

BROADSIDE

Left Unity

The Socialist group within PCS Revenue & Customs Group

Conference special part 1

R&C Left Unity members only meeting

This year's closed meeting at conference will be held at **8pm on Sunday 22nd May** in the **Albion Hotel**, Brighton. This meeting will be an opportunity for delegates to discuss the recommended attitudes in SOC1 and agree our position on the emergency motions. We've also invited our Group President, Lorna Merry to address to meeting.

R&C Left Unity Group social (open to non-members)

This year's R&C Left Unity Group social will be held at **9:15pm on Sunday 22nd May**, in the **Albion Hotel**. We've decided to have a pub quiz this year and there will be a very special prize for the winning team. We will also be raffling books and various bottles of spirits and wine. If you would like to donate a prize, please let a member of the Steering Committee know. Once we've covered our costs, we'll be donating half of any money raised to the cancer ward that treated our friend and comrade, Anna Owens and the rest will be for the LU fund. This meeting will be open to non-members so please feel free to bring others along.

Conference Broadside part 2

Conference Broadside part 2 will be produced after the closed meeting and will therefore reflect our agreed attitudes to EM's. This will be printed and made available the morning of Group conference.

Steering Committee recommended attitudes

<p>Motion 1 – Support This is a progressive motion that is clear on strategy and objectives. It makes consultation with members an absolute priority and proposes to act but only after we have built for action and know that we can deliver it and take members with us. This is a motion that delivers a unifying response to office closures and job cuts and leaves all options available to deliver a positive outcome.</p>
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<p>Motion 2 – Oppose This offers some objectives we could all support unfortunately these are wrapped up in a package that includes compromises that are unacceptable to us. We should not be offering divisive concessions rather we should be trying to negotiate on the objectives in Motion 1 that all our members can support.</p>
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<p>Motion 3 – Oppose This takes us straight into a ballot without the level of consultation envisaged in Motion 1. We need to build for any action to be sure that we can deliver it consistently across the Group and so that we can give confidence to members that the action taken will achieve our objectives.</p>
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Motion 4 - Support

Motion 5 - Support

Motion 6 - Support

Motion 7 - Support

Motion 8 - Support

Motion 9 - Support

Motion 10 - Support
Motion 11 - Support
Motion 12 - Support
Motion 13 - Support
Motion 14 - Support
Motion 15 - Support
Motion 16 - Support
Motion 17 - Support
Motion 18 - Support
Motion 19 – Remit The motion identifies a real problem but starkly poses a negotiating position that would require substantial extra funding for the pay award in order to be achieved. The GEC will require some flexibility to determine priorities dependent on whether more money could be secured.
Motion 20 - Support
Motion 21 - Support
Motion 22 - Support
Motion 23 - Support
Motion 24 - Support
Motion 25 - Support
Motion 26 - Support
Motion 27 – Remit The motion takes no account of the co-ordinated activity taking place across PCS groups which is building pressure on the employer to negotiate changes to Performance Management systems. Although the motion repeats some helpful points the vague suggestion of balloting members & the failure to reference the need for co-ordination across groups is problematic.
Motion 28 –Oppose The information within the motion is in fact incorrect. The GEC did seek legal advice on member's rights to co-operate with the performance management system. The advice received confirmed that instructing members to not co-operate with performance management would lead to disciplinary action. This advice was delivered to branches and therefore the instruction within the motion has already been met.
Motion 29 - Support
Motion 30 – Oppose The introduction of an appeal process at mid-year could be detrimental to members because in order to appeal at mid-year, we would need to give details of any mitigation or highlight any failures to follow processes. This could enable management to take subsequent corrective action at the mid-year point before continuing to mark the jobholder as a must improve at end of year at which point we would be unlikely to have any mitigation/procedural errors to use in the end of year appeal.
Motion 31 – Oppose Instructing every member to appeal their end of year marking and/or comments regardless of the result just isn't workable or deliverable.
Motion 32 - Support
Motion 33 - Support
Motion 34 - Support
Motion 35 - Support
Motion 36 - Support
Motion 37 - Support
Motion 38 - Support
Motion 39 - Support
Motion 40 – Support
Motion 41 – Oppose The SC took the view that whilst there is a need for branches to be kept informed on negotiations the occasion referred to by the motion was unavoidable due to

