

River Thames lock and weir keeper industrial action update, 6 June 2025

Dear stakeholder

Last week I let you know that members of the GMB union amongst our River Thames Lock and Weir Keepers had a mandate to take industrial action. The mandate is for six months, from June to November 2025.

On Tuesday 3 June we received notice of their intent to take 'action short of a strike' from 6pm on Tuesday 17 June through to 9am on Wednesday 2 July. This will consist of no voluntary overtime or use of personal vehicles.

There may be some disruption to our service during this time which could impact our partners and customers. The main risks are related to water level management, water abstraction and navigation outside of lock and weir keepers' normal working hours.

Discussions with the trade union continue and we remain hopeful of reaching a resolution that averts industrial action.

We understand this news will be worrying for you. I'd like to reassure you that our teams continue to work on our contingency planning to mitigate the impacts of this industrial action. We are managing this as an incident and have dedicated incident rosters in place to prepare for and manage the situation. This includes contingency for out of hours work and for Henley Regatta, which runs 1 July 2025 to 6 July 2025.

We will continue to provide regular updates as this develops. We are also developing an online portal to provide advice and guidance for all those impacted. We will share this with you once it goes live, hopefully next week.

In the meantime, if you would like to discuss this matter further, please do contact me, at AreaDirectorThames@environment-agency.gov.uk

Yours sincerely



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