

A Market Supplement is an additional payment which is only applicable in exceptional circumstances, in accordance with the Councils market supplement criteria. In such circumstances the manager should seek guidance from Human Resources (HR) in order to make an application for a market supplement to be applied to a post(s).

#### Market Supplement Criteria

In order for a market supplement to be awarded to a post the following criteria need to be fulfilled:

- A vacancy level of at least 20% for an agreed specific employee category, or 10% for high risk areas (e.g. mental health)
- Employee category is regarded as critical in the delivery of essential/statutory services
- Attempts have been made to advertise, but without success
- Jobs cannot be redesigned
- Uneconomical and/or impractical to employ agency staff

Benchmarking evidence will need to be provided. Only authorities in a 25 mile radius of Slough, (not inner London authorities) will be suitable as comparators. An average of the salaries will be taken as the market supplement, except in exceptional circumstances – agreed with Directors.

Market supplements will be reviewed annually every December and they will be pensionable. If insufficient evidence is provided and a post is already in receipt of a market supplement then 12 weeks notice will be served at the beginning of January the following year to terminate the market supplement from 1 April and no detriment will be payable.