

ISLE OF WIGHT COUNCIL
CHILDREN AND YOUNG PEOPLE

RECRUITMENT AND RETENTION MARKET SUPPLEMENT

AMOUNT PAYABLE: £1200 (Taxable)

The Council has determined, that in recognition of the continuing local and regional difficulties in recruiting suitably qualified and experienced child care social work staff, a 'market' supplement may be paid. This has been set at a fixed amount of £1200 gross per annum and will be paid monthly with salary. Salary payments are made on the last working day of each calendar month and are subject to pension deductions.

SCOPE

Employees joining the Authority (or currently in post on 1 April 2003) as a qualified social worker engaged in childcare work (i.e. Social Worker, Senior Practitioner, Team Manager, Service Manager) following normal recruitment process (i.e. advert, interview etc.).

GENERAL CONDITIONS

- (a) The employee must take up his/her duties
- (b) Employment must be within the Directorate of Children's Services.
- (c) The supplement will apply to temporary/fixed term contract and part-time staff on a pro-rata basis.
- (d) The supplement will not apply to employees in an unqualified post and/or staff not engaged in service delivery to children and young people.
- (e) The supplement is payable in recognition of the difficult recruitment market and will be subject to review by the Council from time to time and may be withdrawn in the light of changing future conditions on due notice being given.

GENERAL

- (a) This arrangement to pay the supplement is effective from 1 April 2003.
- (b) Any questions on the interpretation of the Recruitment & Retention Supplement arrangement should be referred to Human Resources at County Hall.

April 2003 (J Doyle, Head of Children's Services)

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