

Harrow's Targeted £6k Retention Package

Eligible: All permanent, qualified social workers in Children in Need, MASH & First Response Teams

- **£3k** after 3 years service in targeted teams
- **further £3k** after a further 3 years service in targeted teams

NOTE: This is in addition to the **ongoing £1500 annual Market Supplement**, paid monthly, in place to all children's social workers.

More details:

This is designed, specifically, to support stability of staff within critical CIN, MASH & First Response Teams staff working at Qualified Social Worker, Deputy Team Manager and Team Manager levels.

First payment is £3,000 one-off lump sums (pro rata for part time staff).

Paid automatically in the next available routine monthly payroll, after the anniversary of 3 continuous years of service.

Second payment is £3,000 one-off lump sums (pro rata for part time staff).

Made to staff who then remain in post within these targeted teams for a further 3 full years of continuous Harrow service.

Paid automatically in the next available routine monthly payroll, after the anniversary of 6 continuous years of service.

After six years this retention package will be subject to review.

Please NOTE: NIL advance payments will be made.

NIL payment will be made for lesser periods i.e. for staff who do not complete the full 3 years' service.

NIL payment will be made to individual staff who are subject to formal capability or disciplinary action during this period. If disciplinary or capability proceedings have commenced but a decision is pending as at 31 May 2018 or 31 May 2021 as the case may be, no payment will be made. However, if the eventual decision is to take no action payment will then be made in respect of the relevant 3 year period.

NIL payment will be made to individual staff who fail to maintain valid HCPC registration and enhanced DBS clearance throughout this period.

Certified maternity and sickness absence will count as service.

These retention lump sums are not pensionable.