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REDACTED

By email: REDACTED

Our ref: FOI2022/04086  
16 March 2022

Dear REDACTED,

### **REQUEST FOR INFORMATION: Collective Agreements for Unions**

Thank you for your request for information of 21 February 2022 about collective agreements for Unions. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Your information request and our response are set out below.

- 1) *Name of unions which are signatories to your main collective agreement covering pay and conditions;*

Public and Commercial Services Union (PCS)

Prospect

FDA

- 2) *Number of employees covered by the agreement;*

We can confirm that the 2021 Pay Review for the Defra Pay Bargaining Unit covered 10,264 employees.

- 3) *A copy of your 2021/22 pay settlement. Please provide the following information:*

*Was the 2021/22 public sector pay freeze applied for all employees earning over £24,000pa with those earning less receiving either an increase in line with the National Living Wage or a consolidated £250, whichever the greater?*

- a) Have there been any changes to the pay scales? If so, what were the changes?*
- b) Were performance-related bonuses paid? If so, what were the arrangements for performance-related bonuses?*
- c) Were any other non-consolidated payments made? If so, what were the arrangements for these payments?*

Please see Annex C attached which shows the pre and post award pay scales.



Annex D shows the value of end of year performance payments and eligibility criteria.

We can confirm that the public sector pay pause was applied to employees earning over £24,000 FTE per annum in line with published HM Treasury pay remit guidance.

Pay scales at AA-AO (National) and AA (London) are flat-rate pay scales and as such the grade rates were increased by £250 per annum.

No other non-consolidated payments were made.

### ***Family friendly policies***

4) *What is the entitlement to occupational maternity pay for employees? Please specify: any service requirement*

a) *period for which occupational maternity pay is paid*

b) *level of payment*

*eg. 26 weeks paid at 100% of pay for staff with one year's service*

The entitlement to occupational maternity pay is 26 weeks paid at 100% of pay for staff with one year's service.

5) *What is the entitlement to occupational adoption pay for employees? Please specify:*

*any service requirement*

a) *period for which occupational adoption pay is paid*

b) *level of payment*

*eg. 26 weeks paid at 100% of pay for staff with one year's service*

Entitlement to occupational adoption pay is 26 weeks paid at 100% of pay for staff with one year's service. 20 working days at full pay is also offered for those with under 1 year service.

6) *What is the entitlement to occupational shared parental pay for employees? Please specify:*

*any service requirement*

a) *period for which occupational shared parental pay is paid*

b) *level of payment*

*eg. 26 weeks paid at 100% of pay for staff with one year's service*

Entitlement to occupational shared parental pay 26 weeks paid at 100% with one year's service.

7) *What is the entitlement to occupational paternity pay for employees? Please specify:*

*any service requirement*

a) *period for which occupational paternity pay is paid*

b) *level of payment*

*eg. 3 weeks paid at 100% of pay for staff with 26 weeks' service*

Entitlement to occupational paternity pay is 15 days at 100% for staff with one year's service.

Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on [GOV.UK](https://www.gov.uk), together with any related information that will provide a key to its wider context. No information identifying you will be placed on the GOV.UK website.

We attach Annex A, explaining the copyright that applies to the information being released to you, and Annex B giving contact details should you be unhappy with the service you have received.

If you have any queries about this letter please contact me.

Yours sincerely

REDACTED

**Information Rights Team**  
[InformationRequests@defra.gov.uk](mailto:InformationRequests@defra.gov.uk)

## **Annex A**

### **Copyright**

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## **Annex B**

### **Complaints**

If you are unhappy with the service you have received in relation to your request you may make a complaint or appeal against our decision under section 17(7) of the FOIA or under regulation 11 of the EIRs, as applicable, within 40 working days of the date of this letter. Please write to Andrew Mobsby, Head of Information Rights via email at [InformationRequests@defra.gov.uk](mailto:InformationRequests@defra.gov.uk) and he will arrange for an internal review of your case. Details of Defra's complaints procedure are on our website.

If you are not content with the outcome of the internal review, section 50 of the FOIA and regulation 18 of the EIRs gives you the right to apply directly to the Information Commissioner's Office (ICO) for a decision. Please note that generally the ICO cannot make a decision unless you have first exhausted Defra's own complaints procedure.

The ICO can be contacted using the following link:

<https://ico.org.uk/make-a-complaint/official-information-concerns-report/official-information-concern/>