



**PUBLIC & COMMERCIAL SERVICES UNION**

**SOUTH WEST WALES AREA**

**For all campaigning issues, visit our website at;  
[www.pcswales.co.uk](http://www.pcswales.co.uk)**

**POWER**

Protect  
Our  
Welsh  
Economy  
&  
Resources

**NATIONAL PAY SPECIAL**

**Inside this special issue, learn about the disgraceful differentials between pay scales in different civil service departments.**

# SW Wales Area Campaigns Committee

## Bulletin to Members

**August 2007**

Well, the summer holiday's are now almost over (what summer we have had!), and PCS is now turning its attention to the next stage in our campaign to deliver justice on a variety of issues, including coherence on national pay, the threat of privatisation that exists in many departments outside of the jurisdiction of the devolved Assembly, office closures, and, of course, the very real threat of compulsory redundancies in large departments such as DWP & HMRC, to name but two. We have, of course, **won** our pensions battle.

This issue of POWER, which was set up in 2006 by PCS reps from all across SW Wales joining together in an Area Campaigns Forum, concentrates on the one issue that absolutely unites us all - **PAY**.

Pay is a difficult issue for the national union at present, not least because of the unfair 2.0% cap on civil service pay rises imposed by Gordon Brown as Chancellor as part of his efforts to rein back on public spending (a pity he did not concentrate instead on wasteful IT projects, spending on consultants, or horrendously expensive PFI deals).

PCS has just completed a series of national consultations on the next stage of our campaign, as instructed by National Conference in May. It is fair (and honest) to state that attendances have been patchy. Some venues had excellent turnouts, others much less so. However, members and representatives have now spoken, and it is to be hoped that the National Executive Committee reflect seriously on the wishes of members on how to perpetuate the campaign. **Very few are in any doubt as to our legitimate grievances and the need to campaign. It is the tactics that are vital, including innovative ways of damaging the machinery of Government without necessarily impinging upon members pockets.**

On the following pages, members will see the vast differentials that exist between different departments for doing work of an equivalent standard. With over 250 different pay bargaining units, Mr Brown would do well to look at the extreme waste of resources that the mess of civil service pay is. A coherent civil service pay system would not only be good for PCS members, it would also bring much needed reductions in wasteful bureaucracy at the centre, thus saving the country money. For this reason, if no other, members are urged to continue their support of our aims & objectives.

**Steve Lazenby. PCS SW Wales Organiser**

The figures quoted below are the latest that PCS holds nationally for all departments quoted, and may not reflect recent increases.

### **ADMINISTRATIVE ASSISTANT**

DEPARTMENT	SCALE MINIMUM	MAXIMUM
DEFRA	£14,083	£15,749
DRIVING STANDARDS	£13,247	£15,981
DTI	£13,017	£15,025
DVLA	£12,000	£13,943
DWP	£12,340	£13,990
FORESTRY COMM.	£12,048	£14,342
HMRC	£13,333	£14,783
LAND REGISTRY	£14,262	£15,069
NATIONAL ASSEMBLY	£13,455	£16,565

The National Assembly is Team Support, covering grades AA to AO

### **ADMINISTRATIVE OFFICER**

DEFRA	£17,264	£19,262
DRIVING STANDARDS	£14,868	£19,021
DTI	£14,727	£18,261
DVLA	£15,338	£16,515
DWP	£13,990	£17,250
FORESTRY COMM.	£14,412	£17,913
HMRC	£16,101	£18,305
LAND REGISTRY	£16,739	£17,659
NATIONAL ASSEMBLY	£13,455	£16,565

### **EXECUTIVE OFFICER**

DEFRA	£21,892	£25,710
DRIVING STANDARDS	£19,792	£23,609
DTI	£16,722	£23,132
DVLA	£18,167	£21,648
DWP	£18,160	£23,510
FORESTRY COMM.	£19,470	£25,401
HMRC	£20,913	£24,652
LAND REGISTRY	£19,757	£22,374
NATIONAL ASSEMBLY	£17,016	£22,200

## HIGHER EXECUTIVE OFFICER

DEPARTMENT	SCALE MINIMUM	MAXIMUM
DEFRA	£25,797	£30,268
DRIVING STANDARDS	£24,018	£29,098
DTI	£21,065	£28,725
DVLA	£23,881	£27,078
DWP	£23,930	£28,920
FORESTRY COMMISSION	£25,447	£32,812
HMRC	£25,408	£30,663
LAND REGISTRY	£24,093	£28,134
NATIONAL ASSEMBLY	£22,674	£29,580

Therefore, at scale maximum, the **largest** differentials between departments at the grades quoted are:

AA	£2,038
AO	£2,747
EO	£4,062
HEO	£5,734

To put into context, a HEO in **DVLA** is £477 per month (gross) worse off than the highest paid HEO quoted, for doing a job of **equal value**. I have deliberately not included DCA pay scales here, as members are presently being consulted on a Ministry of Justice “deal”. The union has negotiated improvements to the original **regional pay** proposals from DCA, which had nine scales (SW Wales being at the bottom!). However, even with the improvements, a EO in Bristol can earn **£1,400** per annum more than his/her equivalent in SW Wales. **Regional pay is a threat to us all, and it is certain that The Treasury** wishes to extend it across the civil service.

DWP members are presently being consulted on a new pay deal. For details, see the DWP pages on the area website.

## OTHER CAMPAIGNING

HMRC members in Swansea & Llanelli (in common with colleagues in Cardiff, Newport, and Pontypridd) have been engaged in a consultation exercise by HMRC on proposals to close offices and centralise in urban centres. As you would expect, PCS reps have been particularly active in responding to the department’s proposals, with a detailed submission now having been sent to HMRC and local politicians. Political lobbying continues to be undertaken at very high levels, and this will continue in order to attempt to persuade the department that there is a better way. For details, please see the area website and go to HMRC Campaigns page.