

What happens if the SP's KSE does not match any MND Employment?

The Chain of Command are still required to submit an Appendix 22 application, the SP must remain a volunteer for employment. Upon receipt the CM will attempt to identify suitable jobs, if an opportunity is identified the SP will be directly assigned. Should attempts fail to find a suitable match the SP will be discharged under QR 9.385.

Can an MND(P) SP be considered for promotion?

Yes, if they meet all the necessary criteria for promotion to the next rank and a suitable role exists (which includes completion of CLM).

Can MND(P) SP develop KSE in the new role?

Yes, MND(P) SP are to be developed in role and should, where fitness allows, complete MATTS, CLM and role specific training, pre-employment training and development.

Is the X-factor affected by MND Employment?

No.

Is this a way of reducing the medical standards?

No, the policy already supports the retention of SP at L5 MND(P) through Appendix 8. This new process adds value by matching vacant posts for specified periods to employable SP with appropriate KSE. All employment of L5 MND(P) is strictly controlled through the Appendix 8 process which is owned by the CofC, but includes clinical and occupational health input.

How does this affect deployability and readiness?

No effect to Readiness; MND Employment opportunities in vacant roles are identified by Fd Army and HC for specific periods. If an MND(P) fill is not appropriate for deployment or other operational reasons, then the opportunity will be removed from the MND Employment job list.

POINTS OF CONTACT

Queries should be directed to one of the following:

Policy Owner (AGAI 78)

SO2 Empl Pol, Pers Pol, DPers, Army HQ.

Email: Army-Pers-Pol-WFPol-Empl-SO2@mod.gov.uk

Tel: 94393 6718 / 01264 886718

APC Process

COS CM Ops, APC

Email: APC-CMOps-COS@mod.gov.uk

Tel: 94561 3235 / 0141 224 3235

Occupational Health: SO1 OH

CM Ops APC

Email: APC-CMOps-OH-SO1@mod.gov.uk

Tel: 94561 2360 / 0141 2242360

MND EMPLOYMENT

ADR008773

INTRODUCTION

Permanently Medically Non-Deployable (MND) Service Personnel (SP) rank ranged Pte to SSgt, and Lieutenant, who cannot be retained in their current Unit are now more likely to be offered suitable employment opportunities to accommodate their medical limitations, rather than being discharged.

MND Employment offers a range of suitable opportunities across the Army. It enables MND SP with right Knowledge Skills Experience to serve with other Units and Cap badges, allowing the Army to retain talented SP where their skills are needed, whilst accommodating medical employment restrictions.

SP with a Joint Medical Employment Standard of L5 MND Permanent are eligible to apply for MND Employment. MND Employment opportunities must be discussed with the RCMO in the first instance, who will liaise with the APC Career Manager to fully explore employment within Cap badge before making an Appendix 22 application.

Whilst every effort will be made to find MND SP a suitable job, if a suitable MND opportunity cannot be secured or if the medical limitations cannot be accommodated, SP may be medically discharged from the Army.

APPLICATION PROCESS

The MND Employment application process is described in detail within [AGAI 78](#). This policy and full details of the MND Employment appointment boarding process can be found on [MS Web](#). A list of jobs that have been identified by the Army as being suitable for non-deployable SP is available on [MS Web](#) to help Service Personnel and RCMOs seek suitable MND opportunities that match their Knowledge Skills and Experience.

Service Personnel are now required to apply for suitable jobs on an Appendix 22 to AGAI 78. Once the application is accepted and assured by the Career Manager, an Occupational Health assessment will be conducted prior to the application being considered by an Appointment Board.

Army Briefing Note [048/19 MND Employment](#), along with all others can be viewed on a personal device via Defence Connect by clicking on or scanning the QR Code:



FAQs

Can MND(P) continue to be employed whilst the MND Employment application is made?

Yes. MND(P) SP must remain on duty, until the Chain of Command is notified of the outcome of the Appendix 22.

Will SP medically graded MLD(P) be considered?

Only in exceptional circumstances will MLD(P) SP be considered for MND Employment. The Chain of Command is required to seek exceptional authority from Pers Pol (A) prior to submission.

Can a fully fit SP be considered for an MND(P) job?

Yes, MND(P) SP will not be considered more favourably due to their JMES status, the best candidate will be selected for the job based on their KSE and ARs and in strict accordance with CM Boarding and Assignment Policy.

How long will the job last?

MND(P) SP will be assigned for a normal assignment tenure.

Will the MND(P) SP remain in their own cap badge?

Yes, the SP will remain in their cap badge.

What about SP who elect not to volunteer for MND Employment?

The Chain of Command are still required to submit an Appendix 22 application, but the SP will be discharged under QR 9.414 Services No Longer Required. APC will notify the CO to enable this action.