

# Revenue & customs briefing

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## Members' Briefing **REVENUE & CUSTOMS GROUP**

To: **All Members**

cc: **Branch Secretaries, Group Executive Committee, Equality Chairs, VOAC** (for info)

Can this Briefing be circulated via HMRC IT systems: **NO**

Website: **YES**

Action to be taken: **For the attention of all members**

DATE: 29 March 2017

R&C/MB/006/17

### **JOIN THE 'PAY-UP' CAMPAIGN** **Friday 31 March – Make Your Voice Heard**

*Management ban pay campaign activity on all HMRC property, despite more than three-quarters of HMRC respondents being unsatisfied with their pay*  
*Members urged to get involved in the call for fair pay*

On Friday 31 March 2017, across the country PCS members from every government department and agency will be taking part in a day of campaign activity on pay.

#### **Real-term Pay Cuts**

Since 2010, Conservative-led governments have imposed a cap on public sector pay; and this pay cap has led to the value of our pay falling between 8-9% below the rate of inflation, as defined by the Consumer Price Index (CPI). If, as the government plans, the pay cap remains in place until 2020, then the value of our pay will have fallen around 12% below the cost of living.

PCS have organised a campaign day for this coming payday - Friday 31 March. This includes:

- Getting together for a short photo opportunity on 31 March
- Attending a short meeting
- Signing the petition
- E-mailing Treasury Minister David Gauke to tell him to scrap the pay cap. The link to the e-action can be found at [www.pcs.org.uk/pay](http://www.pcs.org.uk/pay)

Make sure you make your voice heard. Contact your local PCS representative for details of your branch's activity plans.

#### **HMRC Ban PCS Campaign from HMRC property**

Disappointingly, HMRC have decided that the simple act of PCS members calling for an end to an unfair cap on pay, is "directly analogous to industrial action"; and have banned PCS members from taking part in the campaign on HMRC property.

To put it bluntly, management are treating the Union asking PCS members to fill in a petition calling for the Treasury to lift the pay cap, as if we were asking members to take industrial action; and we are not able to talk to members about the campaign inside the building or use the email system to encourage PCS members to have their say on pay.

## Management Not Listening

These restrictions are far more aggressive than the responses from other government departments across Whitehall; and gives the clearest indication that when HMRC aren't serious when they say that they care about the real-term cuts in the pay of staff.

For a department that claims to be listening to its staff, HMRC seems to have suddenly and conveniently become hard of hearing. In their own Staff Survey, management were told:

- Only 22% of staff thought their pay was reasonable when compared to people doing similar jobs in other organisations
- Only 24% of staff thought that their pay reflected their performance
- Only 26% of staff were satisfied with their overall benefits package.

So when, on average, more than three-quarters of HMRC respondents say they are unhappy with their pay, the department responds by not letting them talk about their pay whilst they're on HMRC property.

## Stay informed

Because HMRC won't let PCS use the department's system to tell you how far your pay is falling behind the cost of living, we have had to send this briefing directly to members' personal e-mail addresses.

If you know someone who has not received this briefing, it will be because they need to update the personal e-mail details that we hold for them.

Updating your details is easy: you can:

- call PCS Membership Department free on 0800 317464
- email Membership Department at [membership@pcs.org.uk](mailto:membership@pcs.org.uk)
- make the change online by registering at <https://join.pcs.org.uk/signup>

Make sure you stay informed.

**CLIVE BRYANT**  
Assistant Group Secretary

**MARTIN KELSEY**  
Group Secretary

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