

**SEPA UNISON Branch**

 16th July 2020

Scottish Environment Protection Agency

Strathallan House
Castle Business Park
Stirling
FK9 4TZ

Dear Fiona,

**2020 Pay Claim on behalf of UNISON Trade Union members of the Scottish Environment Protection Agency**

**Introduction**

This claim is submitted on behalf of members of the SEPA UNISON branch to cover Terms & Conditions at the Scottish Environment Protection Agency from 01 April 2020 for one year.

The pay claim is set in the context of the increasing pressures faced by our members. Particularly the significant contribution that they make towards making SEPA a world-class, 21st century environment protection agency, fit for the challenges of tomorrow. We believe that this contribution must be recognised with an appropriate increase in remuneration.

In line with previous years, members across all grades, seek recovery from the years of pay restraint.

Members have also identified low-cost improvements that they wish to see introduced.

**Summary of Pay Claim**

We are seeking;

* 4% pay increase for all staff reflecting an element of pay restoration. This is in addition to the 3% awarded in the interim pay award in April 2020.
* Continue to link increases in allowance with cost of living increases/annual percentage pay award, so that it rises each year.

Additionally our members have identified a number of benefits they would like to see improved/ introduced;

* An increase to the leave allowance for all staff
* An increase to Maternity / Paternity leave
* A commitment to the ongoing training and development of staff, including the payment of professional fees
* Electric Car lease scheme
* Tax relief on items required for Home Working.
* Removal of the £1000 cap on the cycle to work scheme.
* Continuation of the annual leave purchase scheme

We look forward to discussing this with you in more detail at our forthcoming meetings.

**Kind Regards**

Zia Hussain

Branch Secretary

SEPA UNISON

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