emergency leave
Motion 42 - Support
Motion 43 - Support
Motion 44 - Support
Motion 45 - Support
Motion 46 - Support
Motion 47 - Support
Motion 48 - Support
Motion 49 - Support
Motion 50 – Oppose The SC took the view that whilst this may be a consideration in later years, it was too soon to be thinking about, particularly given the focus of the campaign being to stop things moving to the future scenario described by this motion. Also felt that this may be more appropriate for national rather than group.
Motion 51 – Oppose The SC felt this motion has correctly identified a problem with communications but disagrees with the conclusions about how to rectify the problem. In general it's felt that the idea of having monthly telekits with each branch is unworkable due to the numbers involved and cuts across extant BTUS committees. Similarly, there is a massive administrative burden on publishing the described details of meetings and it's uncertain how doing this would aid the outlined communications problems.
Motion 52 - Support
Motion 53 – Oppose The SC took the view that whilst recognizing the ULR agreement secures many benefits for our members there's a great risk that opening up discussions on facilities time agreements in an area where there are currently limited issues could lead to further facilities time reviews that have the potential to be detrimental. With the attacks we've faced over the last year, it would be unwise to open up a review on an agreement when a review is not needed.
Motion 54 - Support
Motion 55 - Support
Motion 56 - Support
Motion 57 - Support
Motion 58 - Support
Motion 59 - Support
Motion 60 - Support
Motion 61 - Support
Motion 62 - Support
Motion 63 - Support
Motion 64 - Support
Motion 65 - Support
Motion 66 - Support
Motion 67 - Support
Motion 68 – Support
Motion 69 – Remit There isn't a 'default rate' the guidance is clear when both are claimed and this shouldn't be an issue. This sounds like local application of guidance and should therefore be escalated through the appropriate BTUS.
Motion 70 – Remit We agree with the spirit of the motion and there are some good instructions that we would want to GEC to consider taking forward. We would, however, recommend calling for remission due to some of the instructions in the motion, which if introduced, could be problematic for members. The motion instructs the GEC to negotiate the following changes: <i>The consideration points for attendance management are revoked.</i> If the consideration points were revoked, managers could progress to discussing concerns sooner which would lead to formal action being taken sooner. <i>There is no penalty for short-term sick absence as a result of genuine</i>

illness. This wouldn't be viable. Sick absence is considered short term for the first 7 days, on day 8 the absence is considered under the continuous absence guidance. In order to provide evidence that the absence was genuine, the jobholder would need to request evidence from a GP. A GP will only provide a fit note from day 8 as the first 7 days can be self-certified. Even if a jobholder could somehow provide evidence that their short term absence was genuine, by removing the penalty, a jobholder could theoretically be absent every other week without ever having to face action for poor attendance. Attempting to add this to our negotiating agenda would therefore be damaging to our credibility. *Provide campaign materials aimed at encouraging members to file grievances against formal action at all stages and encouraging manager members to file grievances where they feel pressured from above to put staff on formal action'* The grievance procedure is already available to anyone who passes the grievance test and at present, this is the only way to appeal a decision at stage 1 or stage 2. This instruction would mean that PCS would be encouraging members to file grievances even when the case wouldn't pass the grievance test. This would be damaging to our reputation and could be potentially damaging to our members as raising a grievance without reasonable grounds could be considered vexatious. This could also cause unnecessary problems for our FLM members.

Motion 71 - Support

Motion 72 - Support

Motion 73 - Support

Motion 74 - Support

Motion 75 – Oppose The sentiments within the motion around the culture of bullying are valid. However, the motion makes references to evidence from the employers own staff survey; therefore, we do not need to spend facilities time conducting our own survey when the employer has provided us with the evidence. The SC also took the view that the motion could be misconstrued as an attack against our manager members and therefore recommend opposition to the motion

Motion 76 - Support

Motion 77 - Support

Motion 78 - Support

Motion 79 - Support

Motion 80 – Remit We agree with the spirit of the motion but there's a risk that opening discussions of policies that work in some areas could lead to worse policies being imposed there. The issue needs to be addressed with the business areas that aren't operating policies as intended.

Motion 81 - Support

Motion 82 - Support

Motion 83 - Support

Motion 84 - Support

Motion 85 - Support

Motion 86 - Support

Motion 87 - Support

Motion 88 - Support