

Branch Briefing

REVENUE & CUSTOMS GROUP

To: **All PCS Branch Secretaries**

cc: **Branch Chairs, Branch Organisers, Group Executive Committee, Equality Chairs, VOAC** (for information)

Can this Briefing be circulated via HMRC IT systems: **YES**

Website: **YES**

Action: **For the attention of all PCS representatives**

Date: **9 February 2022**

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TAX SPECIALIST PROGRAMME

HMRC delay decision on Band 'T' transition

- ***HMRC announce delay to TSP pay band decision***

HMRC announced on Tuesday 8 February that the final decision on the Tax Specialist Programme (TSP) design, specifically the decision on having a defined point in the course where staff undertaking the programme move from the HO to SO pay range, has again been delayed. HMRC have given assurances in the update that they are working to progress the decision-making process with the ExCom group of Jim Harra, Angela MacDonald, Esther Wallington and Justin Holliday.

PCS understand that a huge amount of resource has been diverted into dealing with the changes in policy around HMRC's response to the Covid pandemic, but we are nevertheless disappointed that we have not yet reached resolution on this issue.

We believe that the Collective Agreement that was reached in March 2021 sets out clearly the expectation that there will be a clear and transparent progression point to the SO pay-scale at the appropriate stage of the Tax Specialist Programme, in parity with the arrangements that are in place for those former Band 'T' pay areas that are governed by organisations external to HMRC.

PCS have requested details of the timeframe that HMRC are working towards for resolution.

If the final decision is further delayed or indeed if the commitment as set out in the Collective Agreement is reneged on, PCS will be writing to Excom to express our very serious concerns.

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