

Environment Agency

Last update: 1 Mar 2023

Environment Agency Update

ENVIRONMENT AGENCY BALLOT RESULT

Posted on: 1 March 2023

The outcome of the industrial action ballot is below. Unfortunately, the turnout in the ballot was one vote lower than the legal threshold required for industrial action.

A meeting of reps will take place next week to discuss the result and decide on the next steps.

Kevin Brandstatter
National Officer
GMB

Dear colleagues,

[Trade Union and Labour Relations \(Consolidation\) Act 1992 Section 231A](#)

Further to my letter of 7 February 2023, the results of this industrial action ballot were:

NUMBER OF INDIVIDUALS ENTITLED TO VOTE IN THE BALLOT: 216

NUMBER OF VOTES CAST 107

Are you prepared to take part in strike action?

NUMBER OF "YES" VOTES 63



NUMBER OF "NO" VOTES 42

NUMBER OF SPOILED OR OTHERWISE INVALID VOTING PAPERS 2

Are you prepared to take part in action short of a strike?

NUMBER OF "YES" VOTES 84

NUMBER OF "NO" VOTES 16

NUMBER OF SPOILED OR OTHERWISE INVALID VOTING PAPERS 7

THE NUMBER OF VOTES CAST IN THE BALLOT WAS 49.54% OF THE NUMBER OF INDIVIDUALS ENTITLED TO VOTE IN THE BALLOT

VOTE YES FOR INDUSTRIAL ACTION

+

Posted on: 1 February 2023

Dear Colleague

You will shortly receive a ballot paper from CIVICA asking you to vote for industrial action in the Environment Agency.

Early last year GMB and the other EA unions submitted a pay claim for 10% or the level of inflation, whichever was higher. After months of "negotiations" the Agency closed the negotiations down and imposed a pay "offer", substantially lower than inflation.

GMB urged the Agency to make representations to the Secretary of State for DEFRA, and to the Treasury in order to secure additional funding to allow a significantly improved pay offer. The Agency refused to do so.

Our colleagues in Unison and Prospect have since undertaken ballots for industrial action involving strikes and "working to rule", and while to date the Agency has not made an improved pay offer we have continued to seek the re-opening of negotiations.

In the absence of an improved offer, or further negotiations we now need you to vote for industrial action in order to bring the Agency "back to the table"



What are we asking you to do?

Vote YES for strike action – this will be coordinated with Unison and Prospect, who have organised one day strikes so far.

Vote YES for action short of a strike – the ballot paper gives examples of the sort of action you can take which does not involve being on strike.

GMB members have already voted in consultative ballots for industrial action, but this is a **statutory ballot, required by employment law, and provides protection for members and the union from action by the Agency.**

While we recommend members vote yes, it is imperative that your voice is heard, and that you vote in this ballot.

The Ballot will close on 10 March 2023.

The ballot will be open to new GMB members as well so please encourage you colleagues to join GMB - www.gmb.org.uk/join

If you do not receive a ballot paper, please contact your Regional Office, or email:
kevin.brandstatter@gmb.org.uk

Kevin Brandstatter
National Officer
GMB

Noticeboard Bulletin - 20-09-2022



Posted on: 20 September 2022

Dear member,

We expect that the Environment Agency will write to all staff today letting you know that they will not be paying the pay increase as per it's offer in October as they had hoped. The trade unions and Environment Agency weren't able to reach agreement. There were 3 main reasons the joint trade unions couldn't agree to the offer being paid are:



1.All the trade union consultative pay ballots overwhelmingly rejected the offer and voted in favour of industrial action.

2.We believe that a negotiated settlement that provides more money for EA workers is still achievable. The business has said that that it wishes to continue a dialogue with makes this point for us.

3.We believe that it could be unlawful for the Environment Agency to impose the offer and are currently seeking legal advice on this point

Therefore, our opinion is that negotiations should continue to consider how an increase in the current offer can be achieved.

James Bevan has publicly said that the offer is “unwise, unjust and unfair” so they must accept they need to do more to attract more money.

