

25 August 2023

# MOD Shift working update

PCS has achieved a way forward without having to enter a failure to agree or dispute.

PCS held a meeting with the department on 24 August. It was a cordial meeting and shows what can be achieved with a clear set of demands and without the requirement for a failure to agree or entering dispute. This continued the talks we had initiated in the early spring 2023.

PCS has put its members demands to the MOD - ensuring your voice is heard in main building - you spoke we acted.

We demanded PCS members have all 10.5 PPH in shifts. MOD listened to that demand, the team referred us to the shift working PRG and to your contracts that are issued to all Civil Servants in MOD. We demanded that when a shift is worked on a PPH, there should be an entire shift in recompense and the department referred us and you to the flowchart that provides for this.

Our position remains that shift workers lose out on holiday and we will continue to engage with MOD to resolve this issue.

MOD have offered a joint initiative engagement, in person at a major shift working site. PCS are considering this as a way of listening to our members and reaching out to fully understand the issues in conjunction with MOD. This is a reasonable suggestion from the employer that PCS is pleased to explore. This forum would be online too and possibly recorded so that everyone can have access to it and would involve the MOD unions in the room.

The employer will consider our demands in the next week and will respond to the joint initiative, also the next national DSG meeting we will hold next month for all defence members.