

Training Agreement Information

The Approved Mental Health Professional course fees are approximately £6000

Should you be successful in gaining the post your promotion to this course is conditional on agreeing to abide by the conditions of the Cornwall Council Training Agreement.

This agreement will outline the arrangements between the candidate and the council, and is subject to the following conditions

Repayment arrangements:

The Council will seek repayment of the total cost should an employee:

- A. Leave the programme before completion or
- B. Leave the employment of the Council of their own accord during the first 12 months following completion or
- C. Leave the employment of the Council of their own accord during a period of 13 - 24 months following completion or
- D. Leave the employment of the Council on the completion of a temporary fixed term contract
- E. Failing to complete the course through failing to pass the examinations after repeated attempts.
- F. Be dismissed for misconduct

Repayment is as follows:

For case A - repayment of the total cost by council in full

For case B - repayment of the total cost by council in full

For case C - repayment 1/24th of the total council cost for each uncompleted month up to the 24 month point.

For case D - repayment of the total cost by council in full

For case E - Termination of employment before completion of the programme - repayment to council 100% of the cost paid by them.

Termination of employment 1 – 12 months following completion - repayment to council 100% of the cost paid by them.

Termination of employment 13 – 24 months following completion – repayment to council of 1/24th of the total cost for each uncompleted month of the 24.

*Amounts due by the employee will be calculated and their final salary payment adjusted accordingly. Alternative repayment methods may be considered and agreed between the employee and Council. Any such agreement must be documented in writing by the employee's Service Manager and prior to departure passed to payroll for action.

**Note that deductions by the employer are lawful where there is prior written consent by the employee and will be made direct from salary/wages (source: ACAS)*