

PCS Alliance for Change (AfC) was formed after more than 100 HMRC reps signed a public statement raising serious concerns about the direction of our union. Our aim was to fundamentally challenge and improve the way PCS operates, to build a union that always puts members' interests first. The widespread support we've received since - through branch nominations and in the elections - shows that many reps and members share our vision for what needs to be done to build an effective union that delivers real change for members.

Scan the QR code to find out more about AfC



What members told us must change at HMRC

We know building an effective union means being visible, active, and relevant to members. It means setting priorities based on members' concerns, negotiating seriously with the employer, and being ready to escalate when progress is blocked. That's why we developed the Better HMRC report: to capture members' real experiences and turn them into a clear case for change. Drawing on feedback from thousands of members, it exposed deep-rooted problems with pay, workload, workplace culture, and wellbeing, and set out clear, evidence-based demands for improvement. Since publication, the report has been pushed forward at every level - through formal bargaining forums and right up to HMRC's senior leadership, the Chief Executive and ministers, including the Exchequer Secretary to the Treasury.

Scan the QR code below to read the 'Better HMRC' report



Building union power to deliver real change for members

In terms of progress so far, a key, hard-fought win is finally securing access to all new HMRC starters so PCS can offer a union induction. Until now, employer restrictions meant many new starters never received one at all. This gives us a real opportunity to grow a strong, super-majority union. We've also secured agreement to review the collective agreement that sets out how HMRC works with the unions. This matters because a stronger PCS voice is essential to making progress on pay, conditions and workplace change — it underpins everything else we're campaigning on. A new agreement will take time, but we've already secured early commitments. These include a clear timeline for negotiating PCS priority issues, so members know when things will be discussed, and agreement to lift some of the restrictions that stop reps at all levels of the union from consulting members and reporting back. How this works in practice matters, which is why we've insisted on a joint evaluation. This will remain a key campaign priority until we're satisfied our bargaining demands have been met.

Our campaign to deliver a Better HMRC

Despite progress in some areas, we believe change has been too slow and key issues remain unresolved. That's why the AfC led PCS Group Executive Committee has launched the Better HMRC Campaign. The campaign is built around six clear pillars:

1. **A stronger PCS voice** – meaningful consultation, a full review of the Employee Relations Agreement, and protections so both members can raise concerns without fear
2. **Pay, grading and recognition** – pay increases in line with PCS demands, fair grading, safeguards on the use of Artificial Intelligence, and piloting a shorter working week
3. **Learning, skills and fair expectations** – guaranteed training and support, plus a collective agreement to protect members from micromanagement
4. **Hybrid working and flexibility** – ending the rigid 60% office attendance rule
5. **Culture and fair treatment** – a fair, timely and trusted grievance process
6. **No privatisation** – bringing outsourced work back in house, with a clear timetable

Anyone can highlight the problems. We have a plan to fix them. Vote for the AfC candidates to continue leading the fight for the better HMRC we all need and deserve.

⚠️ ⚠️ Two important PCS Union elections – make both votes count ✓ ✓

There are two equally important PCS elections taking place at the same time. Members sometimes think they've voted when they've only taken part in one — they are separate elections, run in different ways.

1 Election 1: National Executive Committee (NEC)

- The NEC is the union's main decision-making body, leading negotiations with the Cabinet Office and responsible for the overall running of the union
- This is a **POSTAL ONLY ballot**
- Ballot papers will be posted to your home address from **16th April**
- If you need a replacement ballot, order on PCS Digital by 12 noon on **Sunday 26th April at 17:00**
- Please use your vote to support PCS Alliance for Change candidates— scan the QR code



2 Election 2: PCS Group Executive Committee (GEC)

- The GEC leads negotiations at the most senior level in HMRC. It's also responsible for running PCS in HMRC
- This is an **ONLINE ballot**
- Your e-ballot will be issued to your personal email address from **23rd April**
- It will be sent from **pcs@cesvotes.com** (check your junk folder)
- If you need a replacement e-ballot, order on PCS Digital by **5pm on 4th May**
- Please use your GEC vote to support our recommended candidates



President

Hector Wesley

Deputy President

Tracy Dever (Boyce)

Deputy Group Secretary

John Davidson

Treasurer

Andy O'Donnell

Group Organiser

Angie Foggett

Assistant Group Secretaries (AGS)

Linda Benton

Gemma Criddle

Tim Crumpton

Jon-Paul Rosser

Adam Smith

John Smith

Jane Stratful

John Virtue

Group Executive Committee (GEC)

Eilonwy Awen

Adele Berry

David Breton

Jaime Davies

Nick Doyle

Angie Foggett

Amjad Ismail

John Lynch

Mandy McQuade

Phil Millar

Cerys Mort

Heather Poole

Rilana Slots

Jane Stratful

Gill Watts

Bobby Young