



briefing note

Environment Agency Pay Offer 2024

Dear colleagues,

We received government approval of our pay remit on 05 September 2024 which aligns with the 2024/25 civil service pay guidance published on 29 July 2024. Further to our recent constructive discussions with you this briefing provides you with:

- Our formal pay offer for 2024 on which we understand you will now wish to consult with and ballot your members.
- Suggested timeframe for confirming your acceptance of the offer to enable payment in November 2024.

1.0 Consolidated Salary Increases

1.1 We propose to apply consolidated salary increases as follows:

- **Staff Grades 1 & 2:** We propose to pay a fixed value increase equivalent to 5.9% of Grade Rate to all employees who have 'Exceeded', 'Met' or 'Approached' expectations.
- **Field Operations Team Members and Lead Team Members:** We propose to increase pay steps by 5.9%.
- **Staff Grades 3 – 7, Environment Officer B and Nuclear Grades:** We propose to pay a fixed value increase equivalent to 5% of Grade Rate to all employees who have 'Exceeded', 'Met' or 'Approached' expectations.
- **For Environment Officer A and Graduates:** We propose to increase pay steps by 5%.
- Where the value of any individual increase is less than 5% of substantive salary as 01 July 2024, we will pay the difference as a non-consolidated sum.
- Proposed new pay ranges effective from 01 July 2024 are provided as Appendix 1.

1.2 We propose to pay career grade increments to eligible employees in Field Operations, Environment Officer A and Graduate grades in line with arrangements in previous years.

1.3 Any employee in receipt of a pay supplement (red circle) allowance, will receive the proportion of their pay award, which would have been consolidated if they were within the pay range, as a non-consolidated pay award. We will pay this monthly from 1 July 2024 to 30 June 2025.

1.4 We propose to backdate these increases to salaries to 1st July 2024 or appointment date, if later. All payments will be pensionable in line with arrangements in previous years.

2.0 Non-consolidated Performance Awards

2.1 We propose to pay the following non-consolidated performance award values which will be pro-rated to reflect individual average weekly working patterns in SOP for the 2023/24 performance year.

Grades	Met Expectations	Exceeded Expectations
Staff Grades 1 to 7, EOB and Nuclear Grades	£585	£885

2.2 We will make a non-consolidated payment of £585 to Team Members and Lead Team Members within Field Operations who are on Pay Step C and who have a 'met expectations' performance rating. Field Operations employees at Pay Steps A or B are not eligible for this payment as they retain a mechanism by which they may move to higher pay steps through performance.

2.3 We will make a payment equivalent to the award for 'Met Expectations' to employees who were not in work for 39 or more weeks (9 months) due to sickness, maternity, paternity or extended unpaid leave during the 2023/24 performance year.

2.4 We will continue to operate Local Recognition Award arrangements for the 2024/25 pay remit year for which a budget allocation of £680,000 will be made.

3.0 Allowance increases

3.1 We will increase the following allowances to the value shown, these increases will be backdated to 1st July 2024.

Allowance	2023/2024 Value	2024/25 Pay Offer	Value of increase
London weighting inner - Rounded to nearest £	£4,064	£4,267	5.0%
London weighting outer - Rounded to nearest £	£2,016	£2,117	5.0%
Overtime attendance allowance	£6.81	£7.15	5.0%
Pilotage allowance - per annum for 1st 12 acts	£1,816.75	£1,907.59	5.0%
Pilotage allowance - per claim after 1st 12 acts	£140.97	£148.02	5.0%
Standby - complete week (full calendar week (7 days))	£158.28	£167.62	5.9%
Standby - less than one week (Mon - Friday)	£18.99	£20.11	5.9%
Standby - less than one week (Saturday and Sunday)	£31.66	£33.53	5.9%
Standby on non worked Friday/Saturday/Sunday	£31.66	£33.53	5.9%
Standby - Additional daily payment for bank holidays	£31.66	£33.53	5.9%
Standby - Additional payment for Christmas Day	£63.26	£66.99	5.9%
Call out while not on standby	£59.33	£62.83	5.9%
Call out while not on standby Xmas day	£118.86	£125.87	5.9%
Incident Response Pay Flood Warning On Standby	£30.88	£32.42	5.0%
Incident Response Pay Flood Warning Not On Standby	£30.88	£32.42	5.0%
Incident Response Pay Fixed Rate On Standby	£30.88	£32.42	5.0%
Incident Response Pay Fixed Rate Not On Standby	£30.88	£32.42	5.0%
Incident Support Payment	£60.70	£63.74	5.0%
Incident Resilience Payment Rostered Working Mon Fri	£18.99	£20.11	5.9%
Incident Resilience Payment Rostered Working Sat Sun	£31.66	£33.53	5.9%
Incident Resilience Payment Rostered Working Bank Holiday	£31.66	£33.53	5.9%
Incident Resilience Payment Rostered Working Christmas Day	£63.26	£66.99	5.9%

3.2 We propose to reserve a small amount equivalent to 0.09% of net paybill for essential revisions to group market forces factor allowance criteria for roles which have critical technical skills and specialisms. We will confirm the updated policy with you prior to making pay changes.

