



Newly Qualified Social Worker – milestone payments

We are delighted in your interest to join Cafcass as a Newly Qualified Social Worker (NQSW) as part of our three-year programme.

In addition to the advertised salary, we are pleased to offer the following payments linked to key milestones in the programme:

Successful completion of Year 1	£500
Successful completion mid-year review during Year 2	£750
Commencement of Year 3	£750
Overall value of milestone payments	£2,000

Commented [SP1]: Should this now be completion of year 3?

All payments will be subject to statutory deductions (e.g. national insurance and income tax).

All payments received will be repayable to Cafcass in full should you:

- Choose to leave the organisation before the completion of the NQSW programme.
- Decline a subsequent offer of employment as a Family Court Adviser
- Choose to leave your employment with Cafcass within 12 months of appointment as a Family Court Adviser.
 - If you choose to leave your employment between 12-24 months of appointment as a Family Court Adviser, 50% of any milestone / retention payments will be due.

There will be no requirement for any repayment in the event you are dismissed from employment during the NQSW programme or subsequent employment as a Family Court Adviser, or in circumstances where Cafcass does not offer an appointment as a Family Court Adviser on successful completion of the NQSW programme.

The above will be reflected in your employment contract, which will be issued when we have successfully completed your pre-employment checks.



We hope and trust you will see this change as an extra benefit you hadn't expected. However, if you are concerned about the prospect of having to repay any milestone payments, one suggestion would be to put the extra money you receive into a separate savings account until you reach the point nothing would need to be repaid. You can of course keep any interest that accrues!

If you have any questions or concerns not addressed here, please don't hesitate to get in touch.

Many thanks,

**HR Resourcing
Cafcass HR**