



PCS Democracy Alliance

For a Fighting & Democratic PCS

Vote to re-elect the Democracy Alliance NEC in HMRC

Your Democracy Alliance National Executive Committee is committed to continuing to build the type of members-led, democratic trade union that can defend and advance your interests at work in HMRC.

Over the last year Democracy Alliance NEC Members have been instrumental in achieving some huge gains for HMRC PCS members.

We have protected your safety in being the first department to negotiate a Covid 19 protocol which meant that the vast majority of staff have been able to work at home since early on in the pandemic, and strict safety measures were introduced in any buildings where staff have been required to attend.

Democracy Alliance NEC members also led negotiations that resulted in changes to redundancy avoidance measures that saved around 500 jobs in 2020.

The HMRC Pay & Contract reform deal was supported by Democracy Alliance NEC members who recognised that although there were some drawbacks to the deal, overall it delivered huge gains for a members:

- Increasing the overall paybill by £214 Million in a period where most public sector workers face the prospect of a pay freeze, meaning an average increase of 13% over 3 years.
- Ending unfair performance related pay for the life of the deal.
- Levelling up annual leave allowances for thousands of members.
- Achieving PCS' long term demand of making Flexible Working a contractual right for all staff.
- Guaranteeing a minimum of 40% homeworking for staff who wish to do so.
- Improving parental leave allowances
- Decreasing the gender pay gap by 50%

Other factions wanted to dismiss the offer outright, without presenting any plan for any type of action that would have delivered any of these benefits. Leaving tens of thousands of staff in receipt of poverty pay.

Re-elect your Democracy Alliance NEC to protect your safety at work, to continue campaigning on the issues that matter to you, like pay, pensions Civil Service Compensation Scheme and other terms and conditions and – not least of all – to give you're the strongest voice to defend you interests both in the workplace and within PCS itself.

For a strong voice in the HMRC, please support the candidates overleaf



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PRESIDENT

HEATHCOTE Fran

DWP
Tyneside
& Northumbria



VICE PRESIDENTS

Cavanagh Martin

DWP Wirral



Holbourne Zita

BEIS London North



Green Jackie

MOJ Bradford



McHugh Kevin

HMRC Benton Park View North



National Executive members

Baker Mark

MHCLG PINS



Ensor Sarah

Independent Office
for Police Conduct



Hendry Kris

HMRC
East Kilbride



Owens Marianne

R&C Wales



Brown Paula

HSE National
Branch



Flynn Felicity

MOJ Associated
Offices



Hewitt Ros

MOJ
HQ Branch



Pope Ian

DWP Glasgow



Bryant Clive

HMRC Worthing



Gill Jimmy

DWP Cardiff &
District



Hylton Tracey

HMRC Liverpool



Swainston Steve

DWP
Durham House



Corcoran Bridget

DWP Tyneside &
Northumbria



Grant Angela

DWP Wirral



Jamieson John

Registers of
Scotland



Thorley Steve

CPS
East Midlands



Cox James

HO Croydon



Hall Sam

DWP Highlands &
Islands



McGachey Liz

DWP Glasgow



Watts Karen

MOJ Wessex



Crane Harvey

HMRC Anglia



Harney Austin

MOJ Associated
Offices



McGuinness Jas

Maximus CHDA



Wesley Hector

HMRC
Euston Tower



David Hannah

Historic England
& English Heritage



Hedley Adrian

IT Services
Durham



Maguire John

MOJ
Greater Manchester



Williams Paul

DfT Nottingham



Eagleton Robert

DWP London HQ



Merry Lorna

HMRC Euston



- Elections begin Thursday April 22nd
- Elections end Thursday 13th May
- Request a duplicate ballot paper if not received by 29th April

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