

Retention Element	Who is Eligible?	Criteria Applied	When is it paid?	Additional Cost
<p>1. Annual Retention Supplement</p> <p>a) £1500</p> <p>b) £2000</p>	<p>a) (i) Employees who hold a 'social worker' post and are social work qualified and HCPC registered in the following teams:</p> <ul style="list-style-type: none"> Leaving Care Looked After Children Multi-Disciplinary Adolescent Service Referral and Assessment Safeguarding and Care Planning Children with Disabilities Emergency Duty Team <p>(ii) Employees who hold a 'senior practitioner' or 'deputy manager' post and are social work qualified and HCPC registered in the following teams:</p> <ul style="list-style-type: none"> Children with Disabilities Looked After Children Leaving Care <p>(iii) Employees who hold the following posts:</p> <ul style="list-style-type: none"> Deputy Manager - Fostering Deputy Manager – Adoption Senior YOT Officer – Youth Offending Service Operations Manager – Youth Offending Service Senior Practitioner – Housing <hr/> <p>b) Employees who hold a 'senior practitioner' or 'deputy manager' post and are social work qualified and HCPC registered in the following teams:</p> <ul style="list-style-type: none"> Referral and Assessment Safeguarding and Care Planning Emergency Duty Team 	<p>All payments are made subject to:</p> <ol style="list-style-type: none"> Satisfactory performance This means that the employee has not been through formal evidenced performance management procedures during the preceding year. Satisfactory attendance and sickness record Each case will be considered on its merits but generally this would be taken to mean that the employee has a good attendance record during the preceding year and has not met the absence threshold for formal management action. <p>The decision on who will receive the payment is made by the Assistant Director for the division (who may decide to delegate this), and each case is considered on its own merits e.g. disability related absences; maternity leave</p> <p>Payments are made pro-rata for part-time staff.</p>	<p>Payments are split into two and made bi-annually on the 6 month and 12 month anniversary of the employee's start date to their current post.</p> <p>Therefore, if an employee has been promoted during the year, they will become eligible for the higher supplement and will receive the first payment after completing 6 months service and second payment after completing 12 months in the new post.</p> <p>If an employee is promoted part-way through the year to a post eligible for the retention supplement, a pro-rata payment will be made for the part of the year they have completed in their eligible post, then the date of promotion will be taken as the anniversary date, and their year will begin again.</p> <p>If an employee is promoted part-way through the year into a post that is not eligible for a retention supplement, a pro-rata payment will be made for the part of the year they have completed in their eligible post.</p>	<p>£30,000</p> <p>With Senior YOT Officers included - £10,000</p>
<p>2. Market Supplement Increments</p> <p>a) Extended Salary Scale by 2 additional increments</p> <p>b) Extended Salary Scale by 4 additional increments</p> <p>c) Extended Salary Scale by 3 additional increments</p>	<p>a) Job title 'Social Worker' in the following teams:</p> <ul style="list-style-type: none"> Referral and Assessment Safeguarding and Care Planning <p>b) Job title 'Senior Practitioner' and 'Deputy Manager' in the following teams:</p> <ul style="list-style-type: none"> Referral and Assessment Safeguarding and Care Planning <p>c) Job title 'Child Protection Chair' and 'Independent Reviewing Officer' in the Quality Assurance Service.</p>		<p>Existing employees automatically continue to increment in April into the additional increments until they reach the maximum spinal column point of the extended scale.</p>	
<p>3. Golden Hello £1000</p>	<p>a) £1000 payment to all experienced social workers and senior practitioners (not newly qualified Social Workers) who take up a first appointment in LBB Children's Social Care division in a post that requires a social work qualification</p> <p>OR</p> <p>b) £2000 payment to all senior practitioners and deputy managers who take up a first appointment in LBB Children's Social Care division within Referral & Assessment or Safeguarding & Care Planning</p> <p>c) £1000 payment to all social workers, senior practitioners and deputy managers who move within LBB Children's Social Care division into a post within Referral & Assessment or Safeguarding & Care Planning that requires a social work qualification (from outside one of these teams)</p> <p>Those not eligible:</p> <ul style="list-style-type: none"> 'Grow Your Own' candidates who take up a qualified posts after completing degree sponsored by the Council Newly Qualified Social Workers 	<p>The Golden Hello is recoverable in full:</p> <ol style="list-style-type: none"> If the employee resigns within the first six months of service If the employee fails their probation period 	<p>a) Paid automatically through payroll with the first salary payment</p> <p>b) Paid automatically through payroll with the first salary once they have moved team</p>	<p>Estimated £5,000 maximum</p>
