

**DDaT New Starter Bonus Scheme terms and conditions:**

1. The new starter bonus does not apply to all vacancies in DDaT. Job adverts will identify which roles offer the new starter bonus.
2. The bonus only applies to permanent roles.
3. The total bonus payment will be £2,000 gross and will be subject to normal payroll deductions.
4. A £1,000 payment will be made, at the next possible pay date, after the employee has completed 1 year of service with the remaining £1,000 payment being made, at the next possible pay date, after the employee has completed 2 years of service.
5. The scheme may be closed to new applications at any time and without notice
6. If a member of staff resigns from DDaT within the first 2.5 years of employment, we reserve the right to recover any new starter bonus that has been paid.
7. Employees must be employed on the date payment is due to be made.
8. Payment's will be prorated for part time roles.
9. The scheme is open to applicants who have not worked for the University of Bath in the previous six months to application date. This includes hourly paid work, FTC work or permanent employment.
10. Bonus payments may be withheld based on performance or conduct.

If you have any questions about the DDaT new starter bonus, please contact [ddat-hr@bath.ac.uk](mailto:ddat-hr@bath.ac.uk)