



## **Environment Agency Pay Claim 2025**

This is the agreed pay claim of the Environment Agency's four recognised unions: UNISON, Prospect, Unite, GMB.

The claim seeks *substantial increases to reverse the long-term trend of accumulated real terms pay cuts relative to inflation over the last 14 years which have resulted in erosion of around 30% for some colleagues.*

*The current pay structure fails to deliver for Agency staff and the Agency itself in terms of recruitment and retention.*

*To attract and retain staff salaries for roles in a competitive market for talent must be increased and linked to a skills, capability and performance progression pay structure .*

*Our claim is submitted ahead of the Cabinet Office Pay remit that has been delayed for the 2025 pay round. The joint unions argue the case that all staff deserve a consolidated pay award that both keeps up with inflation and helps redress salary erosion.*

### **Details of the claim for 2025/2026 are as follows:**

- 1. A meaningful, fully funded, consolidated pay increase of 6.5% relative to inflation for all staff grades and field operations colleagues, irrespective of grade or position within the pay scale and maintaining grade differentials. We expect the Agency to secure sufficient additional funding to make this possible rather than a reliance on efficiencies and/or recyclables.**
- 2. To uphold the commitment by the Agency to follow closely and be an early adopter of proposals to reintroduce pay progression mechanisms back into pay systems. This should take the form of a reintroduction at the earliest opportunity of non-discriminatory fully funded pay progression so that staff can expect to progress from the minimum to the maximum of their grade in a timescale of not more than 3-5 years. This should be a transparent mechanism for progression within pay scales.**
- 3. Continued commitment to “harmonization of staff & Field Ops T&C’s” working group and “flexible working” working group.**
- 4. An alignment of EA maternity/shared parental leave full pay allowance to that of Defra.**
- 5. An extra days leave for 15 years service (from 30 to 31 days). An extra days leave for 20 years service (from 31 to 32 days).**
- 6. A four day working week with no reduction in pay.**
- 7. An 6.5% increase to First Aid allowance and Boat Skipper allowance.**



## **Rationale for claim**

*The pay claim is based upon a close understanding of the position and views of members, including a pay surveys conducted in 2025. High numbers of members took part in the survey, and this gives us confidence that the results are robust and reflect the experience of members.*

Average pay settlements across the economy fluctuate between the private and public sector but as yet fail to address the erosion of real terms pay over the last 14 years. This will continue to impact on recruitment and retention, skills and capabilities. The response from the member survey indicates that many respondents are seriously considering leaving the Agency in the next 12 months and yet again stated that salary is the main reason for doing so.

*We are committed to exploring a range of solutions which could include an underpin to address the issues raised in this claim.*

## **Conclusion**

*There can be no doubt that all the Agency staff have seen the value of their earnings fall disastrously over the last 14 years, with evidence suggesting that they are also falling behind pay settlements for comparable jobs. Recent pay settlements have failed to sufficiently bridge the loss of real term pay over that time.*

*Therefore, this pay claim represents a very reasonable estimate of the reward staff deserve for their dedication, skill, and hard work. It is the minimum consolidated award improvement in pay needed to maintain workforce morale for delivering a consistently high-quality service for the environment.*