



Public and  
Commercial  
Services Union



What's New?

# Members' Briefing REVENUE & CUSTOMS GROUP

To: **All Members**

cc: **Branch Secretaries, Group Executive Committee, Equality Chairs, VOAC** (for info)

Can this Briefing be circulated via HMRC IT systems: **NO**

Website: **YES**

Action to be taken: **For the attention of all members**

Date: **10 November 2022**

Ref: **R&C/MB/049/22**

## **NATIONAL CAMPAIGN FOR FAIR PAY, PENSIONS AND JOBS** **Anti-Union laws prevent early action in HMRC**

- **Record vote for action across the whole of PCS**
- **Nearly 85% of HMRC members vote for action, but just miss legal minimum turnout**
  - **Almost 80% of VOA members also in favour of action but short of legal turnout**
  - **Anti-Union laws mean HMRC and VOA members cannot join early strikes**
- **HMRC re-ballot planned for early-2023**

Earlier today (10 November) PCS General Secretary Mark Serwotka announced that out of just over 200 civil service employers, PCS members in 126 government departments and agencies have voted for strike action; and have done so in record numbers.

Disappointingly though, out of a membership of tens of thousands, the turnout in the ballot of HMRC members fell agonisingly short – just 746 – of meeting the legal minimum turnout for the ballot. Likewise in the VOA, the number of members voting fell short of the numbers required under the anti-union laws.

This means that, even though nearly 85% of HMRC voting members and almost 80% of VOA voting members, all voted for action; members in both HMRC and VOA will be prevented by law, from joining any early strike action that the union has planned.

### **HMRC re-ballot planned**

In presenting the ballot results, the General Secretary commented on the outcome in HMRC, and has committed the union to a re-ballot of HMRC members, to be held early in the new year.

In preparation for that ballot, PCS will be meeting with your local branch representatives, to make sure that we are best-placed to break through the unjust minimum turnout law, and play a full part in the fight for fair pay.

### **Join the campaign – join PCS**

Despite the disappointing outcome in HMRC; across the wider PCS, the results mean we are in a position to take meaningful industrial action in major departments; including the Home Office, the Department for Work and Pensions, and the Department for Transport, which will have a huge impact on a vast array of services, such as Passports, Driving Tests and Licences, Border Controls and Job Centres.

If you've read this briefing and you aren't yet a member of PCS, then [join today](#) and we can all play our part in what will be an ongoing campaign for fair pay, for our pensions, and to defend our jobs.

**Get involved!**

Remember, HMRC applies restrictions on the content of union circulars distributed using the department's email system, so make sure that you stay in touch with your union. You can find your membership number in your latest email digest from PCS.

If you haven't already done so, let PCS have your personal/non-work email address and your mobile phone number. We'll only use it to keep you informed about PCS matters. You can update your details securely online by registering for [PCS Digital](#) or by contacting your local PCS rep, and asking them to enter your details securely on the PCS Organising App.

**LORNA MERRY**  
**Group President**

**MARTIN KELSEY**  
**Group Secretary**

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