The NEC notes the poor Cabinet Office response to the letter sent in the name of the General Secretary on 2 June 2026 and the lack of any progress at a national level since. The NEC reaffirms our view that the pay remit as currently published does not reflect PCS policy as agreed by our last three conferences, reaffirmed by Motion A375, carried at ADC 26.

With a new Prime Minister incoming, the NEC instructs the General Secretary on behalf of the national bargaining team, to seek an early meeting with Andy Burnham, to ensure he is aware of the full range of issues faced by members – including low pay, the continuing impact of the cost of living crisis, the threat to jobs across the civil service, the pensions crisis and so on. Absent any indication of a determination to address these issues now, we will be left with no alternative but to move to a strike ballot in Autumn.

The NEC restates its determination to carry out conference policy and to create a trade dispute and campaign, where possible in coordination with other unions – but notes that no public-facing material has been produced or published, despite draft material being presented to the NDC, to explain the union's approach and lay out the steps towards a campaign. This is not acceptable.

Additionally, the introduction of a Pay Compression Framework in the manner set out in the pay remit and in the accompanying information sent to the NTUC gives cause for concern including:

- Material accompanying the framework indicates that the intention is for Administrative Assistant (AA) grades to remain permanently on the National Minimum Wage. As well as long term disadvantage, this takes no account of our pay claim for 10% and £18 per hour.
- Any future pay award for AA grades above NMW would be non-consolidated – i.e. it would only last for one year and would not improve their pension pot. In years where the remit falls year on year – as it has in the last three years – this raises the possibility of AA real terms wage cuts.
- Departments must demonstrate "ambitious plans" to move staff from "gross" contracts (42hrs, or sometimes 41 in London, which includes lunch breaks) to "net" contracts (37hrs, sometimes 36 in London). Due to the way NMW is calculated, this would reduce AA pay on entry by £3,300 per year.
- No extra funding provided by Treasury; every penny to establish differentials will have to come from within existing departmental settlements. We are concerned that this will impact staffing, will drive office closures and cut public services.
- The National Minimum Wage does not come with a London weighting. Tying the AA grade to the NMW threatens erosion of the London weighting for the lowest grade – which may spread. Our claim is for a minimum London weighting allowance of £5,000.
- The potential complete removal of the AA grade

Creating a 5% differential, in the context of a 3.5% remit, does NOT equate to an 8.5% pay award for lower grades. The remit figure is not a pay award figure – it is the amount by which the pay bill can rise.

Whilst we welcome a single pay settlement date, no additional funding is being provided for this by the Treasury. It is therefore vital that we communicate this detail to members and reps alike. It is unacceptable that as of now, there has been no media or other publicity to members which signals the detail of the motion carried at ADC 26 nor subsequently, following the deliberations of the NDC. This is unacceptable and must urgently be corrected in line with the NEC motion carried, with all content subject to amendment to whatever extent the NDC considers appropriate and to final NDC approval.

The NEC notes that, as per the view of the NEC and the text agreed by the NDC, the Management Action Brief MAB 07-26, sent to Group Presidents and PCS FTOs with bargaining duties on 4 June:

> "Further detailed guidance and training will be provided immediately following the 15 July NEC, including the basis on which bargaining units can engage with the employer…talks must remain informal and exploratory in nature…negotiators should set out pay demands and listen to what the employer has to say. **Nothing in this guidance should be taken as prohibiting discussion with management…"**

Given union policy, the lack of an acceptable response from the Cabinet Office, the dangers inherent to the pay remit as set out above, the NEC agrees as follows:

- That the comms and education briefs are presented to and agreed by the NDC urgently. It is unacceptable that nothing has appeared on the website or social media since the policy was agreed at the May NDC. These must include materials setting out our major concerns about the pay remit guidance.
- Given MAB 8, that the NDC considers whether a further MAB is necessary, to ensure that the delegated negotiators are fully informed, given that many areas have not started pay talks.

Delegated areas should submit a pay claim to their employer by 3 August. This should be based upon the 2 June 2026 letter to the Cabinet Office. The submission of this pay claim should be linked to members' meetings across each delegated areas to agree the claim and to prepare members for the necessary campaign.

Each pay claim should require employers to respond by 17 August, all responses to be reported to the NDC by 21 August with a view to a report being prepared ahead of a special NEC on 26 August.

Delegated talks may take place on the following basis:

- The demands set out in the national pay claim are the basis for agreement.

- Negotiators can work with employers to explore the potential for a flex case and if/how these could meet our national demands.
- Explore plans to introduce a settlement date on 1 April. The source of funding for any proposed flex case, which must draw funding from within the existing SR settlement, must be clearly set out to demonstrate no impact to jobs in consequence of seeking any of the flexibilities.
- Pay compression framework flex cases must address the concerns identified in this motion.
- Investigate the causes of any recruitment and retention problems as basis for leverage on any of our bargaining demands.
- Establish where the funding from a pay offer is going to come from (i.e. where the SR25 settlement included assumptions below the remit figure of 3.5%, and where even reaching an overall increase to pay bill of 3.5% would require departments to find ways to cut either staffing costs or non-staffing costs), and in that context to press for a job security agreement including no compulsory redundancies and no compulsory transfers.

The General Secretary should create and submit to the NDC for any changes or agreement a template for gathering Management Information, to support all delegated negotiators, with delegated negotiators making this information available to the national union.

The NEC agrees to arrange a meeting for pay negotiators on 27 July - speakers to be agreed by the Senior Officers Committee.

Special effort is to be made to gather in detailed reports from each delegated area, with an updated list shared weekly with the NDC. The NEC is to receive a full report of progress at national and delegated level, including all campaigning activity, to be presented to the NEC on 26 August for full discussion of next steps and discussion of timetable for laying a trade dispute and the basis of any ballot, aggregated or disaggregated.