

NALGO ACTION GROUP

WHAT WE STAND FOR

We are a grouping of left-wing public servants who fight for a militant programme within NALGO in furtherance of our salaries and working conditions.

PROSPECTS FOR THE 1970's:

NALGO, along with other unions, is going to find it extremely difficult to improve the lot of its members in the 1970's.

The Tory Government's proposals for anti-trade union laws and control of public sector wages will severely restrict our freedom of collective bargaining. The government's proposals for cuts in public expenditure, reorganisation and restructuring of the public services with the trend towards larger and fewer units and the growing use of productivity techniques (job evaluation, clerical work measurement, etc.,) will result in strong competition for jobs and tighter control by the employers over grading and payment methods.

The possible entry to the Common Market and the move to indirect taxation will mean rising prices and further reductions in our living standards.

The trend towards closer alignment between employers, the state and trades unions will continue, and will further divorce T.U. leadership from their rank and file membership.

WHAT IS TO BE DONE

MEMBERSHIP: NALGO must fight for 100% membership. It must forge links with other public service unions leading to amalgamation and bringing manual and non-manual workers into closer liaison. Bureaucratic link-ups at national level however will be meaningless unless unity is forged by the rank and file at branch level.

DEMOCRACY: NALGO must become more democratic. The leadership must be made representative of and responsive to the membership. The social composition of the present N.E.C. does not reflect that of the rank and file. It has become a self-perpetuating clique of chief and principal officers. This hierarchy and the bureaucratisation is in many cases reflected at district and branch level with minimum involvement of the membership.

Whitleyism no longer provides the goods. In the present economic situation the independence of negotiation is unrealistic. The employers' constant use of sounding board procedures and the Government's continued interference with collective bargaining surely proves this point. The particular debating and negotiating skills of our representatives therefore become secondary to the main struggle between the collective strength of the trade union against the employers and the state.

We therefore fight for:

- (a) Election addresses issued by N.E.C. candidates to let us know who they are and what they stand for.
- (b) Election of negotiators by the membership as a whole.
- (c) All national salary and service conditions offers to be ratified by special membership conferences.
- (d) Membership recall of District Council and local staff side representatives with reports back to membership through branch magazines etc. No secret or confidential negotiations.

(c) Regular branch/departmental meetings of the membership to discuss national and local policy.

SERVICE CONDITIONS

As immediate demands we fight for:

- (1) At least £1000 p.a. for all adult workers.
- (2) At least 4 weeks paid leave for all after one year's service.
- (3) 35 hour week.
- (4) No long-term agreements.
- (5) No redundancy, reduction of establishments or worsening of conditions as a result of productivity agreements, O & M reviews or departmental reorganisations.
- (6) Comparability to remain as an essential principal.
- (7) A bigger strike fund to back up a militant stand on these issues and the extensive use of sectional/strategic strikes in support of salaries and service conditions together with other appropriate forms of militant action.

GENERAL POLICY:

The direction of national politics and particularly public sector policy influences the establishment policies of our employers. The restriction of public services and cuts in public expenditure directly affect our conditions of work and the level of service we provide. In this respect, political issues cannot be separated from our economic struggle and NALGO must formulate policy over a wide area of economic, social and political issues. We should seek to influence the development of the public services and priorities in public expenditure.

We therefore fight for:

- (a) Opposition to all anti-trade union laws.
- (b) Opposition to incomes policies and wage freezes.
- (c) Opposition to attacks on public services and cuts in public expenditure.
- (d) Defence of public services and nationalised industries from private enterprise.
- (e) Employee participation in determining policy and priorities in public services of both national and local level.