



**PCS
INDEPENDENT
LEFT**

For a Fighting, Rank and File Controlled Union

**FOR
ACTION
DEMOCRACY
SOLIDARITY**

Vote PCS Independent Left

Vote Coalition for Change

Vote for an NEC that listens, leads, and delivers

The Independent Left are standing in the NEC elections as part of the Coalition for Change, on a platform of action, democracy and solidarity, because we believe PCS must lead a serious fight against low pay, job cuts, and attacks on terms and conditions, while putting equality and workers' control at the heart of our union.

We need Bev Laidlaw, a lifelong DWP activist, as President of PCS to bring the radical change that members need. Actions speak louder than words and Bev has a track record of commitment to accountability, democracy and standing up to the bureaucracy. Bev wants to build alliances to transform our union together, join us to make PCS a more democratic, stronger union for members.

We believe in a member led union that listens to its members, stands up to employers and delivers real change. We believe the strength of our union lies with its members, not unaccountable leaders or backroom decision making. That's why we stand for rank and file control, grassroots organising, collective action, union staff who earn the same as their members and the election of more PCS officials.

If you want to join us to help transform PCS you should join the Independent Left and help us to build the union members deserve.

President - Bev Laidlaw (DWP)

Vice-Presidents - Ellie Clarke (Cabinet Office) Rachel Heemskerk (DWP) Dave Semple (DfE) Hector Wesley (HMRC)

NEC - Eilonwy Awen (HMRC) Fiona Brittle (Scottish Government) Josh Chown (Home Office) Abi Clark (DWP) Ellie Clarke (Cabinet Office) Gemma Criddle (HMRC) Joe Dale (MHCLG) Chris Day (National Archives) Pippa Evans (House of Commons) Angie Foggett (HMRC) Andrew Fry (Scottish Government) Christian Goulart McNerney (Ofgem) Chip Hamer (Sport England) James Hawthorne (Ofwat) Rachel Heemskerk (DWP) Craig Hodgson (DWP) Reece Lawton (DWP) Bev Laidlaw (DWP) Vijay Menezes-Jackson (DWP) Liat Norris (MOJ) Puck Oseroff-Spicer (HO SIA) Rob Ritchie (Commercial Sector) Jon-Paul Rosser (HMRC) Dave Semple (DfE) H Sheridan (HMRC) Pete Smullen (HMRC) Gary Spencer-Guney (MHCLG) Hector Wesley (HMRC) Katrine Williams (DWP) Bobby Young (HMRC)





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OUR PLAN FOR CHANGE: EMPOWER MEMBERS AND REPS TO ACT

For Action

PCS needs a multi-year strategy to secure pay restoration to pre-2008 levels, while delivering urgent gains now. We are campaigning for a 10% pay rise, the restoration of national pay bargaining, and an end to multi-tier pay, harmonising terms and conditions upwards. We will fight to reverse detrimental changes to pensions, sick pay, annual leave and other rights.

Alongside pay, members face escalating workloads, erosion of hybrid working, unilateral rota changes, office closures, job losses and the growing threat of AI. We will prioritise building a co-ordinated national campaign, linking branch and group disputes into a united industrial strategy across the UK civil service, devolved administrations and privatised areas, including all out and targeted strike action as necessary. Local campaigns, such as those in MHCLG, OFGEM and ONS, show what greater action can deliver, but we need a national approach to maximise impact and results for all.

We will streamline organising tools, improve communications, and empower reps to recruit and organise directly at workplace level. We are committed to building a strong, sustainable fighting fund to support industrial action, reducing the union's reliance on emergency levies.

For Democracy

We will restore confidence in PCS' democracy by increasing accountability and transparency throughout the union. This includes strengthening the accountability of leaders and full-time officials through introducing elections for the union's senior officials, empowering branches, regions and groups, and making elections more accessible and democratic, including through our commitment to electoral reform.

The President and General Secretary must be accountable to the elected NEC. We support term limits for senior elected officials in the union, limiting excessive presidential powers, and ensuring the union implements the policies approved by conference, rather than seeking to frustrate its will.

Full-time officers with bargaining responsibilities should be accountable to members and we stand for proper scrutiny of how resources are allocated in the union. Excessive salaries for officials are unacceptable and must be brought into line with members' pay. We stand for ending SCS-levels of pay in PCS and support those taking the workers' wage.

For Solidarity

Equality must be central to PCS. We will oppose discrimination, harassment and bullying in all workplaces, demand robust equality impact assessments, and support reps to build strong cases and campaigns. We will defend trans and non-binary members and fight for inclusive, safe workplaces.

We proudly support anti-racist and anti-fascist initiatives and reject the outsourcing of this work to NGO style organisations. We oppose public sector cuts and anti-trade union laws, and campaign for secure jobs, workers' rights, and properly funded public services. We want to properly organise digital workers and fight for fair pay & conditions across the Digital profession.