



Campus Services New Starter Bonus Scheme terms and conditions:

1. Job adverts will identify which roles offer this signing on bonus.
2. The bonus only applies to permanent roles and fixed term contracts 6 months and over in duration.
3. 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.
4. The total bonus payment will be £1,000 gross* and will be subject to normal payroll deductions.
*Payment will be prorated for roles with full time equivalent (FTE) below 1. This includes part time and term time only roles and FTC between 6-12 months.
5. The bonus payment will be based upon the joining contract only and will not be altered by an internal move within the probation period with different hours or a move from a fixed term contract (FTC) to a permanent role
6. Payment will be made at the next possible pay date after the employee has passed their 6-month probation, usually this is the month after passing probation.
7. The scheme may be closed to new applications at any time and without notice
8. If a member of staff resigns from Campus Services within the first 12 months of employment, we reserve the right to recover any signing on bonus paid on the basis of 1/12 for each full month not worked from the joining date.
9. Employees must be employed on the date payment is due to be made.
10. Bonus payments may be withheld based on performance or conduct.

If you have any questions about the Campus Services new starter bonus, please contact campusserviceshr@bath.ac.uk