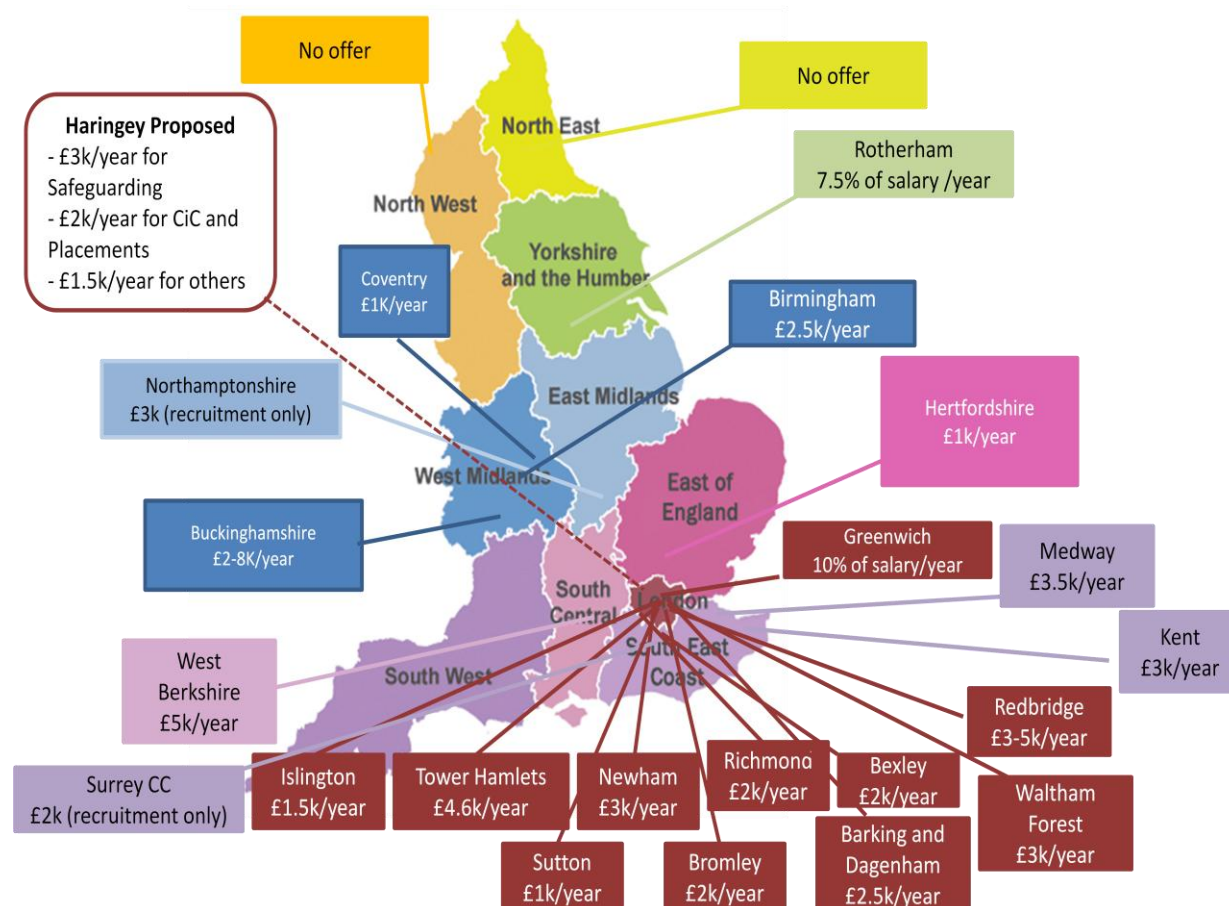


Appendix 1 – New Benchmarking Data

The information below is based on a benchmarking exercise conducted on the 24th of November. All the data is based on what Local Authorities advertise as an offer on their recruitment portals, websites or brochures.

The benchmarking takes into account information from 56 Local Authorities (excluding Haringey), inclusive of all the other 31 London Boroughs. The research has found that:

- 21 Local Authorities are implementing a Recruitment and/or Retention Payment Incentive.
- 11 London Boroughs (excluding Haringey) offer a Recruitment and/or Retention Payment Scheme (34% of all London Boroughs)
- Waltham Forest have increased their Retention Payments from £2k/year in August to £3k/year in November.
- Enfield have ceased their Retention Scheme in April 2015 in order to review the impact.



