

12 April 2024

HMRC Finance and Personnel restructure

HMRC have announced that some staff currently working within the Chief Finance Officer group will transfer to the Chief People Officer command.

PCS members in Chief People Officer (CPO) and Chief Finance Officer (CFO) directorates have been told that HMRC intend over the coming months, to implement a number of organisational changes; with staff from Estates, Unity Business Services (UBS) and the Unity Programme transferring from CFO directorate into CPO.

We were informed of HMRC's intentions late on the afternoon of Tuesday 9th April, shortly before the announcement planned to go live on the morning of Wednesday 10th so there has been very little time for any consultation over these plans.

Assurances on staff numbers

PCS has however been given assurances that the plans will not have any impact on staff numbers, the intention is that staff will move in their entirety to their new Directorate with little change to day to day working. The reorganisation is not set to take effect until the appointment of a new Chief People Officer, there is no firm date at present, but it is anticipated that it will be during the summer months.

PCS has expressed our concern that this will be a further move for many Shared Services staff who transferred from CPO to CFO in 2021. We have been given further assurances that many lessons were learned in the previous reorganisation and there will be suitable support available for any members with questions or issues.

HMRC have also announced that as a consequence of the moves they will also be launching a review of corporate functions in these two areas to ensure that appropriate support is in place once the changes to Director General accountability have been made.

We will keep all members informed of all future discussions and encourage any members with either concerns or feedback to get in touch with PCS.

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As your trade union, PCS continues to negotiate with HMRC to stand-up for your interests. If you've read this briefing and you aren't yet a member of PCS, then you should [join today](#).