

NEC Motion May 2026

Mover: Dave Semple

Seconder: Joe Dale

The NEC welcomes the passage of motion A375 at Annual Delegate Conference 2026. We must move urgently to implement the instructions and the wider demand for a serious national campaign included in the motion. This is all the more urgent given the publication of the Civil Service pay remit. A 3.5% pay remit does not meet the needs of PCS members.

RPI, the traditional measure of inflation used by the trade union movement, is currently 3%. The announcement on 27 May, however, that the energy price cap will rise by 13% from July is a clear indication that price rises over the next few months are likely to eat any pay award based on a 3.5% pay remit. Moreover, national average of price increases do not capture the disproportionate impact of inflation on lower paid members, as increases to utilities, to rent, to transport etc are a proportionately larger part of their take-home pay.

It is also the case that a 3.5% pay remit, funded only up to 2%, will drive job cuts, increases to workload and even office closures across different departments and public bodies, as each area tries to find money to meet even the terms of this inadequate pay remit. Meanwhile, the continuing use of the pay remit as a cost control mechanism, with improvements to sick pay, to annual leave and other contractual conditions hard costed, meaning they must fit within the 3.5%. and so are basically ruled out, contributes to the race to the bottom in terms and conditions by civil service departments.

Further negotiations at a national level are necessary – but are unlikely on their own to yield further gains. But this gives a clear message to the government and our members that we are challenging the inadequate Treasury pay remit and prepares the ground for a major national campaign - a Cost-of-Living campaign, which also deals with key issues such as jobs, offices, hybrid working and contractual improvements.

The National Executive Committee instructs the General Secretary:

- To publish to the NEC all correspondence, minutes and notes of meetings taken by representatives of PCS covering national talks with the Cabinet Office on any matters relating to the national campaign in the period May 2025 to present.
- In line with motion A383 (2025), as updated by motion A375 (2026), to prepare and submit to the Cabinet Office, no later than Tuesday 2 June, a national claim, including full account of the union's concerns about the 2026 pay remit. This letter should reiterate the union's position in respect of the myriad other issues facing union members and call for a pause in delegated talks to permit further urgent discussions to take place nationally. Final text to be agreed by the union's Senior Lay Officers.
- To set a clear deadline for response to the above of 9 June, and to make clear that if no response is received, the NEC of 11 June will consider whether a national trade

dispute exists in respect of pay, pensions, jobs, office closures, hybrid and the other matters covered by our Cost of Living campaign.

- All areas should be asked to seek agreement with the other unions covering their bargaining unit to delay any planned formal meetings until after the NEC convenes on 11 June. This is for two reasons. Firstly, to ensure that, while the NEC awaits a response from the Cabinet Office, delegated negotiators do not send the wrong signal to employers and to the government by engaging in formal pay talks. Secondly to allow the training material and training sessions (see the next bullet point) to be worked up regarding the claim, the remit and engagement with the Flexi cases. Further guidance will be issued to delegated areas immediately following the NEC on 11 June. This guidance will provide parameters for any discussions with the employer after 11 June, including in the event that the NEC declares a national trade dispute. A draft is to be shared with the NEC and subject to revision and agreement by senior lay officers.
- To urgently implement training and guidance, as referred to above, aimed to inform delegated negotiators on the national claim, how this translates to their bargaining unit, how to make use of any flexibilities such as the possibility of business cases under the current pay remit as steps towards meeting the national claim, the importance of coherence and upward pressure across all bargaining units etc.
- Industrial officers should support all delegated bargaining areas to prepare and submit pay claims based upon the national claim, outlined above. Where Groups and National branches want to vary the claim to include pressing local matters, these variations to be cleared with the NDC.
- To organise a meeting of all lay pay negotiators across those bargaining units covered by the national claim with the NEC in attendance, to be addressed by the national president, other speakers to be determined by the senior lay officers, to ensure delegated negotiators are clear on the steps being taken at national level to prepare the union for a ballot by the end of September, on the rationale, on what is expected of them at delegated level, and on the importance of turning outwards towards members to prepare for the major dispute we believe is likely, and to discuss what support delegated negotiators need in their area in order to prepare for the fight.
- To provide sufficient support for the Assistant General Secretary to work with other bodies within PCS, such as the PMA, to map out the implications for senior grades of the pay remit, including for GDAD areas where allowances and the implementation of capability-based pay are routinely matters of concern.
- To convene a meeting between the NDC and those areas currently in dispute to ascertain whether and what potential there for co-ordination in the context of a new Cost of Living campaign.
- To clear all public communications on any matters falling under the umbrella of the national claim and our campaign with the National Disputes Committee, including press releases, web articles, branch briefings, and member-facing emails.

- To ensure that all reports of the NEC meeting (BB, MB, website, social media et al) will be made jointly by the GS and President and cleared by the Senior Lay Officers.
- To provide a report to the June 11th NEC from all delegated areas to update on the pay position (e.g. current pay scales, what areas have not concluded 2025/26 pay talks etc) including membership facing activity in support of the Cost of Living campaign.

The National Executive Committee agrees:

- That the union's bargaining team in respect of all items covered by the national campaign will be the General Secretary, the Assistant General Secretary, the national President and the deputy President.
- That the president should write to devolved and commercial sector senior lay reps, to seek their views on their potential inclusion as part of a possible national dispute and should attend relevant Group Executive Committees to discuss this.
- That Group Executive Committees, Regional Committees and National Branch Committees should convene emergency meetings after 11 June, to invite an NEC speaker to discuss the national claim and the campaign that will seek to accomplish our aims.
- That all bargaining units, in addition, should convene all-members' meetings in June, to be addressed by NEC members chosen by the president in consultation with the senior lay officers, to explain the NEC's case for a dispute, the steps being taken to prepare the union for this dispute and the strategy for the dispute. Further meetings should be planned for July and August across individual areas.
- That regular national level members meetings to build the campaign should be organised, including the establishment of regular meetings for the *"lay-led organising forum of nominated reps from each delegated area"* chaired by Senior Lay Officers, to help organise this preparatory work & share best practice and resources. NEC members should also attend these meetings.
- That no time should be lost in the preparation of materials – posters, web materials, leaflets and any such other materials are deemed necessary – to explain the demands of the national claim, to explain why they are reasonable and necessary in the current context, to explain that we believe a serious campaign can force the government to make concessions, and to ready our members for a potential ballot beginning in September. The General Secretary is instructed to begin this work immediately, and to provide samples to senior lay officers for comment and agreement.