

Scottish Socialist



Party

CIVIL SERVICE WORKERS VOICE



**whether Labour or SNP imposed...
A PAY CUT IS A PAY CUT!**

The Scottish Socialist Party never hesitates to take the side of workers against employers, PCS members against the government.

We offer 100% solidarity to the Scottish Government and Registers of Scotland staff taking strike action and working-to-rule against pay cuts.

Officially inflation has risen to 4.6% (the RPI figure). In real life we know it's at least twice that on essentials like food. Fuel costs are rocketing whilst BP oil enjoy obscene profits of £2million an HOUR. And transport costs eat into workers' wages as the privatised bus and railway companies always put shareholders' profits before public needs.

So the strikes, overtime bans and work-to-rules by Scottish Government and Registers of Scotland staff are entirely justified.

Why should workers bow down and accept 3-year deals - with no escape clauses - that would imprison them in pay cuts as inflation lets rip?

New Labour is the party of the rich, who let bosses' pay rise 37% last year (to an incredible AVERAGE of £2,875,000 EACH) but suppress public sector workers' pay to a ceiling of 2%.

The SNP appears a lot more radical than New Labour - it wouldn't be hard to! They have promising welcome reforms - many of them pioneered and fought for by the Scottish Socialist Party, such as free school meals, abolition of prescription charges

and of the unfair Council Tax.

But the SNP are also a party of big business, sticking to the same cuts to public sector workers' pay as Westminster. John Swinney, SNP Finance Minister, branded the public sector as "bloated" - whilst cutting business taxes. They have demanded £1.6billion 'efficiencies' over 3 years - which spells a cull of jobs and services. Swinney and Salmond are trying to impose the same 2% pay cut in 3-year deals on Scottish Government staff as New Labour has. Swinney even by-passed the elected union negotiators, writing to all SG staff in the middle of the PCS strike ballot, trying to dupe staff with false figures to disguise the 3 years of pay cuts he wants to impose. **A pay cut is still a pay cut, whether imposed by Westminster or Holyrood, Labour or the SNP, whether wrapped in a Union Jack or in tartan.**

The Scottish Socialist Party will do our utmost to assist PCS members in the fight for pay rises that protect workers against inflation.

We believe unity is our strength. The ballot of 200,000 Scottish local authority workers against similar 3-year pay cuts could raise the possibility of united, coordinated days of strike action across the public sector in August - as part of an ongoing battle to stop Labour and the SNP from making working class people pay for the crisis in the economy - a crisis not of workers' making.

Stand firm and united. You do not stand alone.



SSP in Glasgow East by-election. We won the biggest vote of the smaller parties.

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"Some of the staff who are taking this strike action, overtime ban and work-to-rule are on starting salaries as low as £12,000. The SNP government's package includes merging of A2 and A3 grades - Admin Assistants and Admin Officers. We think this is almost impossible to

work, and removes career progression for staff. And even then the top of the A3 grade is on a mere £16,500, so we are hardly asking to become millionaires!"

**Gordon Thomson,
Scottish Government
PCS Group Executive
Committee**

JOIN SSP 0141 221 7470 text 07899 732068 email ssp.glasgow@btconnect.com

Scottish Socialist Party - *PCS members' VOICE*

LABOUR BETRAYS WORKERS - SNP impose cuts to pay, jobs and services - JOIN THE SSP

The working class have been politically dis-enfranchised, as Labour has transformed into a nakedly capitalist party, with no pretence of combining their worship of the market with representing working class people. Increasingly workers have awoken to the realisation that New Labour are the New Tories.

Whilst many vote SNP in the hope of change, they are still a party wedded to big business. They cut business taxes already. They want to slash Corporation Tax to the 12% level of the South of Ireland. They have dropped their commitment to bus re-regulation in the wake of £500,000 funding to the SNP from multi-millionaire bus tycoon Brian Souter. In local councils, the SNP has carried out massive cuts, school closures, job losses, and the COSLA SNP/Labour/LibDem coalition want to impose 3-year pay cuts on 200,000 council workers.

In contrast, the SSP FIGHTS FOR:

- £8 minimum wage for all workers and trainees over 16 - based on two-thirds male median wages - end age wage discrimination
- equal pay for women workers - without a penny off the pay of any worker
- a 35-hour maximum working week for all, without any loss of earnings - as a step towards a 4-day week
- abolition of all anti-trade union laws - for a positive charter of workers' rights, including the right to strike, to take solidarity strike action, to be in a union - without fear of victimisation
- for workers' control of health and safety through elected H&S reps
- a minimum of 1 years' maternity leave on full pay - with the job protected for return, and the choice of returning part-time or full-time without loss of benefits. At least 1 month's paternity leave on full pay - and the option of exchanging part of the maternity/paternity leave
- scrap all prescription charges - stop taxing sickness
- free school meals for all children in state schools - nursery, primary and secondary - permanently
- scrap the Council Tax - for the Scottish Service Tax, based on income, on ability to pay, raising more funds for jobs and services, and making 8 out of 10 Scots better off
- tax the rich and the big Corporations - no to the tax havens of New Labour AND the SNP
- reverse all PPP/PFI and privatisations
- public ownership of all services, transport, construction, banks, energy, telecomms, big industries, North Sea Oil - under democratic control and management
- an independent socialist Scotland that stands for people not profit, the millions not the millionaires.



Divide and rule tricks

"We have won the hearts of minds of members to strike and then implement a work-to-rule.

The 65% majority to strike was despite the dirtiest of divide and rule tricks from Registers bosses.

Their previous offer was 2%. The new offer was issued the last couple of days of the strike ballot. It was forced out of management by the ballot, but it was blatantly divisive. Admin Assistants would get 3%, 2% and 2% – a miserly £4 a week! In contrast HEOs were offered 3%, 4% and 4%, consolidated at the top of the scale. AO and EO grades were both offered 3%, 3% and 4%. This was a totally divisive offer, but the increases were substantial compared to the initial offer, and the employers went for a direct dialogue with staff, bypassing the union. They hoped to fool members with technical language that might not mean much to most staff, but which would hit them in their pockets. It was a battle for hearts and minds, and we have won it, with new members signing up to the union in the past few days.

On top of the offer's divisiveness, there is no review clause, which it would be madness to accept. Going into a 3-year deal without one would make us hostages to the worsening economy.

This battle is linked to the SNP government's 2% pay ceiling. RoS bosses repeatedly state that their offer falls within the SNP government's Scottish Public Sector Pay Policy. Our profits in RoS go back to the Exchequer, so the employers tried to buy us off to prevent us from joining the wider action by Scottish Government staff – and indeed the UK-wide pay battles across the civil service. They failed. We will stand united with fellow-civil servants and PCS members."

John Jamieson, Registers of Scotland & PCS NEC

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"The FDA represent the very top grades. They are recommending acceptance of the offer. But the deal would allow them to self-authorise overtime up to 10 hours a month, an annual increase of £2,000. Another example of the divide and rule tactics of the SNP government."

Gordon Thomson, Scottish Govt PCS GEC

Join the SSP - the party of public ownership, solidarity and socialism

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PCSVoice31July2008