

## Appendix 1 – Outline of existing recruitment and retention arrangements

### Package 1

**LAC and Permanency:** Fostering, Kinship, Leaving Care

**Localities:** No recourse to public funds

Grades	Job title	Golden hello	Market supplement (£1,200 per annum, paid monthly)	Retention payments
SO2	ASYE	N/A	N/A	N/A
PO1	Social Worker	N/A	1,200	N/A
PO2	Social Worker	N/A	1,200	N/A
PO3	Senior Social Worker	N/A	1,200	N/A
PO5	Social Work Practice Consultant / Deputy Team Manager	N/A	N/A	N/A
PO7	Team Manager	N/A	N/A	N/A

### Package 2

**Localities:** MASH, Children with Disabilities

Grades	Job title	Golden hello	Market supplement (£1,200 per annum, paid monthly)	Retention payments
SO2	ASYE	N/A	N/A	N/A
PO1	Social Worker	N/A	1,200	N/A
PO2	Social Worker	N/A	1,200	N/A
PO3	Senior Social Worker	5,000	1,200	N/A
PO5	Social Work Practice Consultant / Deputy Team Manager	5,000	N/A	3,600 (paid every 3 years)
PO7	Team Manager	5,000	N/A	3,600 (paid every 3 years)

Package 3

**LAC and Permanency:** Care Planning Teams (LAC)

**Localities:** Referrals and Assessments (Short-term), Long-term teams (East and West)

Grades	Job title	Golden hello	Market supplement (£1,200 per annum, paid monthly)	Retention payments
SO2	ASYE	N/A	N/A	N/A
PO1	Social Worker	7,500	N/A	4,500* (paid every 12 months)
PO2	Social Worker	7,500	N/A	4,500* (paid every 12 months)
PO3	Senior Social Worker	7,500	N/A	4,500* (paid every 12 months)
PO5	Social Work Practice Consultant / Deputy Team Manager	7,500	N/A	4,500 (paid every 12 months)_
PO7	Team Manager	7,500	N/A	4,500 (paid every 12 months)