

## **Terms & Conditions for the 'Golden Hello' Payment Adult 'Senior Social Worker' (H1 – H4)**

### **General**

In order to attract and retain experienced Adult Social Workers, a one off 'Golden Hello' payment will be paid to either of the following roles:

- Social Worker (Spinal Pay Points G2-G4)
- Senior Social Worker (Spinal Pay Points H1 - H4)

Newly Qualified Social Workers (NQSWS) paid at the spot rate, spinal pay point (G1), do not qualify for a Golden Hello payment.

A one off payment will be made to new recruits who qualify, subject to fully meeting and accepting the criteria and stipulations of the terms and conditions contained in this document.

These payments cannot be deferred or made retrospectively.

### **Adult Senior Social Worker (H1, H2, H3 or H4)**

This document relates specifically to Adult Senior Social Workers initially appointed to either the spinal points H1, H2, H3 or H4. A one off payment of £6,000 (Six Thousand Pounds) will be made to new recruits to this role who meet all the qualifying criteria and accept the terms and conditions, by completing in full, the Declaration of Acceptance at the end of this document. This payment will be pro rata for part time roles.

### **Eligibility**

1. To be eligible to receive the payment and to then maintain your eligibility, your post must be within Adult Services and be practising as a Social Worker (G2-G4) or Senior Social Worker (H1 – H4) ('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 City Council. If for any reason you leave the Council's employment 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 qualified Social Workers who have previously worked for the Milton Keynes City 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 or Senior Social Worker 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 Social Worker or Senior Social Worker 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 Social Worker or Senior Social Worker 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, national insurance and is 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.

