

Environment Agency Pay Proposal 2022-23

- Pay a fixed value consolidated increase based on 2% of the Grade Rate for each grade, plus £345 where employees in Staff Grades 1 to 7, Environment Officer B and Nuclear Grades have 'Exceeded', 'Met' or 'Approached' Expectations performance ratings
- Increase pay steps for Team Member and Lead Team Member grades in Field Operations by 3% plus an additional £345 and pay career grade increments as per previous years
- Realign the grade pay framework for Environment Officer A grade with Grade 3 Staff grades
- Pay an increase of 5% to Graduate (GTS) career grade pay steps
- Increase Standby and Callout allowances by 5% and revise Callout allowance guidance to reflect new hybrid ways of working
- Increase Inner and Outer London Weighting allowances by 3%
- Increase other allowances by 2%
- Commence a separate consultation on consistent ways of working and associated payments for Fisheries Enforcement

In addition, it is proposed to pay the following non-consolidated performance awards (ie pay which you get additionally for that year but which is not added permanently to your base pay in future years). These will be pro-rata'd to reflect individual average weekly working patterns in SOP for the 2021/22 performance year:

- Staff Grades 1 to 7, EOB and Nuclear Grades: Met Expectations (£750), Exceeded Expectations (£1,110)
- a payment of £750 to Team Members and Lead Team Members within Field Operations on Pay Step C 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)
- continued Local Recognition Award arrangements for the 2022/23 pay remit year (a gift which includes vouchers not exceeding £250 or a cash award not exceeding £750).

Grade	Pre- Pay Award Grade Rate	Post Pay Award Salary	% consolidated increase
SG1	£18,394	£19,107	3.9%
SG2	£19,767	£20,507	3.7%
SG3	£24,213	£25,042	3.4%
SG4 / EOB	£28,785	£29,706	3.2%
SG5	£36,389	£37,462	2.9%
SG6	£46,374	£47,646	2.7%
SG7	£58,174	£59,682	2.6%
NG D	£38,190	£39,299	2.9%
NG 1A	£55,864	£57,326	2.6%
NG 1B	£68,757	£70,477	2.5%
NG 2	£84,027	£86,053	2.4%
HMIPG 5b	£36,389	£37,462	2.9%
HMIPG 6	£46,374	£47,646	2.7%