

**CNWL 'Golden Hello' Scheme Offender Care**

Thank you for your interest in this vacancy. As part of our excellent reward package, created to recruit and retain high calibre staff, we're offering the successful candidate for this role a 'golden hello' into our Trust.

Our 'golden hello' scheme explained in a little more detail;

- The amount paid would be a sum of £2,500 per annum for a full time post (pro-rata for a part time post).
- To qualify for the payment, like other employers we have requirements on staff which include NMC/professional registration, remain in the Trust for a period of time and meet standards of performance such as mandatory training and probation. But this should be something which as a professional and motivated nurse you would look to meet as a matter of course.
- Payment to be made in 4 instalments over 13 months of duty (each segment is a duty at work period and must be completed in full to receive the instalment, part served duty periods will not result in payment) when at work as part of the substantive contract.
- Short periods of time when the recipient is not working (such as annual leave) that are 2 weeks or less will not affect the duty at work requirement.
- The initial payment of 30% will be made after the 1<sup>st</sup> month's duty at work (this is the 1<sup>st</sup> duty at work period). 2 further payments of 20% after the 5<sup>th</sup> month of duty at work, and after the 9<sup>th</sup> month of duty at work and then the 4<sup>th</sup> and final 30% is paid after the 13<sup>th</sup> month of duty at work. **The recipient is also required to demonstrate throughout an acceptable standard of conduct and capability and full mandatory and statutory training record being attained.**
- Payments will be subject to the usual Tax and NI deductions.
- In joining CNWL, we would hope that you have chosen as carefully as us and plan to stay with us for the longer term. Therefore, the 'golden hello' would only be repayable on a pro-rated basis either through your final salary, or via an invoice raised by the Trust if you leave us within a 36 month period (following successful completion of your probationary period).

We hope that you will find this incentive as attractive as the role and the opportunity of working with us and wish you every success in your application.

***Please note; recipients of the 'Golden Hello' will not be eligible for our relocation allowance.***

