



Rutland County Council

Rutland County Council

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03 July 2018

FREEDOM OF INFORMATION REQUEST – 845/18

Dear Sir/Madam

Your request for information has now been considered and the information requested is provided below.

Request/Response:

I would like to submit the following FOI request:

What recruitment and retention incentives does the council currently operate (e.g. market premia payments, additional annual leave, golden hellos, healthcare benefits, etc.) for hard to fill posts?

Answer: Rutland County Council uses market supplements to enhance basic pay if market evidence supports the case on a recruitment and retention basis. Managers are required to develop a business rationale to provide appropriate evidence, eg. previous unsuccessful attempts to recruit, evidence from the job market that we would be unlikely to attract and recruit based on the current package.

The comparator market will depend on the type and level of the specific post – this may be a local authority, the wider public sector, not for profit, or private sector. In addition, geographic factors may be a consideration – national, regional, or local.

We also have provision to make an incentive/golden hello one off payment to attract candidates to the Council – this is a one off payment made in the first months salary and would be repayable if the individual left within 6 months (100%) or at 50% if they left between 6 months and 12 months.

If you are dissatisfied with the handling of your request please contact the Data Protection Officer, Rutland County Council, Catmose, Oakham, Rutland LE15 6HP
You can also complain to the Information Commissioner at:

The Information Commissioner's Office
Wycliffe House, Water lane
Wilmslow, Cheshire
SK9 5AF
Tel: 01625 545700

Yours faithfully

FOI Administrator



Business Support Team
Rutland County Council