



# PCS INDEPENDENT LEFT

## For a fighting, democratic union

### ADC Bulletin 2024

### Thursday



#### Taking the fight for trans rights forward

A317, passed overwhelmingly, saw Conference reaffirm its commitment to campaigning for trans rights. The motion rejected biological reductionism and highlighted the parallels between the dehumanising tactics used against trans people and everyone else the government deems 'other', and called out the "war on woke" for what is is: an attack on the basic human rights of all disadvantaged people.

Conference has a proud record on supporting trans rights. Year after year, grassroots activists have overwhelmingly stood with the trans community in both PCS and wider society, often having to reaffirm our commitment to trans right in defiance of the NEC. In respect of motion A317, their position was another mealy-mouthed 'support with statement', showing that their commitment to actively supporting trans members is qualified at best. The current PCS leadership (with notable exceptions) has shown time and again that they cannot be trusted

to fight for their trans members, and those of us who are active in our branches know that trans civil servants have been turning their backs on PCS for this reason. At this time of extreme, escalating attacks on trans people, there are few members who need our solidarity and support more.

**The Independent Left wishes to send the clearest possible message to the trans and non-binary community: we support you, we will fight for you, and we recognise the autonomy and importance of PCS Proud as central to this fight.**

The Coalition for Change, made up of comrades from IL and BLN, will use its majority on the incoming NEC to implement the policies that Conference has been demanding, including those called for by A317 and A52 if carried. Our motion A324, to be heard in the Personnel Policy section, will further commit PCS to actively working for trans people and civil servants and we urge every delegate to support it.

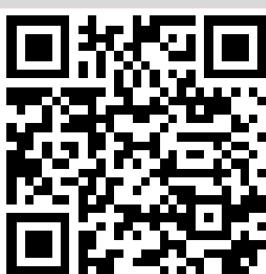
**Now is the time to join the Independent Left**

IL supporters have long played a critical role in PCS: pioneered equality impact assessments of employer policies; established that the Crown is the legal employer of all civil servants; instigated cross departmental equal pay claims; led fightbacks against office closures; argued alone for many years that a Fighting Fund Warchest and paid selective action must be vital parts of our armoury; sought the contractualisation of terms and conditions so they cannot be arbitrarily changed, and have consistently and tirelessly fought for a membership led union.

**Members have clearly voted for change in the NEC and at this conference, confirming the mood for radical change within PCS that has been evident over the last year.**

The Coalition for Change, which brought together the IL, Broad Left Network (BLN) and other groups and independents, has secured a clear NEC majority on a principled programme that addresses the key issues facing members and our trade union.

The Coalition NEC members cannot overnight put right all that has been put wrong, but they can and will start that work and need your support to make it happen. Join us and our crusade for change with the QR code or via website/social media below:



[pcsindependentleft.com](http://pcsindependentleft.com)



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PCS Independent Left



## What must be done on NEC

IL are proud to be part of the new NEC coalition majority and will immediately seek to increase transparency and accountability of our national executive and FTOs; in contrast to the closed shop that LU have operated while controlling the NEC. On successful motion A44 (rule change which reaffirmed that NEC minutes are kept by the General Secretary, but now are able to be kept digitally) both Joe Dale and Chris Day spoke calling on NEC minutes to be available to members on PCS Digital, rather than kept under lock-and-key by the Gen Sec.

In addition, changes to the NEC's rules are urgently needed to remove the gagging order on NEC members, which prohibits them discussing NEC meetings

with lay members, preventing the membership from holding them to account.

**We call for these fundamental changes to the culture of the NEC because we believe they are not only politically and morally the right thing to do, but inherently linked to the failure to achieve high turnouts in key bargaining areas.**

An accountable union is a healthy union, and when members cannot see how NEC decisions are made, the different views that are expressed, or how our elected representatives voted, it adds to their disengagement with our union and creates a democratic deficit that is hard for local reps to overcome.



**If you believe in a building a transparent, accountable NEC then join IL and support us as we seek to change this culture as part of the new NEC majority.**

## Conference shows its teeth on national campaign



Well that was interesting! Tues saw the outgoing NEC defeated on its keystone industrial action motion in a manner we've not seen for decades. The NEC's motion A314 proposed to give themselves as the leadership a nice pat on the back for the masterminding the lowest pay rise in the public sector last year, and made no actual commitments to re-ballot to win something better for this year.

Delegate after delegate rose to oppose the frankly bizarre self congratulatory nonsense from the outgoing leadership, speaking for a membership which cannot be faulted for demonstrating its lack of confidence in the current strategy. How industrial action limited to mandates for a few dozen thousand PCS members would be able to win our demands on behalf of all hundreds of thousands of

civil servants was anyone's guess.

Luckily, that question will remain a hypothetical. Instead conference backed motion A315, which instructs the NEC to develop a clear plan for industrial action in areas where we do have a mandate, alongside moving towards reballots with a strategy to win them. The incoming Coalition for Change NEC now have an unarguable double mandate, both from the members and from ADC, to prosecute the most effective, militant campaign possible to win for members on pay, pensions and other demands. Delegates will be very aware of that changing mood in the union. We urge them to support us and hold us to account as the incoming Coalition for Change NEC in taking forward the national campaign.

Those IL candidates elected to the NEC commit to carry through the democratically decided policy of conference. The fight ahead will not be straightforward, but ADC has given the incoming NEC clear marching orders that the failed strategy of the last two years is not acceptable to members.

We hope that all NEC members will work together to implement the motion and take forward a strategy that members can believe in and vote for in threshold-busting numbers.

