

**Cambridgeshire and Peterborough NHS Foundation Trust
New Hire Bonus – Terms & Conditions**

The following terms and conditions apply to the New Hire Bonus and will form part of your contract of employment when you commence with the Trust.

Eligibility

1. You will have not previously worked for CPFT in a permanent or temporary capacity
2. You do not currently work for CPFT in a Temporary Staffing or Agency capacity
3. You accept a permanent role in an area where CPFT offers the new hire bonus

Amount of New Hire Bonus

The amount of the new hire bonus will be determined by the Trust and is set at either £1500 or £3000, dependent on the role.

1. The amount is based on a 37.5 hours per week position and is set at £1500.
 - a. £500 paid in first month
 - b. £1000 paid after 12 months
2. The amount is based on a 37.5 hours per week position and is set at £3000.
 - a. £1000 paid in first month
 - b. £2000 paid after 12 months
3. New hires to part time roles will receive a pro rata bonus

Specific Terms

1. You will become eligible to receive the first part of the payment once you commence employment with the Trust.
2. The payment should be made to you in your first salary following appointment.
3. This is a ‘one off’ non-pensionable and non-reoccurring payment.
4. Payment is subject to the normal deductions of Tax and NI
5. The amount of payment will be pro rata based on the number of hours worked.
6. Should you choose to leave CPFT during the first 18 months of employment, you will be subject to the following claw back:

Month	Months 1 - 6		Month	Months 13 - 18	
	Recovery £500	Recovery £1000		Recovery £1000	Recovery £2000
Month 1	£500	£1000	Month 13	£1000	£2000
Month 2	£400	£800	Month 14	£800	£1600
Month 3	£300	£600	Month 15	£600	£1200
Month 4	£200	£400	Month 16	£400	£800
Month 5	£100	£200	Month 17	£200	£400
Month 6	£0	£0	Month 18	£0	£0