

Hi Marion,

Happy New Year and hope that you are well.

As you know the NDC supported by the Finance Department has been tasked with progressing the above motions carried at ADC last year. For ease of reference, A85 is reproduced below:

A85

Covers E307, E308, E309, E310, E311, E312,

E313, E314, E315, E316, E317, E318, E319,

E320, E321, E322, E323, E324, E325, E326,

E327, E328

Welsh Government Cardiff (204001)

HMPPS National Branch (052067)

Conference censures the NEC for its failure to consult members on the continuation of the levy during this year when it's not been used to fund any action under the national campaign mandate. The voting record of individual NEC members on this can be found in the annual report.

Regrettably hundreds of members have voted with their feet and left the Union citing the levy or increased cost of membership as the reason. This is also causing a serious impediment to recruitment of new members to the Union.

The membership levy was initially agreed by an all member consultation and used to good effect during the first round of action in 2022/23 but this NEC have denied members the opportunity to review this decision despite several opportunities to do so arising during the last year.

Conference welcomes the decision of 14 February NEC to pause the levy although the delay in taking this decision has been at great personal cost to members and undermined membership confidence and trust in any future levy campaigns.

The incoming NEC is instructed to launch a full all membership consultation on the future provision of financial support for members taking paid targeted industrial action.

This consultation to take place as soon as is practicable following ADC with a view to replacing the current flat rate 50p from members monthly subscriptions paid directly into the general Fighting Fund with an appropriate percentage figure that will generate a long term regular growth in income to the Fighting Fund.

The consultation to be concluded in enough time to seek membership endorsement for any necessary rule changes required to be ratified by ADC 2026.

Any further additional levies should receive membership approval in advance, be only used for specific campaign purposes and subject to regular review and further membership endorsement where necessary.

I have been working with xxxx on taking forward both motions with a view to working up a proposal for replacing the levy and the current 50p fighting fund contribution. Any proposal would obviously need to enact the instruction in both motions which is to replace “the current flat rate 50p from members monthly subscriptions paid directly into the general

Fighting Fund with an appropriate percentage figure that will generate a long-term regular growth in income to the Fighting Fund”.

You will be aware that both motions instructed the NEC to consult members. You will also recognise that the 50p Fighting Fund contribution is in rule and if we were minded to amend or replace it that a rule change motion would need to go to ADC and command a 2/3 majority in favour when moved.

In advance of any consultation with activists and members we are keen to discuss our proposals with you – and with other colleagues from other groupings – to gather feedback and take advice on the thinking of others on A85/A86. We also want to investigate if consensus on a proposal to fulfil the terms of the motion might be possible.

We do so on the basis that in previous debates on the Levy & fighting fund at the NEC there has been consensus on the critical importance for some form of fighting fund to support PCS members engaged in industrial action. There is therefore an apparent logic to developing an appropriate funding mechanism that could command wide support at ADC. As part of our work, we have also been looking at the strike pay day rate and top up loans system, and we wanted to discuss these with you too.

We can meet you (and others that you would want to attend the meeting) face to face in London, Leeds or Birmingham or via a Teams/zoom meeting so that we can discuss our thinking on A85/A86 in further detail.

Could you let me know if you think a meeting between us would be useful and, if so, who else should attend and if you would prefer to meet face to face or online initially. We can then look at availability.

All the best,