4.0 Additional Measures

4.1 We propose to cease recovery from final salary of welfare salary advances agreed for Field Operations employees as part of payroll changeover arrangements in 1998. This will be effective from 01 November 2024.

4.2 We propose to change our approach to payment of award arrears where this was previously only paid to employees who left the Environment Agency on or after the date the joint circular was agreed. We propose, to pay arrears of the award to all leavers, with the exception of employees dismissed as an outcome of capability or disciplinary procedures, on or after 01 July 2024.

5.0 Next steps

5.1 We consider the pay offer here represents the best achievable outcome for all employees which can be achieved within the requirements of the civil service pay guidance and through negotiations. Through our discussions with you we have aimed to ensure all available pay resources have been allocated in a way which meets our business priorities and addresses, as far as we are able to, key elements of the joint trade union pay claim you provided to us. On this basis we hope you can now ask your members to support this offer so that we can pay this award to staff quickly.

5.2 In order to pay this award in November 2024 salaries, we will require confirmation of your acceptance no later than 10 October 2024 after which we reserve the right to review the extent of the offer or withdraw it at any time. We are committed to ensuring our consultations with you are meaningful and constructive. In the event that this offer is not accepted we will meet with you again at the earliest opportunity to understand your concerns and reflect again on the proposals made. Please be aware however that in order to pay the award in November 2024 we will need to instruct SSCL no later than 14 October 2024.

Tamara Bruck
Executive Director, Strategy, Transformation and Assurance
13 September 2024

Appendix 1 – Proposed 2024/25 Pay Scales

Staff Grades 1 to 7 and Nuclear Grade Pay Ranges

Grade	01-Jul-23	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	NG D	NG 1a	NG 1b	NG 2
		Maximum	01-Jul-24	£22,011	£25,294	£30,349	£36,710	£46,459	£60,045	£74,899	£47,327	£72,591
		£23,310	£26,636	£31,711	£38,281	£48,441	£62,565	£78,056	£49,406	£75,624	£91,402	£113,010
Grade Rate	01-Jul-24		£24,096	£28,607	£33,000	£41,617	£52,929	£66,301	£43,657	£63,684	£78,292	£95,596
	01-Jul-23	£22,011	£22,754	£27,245	£31,429	£39,635	£50,409	£63,144	£41,578	£60,651	£74,564	£91,044

Field Operations Grades and Pay Steps

Grade	Salary	
	01-Jul-23	01-Jul-24
Team Member Level 1 A	£22,011	£23,310
Team Member Level 1 B		
Team Member Level 1 C		
	£22,754	£24,096
Team Member Level 2 A	£22,979	£24,335
Team Member Level 2 B	£23,880	£25,289
Team Member Level 2 C	£24,781	£26,243
Team Member Level 3 A	£25,397	£26,895
Team Member Level 3 B	£26,401	£27,959
Team Member Level 3 C	£27,407	£29,024

Grade	Salary	
	01-Jul-23	01-Jul-24
Lead Team Member Level 1 A	£23,016	£24,374
Lead Team Member Level 1 B	£23,447	£24,830
Lead Team Member Level 1 C	£23,883	£25,292
Lead Team Member Level 2 A	£25,136	£26,619
Lead Team Member Level 2 B	£25,611	£27,122
Lead Team Member Level 2 C	£26,087	£27,626
Lead Team Member Level 3 A	£27,553	£29,179
Lead Team Member Level 3 B	£28,081	£29,738
Lead Team Member Level 3 C	£28,615	£30,303

Environment Officer Career Grade Scheme

Level	EOA Salary	
	Salary	
	01-Jul-23	01-Jul-24
Induction Stage	£26,428	£27,749
Training Stage 1	£27,245	£28,607
Training Stage 2	£28,062	£29,466

Pay Range	EOB Salary	
	Salary	
	01-Jul-23	01-Jul-24
Grade Maximum	£36,710	£38,281
Grade Rate	£31,429	£33,000

Graduate Training Scheme - Pay Steps and Criteria

Pay Step	Salary		Engineering GTS Pay Principles	Environment and Science GTS Pay Principles
	01-Jul-23	01-Jul-24		
1	£28,100	£29,505		BSc/BSc(Hons) or relevant BA/BA(Hons) Degree
2	£28,802	£30,242	BEng	Relevant MSc Degree (or relevant PhD)
3	£29,521	£30,997	MEng (relevant MSc or PhD is equivalent providing it meets the C.Eng requirements)	1 year experience
4	£30,258	£31,771	1 year relevant experience	2 years experience
<i>Training Board to approve progression to step 5 by end of March. Increase in salary = 7.5% at this point for movement the following July.</i>				
5	£32,526	£34,152	2 yrs+ relevant experience	
6	£33,338	£35,005	3 yrs+ relevant experience	
7	£34,170	£35,879	Building Tech depth & breadth	
8	£35,024	£36,775	Building Tech depth & breadth	