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[Redacted]

By email: [Redacted]

Our ref: FOI2024/21824
27 November 2024

Dear [Redacted],

REQUEST FOR INFORMATION: 2024 pay review and the expected employee 'overall paybill increase'

Thank you for your request for information of 18 November 2024 about 2024 pay review and the expected employee 'overall paybill increase'. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Your information request and our response are set out below.

- 1. Please state the effective date (day and month) of your organisation's 2024 pay review covering Department staff below Senior Civil Service level.*

We can confirm that the effective date of the 2024 pay review in Defra for staff at AA – Grade 6 is 1 July 2024.

- 2. If the 2024 pay review has yet to be finalised please state the month in which you anticipate it will be concluded.*

Please see response to part 1 of your request.

- 3. Please state the employee group/s covered by the 2024 pay review.*

Employees are eligible for the pay review if they are at grades AA - Grade 6 and were employed by Defra on 30 June 2024.

- 4. Please state the total number of employees covered by the 2024 pay review.*

We can confirm that 6,966 staff in Defra were eligible for the 2024 pay review.

- 5. Please provide a copy of your 2024 pay agreement (if applicable) or generic pay circular sent to employees (that is one that does not identify any individual employee) outlining the outcome of the latest pay review if there are no collective negotiations.*

Please find attached at Annex C the formal offer to the trade unions.

- 6. Please state the % consolidated basic pay rise received by the lowest-paid adult employee as a result of the 2024 pay review excluding the effect of any incremental progression, merit pay or bonuses.*

We can confirm that the lowest-paid adult employee has received a pay increase of 5.26%.

- 7. If an employee's annual pay award is determined solely according to an assessment of their individual performance (commonly known as a merit increase) as opposed to an across-the-board pay rise (where all employees generally receive the same increase irrespective of their individual performance) please state the percentage of the paybill allocated to fund these awards, the average increase and whether or not the awards are consolidated.*

This information is not held as Defra does not have performance-related pay

- 8. If any employees were eligible for one-off individual performance-related payments or bonuses over and above the general pay rise please state the range of awards (either as a percentage of their base salary or a cash amount as applicable) and the overall % of the paybill allocated to fund them.*

This information is not held because Defra has moved to continuous recognition and as such there were no end-year performance-related payments paid under the delegated grades pay review.

- 9. Please state the overall paybill increase as a result of the latest pay review expressed as a percentage of the paybill.*

We can confirm that the increase in paybill under the 2024 pay review is 4.98%.

- 10. Please state the name of the union/unions party to your main collective agreement covering pay and conditions if there are collective negotiations.*

We can confirm that Defra's recognized trade unions are Public and Commercial Services (PCS), Prospect and FDA.

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 us.

Yours sincerely

[Redacted]

Information Rights Team
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 ^[Redacted] Head of Information Rights via email at InformationRequests@defra.gov.uk and they 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/>