

## **Welcome Payment**

This position also attracts a welcome payment of £7,500 FTE (£4,256 pro rata for 21 hours per week).

The successful candidate will receive their welcome payment in their first salary payment after commencing employment – subject to tax and statutory deductions.

## **Obligation to Repay**

The terms of receiving a Welcome payment are outlined below and will be outlined in the contract of employment. In brief, the successful candidate will be required to enter into a prior undertaking to make a refund if they leave the Council's service within three years in accordance with the following conditions:

- (a) within one year of the employment start date - 100% refund of total monies received.
- (b) over one year but within two years of the employment start date - 66% refund of total monies received.
- (c) over two years but within three years of the employment start date - 33% refund of total monies received.

This repayment will not be pro-rata for completed months service with the Council – whole years only will apply.

If the circumstances of leaving are beyond the employee's control, no refund is payable (e.g., redundancy, termination on grounds of ill health etc).

Failure to complete the probationary period and subsequent dismissal would result in the employee being requested to repay the Welcome Payment in full.

## **Employee's Returning to Bracknell Forest Borough Council**

Employees who leave BFC and subsequently want to return to a similar post are not eligible for this payment.

## **Existing BFC employees**

Existing BFC employees are not eligible for this payment.