The Environment Agency has suggested on four separate occasions it will pursue a Pay flexibility Business Case for “next year”. This approach has been unilaterally pulled by the organisation. However, even if this does happen next year, it won’t be a silver bullet. We will keep you posted on progress in due course.

Unions To Hunt: "EA Staff Struggle To Put Food On The Table"



Posted on: 13 May 2022

GMB and the joint trade unions have written to [Lucy Hunt](#), Chief Operating Officer for the Environment Agency, to urge her to reconsider the agency's non-engagement in pay talks.

It has been 35 days since the department received the collective pay claim for staff, and they continue to stonewall, refusing to meet even to discuss pay with staff representatives. Meanwhile, the cost of living crisis continues unabated, and members are finding it harder and harder to make ends meet on the agency's low pay.

[Read the letter in full](#)

SHARE THIS UPDATE WITH A COLLEAGUE AND ENCOURAGE THEM TO [JOIN GMB!](#)

Previous Bulletins



Posted on: 1 December 2022

GMB and other unions in the EA put forward a pay claim earlier this year to match inflation. In response the EA made an offer of 3% plus £345 which all unions rejected as it was effectively a massive pay cut in real terms.. The latest news is below.

Unions continued to negotiate in good faith and unions consulted members about the offer, and whether members were prepared to take action to secure a higher offer.

All unions consulted members, with Unison and Prospect securing significant votes for action with good turnouts. Unite had a low turnout and have played no further part in negotiations and GMB members response was to reject, but on a poor turnout.

Following the Environment Agency decision to close pay negotiations for 2022, refuse to ask either the Secretary of State or the Treasury for additional funding for a decent pay increase in 2022, GMB conducted an on line ballot of members.

The ballot was around the action members would be prepared to take to secure a decent pay increase. Unlike the earlier ballot the results were much better:

Turnout 65%

Those voting for strike action 68%

Those voting for action short of a strike 92%

This was a consultative ballot and the result means that I am seeking the authority of the Central Executive for a postal ballot (as required by the Trade Union Acts) for members to vote on strike action and/or action short of a strike.

The law requires that a minimum of 50% of members take part in the ballot for it to be lawful.

In the meantime, GMB is working with both Prospect and Unison around industrial action, rallies and demonstrations.

A further bulletin will go to members shortly with the arrangements for balloting of the membership.



Please let any of your colleagues know what GMB is planning and remind them that they can join GMB by going on line www.gmb.org.uk/join

Kevin Brandstatter
National Officer
GMB

Pay Negotiations 2022



Posted on: 11 January 2022

COMPLETE THE PAY SURVEY!

As an Executive Agency of DEFRA, GMB members in the civil service in general, and the Environment Agency in particular have suffered at the hands of government pay policy. The 2021 pay “offer” from the EA mirrored what the Treasury told Departments to offer, although there was more negotiations around pay for performance which did benefit members. Despite the offer being rejected by three of the four EA unions, it was implemented by management. This led to below inflation increases for the lowest paid EA staff, and nothing for staff paid above £24,000 per annum.

Negotiations in 2022 will still be influenced by Treasury Pay policy but unions will not know what the pay policy is until some time in early 2022. In the run up to any announcement, GMB will be open with Government and the different departments that sufficient funding should be made available to different departments to enable them to make a pay offer above the level of inflation to make up for the years of austerity.

Other employers in the civil service have offered longer term pay deals to unions without additional funding and this has led to changes in other terms and conditions of employment to release funds to improve pay for some staff.

GMB is now giving you the earliest opportunity to have **your** say on pay. The survey which is attached gives you the chance to influence pay negotiations right at the outset by defining what you want from 2022 Pay and perhaps more importantly to some, what you don't want – or maybe what you don't want to lose.

GMB's ability to win improvements for members is helped enormously by having more members. If you work with colleagues who are not in GMB, please let them know about this survey, and encourage them to join the union. New members can complete this survey as well.



It is simple – from a PC, laptop or smartphone use the internet to go the link above.

Environment Agency's Pay Offer 2021



Posted on: 11 August 2021

GMB in your region will be balloting members in the EA between now and 17 September. To make sure you get your vote, **contact your regional officer today!**

The Offer in Detail:

The Environment Agency pay remit for 2021 Pay was approved by The Secretary of State for DEFRA in June. It implements the policy set down by the Chancellor to “pause” pay increases for the vast majority of staff and award £250 to those paid less than £24,000.

