

## Early Years £1000 Welcome Bonus Incentive T&C's

### Terms and Conditions

1. To be eligible for this offer you must start in your role on or before the 31<sup>st</sup> March.
2. You will not be eligible if you are a current colleague at The Midcounties Co-operative or The Co-operative Childcare.
3. Eligible roles for this offer are Early Years Practitioner (Level 2), Senior Early Years Practitioner (Level 3), Room Manager.
4. Contracts must be permanent and for a minimum of 30 hours per week
5. You will not be eligible if engaging with us through a third-party agency.
6. The welcome bonus payments will be paid to you in two installments as set out in the table below, subject to your continued employment. If you resign from your position or your contract is terminated by The Midcounties Co-operative for any reason-within the 13 or 52 week qualifying period, no further payments will be made to you.

| <b>£1000 Bonus</b> | <b>Bonus Payment amount</b> |
|--------------------|-----------------------------|
| Week 13            | £500                        |
| Week 52            | £500                        |

7. Should your 13 week probation period be extended for any reason, your first payment will be delayed and paid in line with your probation pass date.
8. Should you leave our employment within 6 month of either payment being made, the full amount will be recouped from your final pay. If there are insufficient funds you will be expected to repay the outstanding amount by cheque or bank transfer to the Society.
9. The above bonus payments will be subject to any usual tax and NI deductions.
10. The Midcounties Co-operative reserves the right to withdraw the offer at any time without any liability to you. If the offer is withdrawn prior to dates advertised a notice will be displayed on The Co-operative Childcare website.
11. Any bonus payment payable to you will be taken into account for the purpose of calculating pension contributions.
12. These terms are subject to your successful appointment and will be set out for your acceptance along with your contract of employment, if you are appointed to a qualifying role.

Signed By: Nicole Jones

Date: 05/02/2026