

Children's Services Recruitment & Retention Offer – Eligibility Criteria

1. Introduction

Payments under the scheme are for either recruitment or retention purposes. Recruitment payments are made to eligible staff who are appointed on or after 1st January 2016. Retention payments are made to existing eligible staff and to new staff appointed on or after 1st January 2016 once they have completed 18 months service.

2. Target Areas

The payment of both the recruitment and retention elements of the offer is linked to our ability to recruit and retain suitably qualified staff in specific target areas. These are defined as:

Target Area 1 (T1) – Assessments and Safeguarding

Target Area 2 (T2) – Children in Care and Placements; and Special Educational Needs and Disability (SEND).

Target Area 3 (T3) – All other Social Workers, Senior Practitioners, Team Managers, Independent Reviewing Officers and Child Protection Advisers working in CYPS including the Multi Agency Safeguarding Hub (MASH).

3. Eligibility

a) Recruitment

Eligibility for recruitment payments – newly appointed experienced social workers, senior practitioners and team managers where there is a statutory requirement for a social work qualification and accreditation to fulfil the duties of the post.

The recruitment element of the offer is only applicable to experienced social workers, senior practitioners, team managers, independent reviewing officers and child protection advisers who have practiced for at least three years after gaining a social work qualification.

The recruitment element of the offer only applies to those in target area T1.

b) Retention

Eligibility for retention payments – experienced permanent social workers, senior practitioners, team managers, independent reviewing officers and child protection advisers where there is a statutory requirement for a social work qualification and accreditation to fulfil the duties of the post.

The retention element of the offer is only applicable to experienced social workers, senior practitioners, team managers, independent reviewing officers and child protection advisers who have practiced for at least three years after gaining a social work qualification.

The retention element of the offer applies to those in target areas T1, T2 and T3 but is differentiated as set out in the payment schedule below.

4. Revised Payment Schedule

Recruitment Payment Schedule	
Target Area	T1
Amount	Trigger
£1,000	On appointment.
£1,000	Immediately after the satisfactory completion of the programme of work at the end of the first 12 months.

Retention Payment Schedule	
Target Area	T1
Amount	Trigger
£1,500	Every 6 months. First payment for those appointed on or after 1 st January 2016 will be immediately after the end of the first 18 months.
Target Area	T2
Amount	Trigger
£1,000	Every 6 months. First payment for those appointed on or after 1 st January 2016 will be immediately after the end of the first 18 months.
Target Area	T3
Amount	Trigger
£750	Every 6 months. First payment for those appointed on or after 1 st January 2016 will be immediately after the end of the first 18 months.

5. Treatment for Pension Purposes

Neither recruitment or retention payments will be consolidated into base pay nor will they be counted as pensionable pay for the purposes of the Local Government Pension Scheme.

6. Leave of Absence

Payments will be made pro rata if the employee has not been in receipt of full pay for the previous six months.

In the case of maternity leave the payment will be reduced by a proportion, other than the two weeks compulsory maternity leave.

7. Professional Conduct

Payments are subject to compliance with professional standards.

Where an employee is subject to the Council's disciplinary process payments under the scheme may be suspended for the duration of any investigation. Payment may be reinstated at the conclusion of any investigation if this is appropriate.

8. Recently qualified social workers

Haringey operates an accelerated pay progression arrangement for recently qualified social workers. Individuals on an accelerated pay progression plan are not eligible for the Recruitment offer, however, would be eligible for the Retention offer once they have reached the top of the accelerated pay progression plan, provided they fulfil the post qualification practice requirement.