Meetings with the employer followed and the formal offer to trade unions is set out below

The Agency will apply the following:

a fixed value consolidated increase of £250 to employees who earn less than £24,000 (FTE - excluding allowances). The grade rate and grade maximum values for all grades will be unchanged except for Grades 1, 2 and 3 where the grade rate will increase by £250. The grade maximum for Grade 2 will also increase by £250. Where an eligible employee is below the new Grade Rate after applying the £250 increase, they will move to the new Grade Rate.

tapered increases to staff earning between £24,000 and £24,249 (FTE) to a new salary of £24,250 (FTE) to ensure that pay leapfrogging does not occur as a consequence of applying the £250 increases.

non-consolidated performance awards, prorated to reflect individual average weekly working patterns in SOP for the 2020/21 performance year.

Grades	Met Expectations	Exceeded Expectations
Staff Grades 1 to 7, EOB and Nuclear Grades	£720	£1075

Where an employee has been promoted between 1st January 2021 and 31st March 2021 and was not eligible for a performance decision they will receive the award for ‘met expectations’.



This change will continue to apply for the 2021 pay review and will be continually reviewed at subsequent pay reviews.

Staff in previously agreed career frameworks (Field Operatives, Graduates and Environment Officer A) continue to be eligible to receive pay step movement, in accordance with scheme guidance.

Pay Steps for EOA Induction and Training Stage 1 will increase by £250.

The pay step value for Training Stage 2 will remain unchanged.

Pay Steps for Field Operatives on TM and LTM 1 and 2 only will increase £250.

Pay steps for LTM3 will remain unchanged as they are greater than £24,000 already.

Pay steps for Graduate Trainee Scheme (GTS) grades will remain unchanged as they are greater than £24,000 already.

Apprentice pay is linked to the grade rate for their role, where these increase by £250 apprentice pay will increase proportionally.

Non-consolidated payments equivalent to the amount for 'Met Expectations' (£720) will be made 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.

Any eligible 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. This will be paid monthly from 1 July 2021 to 30 June 2022.

The EA will backdate increases to salaries to 1 July 2021 or appointment date, if later. All payments will be pensionable in line with previous years.

The EA will only pay this year's pay award to employees who leave on or after the date we formally confirm that the pay settlement is agreed. This is the date on which the National Negotiating Group (NNG) joint circular is issued. This includes employees who leave under the Voluntary Early Release Scheme.

The exceptions are:

- Leavers under compulsory redundancy



- Leavers under ill-health retirement
- Leavers transferring to another employer under the Transfer of Undertakings (Protection of Employment) Regulations 1981 (revised 2006).

The value of allowances will remain unchanged.

The EA will continue to operate Local Recognition Scheme arrangements throughout the 2021/22 pay remit year with an overall budget allocation of £500k.

The EA have committed to additional measures to improve the employee offer as follows

EA commits to extending the Joint Reward Committee for the coming year.

At the next Joint Reward Committee meeting the EA will work with unions to confirm priorities to be taken forward over the next 12 months, including the elements highlighted in the pay claim as well as other business transformational needs.

Joint Trade Union Improvement Notice Update



Posted on: 3 February 2021

You received an update last week in relation to the response from the EA to the Union Improvement Notice served on Sir James Bevan as Chief Executive of the Environment Agency.

The EA's response did not satisfy the concerns of the trade unions and Donna Rowe-Merriman, TU Side Joint Secretary, wrote to James Bevan on behalf of all the recognised trade unions (Copy attached).

We again stressed the fact that TU members carrying out essential work on sites during the global pandemic are facing significant risks while performing their duties. These risks are evolving and it is important that the EA responds to them to ensure they fulfil their role as an employer to eliminate and reduce the risks for our members, supported by scientific data from SAGE, HSE, and PHE.

