The NEC notes the carriage of motion A375/26 and the subsequent agreement of the NEC motions which set out a serious approach to its implementation including placing demands on the employer, building the necessary campaign amongst members and agreement about the nature of any dispute letter being placed, pending final “sign off” by the NDC.

The NEC further notes that not enough has been done to prepare for action. There appears to be at best a “lacklustre” approach from the General Secretary to pursue the demands as agreed by conference, the supplementary agreements by the NEC to implement the motion, both in terms of immediate pressure on the employer and to utilise the necessary PCS resources to build the necessary campaign to win them. In particular, the NEC notes the instruction by the NEC and SOC repeatedly to get material out on social media, on the website and out to branches, groups and regions – none of which have been actioned despite the NDC majority further instructing the General Secretary. Evidence of this lack of preparation and impetus can be seen simply by looking at the PCS website which features a lack of any article or reference to the need for national Campaign since PCS conference.

This prevarication has been going on since the 29th May emergency meeting of the NEC. We instruct the GS to stop this prevarication and implement conference and NEC/NDC instructions.

The change in Prime Minister and the agenda he has set out, means that we have a unique opportunity to leverage concessions. To wait for Burnham to deliver for PCS is not an option – no employer, including the PM, has delivered improvements for PCS members without pressure. To wait for the outcome of delegated pay talks is not an option – 3.5% is still 3.5% no matter how one cuts it and will not deliver decent pay for all of our members with inflation predicted to rise - especially for the very lowest paid. Hoping the pensions debacle is going to magically deliver itself out of crisis is not an option and particularly for the thousands directly impacted as we meet.

Jobs and office closures are still a major issue amongst members with members currently in dispute in their attempts to save jobs and their livelihoods. The cost-of living crisis shows little sign of abating with inflation predicted to rise again sharply– on top of the huge levels of inflation suffered over the last two years. And it remains clear that there are still thousands, impacted by the pensions crisis and that industrial pressure is needed to force trained additional staff & insourcing.

The NEC therefore instructs the General Secretary to work with the NDC, to carry out the instructions contained in motion 4 carried at NEC 15-16 July 2026 and motion 1 carried at NEC meeting 29 May 2026 (see attached motions), to utilise the whole of the unions resources to ensure urgency and priority is given to this vital campaign. This includes making further representations to the employer, publishing progress (or none) to members and reps and urgently using all means at the unions disposal to enact decisions of the elected NEC and the policies agreed by members at ADC/26.

If there is no meaningful movement from the employer then the dispute letter will be signed off at the 8/9th September NEC. A disaggregated statutory ballot will begin at the earliest tactically opportune moment, with the draft timetable considered by the September NEC. This ballot should include a second ballot question on Action Short of a Strike (ASOS). When determining which moment is tactically opportune to set as the start date of the ballot, considerations would include if there is movement on when the 50% ballot threshold will be amended. However, in terms of the need for urgent preparations, **the union must prepare to ensure we are ready to be able to launch a national ballot on the 30th September as per the instructions of motion A375.**

Ahead of this, starting from the end of the 19th August NEC meeting the General Secretary must prepare and publish comms in line with previous instructions to build members' appetite and raise expectations for the very likely need for a ballot. Different comms packages should be produced which should tailor the national campaign narrative to the needs of different bargaining units, nations, regions, differences in roles/types of work (e.g. policy vs operational roles). Draft comms should be prepared and sent to the NDC to agree final wording by no later than 26 August. Once signed off by the NDC these communications should be issued within 3 days.

In addition, a BB should be sent to all branches against the same timelines, asking them to hold members' meetings within a week of receipt, with an NEC speaker if required. The briefing should include speaking notes explaining conference policy, the actions taken so far to progress the campaign, and the very likely need to ballot in the almost certain event of our demands not being met. This communication to branches should also include instructions to branches to organise to update members' details and get practically 'ballot ready' as well as politically. FTOs including organiser and industrial officer resource should be made available to groups and branches to support this organisation effort, with members details being made readily available to branch reps to assist in this.

In addition, the NEC instructs the GS to draw up plans about how we use the TUC Congress in September to build support across the TU movement for our campaign including stalls, supporting activity in branches in the vicinity, speaking and intervening at lobbies such as the NSSN. The GS should prepare for a major launch – on the eve of the TUC, including a press conference, press releases, parliamentary and constituency lobbies involving members and reps – proposals being brought to the NDC for sign off before the end of August. This programme is to be agreed by the NDC. And proposals to use the budget date set for the 28th October to further build the necessary momentum for our campaign.

We further note the passage of A85/25 and A98/26 on finance, including the conditions that any membership levy would be introduced. We instruct the NDC to meet urgently and before the next NEC, to receive proposals for funding any paid action. These are to be presented for agreement to the September NEC. This should include areas identified where union finances can be set aside and proposals for a membership levy. Once agreed, these proposals will be the subject of discussions with the activist layer – branches, groups and regions, for the three weeks after the NEC. This will include a detailed branch/members briefing (to be signed off by the SOC). Feedback is to be presented at a further emergency NEC to take place before the end of September.

Conference policy is clear and it is disappointing that the employer has not made any attempts to resolve the very serious issues our members are facing. It is therefore the duty of the NEC including elected senior officers to implement policy, agreed by members urgently and without further delay.