

Fair Pay Charter for Ecological Consultancy

This document, the 'Fair Pay Charter' is an informal agreement that ecological consultancies can voluntarily sign up to, detailing the key measures they agree to implement to ensure the fair pay of sub-contractors and employees working for them in a professional capacity. Professional capacity, in this context is defined as 'any activity performed by the ecologist that forms the basis of fees or expenses charged to the client'.

This Fair Pay Charter is being implemented in lieu of a formal fair pay charter from the Chartered Institute of Ecology and Environmental Management (CIEEM) or other professional body. Should such a document be provided by CIEEM (or other relevant professional body) then we will defer to that document in the future.

This Fair Pay Charter shows a commitment to the ethical treatment and payment of individuals working for a company either in the capacity of an employee or as a sub-contractor. It aims to avoid the exploitation of employees, particularly graduate/entry-level ecologists who are frequently underpaid and overworked.

Therefore, we, the undersigned, agree to implement the following measures with immediate effect. Where these measures are not currently implemented within our company, we agree to ensure that our practices are in accordance with these measures within 1 month of signing this Fair Pay Charter:

1. We will pay at least the National Living Wage of £8.91 per hour for all subcontractors and employees working for companies based outside of London.
2. We will pay at least the National Living Wage of £10.85 for all subcontractors and employees working for companies based inside London.
3. All full-time posts will be advertised at no less than £20,000 per annum where the post requires a minimum of a Bachelor's degree (or equivalent).
4. We will have a documented method of providing CPD.
5. We will not advertise roles for entry/graduate staff without listing the monetary remuneration (including the indication of a range where the exact payment grade is not specified i.e., £20,000 - £23,000 per annum).
6. We will ensure that expenses necessary to undertake the work in a professional capacity (as defined above), such as company laptop, phone and PPE are a) excluded from the list of benefits of employment and b) while those items remain the property of an employer, they are not automatically rechargeable or deductible from a person's salary or expense claims. (Provable cases of loss, damage or deliberate destruction could be considered sensible exemptions)

Tyler Grange have always paid all employed staff at a rate of the National Living Wage or higher and we are delighted to extend this charter to all disciplines in our consultancy (Ecology, Landscape and Arboriculture).