

## 2023/24 Pay Review Outcomes

Following the [update](#) on Tuesday 28 November, where we confirmed the conclusion of pay negotiations, we can now provide full details for staff regarding Defra's pay review for the 2023/24 pay remit year. We can also confirm that any payments (including arrears backdated to the pay settlement date of 1 July 2023) for this pay review will be paid on **29 December 2023**.

This pay review is applicable for AA to Grade 6 staff in Defra (core-Defra, APHA, RPA and VMD) who meet the eligibility criteria. The pay review is a one-year deal effective from 1 July 2023. For the avoidance of doubt, where Defra is used below, this refers to core-Defra, APHA, RPA and VMD.

### Page contents

- [What we discussed with the Trade Unions](#)
- [What this means for you](#)
- [End-year performance related payments](#)
- [Eligibility criteria](#)
- [Key documents](#)
- [Contact us](#)

### What we discussed with the Trade Unions

The 2023/24 Civil Service pay remit guidance sets out that departments are able to make average pay awards up to 4.5% and have flexibility to make awards up to an additional 0.5%, to be targeted at lower pay bands. The Defra pay flexibility case that was approved by the Cabinet Office and HM Treasury enables us to increase our average pay awards to up to 6.35%.

As part of this, we have converted some of our non-consolidated pay budget (which funds one-off payments, including performance-related pay and continuous recognition) into consolidated pay on a permanent basis. This means our non-consolidated budget will reduce from 2% of paybill to 1.5% of paybill, with the 0.5% of paybill difference being converted. It also applies savings from 'recyclables', which are points at which we can realise efficiencies such as through reduced reliance on contingent labour and reducing costs related to recruitment processes.

Our overall aims, which we discussed with the trade unions during pay negotiations, were to:

- provide a meaningful award for all eligible staff, whilst maximising the consolidated (base pay) element of awards,
- concentrate the greatest base pay increases towards the lowest paid in each pay range,
- improve base pay increases for those in our lowest pay ranges,
- ensure we take action to reduce pay disparities within pay ranges,
- ensure eligible staff at the 2022/23 pay range minima receive base pay increases to move them above the new 2023/24 pay range minima, whilst still increasing our minima to improve our comparability with other government departments, and
- move funding from the non-consolidated budget to improve the level of base pay increases we could achieve.

This is the last year that end-year performance related payments will be paid. From 1 April 2023, Defra moved to continuous recognition, including e-cards, vouchers and cash payments, alongside the new People Performance framework. This means that the split of the new non-consolidated budget of 1.5% of paybill is 1% for continuous recognition for 2023/24 and 0.5% for end-year performance related payments for the 2022/23 performance year. Future pay reviews will consider how the 1.5% of paybill non-consolidated budget is used going forwards.

Although it remains a long-term aim, Cefas will not be joining the Defra pay bargaining unit at this time based on the final outcomes of the approved pay flexibility case. We will continue to work with Cefas leadership on next steps.

We also want to take this opportunity to reiterate our thanks to the Trade Unions in enabling negotiations to take place and conclude in a shorter time frame than normal. This support has enabled us to achieve payment in December, following the approval of the pay flexibility case by the Cabinet Office and HM Treasury in November.

### What this means for you

All eligible staff will receive a pay award calculated as a percentage of the relevant 2022/23 pay range minima prior to the application of the 2023/24 pay review, capped at the pay range maxima. This award will be at least 5.75% of the relevant pay range minima – if the base pay increase is less than this, the remainder will be paid as a non-consolidated amount.

The values of the award are shown below, and we have provided a pay calculator so that you can see what the pay review outcomes are likely to mean for you, if your base pay is currently within the 2022/23 pay ranges. This is for illustrative purposes only.

As we are using the mid-range points to determine the level of increases, this may cause the new base pay of those just below the mid-range point to be higher than the new base pay of those just above the mid-range point. To address this and prevent staff from “leapfrogging” those above them in the pay range, staff who are only just above the mid-range point for their pay range may receive a nominal additional increase to their base pay. We will contact those who are impacted by 8 December to explain further.

**Table 1 – value of award for eligible staff based on position in the pay range**

Grade	Position in range	Value of award	% of 2022/23 pay range minimum used to calculate the award
AA	For all in this grade	National – £1,625 London – £1,683	7.5%
AO	For all in this grade	National – £1,661 London – £1,901	7.5%
EO	Below mid-range point	National – £1,684 London – £1,890	6.5%
	Above mid-range point	National – £1,490 London – £1,672	5.75%
HEO	Below mid-range point	National – £1,971 London – £2,199	6.5%
	Above mid-range point	National – £1,743 London – £1,945	5.75%
FS	Below mid-range point	£1,885	6.5%
	Above mid-range point	£1,668	5.75%
SEO	Below mid-range point	National – £2,331 London – £2,516	6.25%
	Above mid-range point	National – £2,144 London – £2,315	5.75%
	Below mid-range point	National – £2,478 London – £2,656	6%

