TUPE agreement and more where we could get it.

After many negotiations with BDUK senior management a deal for the members was reached which financially, as members stated, seemed to be a fairly good deal, a lot of members commenting on it being a good deal. Expressing their thanks for all the hard work I had done in this process.

David Geal

Organising for success

The best way to protect pay, jobs, workloads and terms and conditions is to have a strong union presence in all our workplaces.

The success of PCS, on all issues, depends on:

- High membership levels
- Well organised workplaces
- An active membership that is prepared to support our elected representatives.

If you are not already a member of PCS, or you know someone who is not yet a member, please share this communication with them and encourage them to [join PCS](#).

If you have any queries in the meantime in relation to your current (or future employer if transferring to a new provider and

how this affects you) then speak to your local PCS rep or email commsec@pcs.org.uk directly.

If you require this publication in any other format such as Braille or large print, please contact the PCS Commercial Sector office and this service can be arranged for you.

Follow PCS on Twitter. For those of you who enjoy social media - you can follow us, join or start a conversation by searching for PCS Commercial.

iMembership online services

The PCS website includes a member's section called iMembership. Within this section, you can access and update your own membership details.

Please take the time to check

that your details are correct and up to date, and that your branch information is correct.

iMembership also holds:

- ballot address
- death benefit nominee
- equality information.

If you have not previously registered to use iMembership, you will need to register to gain access. To register, you will need to have your PCS membership number or National Insurance number to hand.

- **Online:** By logging on to pcs.org.uk/getthmessage
- **Phone:** By calling free on 0800317464 or 0207 801 2670 from a mobile.

In writing: by filling in a form which you will be able to get

from your local rep. If you require further assistance, please contact the PCS Commercial Sector office at commercialsec@pcs.org.uk

Contact us

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