

25 October 2023

MMO creation and what it means for contracts

Following on from the article in Civil Service World, PCS highlights discussions at the time of MMO's creation and what that means for the attempted removal of continuity of service for staff leaving or joining MMO.

The [Civil Service World article](#) highlighting the issues over continuity of service for staff transferring in and out of MMO continues to resonate. PCS has taken the time to look back on the origins of MMO and how it informs the current issues.

When MMO was being set up back in 2009 as part of the Marine and Coastal Access Bill several concerns were voiced in the parliamentary debates over the protection of staff and the ability to be able to move into the civil service from MMO was it was formed.

The Defra minister at the time stated, "I would like to reassure you that we have put in place safeguards to ensure that terms and conditions and pensions will carry over when staff transfer from the Marine and Fisheries Agency and that these provisions will apply to new staff."

He then went on to say, "if any Minister, myself or any subsequent Minister, were to renege on those undertakings, they would be acting in bad faith."

We are currently in a position where the commitment and assurances given during the creation of the MMO have been overturned and are not in line with the original agreement.

By refusing to allow the free movement of members from MMO into the civil service Defra and the Cabinet office are overturning the intentions of parliament.

What can you do?

- Make certain that all your contact details are correct on [PCS Digital](#) as we may need to send you relevant information quickly.

- Consider becoming more involved in the union.
- Encourage colleagues to join PCS and come along to members' meetings.
- Change your email signature to: *I'm a PCS union member. [Join here](#) to help improve and defend our pay, conditions and benefits:*