UNISON wrote to the HSE on 6 January pressing the HSE on the need for employers to review risk assessments in line with the increased transmission rate of the New Covid variants. We strongly urge the EA, in consultation with the joint unions, to review risk assessments and SSoW considering the emerging science and data. **Key elements for the EA to review are:**



- ONS data released 25/01/21 highlights the numbers of coronavirus deaths amongst the working age population, and there is increased risk identified in many occupations that are mirrored in the EA.
- BBC reported (29/01/21) evidence obtained from Public Health England that shows significant numbers of breakouts in offices both before and during the current lockdown.
- Offices provide the perfect environment for Covid to spread. High density environments, little social distancing and are often sealed, with air con just recirculating pathogens like Covid. There is growing evidence that there is an up to 70% increased chance of contracting Covid in poorly ventilated offices.
- Impacts of New Variants of Covid – The emergence of the UK / Kent variant led directly to the current lockdown and recent evidence shows the South Africa variant is now in circulation around the UK, with door to door testing in some areas.
- PHE Risk Assessments are now also calling for a review of the wearing of face coverings.

All the trade unions are asking is for the EA to review the current risk assessments in offices and depots where staff are attending in lockdown to ensure they remain covid secure, in consultation with the Joint TU's.

The unions are calling for a consistent approach. Landlords of some buildings where EA colleagues work are making wearing face coverings mandatory in communal areas. Managers in some parts of the Agency itself are advising their staff to wear face coverings in communal areas, and this is the sort of inconsistency that confuses and concerns members.

The light may be at the end of the tunnel supported by the vaccination roll out – but we cannot be complacent at this juncture. Short term implementation of best practice will not be an inconvenience. It will support the reduction in community transmission, thus saving the lives of EA staff, your families, and countless members in the local communities you serve.

We have called on the EA to reconsider the areas outlined in the Union Improvement Notice as a matter of urgency to ensure that all EA employees can be confident that all actions are being taken for them to be safe.

In the meantime, we would encourage you to continue to take a precautionary approach when considering your own health, safety and welfare during this time and have an early discussion with your team leader or manager on any work you consider is no longer essential.



We would like to reiterate the fact that we want to work jointly with the Agency to build on the SSoW that have been implemented so far during this significant point in the progression of the pandemic.

Noticeboard Bulletin – 22-01-2021



Posted on: 22 January 2021

Today GMB and sister trade unions have issued a Union Improvement Notice (UIN) to the Environment Agency.

Union Improvement Notice

This improvement notice is issued on behalf of **Unison, Prospect, GMB, and Unite** unions and is issued by accredited Safety Representatives.

It is issued to **Sir James Bevan** as the **Chief Executive of the Environment Agency** with ultimate responsibility for Health and Safety across the organisation.

Under the **Management of Health and Safety at Work Regulations (MHSWR) 1999** the employer has a responsibility to risk assess the workplace and practices undertaken by employees.

We believe that under the legislation there is a responsibility to:

- Identify what could cause injury or illness (the hazard)
- Decide the likelihood of that risk being realised (causing harm)
- Take action to eliminate the hazard, or if this is not possible, control the risk
- Review all assessments, in the light of any new developments

For the purposes of this notice there are no specific premises as it applies to the whole of the estate.

The combined trade unions welcomes the approach that has been taken since the outbreak of Covid-19 and the risk assessment processes that have been put in place.

However on behalf of the combined trades unions **Prospect, Unison, Unite, and GMB** do not believe that enough action has been taken to control the risk of the hazard (Covid-19). Particularly in the light of developments such as the new variant of COVID-19, which is known to significantly increase the risk of transmission there is, under the **MHSWR**, a legal requirement and urgent need to review the risk assessments for workplaces, those working in the field and those undertaking inspections on third party premises. This is in order to ensure consistent standards are applied across the organisation.

As you are aware from our joint meetings held regularly over the last 10 weeks the TU side believe there are affordable, reasonably practicable measures that can be put in place to reduce the risk of infection. These include but are not limited to:

- Making it compulsory to wear face coverings in communal areas at all workplaces
- Improving social distancing, and reducing contact between work bubbles, by for example staggering arrival and departure times.

To date the TU side has not received any indication that management is prepared to consider these measures.

