



SMT Briefing

Report of Senior Management Team meeting held on 5 December 2011



“On behalf of the SMT and the NEC, I want to thank all staff for pulling out all the stops to make N30 a great success. The strike turnout was up on J30, we had more picket lines and an excellent PCS presence on the hundreds of marches and rallies across the UK. The campaign continues, but thanks to the efforts of staff and lay reps, the government will be in no doubt about our resolve and determination”



London



Newcastle



Edinburgh



Birmingham

National campaign negotiations update

- The last central negotiation meeting with Ministers was held on 2 November.
- The TUC is pressing for further meaningful engagement as unions are reporting that in scheme talks have been stymied by the government’s refusal to negotiate the real issues.
- PCS has engaged in 10 meetings with the Cabinet Office on the PCSPS.
- George Osborne’s pre-budget statement on pay restraint and regional pay as well as further massive public sector job cuts has added more fuel to the flames of the national dispute.
- The NEC met this week and there is a meeting of the National Campaign Liaison Group (NCLG) next Wednesday. A meeting of public sector unions will take place on the following day. PCS’s view is that, in the absence of serious negotiation, there should be further national co-ordinated action as early as possible in the new year but not later than 30 March.
- The courts decision on CPI/RPI indexation will be appealed.
- We estimate 4,000–5,000 new members joined PCS in the past few weeks.

Next steps

- We will discuss with other unions another national strike as early as possible in 2012.
- There will be a focus on member and reps communication and engagement through mail shots and reps briefings.
- PCS reporter has provided invaluable data on strike preparation and delivery – thanks to everyone for their efforts. Groups and regions are asked to complete the process of strike reporting for their own areas of responsibility
- Group actions plans are being centrally reviewed and encouragement is given to groups to consider action where disputes exist, on job cuts for example, to supplement national action.

Photo: Jacky Chapman, Mark Pinder, Douglas Robertson, Roy Peters



Croydon



Wrexham



Belfast



Glasgow



Liverpool

Photo: Jacky Chapman, Andrew Price, Kevin Cooper, Andy Forman, Mark Campbell

PCS plan

- We want all staff to contribute to the development of the PCS plan for 2012. Having a plan is important as it defines our common goals and helps to provide direction and focus in what we do. All staff should have ownership of the plan, which is why we are asking you to help shape it.
- Over the next two months our Band 5 managers will be tasked to prepare team plans following discussions with staff.
- SMT has drawn up five national priorities, influenced by ADC and NEC decisions, on which team plans should be based.
- SNOs will sign off team plans and then submit them for final sign off at the SMT meeting on 6 February.
- A MAB briefing providing more detail will be issued shortly.

PCS staff matters

- The final pay/pensions offer is now subject to staff consultation and the GMB member ballot. Access to an Independent Financial Advisor has been provided and all staff are encouraged to make an appointment.
- Subject to the outcome of the Judicial Review and final costings, we have received advice on making a change in CPSA Scheme rules to allow for RPI rather than CPI indexation. This will be the subject of consultation with CPSA Scheme trustees.
- A Band 4 recruitment exercise will be held in the New Year. Managers are asked to provide potential internal applicants with support and guidance if requested.

News in brief

- **Next generation HR:** In the absence of a procedural agreement with Cabinet Office, we are establishing working groups, involving reps from the key departments, to monitor developments and inform PCS policy response.
- **Facility time:** Proposals from the Cabinet Office are awaited. We are anticipating bad news, possibly a major reduction of facility time and a cap on maximum facility allocation for individuals.
- **National trade union committee:** The CCSU replacement has agreed to call for a joint review on industrial engagement structures with the employer.
- **Membership totals:** Whilst the N30 strike will boost our membership totals, the impact of the unrelenting cuts means that, at the end of November, PCS membership had fallen by 12,000 in 2011. Recruitment and organising activity is of paramount importance to maintain the union's influence and resources.
- **Finance:** September financial results show a mixed picture. Income from members is down by £300,000 on budget, but non pay costs are still being carefully managed by budget holders and are £600,000 under spent.

Christmas and new year message

2011 has been an eventful and historic year for PCS and 2012 is shaping up to be just the same. Our staff and our PCS reps are our greatest asset and, thanks to all concerned, we are recognised within the trade union movement as a dynamic, campaigning and innovative organisation that punches well above our weight.

**Thank you for all your efforts during the year.
Have a good Christmas and new year break!**