

**R&C East Kilbride Branch
Mandating Meeting
Thursday 17th May 2018 - Queensway House**

Agenda

- **Chair's Opening Remarks**
- **Election of Tellers**
- **Emergency Motions to PCS Annual Delegate Conference**

1. Conference is appalled at the Cabinet Offices decision that they have only budgeted for a 1% pay rise in 2018 after leading us to believe that the cap had been lifted.

This is a monumental betrayal of hard working civil servants who deliver vital services and have suffered almost 10 years of pay freezes and pay caps that have seen living standards reduced in real terms year after year.

However while many public sector workers will still receive a below inflation pay rise the governments have broken the pay cap in areas such as:

- Health Service, where staff have just had an offer of 6.5% over the next 3 years
- Local government workers have an offer of a minimum 2%.
- In Scotland PCS have also negotiated funded and an above inflation pay rise for Scottish Government workers.

It is therefore an insult to our members that this government treats its staff in such a disgraceful way.

Conference also agrees that at this stage, pay talks at a delegated level should involve the presentation of our pay claim and the demand that the employer seeks funding from the Cabinet Office or Treasury to meet the claim, with regular dialogue with the National Disputes Committee in order to achieve maximum unity to force central concessions.

Conference fully endorses the NEC strategy in response to the Cabinet Office's declaration and instructs the NEC to:

- Engage with the Cabinet Office and demand a positive response to our pay claim.
- Organise a statutory ballot of members in the civil service and its related bodies on a programme of industrial action involving both all member and targeted action, to be held as soon as possible after Conference.
- Organise a campaign during the ballot and during any talks with the employer, involving a range of member communications, including ongoing updates from any meetings with the employer, and events and activities at branch and national level, aimed at creating high levels of membership participation.

- Ensure that groups, branches and members are consulted before any industrial action is called and that Pay Forums are held regularly during the campaign.

Furthermore Conference agrees that, in the event that the ballot returns a yes vote and depending on the outcome of talks with the Cabinet Office there will be full consultation on whether to proceed with industrial action and the form that action would take.

- **Emergency Motions to R&C Group Conference**

1. That this Conference notes its concern regarding the ongoing “pilot” within PT Operations in regards to instructing staff on when they should be taking their breaks and lunches.

Conference recognises that these trials pose a threat to staffs existing flexible working arrangements and believes this pilot is a further attempt to reduce our existing terms and conditions.

Conference notes that in the past month, following the launch of pilot, our Branch became aware that local management failed to inform staff fully of the terms of the trial, in particular that it was voluntary, forcing staff to take part who may have otherwise opted out of the pilot.

Conference agrees that PCS should take no part in this trial and that the GEC must ensure to defend any attempt to place restrictions on staff taking their breaks or lunches at a time which suits them.

Conference instructs the GEC to withdraw their support for this ongoing pilot and to make clear that we oppose any attempts to dictate how staff manage their own wellbeing in taking breaks from their work. Conference agrees that this should take place immediately following the close of this Conference.

- **Phoenix Draw**

- **R&C Group Conference Motions**

1. This Group Delegate Conference notes with the move to regional centres staff will in general have to endure longer travelling time and distance to the new office from their home address. There is a need now to look at more flexible ways of working and for the department to offer as many staff as possible the option of working from home.

The GEC are instructed to negotiate with HMRC that staff with access to Surface Pro tablets are given the increased flexibility of being able to work from home either in cases of emergency or for longer periods where it meets the need of the business and the individual.

The GEC are instructed to negotiate with HMRC for an increase in the roll out of both Surface Pro tablets and Smart phones, this would enable more staff to have the flexibility of working from home either in emergency or for longer periods.

The GEC are requested to revisit the policy on remote and mobile working ,with a view to make it an option for more staff within HMRC and to report back to the membership by 1ST February 2019.

2. That this conference notes that the Paradise Papers again demonstrate that the PCS / Tax Justice Campaign estimates of the tax gap are far more likely to be accurate than the government / HMRC figures.

Conference notes that PCS, and in particular the R&C group, was the driving force behind the setting up of the Tax Justice Campaign, and that the facts and arguments from this campaign are now commonly accepted and have reached millions of people in the UK and even more abroad.

Conference instructs the GEC to continue pressing our Tax Justice demands, in doing so reminding members of the role that PCS has played and continues to play.

Conference further instructs the GEC to pursue the following bargaining objectives.

- Further input into tax policy, including Parliamentary submissions when requested, and directly to the opposition parties when requested, through the PCS Parliamentary Group
- Continued campaigning on the need for adequate compliance staffing to tackle evasion and avoidance
- A locations programme that would enable noncompliance to be tackled wherever it arose.

• **Annual Delegate Conference Motions**

1. That this annual delegate conference notes that there have been no increases to annual leave entitlements across the civil service for many years.

Conference agrees that all staff with 25 years' service or greater should be awarded one day's leave annually as a reward for long service to the civil service.

The National Executive Committee is instructed to pursue this as an aim in national talks.

2. A referendum took place on 23 June 2016 with a view to deciding if the UK should leave the European Union (EU) or remain in the EU. After a divisive and ill-informed campaign, the result indicated that the UK should leave.

Since then many predictions have come true and it's clear that the UK will be worse in all scenarios.

The incoming NEC is instructed to work with the parliamentary group to ensure:

- A final referendum takes place, once the electorate is better informed about what they are voting for.

- The franchise of the above referendum is expanded to include 16/17 year-olds, as was the case in the Scottish Independence referendum in 2014.
- The franchise is returned to British citizens who have been living in the EU for more than 15 years, for this one occasion.
- The franchise is expanded to include EU citizens living in the UK, who have contributed to the UK economy.