

# 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: **YES**

Website: **YES**

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

Date: **10 January 2023**

Ref: **R&C/MB/004/23**

## **SEVERE RAILWAY DISRUPTION: JANUARY 2023**

### **Railway workers' strike action**

- ***PCS Fully Supports Workers Taking Action to Defend Pay, Jobs and Conditions***
  - ***Guidance for PCS Members Working in HMRC***

### **National Rail Strikes**

The UK continues to see significant and widespread disruption to the nation's railway network with strike action being taken by members of the Associated Society of Locomotive Engineers and Firemen ([ASLEF](#)) and the National Union of Rail, Maritime and Transport Workers ([RMT](#)). When disruption occurs, it is also likely to impact the days surrounding the strike action and travel via the rail network during the disruption is usually discouraged. Consequently, during these times HMRC workers who use the railway for all or part of their journey to the office will need to consider carefully about where they work.

PCS has raised this matter with the employer and HMRC has responded by issuing guidance which is reflected in this briefing.

### **Advice for HMRC Workers**

Where strike action leads to severe transport difficulties either on a local or national basis, members are directed to the relevant policy: [HR34003 Major disruption to travel - HMRC](#)

Please speak to your manager to discuss attendance at the office during these times. It is expected that you and your manager will agree what is the most sensible solution based on your individual circumstances.

HMRC consider these strikes to be short term and an exceptional circumstance and therefore outside of normal policies around balancing home and office working. This means it is likely that people affected by the disruption will opt to work from home, the normal expectation for home or office attendance will therefore be suspended during the period of the disruption.

HMRC have also confirmed that there will be no pay impact for people working in London.

### **Further Action**

If members encounter any difficulty or require further advice, please contact your local branch representative for support. In turn branches have access the PCS negotiating team who will be available to assist with any queries that cannot be resolved locally.

**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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