Therefore we are now issuing you with this union improvement notice, to in the light of the new COVID-19 variant and known increased risk of infection, review, consult and re-issue all risk assessments explicitly recognising the increased transmissibility of the new variant of Covid 19, and put in place, as a minimum, the following measures.

- Introduce the compulsory wearing of face coverings in communal areas, and any other areas where there is a risk of communal transmission
- Improving social distancing and reducing contact between work bubbles, by for example staggering delivery and collection times.

We also request a written response from you by **26 January 2021** informing us of how you intend to implement

This UIN relates to our belief, and examples from you as members, that the current risk assessments and safe systems of work haven't been updated in light of the new Variant Covid (NVC-19) being more transmissible than the original Covid-19. This has led to some local reviews being undertaken and different approaches and standards being applied in different parts of the business. This fragmentation means that best practice is not being shared as well as it should be



The Environment Agency has stated that it's following the Government Advice, and while this is usually a reliable source of information and guidance, it's not the only source of information. With other reliable scientific organisations and the media reporting how significantly more transmissible the NVC-19 is it's reasonable and right to review all of the risk assessments. We may well agree that for some that they are appropriate for you to undertake your work safely. Others may need minor or more significant changes. What we can't say for sure, until they are reviewed, is that they are fit for purpose. The key point is that Government guidance sets the minimum standard and in no way over-rules the employer's legal duty to properly assess risk

We have not undertaken this action lightly, and have been highlighting this to the Environment Agency's management over many weeks. However, they have not changed their position, leaving us with no alternative.

Please continue to use your judgement, raising your concerns with your line manager, and use the dynamic risk assessment where you don't believe you are safe.

Remember, the Environment Agency operates with a philosophy 'that all harm can be prevented'.

Covid 19



Posted on: 18 November 2020

GMB continues to press the EA to ensure that where workers are required to attend workplaces, those workplaces are safe.

Safety reps have been involved in risk assessments, and many of these may need to reviewed. The reason being that aerosol infection has been recognised as a significant risk. This is an issue because unlike droplets which settle on surfaces and are picked up by contact, aerosols remain in the air for a considerable time, and infection by virus carriers is caused when they breathe virus particles out. Ventilation is the key factor in preventing spread. All ventilation systems should be set up to extract air from the building and replace it with fresh air, rather than circulating air around a building as the aerosol will be moved from room to room or floor to floor increasing the likelihood of infection.

Employers need to recognise that social distancing at 2m indoors, does not prevent infection by aerosol infection. Many employers in the public and private sector have or are about to introduce the compulsory wearing of face coverings, or in the case of some fluid resistant masks as the only way of safeguarding staff from infection.



Lease Cars

Some GMB members will have cars provided by the Agency to enable them to do their job. These cars were offered as part of a package on appointment and the Environment Agency now want to review the use of cars and withdraw them on grounds of economic viability and carbon footprint.

The plan to review and potentially withdraw cars from EA staff has led to a lot of worry and fear among GMB members. If you have been/or will be affected please let us know by an email to kevin.brandstatter@gmb.org.uk, giving some detail in confidence.

GMB is keen to understand the impact of the loss of lease vehicles on your ability to undertake your job, but also how the loss will impact on you as an individual and on your family life.

2021

The UK faces potentially severe challenges in early 2021. The fallout from leaving the European Union, with queues at ports, the continuing pandemic (although a vaccine gives us hope), but more importantly the prospect of dealing with any flooding that might arise owing to forecasts of a wet first three months of 2021.

GMB has raised the potential impact these three ongoing events will have on the Agency in what will be a critical three months.

Your experiences of the last bout of major flooding and its impact on you and work colleagues would be valuable in union discussions with the EA, particularly if there are any lessons that can be learned, which can be applied to lessen the impact on members.

Please let us know by an email to kevin.brandstatter@gmb.org.uk, giving some detail in confidence.

ENVIRONMENT AGENCY BALLOT RESULTS:



Posted on: 22 October 2020

The result of our recent pay ballot has been tallied, with 88% of the respondents voting in favour of the deal.

We have written the following notification of results to John Leyland, the Chief of Staff at the Environment Agency:



“ Dear John

I am just following up on the feedback I gave you from GMB members regarding the final EA pay offer and subsequent ballot.

