

Appendix 3 - Existing KCC Market Premiums

Market Premium	Target Group	Amount	Payment details	Annual costs (estimated 2014/15)
Golden Hello	Externally recruited Newly Qualified Social Workers	£2,000.00	Paid on appointment repayable if leave within 2 years	£100,000.00
Market Premium	Social Workers employed in A&I; CiC; FST; CRU; DCS	£3,000.00	Paid in two instalments: June and December subject to full attendance, managing a full caseload, no performance issues	£339,562.00
	Senior Practitioners employed in A&I; CiC; FST; CRU; DCS	£2,000.00	Paid in two instalments: June and December subject to full attendance, managing a full caseload, no performance issues	£148,364.00
	Team Managers in all teams	£3,000.00	Paid in two instalments: June and December subject to full attendance, managing a full caseload, no performance issues	£115,596.00
Car Market Premium	Social Workers, Senior Practitioners, Team Managers, IROs, Occupational Therapists, Child Protection Chairs - in all SCS teams	£410 + 45p per mile	£410 paid in monthly instalments	TBD
	Existing staff graded KR10 or below retain essential user allowance	£833 + 34.4p per mile	£833 paid in monthly instalments NB only in place while in the same job under no detriment arrangements	TBD
				£703,522.00