

2020 Defra pay review

This page outlines Defra's pay review for 2020 for AA to Grade 6 staff in Defra (core-Defra, APHA, VMD and RPA) who meet the eligibility criteria.

The pay review is effective from 1 July 2020 and any payments due (including arrears) will be paid on **30 October 2020**.

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What we discussed with your Trade Unions

As part of the 2020 Pay Review, within the Spending Review process, Defra budgeted 2% to spend on increases to pay. Defra has additionally provided extra funding to increase paybill overall by 2.5%, the maximum allowed under HM Treasury pay guidance. In order to spend the maximum 2.5%, departments had to be able to demonstrate in submissions to their Secretary of State that and spend over 2% would target pay gaps and anomalies in pay, as Defra has done.

In our discussions with your trade unions, our overall aims were to:

- make the best possible use of the money available
- provide the greatest base pay increase for our lowest paid employees in each pay range
- ensure we take action to reduce pay disparities
- provide a good level of performance recognition for our highest performers
- provide targeted increases to the maxima and minima of grades

What this means for you

All eligible staff will receive a payment equivalent to at least 2.75% of their 30 June 2020 base pay. This may be comprised of a combination of an increase to base pay ('consolidated') and a one-off payment ('non-consolidated'), dependent on where you are on your pay range. Both the increase to base pay and the one-off payment are pensionable.

- we have provided a [pay calculator](#) (XLS) so that you can see what the pay award is likely to mean for you (this is for illustrative purposes only), if your base pay is within the [previous pay ranges](#) (PDF)

- if you are lower in the pay range, more of your payment is made as an increase to your base pay; if you are higher in the pay range, more is paid as a one-off payment
- if you are paid on or below the current pay range minimum you will receive an increase to your base pay that brings you to or closer to the new pay range minimum
- if your current base pay is at or above the new maximum for your pay range, you will receive a one-off pensionable payment of 2.75%
- there will be increases to the minima and maxima of all pay ranges, targeted towards lower paid staff
- all eligible staff who received the highest marking for the 2019-20 performance year will receive a one-off non-pensionable performance-related payment
- if you are part of the group of staff who transferred under TUPE from IBM or CapGemini into core-Defra, you will be contacted by the Defra group Reward Team with information on what the pay review means for you

End-year performance payments

If you received the highest performance rating in 2019-20 (including those that transferred in from EA under their old performance arrangements) you will also receive an additional performance payment (pro-rated where appropriate). National and London performance payment values will be paid at the same rate.

The full values are shown in the table below:

Pay range	A	B	C	D	E	F	G	H	J
Grade	(AA)	(AO)	(EO)	(HEO)	(FS)	(SEO)	(VO/ VIO)	(G7)	(G6)
Value	£850	£850	£850	£1,200	£1,200	£1,200	£1,200	£1,900	£1,900

For most staff, these are non-pensionable. The Department has written to former EA staff who transferred into Defra and are eligible for pensionable end of year performance payments to offer the option to retain or relinquish the right for these to be paid as pensionable payments. The default position will remain that the payment is pensionable unless you formally notify us that you wish to relinquish this right. If you are a former EA member of staff and received the highest performance rating in 2019-20, but have yet to receive the letter, please contact the Defra group Reward Team at defra.reward@defra.gov.uk. Please note, only staff who remain on EA terms and Conditions have been contacted.

Eligibility

The pay review doesn't apply if you:

- are undergoing formal poor performance procedures – where there will be no payment other than being moved to the new pay range minimum, if required;
- joined Defra recently either from another government department or are new to the Civil Service – details applicable to you are contained within the eligibility rules

Read the detailed [eligibility rules](#) (PDF) for more information.

Key documents

Read our [2020 Defra Pay Review guidance](#) (PDF) for more information.

- [2020 Defra pay ranges](#) (PDF)
- [Detailed eligibility criteria](#) (PDF)
- [Pay calculator](#) (XLS)
- [Pay review FAQs](#) (PDF)

Contact us

If you have any queries regarding your pay or your payslip [contact](#) the SSCL enquiry centre (core-Defra, APHA and VMD staff) or HR service centre (RPA staff).