Vets (Band C) and VO	Above mid-range point	National – £2,374 London – £2,545	5.75%
G7	Below mid-range point	National – £2,964 London – £3,260	6%
	Above mid-range point	National – £2,841 London – £3,124	5.75%
G6	Below mid-range point	National – £3,560 London – £3,847	6%
	Above mid-range point	National – £3,412 London – £3,687	5.75%

**Table 2 – pre-award mid-range points used**

Grade	National	London
EO	£26,516	£29,742
HEO	£31,560	£35,217
FS	£32,590	£32,590
SEO	£39,360	£42,493
Vets (Band C) and VO	£46,528	£49,916
G7	£52,613	£57,860
G6	£63,198	£68,277

**Table 3 – changes to the pay ranges**

Increases to pay range minima		Increases to pay range maxima (as a % of the pay range minima)	
EO-HEO	6%	EO-SEO	5.75%
SEO	5.75%	G7 & G6	5.5%
G7-G6	5.5%		
Vets (Band C) and VO	Frozen	Vets (Band C) and VO	Frozen

In addition to the general pay review outcomes, we have also made the following changes:

- On apprentices, our standard approach will be to appoint apprentices on 100% of the relevant pay range minima where apprentices are recruited as capable to undertake the role. We will retain the flexibility to recruit apprentices at 90% of the relevant pay range minima if the assessment criteria are reduced and the apprentices are not recruited as ready and capable to undertake the full role. Individuals previously appointed at 90% against the full assessment criteria will be uplifted to align with the new policy position. Uplifts for those that are eligible will be backdated to 1 July 2023.
- We will extend the eligibility of the existing Private Secretary Allowance to all staff within Ministerial and Permanent Secretary Private Office roles. It will now be calculated at 20% of the relevant pay range minima (post-award) and converted into a fixed value.
- We will align to the Cabinet Office Fast Stream spot rate framework from 1 September 2023 for those on the Analytical and HR Fast Stream schemes (both schemes last three years). This is the date that Cabinet Office have given for its application. This also involves introducing a non-pensionable London Location Allowance for Fast Streamers who will be eligible to receive this should they be posted to a designated London office. This will be 4% of the relevant Fast Stream spot rate in 2023/24, rising to 8% for 2024/25.

**Table 4 – Fast Stream spot rate framework applied to three-year schemes**

Year	2023/24	London allowance	2024/25	London allowance
1	£30,455	£1,218	£31,186	£2,495
2	£31,966	£1,279	£32,893	£2,631
3	£35,300	£1,412	£36,677	£2,934

### Non-consolidated pay – end-year performance related payments

For non-consolidated end-year performance related payments linked to the 2022/23 performance year, we will pay the values set out below and anticipate in excess of 95% of the workforce receiving a payment. The values are as follows (to be pro-rated for part-time staff):

Performance Marking	AA-Grade 6
Exceeded	£250
Good	£125

These payments are non-pensionable by default, except for where staff have transferred to Defra with protected rights. This exception applies only to former EA staff who transferred into Defra and are eligible for pensionable end-year performance payments. We have written to this group to offer them the option to retain or relinquish the right for these to be paid as pensionable payments. The default position for this group of staff will remain that the payment is pensionable unless we are formally notified that they wish to relinquish this right. If you are a former EA member of staff who received an eligible performance rating for 2022/23 but have not received any communication on this matter, please contact Defra group Reward at [defra.reward@defra.gov.uk](mailto:defra.reward@defra.gov.uk).

### Eligibility criteria

Staff must be, or have been:

- In post as a Defra employee on 1 July 2023 in order to be eligible for the pay award.
- Not undergoing formal poor performance procedures. Where this is the case, no award will be applied other than to move the individual to the new pay range minimum, if required.
- Assessed under Defra’s performance arrangement in order to be eligible for an end-year performance related payment.

Please read the detailed eligibility criteria for more information, including for staff who have joined Defra recently (post 1 July) either from another government department or who are new to the Civil Service.

### Key documents

- [2023/24 Defra pay ranges](#)
- [Detailed eligibility criteria](#)
- [Eligibility for the Defra pay review for employees who transfer from or to an OGD](#)
- [Pay calculator](#)

### Contact us

SSCL have now started the process of inputting individual awards. That work will be visible to staff on SOP and your pay information may change there. Please do not raise queries for now as the information is subject to change whilst SSCL carry out their pay data and quality assurance processes. We will notify you when electronic payslips are available, as this is when the process will be complete.

You will be able to see any pay review arrears that have been paid and backdated to 1 July 2023 on the left-hand side of your payslip, with your pay history appearing in the centre right. If you have any queries regarding your pay or your payslip, please [contact the SSCL enquiry centre](#).

If after reading the above guidance and contacting SSCL you still need support, please contact the [HR Query Service](#).