



## **Environment Agency Joint Trade Union Side Bulletin**

Trade union members across the Environment Agency have been consulted over the last month on the pay offer made by the Environment Agency, which includes wider pay reform. Members from all four recognised trade unions in the Environment Agency voted to **ACCEPT** the deal.

Thank you to all of the members who participated in the consultation. Clearly, this year's deal is particularly important because of the wider pay reform issues it covers.

The negotiated pay settlement includes :

### **Pay 2015-16**

- 1% backdated to July 2015, including all allowances
- payment of pay progression for the current year, effective prior to migration onto new pay scales
- Reinstatement of compressed hours as flexible working option
- Flexi-time carry over increased from 15 to 22.5 hours and 15 days flexi-credit in 1 year
- Full implementation of the Living Wage, both for directly employed and contracted out staff, where the Agency is the sole procuring body.

### **Wider pay reform**

- Removal of current pay progression system
- For staff at or above pay point 3, compensation for removal of contractual progression of 2.5%, as a non-consolidated lump sum.
- A consolidated increase for staff below pay point 3, bringing them up to pay point 3
- Or a combination of move up to pay point 3 (consolidated) and a lump sum if movement is less than 2.5%
- Moving staff to next nearest pay point, if they are between them
- Moving to a new "broadband" pay structure which does not have pay points
- New eligibility criteria for performance related pay, agreed December 2016. TU's currently negotiating the detail of this new system
- Suspension of all local recognition payments for the remainder of this financial year
- Removal of Market Forces Factors 1, 2 and 3, consolidating them into pay from Feb 2016

The Environment Agency have advised us that this settlement, including arrears, will be paid in the February payroll run.

If you have any further questions about this settlement, please contact your local UNION representative.