I had a number of emails/messages from GMB members regarding the final pay offer. GMB did not make a recommendation either way in respect of the offer, and this proved to be the correct approach with our members.

The feedback was a recognition that the offer was the best that could be achieved without industrial action, and many of those who voted for it did so reluctantly. There were also several members who chose not to vote at all for similar reasons.

Members recognised that a limited pot of money had been secured by the EA for 2020 which could not resolve all of the pay issues which had built up in the organisation over the years.

While the pot was used to improve the pay and allowances of certain roles, the overwhelming feedback was that the limited amount of money in the EA could not and did not make up for a decade of pay restraint which had seen EA front line workers lose around 20% of their pay in real terms.

A pay increase marginally above the rate of inflation has certainly not met the aspirations of GMB members, nor has it felt like an increase for EA staff who are on the front line seeking to protect the environment, deal with impact of pollution and prevent flood, fire, chemical and other catastrophes from damaging communities and risking lives.

GMB believes that EA staff should be paid substantially more for the important jobs that they do, and that the Agency, the Department and Government recognise this and act accordingly in improve the living standards of staff in 2021.

Regards

Kevin Brandstatter - GMB National Officer, Civil Service

Environment Agency Ballot Now Closed!

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Posted on: 13 October 2020

Thank you to everyone who voted!

The details of the deal on the table are available below!

ENVIRONMENT AGENCY



Posted on: 1 October 2020

PAY BALLOT 2020



HAVE YOUR SAY ON YOUR PAY

The GMB Ballot on the Environment Agency Pay offer for 2020 is now open and will close on **Tuesday 13 October 2020**.

The ballot is on-line and instructions on how you can vote are being circulated separately.

MEMBERS VOTE HERE!

(You'll need your membership number, email address, and postcode - if those have changed [update your details here](#))



As an Agency of DEFRA, the Secretary of State is required to approve the EA pay remit and this was confirmed on **27 July 2020**.

Since that time GMB and sister trade unions have been meeting EA on a regular basis both formally and informally to negotiate. GMB has been involved in all discussions and has constructively engaged with EA management to secure the best possible offer.

The context for our demands for a good increase for EA staff included:

- The enormous amount of work EA staff undertook to deal with the extreme flooding that affected many parts of the country over the last winter;
- The challenges staff faced as a result of the Pandemic.

The detail of the offer is set out below, and if agreed will be paid in November 2020, backdated to 1 July 2020.

After the period of negotiations EA made a formal pay offer for 2020 based on the following:

- A fixed value consolidated increase based on a 2% of the Grade Rate for each grade where employees have 'Exceeded', 'Met' or 'Approached' Expectations.
- An additional increase to the Grade Rate for Grades 1, 2 and 3 by £250 and for Grades 4 (including EOB), 5, 6, 7 and Nuclear grades by £100.
- With a proviso that where an employee is below the new Grade Rate after applying the fixed value award, they will move to the new Grade Rate.

The cash value of the increases to be paid for each grade and new grade rates is set out below:

	Grade Fixed Value Award	New Grade Rate Value
SG1	£346	£18,144
SG2	£378	£19,517
SG3	£465	£23,963
SG4 (inc EOB)	£562	£28,785



SG5	£712	£36,389
SG6	£907	£46,374
SG7	£1,139	£58,174
ND	£747	£38,190
NG1a	£1,093	£55,864
NG1b	£1,346	£68,757
N2	£1,646	£84,027

Grade Maximums will not increase. Any individual award which would have the effect of exceeding the Grade Maximum will result in the excess being paid as a non-consolidated sum. This will be paid monthly from 1 July 2020 to 30 June 2021. This approach recognises colleagues within each pay grade equally for their contribution as expectations of their role are similar and ensures that colleagues will receive the same amount in cash terms.

EA will pay the following non-consolidated performance award values which will be pro-rated to reflect individual average weekly working patterns in SOP for the 2019/20 performance year.

For Staff Grades 1 to 7, EOB and Nuclear Grades

Met Expectation	Exceeded Expectations
£710	£1,070

Additionally, where an employee had been promoted between 1 st January 2020 and 31st March 2020 and was not eligible for a performance decision EA will pay the award for 'met expectations' to them.

