

## **Retention Payments**

This position attracts a retention payment of 4%.

Once the successful candidate has completed one full year of continuous service as a Newly Qualified Social Worker they will be eligible to receive a retention payment equivalent to 4% of their basic annual salary. Retention payments will not apply to London Weighting payments or any other allowances or payments, including overtime.

The retention payment is provided in recognition of an employee's continued commitment and service to Bracknell Forest Council.

To qualify for the retention payment, you must:

- Have completed 12 months of continuous permanent employment in a Newly Qualified Social Worker role as of the eligibility date; and
- Be in active employment at the time the payment is made.

The 4% retention payment will be calculated based on the employee's basic annual salary (excluding any additional allowances or overtime) and will be paid as a lump sum on the employee's employment anniversary date.

Agency workers and those employed on casual contracts are not eligible to receive retention payments.