



**South
Staffordshire
College**

Golden Hello scheme

Explainer

Golden Hello Payment – What You Need to Know



South Staffordshire College is committed to attracting skilled, motivated and values-driven colleagues. For some specialist or hard-to-recruit roles, we may offer a Golden Hello payment as a recruitment incentive to support the appointment of the right candidate.

What is a Golden Hello?

A Golden Hello is a one-off financial payment offered to eligible new starters who are appointed to roles that have been formally designated as hard to recruit.

Who is eligible?

A Golden Hello may be offered where:

- The role has been approved as *hard-to-recruit* by the College's Executive Leadership Team
- You are a newly appointed employee joining the College directly
- The post is permanent, or fixed-term of more than six months (fixed-term roles receive a reduced payment)

How much is the payment?

The value of the Golden Hello will be confirmed in the recruitment process. Payments are:

- Pro-rated for part-time roles
- Paid in instalments, rather than as a single lump sum

Typically, this includes:

- An initial payment shortly after you start
- A further payment following successful completion of your probationary period
- A final payment after you achieve 1 year of employment

Important things to be aware of

- If you leave the College within two years of starting, you may be required to repay some or all of the Golden Hello on a pro-rata basis.
- Repayment would not normally apply in circumstances such as redundancy, ill-health retirement, or other exceptional situations.
- Golden Hello payments are subject to tax and national insurance deductions.

Golden Hello payments are offered at the College's discretion and form part of our wider commitment to fair, transparent and inclusive recruitment practices. Full details will be confirmed in writing as part of any offer of employment.