Flowchart of Stage One of Position Confirmation and Placement Process (PCCP) - Position Confirmation

Regular Procedure

- **Type**
  - **Position Confirmation (PC)**
  - Apply to positions with incumbent
  - Advisory Panel compares the new and previous Job
    - Descriptions of the positions that remained at the same level.
    - If the position has significant change in more than two functions
      - Changes must occur in the main functions, and levels of accountability and responsibility
      - Or there is an additional function from a different technical area
    - If so
      - Yes: Positions must be treated as abolished, and considered as newly established positions
      - No: Proceed with Position Placement, or
        - Competitive Selection Exercise (CSE)
    - No: Positions are considered to have no significant change
    - Advisory Panel can recommend the incumbent to be confirmed in the position and submit for approval
    - Finalization of the stage of Position Confirmation

Special Case

- **Type**
  - In the case where multiple staff encumbered a generic or substantively similar positions at the same level, and at least one of those positions will be abolished due to restructuring
  - Position Confirmation is not possible
    - All such positions will be treated as abolished and considered as newly established positions
    - Only proceed with Competitive Selection Exercise (CSE)