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Defence Design

Defence Design changes to Defence Reform, PCS Defence Group Vice President, Rob Bowers, reports back.

MoD - Constantly Evolving

In my career within MOD, I have never known the department to stand still because of the ever-changing challenges defence faces.

Defence Design was set up because we have never faced so many differing and evolving threats. The increased risks from adversaries and technological advances means defence must adapt faster if we are to continue outmatching them.

Defence Design reviewed the enterprise-wide Defence Operating Model to ensure that the way we operate enables us to deliver our purpose; not just by improving technology, supply and critical skills, but by creating a core set of values and behaviours fostering a culture that makes this a great place to work.

Bringing together hundreds of experts from across defence, PCS was directly involved in the work, where we continually pushed that people are at the heart of everything defence delivers. The involvement of trade unions at such an early, strategic level was a departmental first; we influenced thinking around the need for capacity within which to change; delivering a more effective operational model first, rather than driving for efficiencies that potentially lead to suboptimum outcomes.

The MOD never stands still, and the change in government led to the announcement of the Strategic Review of priorities in defence, of standing up a Defence Armaments Director, the Military Strategic HQ and reviewing the requirements our department of state needs to operate flexibly under an always-on operational model, driven by trusted data, information and decisions that are flexible enough to meet our global challenges.

The decision has been made that Defence Design will morph into Defence Reform, taking onboard the priorities of the current government and utilised to

deliver the outcomes of the Strategic Review when it reports its finding later in 2024.

The involvement of PCS and our sister trade unions in Defence Design, is a best practice example of how defence and trade unions can work together to reach better outcomes where the impact of changes on people are highlighted as early as possible.

PCS hopes that the lessons learned through positive collaboration in Defence Design are taken forward into every area of employment relations and change, so that PCS can continue to protect and promote our members' interests as proposals are developed.