

# Our Values

what we stand for,  
our objectives and  
our guiding principles



## Our Values

### Introduction

**4themembers** are a grouping of like-minded representatives and members brought together by a shared vision of a truly membership-based union. We are committed, absolutely, to democracy. As trade unionists, our anchor is in the general principles of liberty, equality, solidarity, human rights, social justice, provision of welfare and free & fair elections.

Our range of personal political views encompasses the range of the mainstream political spectrum. We believe that PCS should represent the views of its members as a trade union. PCS is not a political party and does not exist to further the personal political views of individual representatives.

PCS was founded with you, the member, at its heart and we want to return to that principle. These are our objectives that guide how we will change PCS for the better.

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### Contact us

Visit our website at [www.4themembers.com](http://www.4themembers.com)

Send us an email at [info@4themembers.com](mailto:info@4themembers.com)

## **Our Values**

### **Our guiding principles**

We believe that the fundamental human rights outlined in the Universal Declaration are precisely that – universal. We condemn those who violate those rights and those that act as apologists for them.

We believe that the right for workers to join a trade union is a basic human right and we believe that the adoption of the International Labour Organisation Conventions to be a test of a state's commitment to democracy.

We believe in equality of gender, race and sexual orientation. We oppose discrimination on the grounds of disability, age or religion. Workers on atypical contracts should not suffer discrimination because their working hours are different.

We oppose every form of prejudice and behaviour, including generalized prejudice against any country or its people.

We view intolerance, whatever its origin on the political spectrum, as a danger to a free and democratic society. Those who seek to suppress the views of others do not have a genuine commitment to democracy.

We are opposed to all forms of terrorism. The argument that the cause is just is no justification.

### **PCS & Society**

PCS is a trade union that should represent the views of its members. It is not a political party and does not exist to further the personal political views of individual representatives.

We think PCS members believe that our union has an important place in society. The values we espouse should be a force for good and a driver for progressive development towards a free and fair society. Democratic trade unions are one of the most important forces for human rights, equality and social justice.

PCS must remain politically unaffiliated, and must not give support to particular parties or individuals, as this will compromise our independence. We believe that the independence of the Civil Service is fundamental to British democracy.

## **Our Values**

### **Democracy in PCS**

We will strive to find ways to increase participation in elections, including by making the process simpler and more accessible. We will work with government to make it easier to vote, while ensuring that ballots are free from rigging and interference. And all results should be respected.

Workplace and branch representatives should be elected by secret membership ballot. Group and national elections should be open, transparent and well publicised.

We believe that direct elections are the only true form of democracy. We are opposed to indirect elections. This principle applies to all levels of the union.

Members should directly elect posts currently filled by election at Conference. Conference is a policy-making body, not an electoral college. Elections to the Scotland and Wales TUCs should be by direct elections among members who live in Scotland and Wales respectively.

Conference is rightly the principal policy making body of the union. It is the only place to have wide-ranging debates and for genuine consensus on policy issues to emerge.

However, where there is no consensus we believe that members should directly decide their union's policy.

We believe that accountability is a principal tenet of democracy. Therefore lay elected officials must take responsibility for negotiations, even those undertaken by full-time officers, and be held to account for the outcome.

### **Public Services**

We believe that the only way that state can guarantee to deliver its contract with its citizens is through the public sector. The provision of national and internal security, the welfare state, education and health are all key foundations of the state, funded by a tax system that must be fair and progressive. The state must take responsibility for delivering essential services to the citizen and we believe that public servants best deliver those services. The public sector must be the core provider of public services.

## Our Values

### Key Policy Objectives

**4themembers** believe that all pay, terms & conditions should be free from discrimination and inequality.

The “rate for the job” should be clear and achievable within a reasonable period of service.

Leave, working hours, HR policies and other non-pay issues should be standardised across the Civil Service.

A choice of Pension provision should be available, be it Final Salary or Career Averaging, with scope for flexibility built in, rather than excluded.

PCS should have exactly the same aspirations for members in the Commercial Sector.

Strike action can be an effective form of industrial action but it should only be used as a last resort, when all negotiations and other forms of industrial action have been explored.

### How PCS is run

We believe that PCS should be a model employer working in open partnership with its staff in order to deliver an exemplary service to members.

We therefore believe that PCS should have a genuine commitment to being an equal opportunities employer with fair and independent recruitment and selection processes, staff appraisal, quality training and career development, as well a range of family friendly policies.

**4themembers** will:

- Expand and improve the services that PCS offers in all areas.
- Achieve excellence in PCS services through the training and development of representatives and staff.
- Modernise the management of HQ to establish PCS as a first rate union.