



## Simplification Updates

In order to fully support the Transforming Defence Agenda the MOD needs to simplify its HR policies. During 2013, HR Directorate (HRD) will be reviewing the following HR Services:

- Performance Management;
- Management of Poor Performance;
- Civil Service Competence Framework (see October/November *Defence People*);
- Grievance and Discipline; and
- Mediation

Further information on these changes will be available during 2013 and in future editions of *Defence People*.

Defence People



## Defence People December / January 2013 edition

The new issue of *Defence People* is now available to view online via the following link: [Defence People December / January 2013](#)

Remember to feed back via the bi-monthly reader's survey at: [Defence People Reader's survey \(www\)](#).



## Pay Statement Online

Available: 24 January 2013

## Never Miss An Issue!



Click on the "Add to Calendar" icon, select "open" and when the outlook appointment loads select "Save and Close."

This month's link will set up a reminder in your Outlook Calendar for all of 2013.

## DINs of Interest

Recently published DINs included:-

- 2012DIN01-266 Implementation of the Media and Communications Competence Framework
- 2012DIN02-019 The Defence Manual of Security: Publication of Issue 4.3.0

For a full list of all DINs published go to the Indexes and Digests page on the Defence Intranet.

## Editorial Team, 60 Second Digest

The 60 Second Digest is a DBS Civilian HR production and feedback to the editorial team is welcomed.



Please email feedback on this publication to [peopleservices@db.s.mod.uk](mailto:peopleservices@db.s.mod.uk) entering "60 Second Digest" into the subject field.

## Revised Promotion Process to Band B and to SCS Pay Band 1



On **31 December 2012** revised processes were introduced for employees seeking promotion to Band B1 or B2, or to SCS Pay Band 1, replacing the previous Assessment Centres.

### Assessment of Readiness and Psychometric Exercises

From **2 January 2013**, individuals applying for a vacancy on promotion to either Band B / SCS Pay Band 1 will be required to provide an assessment of their readiness to enter the grade (completed by a member of their line management chain) as part of their application.

The selection panel will then use this assessment form, along with the individual's job application and most recent PADR, as part of the sift process.

Those candidates, who are successful at the sift, will then be required to complete a suite of online psychometric exercises which will test leadership, capability and aptitude, prior to their interview.

The reports generated by the psychometric exercises will remain valid for 12 months (for Band B) and 24 months (for SCS Pay Band 1), and can be used in subsequent job applications on promotion during that time, where the individual has been short-listed for the post.

**NB.** Individuals who are ring fenced, and who apply for a post on level transfer will be required to complete the psychometric exercises, if they are successful at the sift, as part of the selection process.

### New Civil Service Competency Framework

In addition to the above, all Band B / SCS Pay Band 1 vacancies, from **2 January 2013**, will be advertised using the new Civil Service Competency Framework, which will be introduced in the MOD in April 2013.

MOD has been given 'Early Adopter' status for the Promotion to Band B / SCS Pay Band 1 processes and this version of the Competence Framework will be made available on the People Services website under Promotion, Progression and Advancement > Promotion to Band B and Promotion to SCS (as well as in the job adverts on CS Jobs).

Further information on these changes can be found in 2012DIN01-264 (Band B) and 2013DIN01-001 (SCS Pay Band 1) and on the People Services website under Promotion, Progression and Advancement > Promotion to Band B or Promotion to SCS.

### More Information:-



Ministry  
of Defence

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