Inclusive
Ambitious
Always learning
Being Bracknell Forest

Bracknell Forest Council

Bracknell Forest Council

Welcome Payment Terms & Conditions

This position also attracts a welcome payment of £5,000.

The successful candidate will receive their welcome payment once the successful completion of their 6 months' probation period has been confirmed – subject to tax and statutory deductions.

Obligation to Repay

The terms of receiving a Welcome payment are outlined below and will be included 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.

Please note that, where a repayment is due under these terms, the council reserves the right to recover any outstanding balance before your employment ends.

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 repay any outstanding balance will be treated as a breach of trust and will be taken into account when responding to reference requests, as we will be unable to provide a reference attesting to your honesty and integrity.

Employee's Returning to Bracknell Forest 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.