

# Defra pay review 2022

This page outlines Defra's pay review for 2022 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 2022 and any payments due (including arrears) will be paid on **31 October 2022**.

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## What we discussed with your Trade Unions

The 2022 Civil Service pay remit guidance sets out that Defra can make an average pay award of up to 2% plus pay an additional 1% to address specific priorities. This year's pay review uses the total of 3%.

Our overall aims, which we discussed with the trade unions during pay negotiations, 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 level of performance recognition for those who received a good or exceeded performance marking
- provide targeted increases to the minima and maxima of the pay ranges

## What this means for you

All eligible staff will receive a payment equivalent to at least 2% of their 30 June 2022 base pay. This may be an increase to base pay ('consolidated'), a one-off

payment ('non-consolidated') or a mix of these, depending on where you are in your pay range.

Both the increase to base pay and the one-off payment are pensionable. Base pay, also referred to as base salary, is the pay you receive without any additional payments being made, including TARA.

The approach to how consolidated and non-consolidated monies will be applied is set out in the table below. For this pay review we have divided the pay ranges into steps (0 in the left-hand column represents the pay range minima and 1 the pay range maxima).

<b>Position in range</b>	<b>Consolidated percentage</b>	<b>Non-consolidated percentage</b>
0	100.00%	0.00%
0.1	90.00%	10.00%
0.2	80.00%	20.00%
0.3	72.50%	27.50%
0.4	67.50%	32.50%
0.5	62.50%	37.50%
0.6	57.50%	42.50%
0.7	52.50%	47.50%
0.8	47.50%	52.50%
0.9	42.50%	57.50%
1	37.50%	62.50%

The pay range minima and maxima will increase as follows:

- Increases to the AA and AO spot rates of 4%
- Increases to pay range minima of 4% at EO
- Increases to pay range minima of 3.9% at HEO to G6
- Increases to pay range maxima of 2% at EO to G6

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 paid on, or below the current pay range minimum you will receive an increase to your base pay that brings you onto or closer to the new pay range minimum (depending on your individual circumstance).
- 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%.
- All eligible staff who received a good or exceeded marking for the 2021 to 2022 performance year will receive a one-off performance-related payment.
- If you are part of the group of staff who transferred under TUPE from IBM or CapGemini into core-Defra, and your salary remains below the pay range minima after the application of the pay award, your salary will be uplifted to the new minima.
- If you are part of the group of staff who are on the DDAT framework, you will be contacted by the Defra group Reward Team with information on what the pay review means for you.
- If you are on the frozen Veterinary Officer for this year only you will receive the pay award on the same basis as other staff.

We also included several additional elements as part of this year's pay review.

These include:

- An increase in the rates for Emergency Allowance payments from £20 to £40 for weekdays and £40 to £60 for weekends. These payments are used to compensate staff who are responding to national/critical emergencies such as avian flu. We are currently undertaking a full review of this policy with the intention of renaming this policy to Emergency Response Payments. We are aiming to publish the new policy by 1 November 2022.
- On-call allowance rates payable in RPA will be increased with effect from 1 November 2022 to bring them to the same levels as those paid in Defra.
- We will be introducing a mid-scheme uplift for Fast Stream Operational Research analysts to the SEO minimum in line with the central scheme.
- We have set aside some funding to support an increase to special bereavement leave from 5-10 days which will include leave for circumstances such as miscarriages. The policy team will lead on its

development and implementation (ahead of 1 July 2023) and will engage separately with the Trade Unions.

## End-year performance payments

If you received a good or exceeded performance rating in the 2021 to 2022 performance year 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:

Grade	AA to Grade 6
Exceeded	£450
Good	£250

For most staff, these are non-pensionable.

We have 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 2021-22, but have yet to receive the letter, please contact the Defra group Reward Team at [defra.reward@defra.gov.uk](mailto: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 criteria

Please read the detailed [eligibility criteria](#) (PDF) for more information.

## Key documents

- [2022 Defra pay ranges](#) (PDF)
- [Detailed eligibility criteria](#)(PDF)
- [Pay calculator](#) (XLS)
- [Pay review explainer](#) (PDF)

## Update on overtime rates

We have an inconsistency in how the overtime at plain time rate is calculated between those in RPA and those in core Defra, VMD and APHA. As part of our harmonisation work are working towards removing that inconsistency.

The current arrangements are:

Staff in core Defra, VMD and APHA currently have plain time overtime rates calculated as:  $(\text{Salary} + \text{allowances}) \div 52 \div \text{gross hours [41 or 42]}$

This plain time rate includes meal breaks, but meal breaks and travelling time are paid in the overtime policy.

Staff in RPA currently have plain time overtime calculated as:  $(\text{Salary} + \text{allowances}) \div 52 \div \text{net hours [36 or 37]}$

This plain time rate excludes meal breaks, but meal breaks and travelling time are not paid in the overtime policy. Neither approach is significantly more favourable but having two overtime policies has created confusion.

We are working towards moving core Defra, VMD and APHA staff to a net hour's overtime rate (RPA approach) so that will be the same for everyone. More details and an updated policy will be published once this is available.

## Contact us

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