Benefit Type	Recruitment and Retention Incentive		Other Financial Benefits								Other Non-Financial Benefits									
	Recruitment Payment	Retention Payment	HPCPC Registration Paid by Council	Relocation Package	"Refer a Friend" Scheme	Cash Option	Car Loan/ Lease Car/ Zip Car	Housing Scheme/ Discount	Staff Discounts for private Health Insurance /BUPA	Staff Discounts on Other Retailers	Professional Development	Academic Development	Succession Planning/ Career Path/ Flexible Transfer	Protected Time for Reflective Supervision	Flexible Working	Great Place to Live/Work/ Commute	Paid 3 Months Sabbatical	Employee Assistance/ Support Line	Low Caseload	Dedicated Admin Support
Proposed Haringey	√	√	√		√					√	√	√	√	√	√					
London																				
Barking and Dagenham	√	√						√												
Barnet				√						√	√	√	√						√	
Bexley	√	√	√	√	√	√				√	√			√						
Brent										√	√		√							
Bromley	√	√			√		√			√	√									
Camden									√	√			√							
Croydon																				
Ealing									√	√	√	√								
Enfield				√																
Greenwich	√	√								√	√		√							
Hackney										√	√		√							
Harrow																				
Havering																√				
Hillingdon			√						√	√	√									
Hounslow										√	√	√	√							
Islington	√	√								√			√							
Kingston							√		√	√	√		√							
Lambeth																				
Lewisham														√						
Merton									√	√	√		√	√						
Newham		√					√					√	√	√						
Redbridge	√	√								√	√	√		√						
Richmond	√	√					√			√	√	√	√		√				√	
Southwark							√			√	√		√						√	√
Sutton	√	√																		
Tower Hamlets	√	√																		
Tri-Borough																				
Waltham Forest		√						√		√	√			√						
Wandsworth																				

√ - Benefit that Haringey is proposing to implement/ is already implementing and other authorities do as well.

√ - Benefit that other Local Authorities are implementing and Haringey is not.

Benefit Type	Recruitment and Retention Incentive		Other Financial Benefits								Other Non-Financial Benefits									
	Recruitment Payment	Retention Payment	HCPC Registration Paid by Council	Relocation Package	"Refer a Friend" Scheme	Cash Option	Car Loan/ Lease Car/ Zip Car	Housing Scheme/ Discount	Staff Discounts for private Health Insurance /BUPA	Staff Discounts on Other Retailers	Professional Development	Academic Development	Succession Planning/ Career Path/ Flexible Transfer	Protected Time for Reflective Supervision	Flexible Working	Great Place to Live/Work/ Commute	Paid 3 Months Sabbatical	Employee Assistance/ Support Line	Low Caseload	Dedicated Admin Support
Proposed Haringey	√	√	√		√					√	√	√	√	√	√					
Rest of England																				
Birmingham	√	√	√								√	√	√					√	√	
Buckinghamshire	√	√		√						√	√	√				√		√	√	
Cambridgeshire										√	√		√							
Coventry	√	√		√						√	√	√								
Cumbria CC																				
Doncaster							√			√	√	√		√						√
Hertfordshire	√			√			√	√	√				√	√						
Kent	√	√		√			√			√	√				√	√	√	√	√	
Leeds										√	√									
Lincolnshire			√	√			√			√	√		√	√			√			
Liverpool																				
Luton				√			√						√				√			
Manchester																				
Medway		√		√	√		√	√	√					√	√					
North Yorkshire						√	√													
Northamptonshire	√			√						√	√				√					
Nottinghamshire									√	√	√	√	√	√				√	√	
Oxfordshire										√		√	√							
Rotherham		√		√			√		√	√	√	√					√			
Sandwell				√						√	√	√	√	√	√					
Sheffield																				
Slough																				
Sunderland				√			√			√	√		√	√					√	
Surrey CC	√			√						√	√	√		√						
West Berkshire		√		√			√						√			√		√		

√ - Benefit that Haringey is proposing to implement/ is already implementing and other authorities do as well.

√ - Benefit that other Local Authorities are implementing and Haringey is not.