

The PCS Coalition for Change brings together the PCS Alliance for Change (the group in HMRC) with other progressive groups and independents across all government departments in the union. We're united by one aim: to build an effective union that achieves real change for members!

Pay: why this election matters –we can't afford another pay cut!

After pay remits of around 4.5–5% in the last two years, it's been reported that the government plans to cut the 2026/27 remit to just 2.5%. After years of below-inflation pay awards, HMRC workers are already around 20% worse off in real terms since 2010. For many members struggling to afford the basics, this is simply not sustainable. That's why action matters - and the first step is voting in this election and encouraging others to do the same. Conference gave a clear mandate for a national pay campaign, yet the current NEC has failed to act on it. Instead, members are left facing another real-terms pay cut without a serious union-led fight. With no credible national campaign and cuts to the pay remit, the government clearly does not fear union action. That must change - and change will only happen with a Coalition for Change NEC.

Grading: Doing higher level work for less pay

Incorrect grading leaves people underpaid for the work they actually do — often on top of already low pay — and raises serious equality concerns. In HMRC, PCS members consistently tell us this is one of the biggest issues they face at work. National PCS Conference recognised the scale of the problem and passed a motion instructing the NEC to launch a national grading campaign, work with groups to tackle these issues, and provide the information, support, and resources needed to challenge incorrect grading. Members of the PCS HMRC GEC have repeatedly asked the NEC for updates, particularly because we do not have access to national level resources. The only response we received was that “other key priorities” had delayed the campaign — with no reference to the promised support or resources members need. This isn't acceptable

What is the alternative? It's an NEC that delivers!

In HMRC, the PCS Alliance for Change-led GEC is launching the Better HMRC Campaign. This includes bargaining demands on pay and grading. But this fight should not sit with HMRC alone. It should be a civil service-wide fight, backed by a properly resourced, union-wide national campaign on pay and grading — not excuses about “other priorities.”

That's why this election matters. We are standing as part of the Coalition for Change NEC because we believe that, together, we can deliver the properly resourced national campaign that members across all government departments need and deserve, including:

- An immediate 10% pay rise
- Real pay progression that rewards skills and experience
- An end to unfair pay differences for the same job across departments
- An end to incorrect grading

We will also fight to defend every member's job, oppose cuts, protect pensions, challenge the misuse of artificial intelligence, and secure genuine flexibility — including fair hybrid working

Resources matter too. We are still waiting for the 2025 financial report, but the 2024 report shows that £27.35 million was raised through membership subscriptions, with £14.3 million spent on union staffing costs. Yet in HMRC — the second-largest government department — we have just one dedicated full-time officer. We could do so much more if more resources were allocated to HMRC, but those decisions sit at national level and are not in the GEC's control. What is within our control is our determination. And whatever the limitations, that will not stop us from throwing everything we have at fighting for HMRC members.

⚠ ⚠ 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
- It leads negotiations with the Cabinet Office and is 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 **17:00 on Sunday 26th April**
- Please use your NEC vote to support our recommended candidates listed below



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)
- Please use your vote to support PCS Alliance for Change candidates– scan the QR code
- If you need a replacement e-ballot, order on PCS Digital by **5pm on 4th May**



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