ORKNEY ISLANDS COUNCIL

# Social Care Recruitment Incentives Golden Hello Scheme

## Earn £2,000* bonus over and above your salary.

### Applicable Posts

- **Care at Home Assistant.**
- **Care Organiser.**
- **Mobile Community Responder.**
- **Social Care Assistant**
  (in Adult Residential Units and Short Breaks and Supported Living Network).

### Qualifying Criteria

You must be either:

- **new to care** (never worked in the same, comparable, or similar role withing an adult care setting in Orkney Health and Care, voluntary or third sectors in Orkney
- **returning to care** (previously worked in in a comparable or similar role within an adult care setting; but have not done so in any context for at least three months.

**and**

- Post must be minimum of 14 hours contract, permanent or at least 12 months temporary.

### *Payment

- Claim payment after you have worked for a minimum of 3 months in the post.
- Payment is subject to deduction of necessary tax and national insurance.
- Payment not pensionable.
- Payment not consolidated into pay.
- You must remain in the post for a minimum of one year or will be required to repay a pro-rata amount.

### Want Further Information

Contact the Recruiting Manager, contact details are in the advert for the post.

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# Refer a Friend Scheme

## £750* for encouraging someone to apply for a job.

### Applicable Posts

- **Care at Home Assistant.**
- **Care Organiser.**
- **Mobile Community Responder.**
- **Social Care Assistant**
  (in Adult Residential Units and Short Breaks and Supported Living Network).

### Qualifying Criteria

- Post must be minimum of 14 hours contract, permanent or at least 12 months temporary.
- Post must be for direct employment posts with the Council.
- Referrer must be a direct employee of the Council.
- Referrer must be a named referred on the application form.
- Referrer cannot be involved in the recruitment to any eligible post.

### Payment

- Referrer can claim payment after the new employee has worked for a minimum of 3 months in the post.
- *Payment is subject to deduction of necessary tax and national insurance.
- Payment not pensionable.
- Payment not consolidated into pay.

### Want Further Information

Contact the Recruiting Manager, contact details are in the advert for the post.