

Terms & Conditions for the 'Golden Hello' for Adult Social Workers

Purpose

In order to attract and retain experienced Adult Social Workers, a 'Golden Hello' payment has been introduced.

A one off payment of £3,000 (Three Thousand Pounds) will be made to new recruits who qualify subject to the following terms being accepted. This payment will be pro rata for part time roles.

The 'Golden Hello' payment has been introduced as an incentive for Adult Social Workers in roles paid at Grades G, H and I to join and remain in the Council's employment. These payments cannot be deferred or made retrospectively.

Eligibility

1. To be eligible for payment your post must be within Adult Services and be practising as a Social Worker (Grade G or H) or Grade I Deputy Team Manager ('the qualifying post').
2. You must remain employed in a qualifying post for a period of two years within Adult's Services at Milton Keynes Council. If for any reason you leave the Council's employ or transfer to another non qualifying post or Service prior to completing two years' service you will be required to repay the 'Golden Hello as follows:
 - in full if you leave within the first year from the date of your appointment
 - 75% of the sum paid if you leave between 12 - 18 months from the date of your appointment
 - 50% of the sum paid if you leave between 18 - 24 months from the date of your appointment
3. The 'Golden Hello' payment may be made to Social Workers who have previously worked for the Council, whether through an Agency or direct employment. It will not apply to those changing roles internally or to those who leave the Council and seek to re-join the Council within a period of two years.
4. A 'Golden Hello' payment will only be paid once.
5. Under normal circumstances if you are subject to any of the following situations before the end of the two year period, then the requirement to repay the 'Golden Hello' will be waived:
 - Compulsory Redundancy
 - Enforced transfer to a non-practising Social Worker role
 - Death in Service

6. Where a Social Worker/Deputy Team Manager is dismissed for reasons of misconduct within the two year period the 'Golden Hello' payment will normally be reclaimed by the Council in full. Where the colleague is dismissed for reasons of competence or attendance a proportion of the Golden Hello payment will normally be recouped in line with Section 2 above. No repayment will be required where a colleague is dismissed for reasons of permanent ill health.
7. In order to be eligible to receive payment you are required to sign your acceptance to the agreement in advance. This includes giving permission for any repayment of the 'Golden Hello' required under this scheme, to be deducted from moneys owed to you by the Council, including from your salary.
8. Any remaining balance will remain due and owing to the Council and shall be recoverable.
9. To initiate the 'Golden Hello' it is your responsibility to ensure that the signed agreement has been returned to your line manager.

Payment

10. The 'Golden Hello' will be paid with your first normal monthly salary provided that a copy of the signed agreement has been received by Human Resources
11. The 'Golden Hello' payment will not be consolidated into salary
12. The 'Golden Hello' payment is subject to deductions i.e. tax and national insurance but is non-pensionable.

General Points

13. The Council will take disciplinary action under its agreed procedures in all cases where the payment of allowances is abused in any way.
14. These terms and conditions will be reviewed regularly and may be changed by the Council without notice with no obligation to employees or applicants who have not been formally notified that they will receive an allowance.