<p>4. Finders Fee £500</p>	<p>Any member of staff who introduces a person who is successfully recruited to a qualified social worker post in Bromley in one of the following teams:</p> <ul style="list-style-type: none"> Adoption & Fostering Leaving Care Looked After Children Multi-Disciplinary Adolescent Service Referral and Assessment Safeguarding and Care Planning 	<ul style="list-style-type: none"> Introducer to inform Head of Service CVs can be accepted in the first instance, with an application form to be completed at a later date Managers then notify HR that they will be interviewing a candidate under this provision. Managers interview in the normal way If appointed, the manager should confirm to HR that 'x' introduced 'y' HR issue the vouchers The vouchers are not recoverable if the recruit leaves. <p>* The Finders Fee does not apply to managers who convert a locum in their team to a member of LBB staff</p>	<p>Paid through vouchers to the value of £500 upon the successful candidate starting employment with Bromley and once HR has confirmation from the department of who introduced the candidate.</p> <p>Paid after the new starter successfully completes six months in post.</p>	
<p>5. 3 extra days annual leave per annum</p>	<p>Employees (up to and including Group Manager level) who hold a post requiring a social work qualification and HCPC registration within the following teams:</p> <ul style="list-style-type: none"> Referral and Assessment Safeguarding and Care Planning 	<ul style="list-style-type: none"> The 3 days should be used between 1st April and 31st March of the following year Days cannot be rolled over from year to year Dates are to be subject to the needs of the service 	n/a	

6. Lease Car Scheme	Available to all employees appointed in LBB Children's Social Care division in a post that requires a social work qualification. The lease cars are for a three year period and includes the cost of routine services, replacement of worn tyres, comprehensive insurance and breakdown assistance	- Appointments must be for a period of at least three years - Must hold a valid driving licence	n/a	
7. Continuous Professional Development Plans for: a) qualified social work staff b) non-qualified social work support staff	A programme of training and practice expectations/development activities available for all eligible staff a) All employees who hold a post requiring a social work qualification within LBB Children's Social Care division at any grade level b) All support staff within LBB Children's Social Care division at any grade		n/a	
8. Senior Practitioner Progression Pathway <i>With the aim to develop social workers with the capabilities and competence to progress from social workers into senior practitioners within/into a frontline team</i>	Social workers with 18 months post qualifying experience in any social work team.	<ul style="list-style-type: none"> - Social workers can apply to join the progression pathway at minimum 18months post qualifying experience - all applications to be made to Senior Practitioner Progression Board for consideration (SPPPB) - Pathway will last for a period of minimum 12 months - A two year retention criteria will be applied to those successfully completing the pathway <p>There are two different entry routes onto the pathway:</p> <ul style="list-style-type: none"> ➤ Route 1 – if the social worker has at least 18 months frontline experience, they will enter onto a structured course programme and a structured plan of short secondments in a frontline team/s ➤ Route 2 – if the social worker has less than 18 months frontline experience, they will enter onto a structured course programme and a longer and more in depth structured plan of secondments in a frontline team/s 	n/a	Funded from existing budget Issue of backfill Transformation fund
9. Management Support / Supervision	<ul style="list-style-type: none"> • Appraisals • Supervision • Induction • Maximum caseloads • Bromley Learning Hub – creating direct access to Kay Weiss & Heads of Service 			
10. Celebration/ Reward of Social Work Staff	Recognition of staff success stories and contribution/going the extra mile. Format to be confirmed.			
11. Recruitment Process	<ul style="list-style-type: none"> • Streamlined application form for all social work vacancies • Faster turnaround for shortlisting and interview process • Quick turnaround of agency CV feedback 			