**Wrexham County Borough Council – Campaign information for specific post see below**

**Recruitment and Retention Incentives - scope**

The Council continues to focus on its priorities one of which is the commitment to invest in Children’s Social Care with a focus on developing our employees and improving recruitment and retention for key roles. We are pleased to be able to offer for this specific role a Recruitment and Retention incentive payment.

**Eligible Posts & Teams\***

A policy provision has been agreed which enables a specific payment to be applied to the role of Social Worker, Experienced Social Worker, Assistant Team Manager and Team Manager who are appointed to work within Looked After Children Team, Family Support Team and the Assessment and Intervention Team.

\*subject to review

**Payment Scheme – Recruitment Incentive**

This is only applicable toexternal new appointments who will receive an additional payment of £2,996 (gross) in additional to the post’s salary grade and incremental point. The first 50% will be paid in first monthly pay and the remaining 50% in the month that follows your confirmed successful completion of the probationary period.

We want our employees to have a long career with us and continue with us on our improvement journey, as we invest in your development, support you in your role as a part of our wider valued workforce. However in the event you choose to leave this eligible role within a 2 year period after the final payment has been made, the total sum is repayable.

**Experienced Social Workers – Retention payment**

For newly recruited Experienced Social Workers, in addition to the Recruitment incentive payment outlined above, a further payment of £2,996 (gross) will be payable as a Retention Incentive payment on the first year’s anniversary of your appointment date, subject to performance. This will be repayable if you leave in a certain Timeframe, but we hope that we retain all our new appointments.

**Newly qualified Social Workers**

The recruitment and retention incentive payment does not apply to newly qualified social workers who have not completed their post qualifying consolidation award.

**Other terms and conditions:**

* This provision is only applicable when it is referred to within an advert for an eligible post.
* This provision is not available to existing Council employees who apply for an eligible post.
* This payment is not payable to former Wrexham County Borough Council employees who left the Council after 1st April 2020.
* This incentive payment will be pro rata for part time employees and is subject to normal employee deductions e.g. pension, NI and Tax.
* The terms of the payment will be set out in the offer of employment which together with the other contractual terms and conditions needs your signed acceptance
* Repayment of the recruitment or retention incentive payment in full will be required if you leave the council or take up another post to which the payment is not applicable, within 2 years of receiving the final payment.

I hope that you take the opportunity to join our service and apply for this role. The Council has other employment benefits and you can view more here - [Working for us | Wrexham County Borough Council](https://www.wrexham.gov.uk/service/working-us)