This change will apply for the 2020 pay review and will be continually reviewed at subsequent pay reviews.

Environment Officer A

EA will revise Environment Officer A (EOA) pay steps to the values below which will bring them into closer alignment with Staff Grade 3.

Pay Stage -- 2020 Value



Induction -- £23,196

Training Stage 1 (Link to Grade 3 Grade Rate) -- £23,963

Training Stage 2 -- £24,630

Graduate Trainees

Pay steps for Graduate Trainee Scheme (GTS) grades will increase by 2% + £100

Field Operatives

Pay Steps for Field Operatives on TM and LTM will increase by 2% + £250

EA will make a non-consolidated payment of £710 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.

Red Circles

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 2020 to 30 June 2021. 1.9 We will backdate these increases to salaries and allowances to 1 July 2020 or appointment date, if later.

All payments will be pensionable in line with previous years.

EA will only pay this year's pay award to employees who leave on or after the date we formally confirm that the pay settlement is agreed. This is the date on which the National Negotiating Group (NNG) joint circular is issued. This includes employees who leave under the Voluntary Early Release Scheme. The exceptions are:

Leavers under compulsory redundancy

Leavers under ill-health retirement

Leavers transferring to another employer under the Transfer of Undertakings (Protection of Employment) Regulations 1981 (revised 2006)



Allowances

EA will increase the following allowances by the value stated:

Allowance Increase

London weighting inner 2% (rounded to nearest £)

London weighting outer 2% (rounded to nearest £)

Overtime attendance allowance 2%

Pilotage allowance - per annum for 1st 12 acts 2%

Pilotage allowance - per claim after 1st 12 acts 2%

Standby - complete week (full calendar week (7 days)) 5%

Standby - less than one week (Mon - Friday) 5%

Standby - less than one week (Saturday and Sunday) 5%

Standby on non worked Friday/Saturday/Sunday 5%

Standby - Additional daily payment for bank holidays 5%

Standby - Additional payment for Christmas Day 5%

Call out while not on standby 5%

Call out while not on standby Xmas day 5%

Incident Response Pay Flood Warning On Standby 5%

Incident Response Pay Flood Warning Not On Standby 5%

Incident Response Pay Fixed Rate On Standby 5%

August 2018 Incident Response Pay Fixed Rate Not On Standby 5%

Incident Support Payment 5%

Incident Resilience Payment Rostered Working Mon Fri 5%



Incident Resilience Payment Rostered Working Sat Sun 5%

Incident Resilience Payment Rostered Working Bank Holiday

5% Incident Resilience Payment Rostered Working Christmas Day 5%

EA will introduce a Critical National Infrastructure Essential Operator Allowance for specific duty roles at Thames Barrier. This allowance will be effective from the date the proposed contractual change is accepted.

EA will introduce a group market forces factor for Catchment Engineer and Deputy Catchment Engineer roles in FCRM. This allowance will be effective from 1st July 2020.

EA will introduce a change to Incident Response Pay, sometimes referred to as incident overtime, for staff undertaking incident response activity outside normal working hours (Monday to Friday 9am-5pm). As part of this year's pay review a small number of critical roles will now claim Incident Response Pay Fixed rate for incident response with effect from 1st November 2020.

This will apply to the following roles:

- Environment Management Duty Officer (EMDO)
- Environment Management Site Controller (EMSC)
- Flood Incident Duty Officer (FIDO)
- Field Operations Duty Officer (FODO)

Special Paid Leave

This will increase for Reservists and Special Constables from 12 days to 15 days.

Over the next 12 months, Unions and management will review the following:

Pay Equality;

Allowances and Awards

Workforce Reforms,

Pay priorities and pay progression



GMB Recommendation

GMB regards this offer as the best that can be achieved by negotiation and secured above inflation pay rises for all members, and tackled issues raised in last year's pay negotiations by members particularly in respect of EOA grades and the allowance structure.

GMB negotiators do not make any recommendation to accept or reject this offer, but will be guided by how members vote.

Kevin Brandstatter

GMB National Civil Service Officer

