

Recruitment incentive payment Information Sheet - Teaching Staff

A recruitment incentive (R&R) payment for successful candidates applying directly to RLT for this role, is payable after a qualifying period of two full terms in this role. This includes a 2-year retention period. Please see the advert details for the amount payable.

In order to qualify for this payment, you will need to apply directly to RLT (not via any agency). If you're offered the role as part of your recruitment checks we will ask you to sign the recruitment incentive payment acceptance letter. The payment will then be made to you no earlier than 2 full-terms after you started in the role.

If you already work for us in another RLT school this will be 2-full terms after your start date at your new school. If you already work for us in the same school, your application for the role must be a promotion and the payment will therefore be payable no earlier than 2-full terms after your start date in the new role.

If you leave the role before the end of the 2 full-terms you will not receive the payment or any part of it.

Any candidate receiving the payment who leaves within a 2-year period from their start date of employment will be required to pay back the R&R payment either in full or 50%. If any candidate leaves within the 1st year of employment they will be required to pay the R&R back in full. If they leave during the 2nd year of employment they will be required to pay back 50% of the R&R. New starters will be required to sign a claw back agreement as part of their offer/recruitment checks which outlines the repayment terms as below:

Length of service at the point of leaving	Repayment terms of Recruitment Incentive payment
Leaves with under 1 year length of service <i>(note 1 Sep-31st August is considered under 1 year)</i>	100% of the payment
Leaves after 1 year length of service	50% of the payment
Leaves after 2 year's length of service	0% of payment

Amounts are fixed irrespective of FTE and are therefore not pro rata for part time roles.

All payments are subject to tax and NI and are processed through the payroll and the payment will be considered pensionable pay.