
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 the context of this Charter is defined as 'any activity performed by the ecologist that forms the basis of fees or expenses charged to a 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 related professional body. Should such a document be provided by CIEEM (or another relevant professional body) then signatories may wish to 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 subcontractor. 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 for 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 may remain the property of an employer, they are not automatically re

