

2 August 2024

PCS lodges formal disagreement with the Ministry of Defence.

A formal disagreement by PCS to the Ministry of Defence (MoD) relating to changes of the Position Mapping Procedure, has resulted in the employer now withdrawing until the dispute is resolved.

The MoD civil service HR department has been undertaking a “policy simplification process” over the last few months with the aim of making policy easier to understand but insisted it would not change members' entitlements and substantive policy.

In the case of post mapping there have been detrimental changes to the policy.

These are:

- Removal of the 2nd stage appeal
- Removal of the option for Subject Matter Experts (SME) to attend and advise post mapping panels.
- Changes to the posts which would be included in limited competition
- Implications on priority mover status and potential risk of redundancy.

A formal disagreement lodged by PCS and sister unions within the MoD civil service unions (MCSU) to the employer regarding its changes to the position mapping procedure has now resulted in the employer withdrawing to preserve the status quo as per the formal disagreement policy.

Members and activists should double-check which policy is being applied to live post mapping and ensure the previous policy is being adhered to. Any post mapping letters issued under the disputed policy may now need to be withdrawn by the employer.

PCS is due to meet the employer next week to work around resolving these issues