

## Recruitment Incentive Payment Scheme

**This role is eligible for a 'recruitment incentive' payment of £9000 paid over three years subject to the following terms and conditions.**

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 3-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.

Payments totalling £9,000 will be paid following the completion of 2 full-terms and subject to you remaining in post following the schedule below.

Payment	Timing	Amount
Payment 1	2 full terms after starting (if start date was 01 Sep, this would be payable at Easter)	£3,000
Payment 2	1 calendar year after first payment	£3,000
Payment 3	1 calendar year after second payment	£3,000

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.

- 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.
- For the avoidance of doubt, references to 'leaves' include dismissal or resignation from employment.

If you leave the role before the end of the 2 full-terms you will not receive the payment or any part of it, payments will also not be paid to individuals working notice periods.

The payment is subject to a 3 year retention period, therefore any candidate receiving the payment who leaves within a 3-year period from their start date of employment will be required to pay back any of the incentive payment that they have received. There will be a reduction in 50% of claw back after 2 full year length of service.

<b>The number of months within which you leave the employment of the Trust, following starting the new role outlined above</b>	<b>Repayment terms of Recruitment Incentive</b>
Leaves less than 24 months after starting new role	100% of the payment
Leaves within 24 - 36 months of starting new role	50% of the payment
Leaves after 36 months in new role	0% of payment

Any repayment due in accordance with the above will be deducted from the Employee's final salary payment. If this sum is not sufficient, a repayment scheme may be agreed between the Employee and the Trust. If a repayment scheme is not agreed, or the Employee refuses to pay the outstanding sums, the Trust reserves its right to issue debt recovery proceedings against the Employee.