

[www.tuc.org.uk](http://www.tuc.org.uk)

# Public service transformation: What about the workers?

*Rachael McIlroy*

[www.tuc.org.uk](http://www.tuc.org.uk)

# Priorities

- To speak up for the public sector and public sector workforce
- Promote an appreciation of importance of the public sector
- Making the case against public spending cuts



[www.tuc.org.uk](http://www.tuc.org.uk)

# Speaking up for public sector workers

- We need to sort out public finances but social policy matters too
- Economic problems always have social consequences
- Public sector workforce delivers public policy, helping people and businesses during and after recession



[www.tuc.org.uk](http://www.tuc.org.uk)

# Sharing the pain?

- Bloated public sector?
- Penpushers?
- Fat cats?
- Gold plated pensions?
- Town hall bureaucrats?
- Feather bedded workforce?

# Job cuts and pay freezes

- 10% spending cut = 20,000 jobs
- 10% cut = £16.8m lost in private sector investment
- Knock on costs of redundancy, lost revenue and benefit payments.
- Wage freezes would mark return to boom and bust in recruitment and retention

# Defending pensions

- Public sector pensions liabilities over 85% of GDP
- But this is not a final reminder
- Employee and employer contributions cover most of cost of pensions in payment each year
- Pay freeze would also mean contributions freeze
- Bigger problem lies with private sector pensions

# What do we want?

- Engagement with government and employers around efficiency and productivity
- Support for workers to develop skills, fair terms and conditions to support recruitment and retention.
- Genuine dialogue and engagement between managers and workforce on service improvement