

**I am standing for re-election based on my record of leadership, inclusivity, strategic ability and hard work. I am the only candidate standing for national President who has a clear record of working constructively with the national leadership and general secretary, Mark Serwotka. If re-elected as President, I will continue to lead PCS in a democratic and inclusive way, ensuring lay activists and members are consulted and involved at every level of PCS.**

As chair of the National Organising Committee, I lead the work to build PCS, ensuring branches and activists are supported in their organising work.

I took the NEC lead on the PCS campaign to convert members to direct debit, ensuring that PCS was able to not just survive the challenge but put in place strategies to strengthen our organisation. The legal challenge levelled at DWP saw us win £3 million in compensation.

I am currently at the forefront of the digital campaign, to improve PCS's IT capacity to better support branches, reps and members, using ground breaking technology.

I continue to make equality a key priority within PCS. Actively supporting our various equality committees and the work that they do to make PCS an inclusive, representative union. Whether that's participating in equality seminars, mentoring new reps into activity or building an activist layer that truly reflects our diverse membership, and supporting those reps and activists to get more involved in the structures of our union.

My record of developing equality structures during my time as DWP President speaks for itself, with the group achieving all its diversity and gender balance targets soon after I became group President.

I play a critical role working with PCS reps and members to develop our welfare strategy, campaigning and building an effective response to the assault on the benefits system. I am an active campaigner against austerity, in the North East and nationally, and regularly speak at events on behalf of PCS.

As chair of the National Disputes Committee, I actively support disputes across PCS, joining picket lines and ensuring that disputes are widely publicised. I was a regular and

committed supporter of both the BEIS outsourced workers' picket line, and more recently the ISS strikers at the Foreign and Commonwealth office.

I have a good record of working closely with groups to support their campaigns. I was the NEC Liaison Officer for HMRC before becoming President. Giving support and solidarity to the group, actively supporting the Tax Justice campaign and working closely with the president, Lorna Merry.

I am an experienced negotiator at the highest level, successfully leading disputes and campaigns, and forcing concessions from management. I am currently the lead lay negotiator in talks with the Cabinet Office over pay, pensions and the Civil Service Compensation Scheme.

If re-elected I pledge to continue to work tirelessly on behalf of PCS and its members, in order to win our demands within the national campaign on the issues that matter to members. Not using empty slogans that mean little, but by being active, visible and involved at the heart of all PCS activity as I believe the President should be. I ask for your support for me and all Democracy Alliance candidates.

# RE-ELECT FRAN HEATHCOTE PCS PRESIDENT

