Joining incentive

In addition to the advertised salary for this role – and the excellent benefits package we offer – we are pleased to offer successful candidates a joining incentive, something we often refer to as a 'Golden Hello payment'.

The total value of the incentive is **£4,000** and if you are successful, this will be paid as follows:

When you start	50%
When you complete 12 months' service	50%

All payments will be subject to statutory deductions (e.g. national insurance and income tax) but are non-pensionable.

Attached to receiving the joining incentive are some conditions:

- Payments are repayable should you leave within the first **two years** of employment:
  - If within the first year, any payment(s) received are 100% repayable.
  - If you leave after the first year but before the end of the second year, 50% of any payment(s) received will be repayable.
  - Repayments are normally deducted from final salary payments but if not feasible (e.g. your final monthly salary doesn't cover the amount) you may need to make further repayments.
- Joining incentives are linked to **specific roles / posts**.
  - Should you move into a different role with Cafcass, in-line with the above you may have to repay all, or part of payment(s) received.

If you have any questions either about the information provided here or something not covered, please don't hesitate to get in touch either with the member of our Resourcing team looking after this vacancy or if you apply and you progress to interview when you speak to the interviewer.

Many thanks,

HR Resourcing
Cafcass HR