



Environment Agency Pay Offer 2025

Dear colleagues,

We received government approval of our pay remit on 16 July 2025 which aligns with the 2025/26 civil service pay guidance published on 22 May 2025. Further to our recent constructive discussions with you this briefing provides you with:

- Our formal pay offer for 2025 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 October.

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% of Grade Rate to all employees who have 'Exceeded', 'Met' or 'Approached' expectations.

Where the value of any individual increase is less than 5% of substantive salary (i.e. if individual salary is above grade rate) as 01 July 2025, we will pay the difference as a non-consolidated sum.

- **Staff Grades 3, 4 and Environment Officer B** We propose to pay a fixed value increase equivalent to 4% of Grade Rate to all employees who have 'Exceeded', 'Met' or 'Approached' expectations.

Where the value of any individual increase is less than 4% of substantive salary (i.e. if individual salary is above grade rate) as 01 July 2025, we will pay the difference as a non-consolidated sum.

- **Field Operations Team Members and Lead Team Members, Environment Officer A and Graduates:** We propose to increase pay steps by 4%.

- **Staff Grades 5 – 7 and Nuclear Grades:** We propose to pay a fixed value increase equivalent to 3.8% of Grade Rate to all employees who have 'Exceeded', 'Met' or 'Approached' expectations in addition to non-consolidated payment to bring the total award value to 3.9%.

- Proposed new pay ranges effective from 01 July 2025 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 2025 to 30 June 2026.

1.4 We propose to backdate these increases to salaries to 1st July 2025 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 2024/25 performance year.

Grades	Met Expectations	Exceeded Expectations
Staff Grades 1 to 7, EOB and Nuclear Grades	£580	£880

2.2 We will make a non-consolidated payment of £580 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 2024/25 performance year.

2.4 We will continue to operate Local Recognition Award arrangements for the 2025/26 pay remit year for which a budget allocation of £528,000 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 2025.

Allowance	2024/2025 Value	2025/2026 value	Value of increase
London weighting inner - Rounded to nearest £	£4,267	£4,406	3.25%
London weighting outer - Rounded to nearest £	£2,117	£2,186	3.25%
Overtime attendance allowance	£7.15	£7.38	3.25%
Pilotage allowance - per annum for 1st 12 acts	£1,907.59	£1,969.58	3.25%
Pilotage allowance - per claim after 1st 12 acts	£148.02	£152.83	3.25%
Standby - complete week (full calendar week (7 days))	£167.62	£173.07	3.25%
Standby - less than one week (Mon - Friday)	£20.11	£20.76	3.25%
Standby - less than one week (Saturday and Sunday)	£33.53	£34.62	3.25%
Standby on non-worked Friday/Saturday/Sunday	£33.53	£34.62	3.25%
Standby - Additional daily payment for bank holidays	£33.53	£34.62	3.25%
Standby - Additional payment for Christmas Day	£66.99	£69.17	3.25%
Call out while not on standby	£62.83	£64.87	3.25%
Call out while not on standby Xmas day	£125.87	£129.96	3.25%
Incident Response Pay Flood Warning On Standby	£32.42	£33.48	3.25%
Incident Response Pay Flood Warning Not On Standby	£32.42	£33.48	3.25%
Incident Response Pay Fixed Rate On Standby	£32.42	£33.48	3.25%
Incident Response Pay Fixed Rate Not On Standby	£32.42	£33.48	3.25%
Incident Support Payment	£63.74	£65.81	3.25%
Incident Resilience Payment Rostered Working Mon Fri	£20.11	£20.76	3.25%
Incident Resilience Payment Rostered Working Sat Sun	£33.53	£34.62	3.25%
Incident Resilience Payment Rostered Working Bank Holiday	£33.53	£34.62	3.25%
Incident Resilience Payment Rostered Working Christmas Day	£66.99	£69.17	3.25%

4.0 Additional Measures

4.1 We will also increase the rates for the day or coastal skipper allowance by 3.25% backdated to 1 July 2025.

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 October 2025 salaries, we will require confirmation of your acceptance no later than 8 September 2025 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 October 2025 we will need to instruct SSCL no later than 12 September 2025.

Tamara Bruck
Executive Director, Strategy, Transformation and Assurance
Date 4 August 2025

Appendix 1 – Proposed 2025/26 Pay Scales

Staff Grades 1 to 7 and Nuclear Grade Pay Ranges

Grade	Maximum	01-Jul-24 01-Apr-25	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	NG D	NG 1a	NG 1b	NG 2
			£23,310 £23,492	£26,636	£31,711	£38,281	£48,441	£62,565	£78,056	£49,406	£75,624	£91,402	£113,010
Grade Rate	01-Jul-25	↑	£24,667	£27,841	£32,855	£39,601	£50,022	£64,576	£80,575	£51,065	£78,044	£94,377	£116,643
			£25,301	£29,751	£34,320	£43,198	£54,940	£68,820	£45,316	£66,104	£81,267	£99,229	
			£23,492 £23,310	£24,096	£28,607	£33,000	£41,617	£52,929	£66,301	£43,657	£63,684	£78,292	£95,596

Field Operations Grades and Pay Steps

Grade	Salary	
	01-Jul-24	01-Jul-25
Team Member Level 1 A	£23,492	£24,432
Team Member Level 1 B		
Team Member Level 1 C	£24,096	£25,060
Team Member Level 2 A	£24,335	£25,308
Team Member Level 2 B	£25,289	£26,301
Team Member Level 2 C	£26,243	£27,293
Team Member Level 3 A	£26,895	£27,971
Team Member Level 3 B	£27,959	£29,077
Team Member Level 3 C	£29,024	£30,185

Grade	Salary	
	01-Jul-24	01-Jul-25
Lead Team Member Level 1 A	£24,374	£25,349
Lead Team Member Level 1 B	£24,830	£25,823
Lead Team Member Level 1 C	£25,292	£26,304
Lead Team Member Level 2 A	£26,619	£27,684
Lead Team Member Level 2 B	£27,122	£28,207
Lead Team Member Level 2 C	£27,626	£28,731
Lead Team Member Level 3 A	£29,179	£30,346
Lead Team Member Level 3 B	£29,738	£30,928
Lead Team Member Level 3 C	£30,303	£31,515

Environment Officer Career Grade Scheme

Level	EOA	
	Salary	
	01-Jul-24	01-Jul-25
Induction Stage	£27,749	£28,859
Training Stage 1	£28,607	£29,751
Training Stage 2	£29,466	£30,645

Pay Range	EOB	
	Salary	
	01-Jul-24	01-Jul-25
Grade Maximum	£38,281	£39,601
Grade Rate	£33,000	£34,320

Graduate Training Scheme - Pay Steps and Criteria

Pay Step	Salary		Engineering GTS Pay Principles	Environment and Science GTS Pay Principles
	01-Jul-24	01-Jul-25		
1	£29,505	£30,685		BSc/BSc(Hons) or relevant BA/BA(Hons) Degree
2	£30,242	£31,452	BEng	Relevant MSc Degree (or relevant PhD)
3	£30,997	£32,237	MEng (relevant MSc of PhD is equivalent providing it meets the C.Eng requirements)	1 year experience
4	£31,771	£33,042	1 year relevant experience	2 years experience
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.				
5	£34,152	£35,518	2 yrs+ relevant experience	
6	£35,005	£36,405	3 yrs+ relevant experience	
7	£35,879	£37,314	Building Tech depth & breadth	
8	£36,775	£38,246	Building Tech depth & breadth	