

# Recruitment Vacancy in Legislation Section

News story

Details of a vacancy for an administration officer in our legislation section.



This exciting and interesting job puts you at the heart of the VMD's legislation section. The legislation office leads on the development, implementation and enforcement of policy and legislation on veterinary medicines and medicated feed in the UK.

## **Job Title**

Administrative Officer in the Legislation Section

## **Grade**

A0

## **Salary & Pension**

£24,369 -£24,369 per annum with Pension Scheme

## **Annual Leave entitlement**

Commencing at 25 days

## **Role**

This role puts you at the heart of the VMD's legislation section in which you will be a main point of contact for queries and will provide advice on interpreting the legislation to colleagues within the VMD and external stakeholders.

## How to apply

You must make your application through [Civil Service Jobs](#) where you will find a full job description including salary details.

## Closing Date

26th April 2022

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# [Defence Secretary announces new UK Defence Arctic Strategy in Norway](#)

Press release

The UK's new defence strategy in the Arctic region has been announced in Norway today by Defence Secretary Ben Wallace.



[The UK's Defence Contribution in the High North](#) outlines plans to protect critical underwater national infrastructure and ensure freedom of navigation through international seas and Exclusive Economic Zones in the Arctic region.

The strategy sets out the UK's commitments to NATO, such as increasing UK training and operations in the area with Allies and international partners. The UK will also invest in research and development to build a sustainable and modernised Defence capability for the region.

As part of the new strategy, the UK will maintain a periodic Royal Navy presence in the High North. The strategy also reinforces support to Arctic Allies to preserve the stability and security of the Arctic region.

## **Defence Secretary Ben Wallace MP said:**

The High North and the impact of climate change affects us all whether we like it or not. The North Atlantic will always be the UK's 'home beat' and so it is vital that we strengthen both our interoperability and our force integration with NATO and non-NATO partners in the region.

The Defence Secretary met his Norwegian counterpart Odd Roger Enoksen, as well as those taking part in Exercise COLD RESPONSE 22 during his time in Norway.

Exercise COLD RESPONSE 22 is a Norwegian-led exercise with 35,000 troops from 28 participants nations. The main UK contribution saw six Royal Navy ships and 2,000 UK personnel carrying out cold-weather training in northern Norway. While the exercises are routine, they demonstrate the UK's commitment to Allied forces which need to be ready to operate in any environment under any conditions.

Training in Norway allows NATO Allies and partners to practise their skills operating in extreme and rugged surroundings. Around 900 Royal Marines have been deployed to the Arctic since January in preparation for the exercises, sharpening their expertise in operating in the freezing conditions.

The Defence Secretary met with the crew onboard one of the UK's two aircraft carriers, HMS Prince of Wales, which has been leading the Royal Navy's contribution to Exercise COLD RESPONSE 22. While onboard he received a series of briefings on its role as a NATO command platform. The ship remains flexible and ready to respond in order to command and control Allied ships at sea.

The Defence Secretary will also visit Kirkenes to see the enduring Norwegian presence at the border to Russia.

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## **[Public workshops to help develop the third National Adaptation Programme](#)**

A series of workshops have been launched with members of the public to help inform the development of the government's third National Adaptation Programme (NAP3).

The public dialogue workshops, overseen by Defra and in partnership with UK

Research and Innovation's (UKRI's) Sciencewise Programme, Ipsos and University of Leeds, will explore the public's perspectives of climate adaptation and how they think the government, businesses and civil society should address it.

120 participants have been recruited to take part in the workshops and represent an accurate cross-section of the population of England.

The workshops will take place online over the next couple of months with participants from various locations across England, with a final report being published in the coming months.

This report will inform the engagement that will take place in the summer on the aims and objectives of NAP3, with the final programme of ambitious and robust policies to be announced next year.

Climate Adaptation Minister Jo Churchill said:

We must go much further and faster to properly prepare for the impacts of climate change in England, and we're determined to tackle the increasing risks through an ambitious and robust third National Adaptation Programme.

These workshops are an important step towards this, and provide an invaluable opportunity to make sure we understand the public's view of what a well-adapted England looks like and how they want the government and others to deliver it.

Tom Saunders, Head of Public Engagement at UKRI, said:

This public dialogue will give people a say on how the UK should adapt to climate change. These are really important issues that affect us all and we are grateful to all those giving up time to take part. With concern about climate change at an all time high, there is no better time to hear what different people around the UK want for their future.

Suraje Dessai, Professor of Climate Change Adaptation at the University of Leeds, said:

Little is known about what the public thinks about climate adaptation in England. This work will illuminate the public's view of climate risks, adaptation options and responsibilities. This evidence is critical to inform the development of the government's third National Adaptation Programme.

Rachel Brisley, Head of Energy and Environment in Public Affairs at Ipsos, said:

Ipsos is delighted to be involved in this pioneering work to understand and capture the public's views on the key climate risks for England and their priorities for how we should adapt to these. So far, we have had some fantastic discussions and look forward to more that will help shape future adaptation in England.

The workshops deliver on a key recommendation of the Climate Change Committee's Independent Assessment of Climate Risk with public engagement forming an important part of policy-making on climate adaptation.

It follows the publication of the [UK's Third Climate Change Risk Assessment](#) in January, setting out the challenge of ensuring the UK is resilient to climate change and setting out the work already underway to meet that challenge.

