

ISLE OF WIGHT COUNCIL
CHILDREN AND YOUNG PEOPLE

RECRUITMENT AND RETENTION ALLOWANCE

AMOUNT PAYABLE: £1000 (taxable)

The £1000 (taxable) payment will be included with the employee's first salary payment. Salary payments are made on the last working day of each calendar month.

SCOPE

Employees joining the Authority who have taken up their first permanent qualified social work post (ie. Social Worker, Senior Practitioner, Team Manager) with the Council following the normal recruitment process (ie. advert, interview etc).

GENERAL CONDITIONS

- (a) The employee must take up his or her duties.
- (b) Employment must be within the Directorate of Children's Services.
- (c) The Allowance will not apply to employees on a temporary/fixed-term contract except where the initial period of employment exceeds one year. An employee on a temporary/fixed-term contract for one year or under which is then extended will not be eligible for the Allowance.
- (d) The Allowance will not apply to employees in an unqualified post.
- (e) The Allowance will not apply to an employee where the recruitment process has been handled by an Agency.
- (f) Employees who subsequently leave the service of the Authority within one year of starting their permanent qualified employment will be required to repay 100% of the Allowance.

GENERAL

- (a) In the event of two persons sharing the same household both taking up employment with the Authority in a social work capacity within Children's Services, the Recruitment and Retention Allowance will be paid to each employee (subject to both parties meeting the above criteria).
- (b) Any questions on the interpretation of the Recruitment and Retention Allowance should be referred to Human Resources.