

Golden Hello Payments – Criteria

The purpose of the Golden Hello is to assist in recruiting staff to teaching/training/assessing posts in skills priority areas.

The following criteria will be applied before a Golden Hello payment will be agreed:

- The role applied for must be one that has been identified as being eligible for this benefit
- The amount will be **£5,000** in total, paid as follows: £3,000 after 1 month in post, £1,000 after a further 12 months in post, and a final £1,000 after a further 12 months in post.
- All payments are subject to conduct, attendance and performance deemed to be satisfactory by Colchester Institute and all will require the applicant to sign a clawback that if they leave their post for any reason except redundancy, then the funds will be recovered in full for up to 2 years following payment of each of the sums.
- In all cases, Golden Hellos are agreed at the discretion of the College and are not an automatic entitlement.
- If a Golden Hello payment is agreed when the job offer is made, this will be included in the employee's contract of employment with associated terms.
- The Golden Hello will not be paid to existing Colchester Institute staff who change roles internally or those who leave Colchester Institute and re-join within 6 months.

Colchester Institute
15 March 2018