

Appendix 1

Outline of Proposed Recruitment and Retention Arrangements for Adult Social Care Staff (Social Workers, Occupational Therapists and Visual Impairment Rehabilitation Officers)

Table A

Grades	Job Title	Golden Hello	Retention Payments (paid annually)
SO2	ASYE	N/A	N/A
PO1	Social Work/OT Apprentices	N/A	N/A
PO2	Social Worker/OT/ROVI	£5,000	£3,000
PO3	SW/OT Advanced Practitioners and AMPHs, Senior ROVIs	£5,000	£3,000
PO4	SW/OT Deputy Team Manager and Safeguarding Adult Managers	£5,000	£3,000
PO5	Practice Development Lead	£5,000	£3,000
PO7	Team Managers (SW & OT)	£5,000	£3,000
	Best Interest Assessors (BIA)		£2,000
	Practice Educators		£1,000

Proposed Remuneration Package (Non-contractual payments)

- One-off welcome payment of £5,000 to newly recruited permanent qualified social workers, occupational therapists and visual impairment rehabilitation officers on grades PO2 – PO7, on satisfactory completion of probationary period (repayable where an employee leaves the council's employment within 12 months of receiving the payment).
- Annual retention payments of £3000 to all permanent qualified social workers, occupational therapists and visual impairment rehabilitation officers on grades PO2 to PO7 paid every 12 months (either in December each year or upon anniversary of joining Brent, depending on when joined; previous market supplement payments for OTs will cease, as they will receive payments indicated in this proposal).
- £2000 payment per year to Best Interest Assessors (BIA) who undertake statutory duties commensurate with their role and are on the BIA rota.
- £1000 payment a year for Practice Educators who take two students per year.

Financial Impact

Table B

Employee Category	Golden Hello/Retention	Sum of Golden Hello/Retention across two years (£)	Number of employees	Cost per year (£)
Agency Worker	Golden Hello	450,000	90	225,000

Employee	Retention Bonus	291,000	97	145,500
Vacant	Golden Hello	285,000	57	142,500
Best Interest Assessors (BIA)	Retention Bonus	40,000	20	20,000
Practice Educators	Retention Bonus	10,000	10	5,000
Total		1,076,000	274	538,000

Table C

Cost to Service/year	£000
100% Capacity Filled	1,076
75% Capacity Filled	807
50% Capacity Filled	538
25% Capacity Filled	269

Terms and Conditions

Golden Hello payments

- Subject to deductions for income tax and national insurance and will be taken into account when calculating pension contributions, if a member of the Local Government Pension Scheme.
- These payments are non-contractual.
- One lump sum payment will be made upon successful completion of probationary period.
- Repayable if staff members leave the council's employment within 12 months of the payment being made.

Retention payments

- Subject to deductions for income tax and national insurance but it will **not** be taken into account when calculating pension contributions.
- These payments are all non-contractual.
- Staff member must still be in the council's employment and not in their notice period when the payment is made.
- Staff member must not be subject to any proceedings under the council's managing performance or disciplinary policies.