### **Further information**

Work that has been undertaken by the UK government and the devolved administrations to adapt to climate include:

- Investing a record £5.2 billion to build 2,000 new flood defences by 2027.
- Continuing work on the Green Finance Strategy to align private sector financial flows with clean, environmentally sustainable and resilient growth.
- Increasing the total spend from the Nature for Climate Fund on peat restoration, woodland creation and management to more than £750m by 2025.
- Ensuring that climate science and research, such as the UK Climate Projections 2018, are fully integrated into planning and decision making, including on major infrastructure.

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## **[New statutory code to prevent unscrupulous employers using fire and rehire tactics](#)**

Today in Parliament (Tuesday 29 March) Labour Markets minister Paul Scully announced a new statutory code on the practice of 'fire and rehire'. The code will also clamp down on controversial tactics used by unscrupulous employers who fail to engage in meaningful consultations with employees.

The practice of 'fire and rehire' refers to when an employer dismisses a worker and rehires them on new, less-favourable terms. The government has always been clear that using fire and rehire as a negotiating tactic is

completely unacceptable, and we expect companies to treat their employees fairly.

However, in light of the disgraceful actions of P&O Ferries in sacking 800 workers on the spot without consultation, the government recognises the need for greater clarity for employers. The new Statutory Code of Practice will detail how businesses must hold fair, transparent and meaningful consultations on proposed changes to employment terms.

This is what P&O Ferries failed to do – as its CEO made clear, the company never had any intention of consulting workers, and they are now rightly facing backlash from workers, the public and the government.

The code will include practical steps that employers should follow. A court or Employment Tribunal will take the code into account when considering relevant cases, including unfair dismissal. The courts will have the power to apply an uplift of up to 25% of an employee's compensation if an employer unreasonably fails to comply with the Code where it applies.

Labour Markets Minister Paul Scully said:

P&O Ferries' actions were not a case of fire and rehire – just fire.

However, the way the company acted in not consulting employees before taking extreme measures was appalling. This has laid bare the measures some deceitful employers are prepared to take to exploit and break the law.

That is why we are producing a new code to tighten the screw on unscrupulous employers, who must comply with a new statutory code on tougher employment rules – including fire and rehire.

We expect companies to treat their employees fairly – and whilst the vast majority comply with the law – today we are going further to stand up for workers against those that flagrantly disregard it.

Fire and rehire tactics are often used when employers want to change the terms and conditions of their workers. This can take place when a company is in financial distress and needs to cut costs to stay in business.

In November 2021, Acas – the Advisory, Conciliation and Arbitration Service – published guidance for employers considering making changes to employment contracts, making clear that fire and rehire should be an option of last resort and that employers should first have made all reasonable attempts to reach agreement through full consultation.

The government is now going further, by developing a new Statutory Code of Practice, which will clarify and give some legal force to government expectations that employers should behave fairly and reasonably when seeking to change employees' terms and conditions.

The code will act as a deterrent, particularly to those employers seeking to use the threat of fire and rehire as a negotiation tactic.

The government has always stood firm against businesses seeking to use fire and rehire practices, which should only ever be considered as an absolute last resort if changes to employment contracts are critical and voluntary agreement is not possible.

Employers must recognise that this approach creates a high risk of legal claims, reputational damage and an adverse effect on employee relations.

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## [Award-winning apprenticeship scheme offers experience at heart of government](#)

The award-winning Government Communication Service Apprenticeship scheme has opened for applications, offering an exciting opportunity to work at the heart of government.

The programme is part of a wider drive to develop a more diverse pipeline of people entering the Civil Service, ensuring that government better reflects the communities it serves, with 88% of apprentices on the last round of the scheme being retained by the Government Communication Service.

Placements for the scheme are available across England, dovetailing with the Places for Growth strategy to move Civil Service jobs outside of London and ensuring young people who want to take up the opportunity for a Civil Service apprenticeship can stay in their local area.

Those accepted will get to gain experience in a range of communications disciplines over 18 months, earning a competitive salary while they learn on the job. These include working in press offices, campaigns and internal communications teams across government departments.

Successful candidates have been involved in work on issues of global importance, including the pandemic, Brexit negotiations and currently, the UK response to the situation in Ukraine.

Apprentices on the scheme study a Level 4 PR and Communications apprenticeship, rapidly equipping them with the skills needed to thrive in a communications career.

The programme builds an early pipeline into government, with 88% of apprentices on the last round of the scheme retained by the Government Communication Service.

**Government Communication Service Chief Executive Simon Baugh said:**

The GCS apprenticeship scheme offers a unique opportunity to work on the key issues of the day, and help communicate the government's response.

With more than 80% of apprentices being retained, this is a brilliant launchpad for a successful career in the Civil Service.

Josie Partridge, who started on the scheme in 2020 aged 19, is a good example of how the apprenticeship scheme can lead to a communications career. While most of her friends are in their final year of university, she has carved out a future in the Civil Service, having secured a promotional role as a GCS Communications & Membership Services Manager.

**Current apprentice, Leon Soyinka Sinden, who has already spent time in the GCS Professional Standards team and the Cabinet Office press team, said the scheme had set him up for success:**

Going straight from school to the heart of government is daunting at first, but it's given me so much confidence in myself.

After only four months, I've had so many incredible experiences and opportunities – working on large scale national projects at this stage in my career is a privilege. I know I'll leave this apprenticeship with the skills needed to have an amazing career. More than 40,000 apprentices have been recruited by the Civil Service across multiple locations, departments and professions since 2015.