

LETTER 'A'

GRADE 5/4 IMs

- 1 I am writing to you on a personal basis to let you know how recent developments in the personnel management processes for DERA employees will affect you
- 2 First, you will be aware of the current programme to create a new Senior Civil Service (SCS) at Grade 5 level and above, with a view to promotion wider resourcing opportunities for its membership, both within and between government departments. In the case of those, like yourself, holding promotion to Grade [4][5] on an individual merit basis in recognition of specialised scientific excellence, it has been decided that you will not become part of the SCS. You will therefore continue to enjoy your present terms and conditions of employment and not be required to sign the new SCS contract. Your pay will be assessed and reviewed in accordance with the procedures being introduced under the Reward Management Review Project
- 3 You will, I hope, be pleased to know that the DERA Operations Committee, and all senior elements of the Agency's Customer base in MOD, attach great importance to the continued existence of the Individual Merit process and the benefits of identifying world class scientists. The intention is, therefore, that the scheme should continue to operate on its present basis
- 4 Finally, I am sure you will also be pleased to know that, in recognition of the stringent selection procedures and of the changing nature of DERA's HR processes, it has been further decided to convert all IM appointments from their current temporary basis to substantive status. Your substantive grading (currently UG7) will therefore become UG[5][4] with effect from []
- 5 May I take this opportunity to wish you well in your work and to thank you for the significant contribution you and your IM colleagues make to the success of DERA

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