



Public and
Commercial
Services Union

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: **14 December 2022**

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FIGHT FOR FAIR PAY **Support the Ballot for Action in HMRC**

- **Support the PCS National Campaign on Pay, Pensions, Jobs and Redundancy Rights**
 - **40,000 Civil Servants relying on foodbanks, 45,000 claiming in-work benefits**
 - **Support PCS members on Strike across the Civil Service**

PCS will be balloting members in HMRC on strike action to support the National Campaign on Pay, Pensions, Jobs and Redundancy Rights. Although members in HMRC voted overwhelmingly for strike action in the recent national ballot, we fell just short of half the membership voting; something the anti-union laws require before we can take any industrial action.

The new ballot will commence on 16 January 2023 and will run for 6 weeks. PCS has put branches and representatives on notice to make preparing for the ballot the priority. Even if you were one of the 14,000 members who voted in the last ballot, you will still need to vote in the new one.

Cost of Living Crisis – Fighting Back

Members will be only too aware of the current severe financial hardships that many of us are facing because of the current economic crisis. Inflation has reached almost 11%, and energy and food prices are skyrocketing, alongside the ever-increasing rent and mortgage payments.

Data collated by PCS union over recent weeks exposes a grim picture for our members. 40,000 Civil Servants are reporting that they are relying on foodbanks and 45,000 people are in receipt of in-work benefits, but are still struggling to make ends meet; with large numbers reporting that they are forced to skip meals, and many are unable to afford to heat their homes.

Whilst we're all aware that we are not alone in this hardship it is heartening that other sectors of workers such as nurses, teachers, paramedics, and many others are joining together to fight back against this self-serving government of millionaires. It is essential that members in HMRC join with PCS members across the 126 employer groups who have already voted to strike. The panic that gripped the government following last week's announcement of action to take place in the Home Office Border Force, the Department for Transport Agencies and the DWP is an indication that the employer has lost control. Adding HMRC into the mix will assist in concentrating minds on the need for active negotiations and solutions to resolve our dispute.

Another Win for PCS

In a further set-back for the government PCS has won a judgment in the High Court, which ruled that HMRC's withdrawal of "check-off" (deducting members' union subscriptions via the payroll) amounted to a breach of contract.

In 2015, the government encouraged departments across the Civil Service to create a hostile environment for trade unions. The withdrawal of check-off was a clear attempt to bankrupt PCS. That attempt failed, as representatives across the department worked tirelessly to convince members to switch their subscription payments to Direct Debit.

We must summon the spirit of 2015 again, as we unite to prepare for the ballot. PCS is encouraging all members to play their part in the preparations; here are some things that we can all do:

Maximise PCS Membership – hundreds of new members have joined the union over the past few weeks, this has continued since the announcement of the ballot result. Please encourage anybody who is not yet a member of PCS working on your team to join the union.

Update your Records – we need everyone to register for PCS Digital so that we can ensure you receive up to date information and ensure that the union's records are accurate.

Spread the Word – you can make the PCS campaign a regular topic of conversation in your workplace. Encourage discussions on the union's demands at team meetings and in conversations with your colleagues.

Support your Colleagues – although we are not taking strike action at this point, we can still support our colleagues who are. You can sign up to the PCS Fighting Fund and make sure that the strike action being taken is well publicised. Messages of support to members taking action will also be welcome.

Make sure that you play your part in supporting the PCS National Campaign. United we can win. Solidarity.

Join PCS today

If you've read this briefing and you aren't yet a member of PCS, then [join today](#).

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.

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