**11. Golden Hello Scheme**

11.1. Doctors who meet the below conditions may claim a Golden Hello. This claim must be made, via a claim form, within 18 months of taking up an entitled post. Where a GP is awarded a Golden Hello, any adjustments or additions (e.g. where a GP becomes entitled to a full time Golden Hello) will be calculated based on the Golden Hello Scheme which applied at the date on which the GP was first awarded the Golden Hello. If a GP stops being employed in a post which would entitle them to receive a Golden Hello, they are not entitled to apply for a further Golden Hello in any practice where they had previously received a Golden Hello.

11.2. The arrangements set out below are for GPs working in GMS practices. PCA(M)(2019)14 sets out arrangements for GPs working in remote and rural 2C and PMS practices.

**Entitled posts - Conditions for Golden Hello Payments**

11.3. In order to qualify for a Golden Hello, a doctor must meet the conditions set out in this section and take up a post as a GP in a practice that the doctor has not previously worked in, which is an entitled post in accordance with this paragraph and paragraph 11.5.

11.4. A doctor will be entitled to a payment under the Golden Hello Scheme if, on or after 1 April 2018, they take up a post as a GP with a GP contactor who has confirmed with the Health Board, in advance of advertising the post, that it is eligible for the Golden Hello Scheme

11.5. A Golden Hello is available where, either-

a) the post is in any practice in a location attracting payments for remoteness and rurality;

b) the post is in a GMS practice with a patient list attracting payments for deprivation;

or

c) the contractor is able to provide evidence, specific to the local area, of significant difficulties around recruitment and/or retention of GPs within that area and that evidence is accepted by the Health Board (in consultation with the Health and Social Care Partnership), and the Local Medical Committee.

11.6. The requirements under this paragraph are that–

a) the post is as a GP employed or engaged by a contractor;

1. b) Contractors include-

i. sole practitioners;

ii. partnerships;

iii. limited liability partnerships;

iv. companies limited by shares; and

v. companies limited by guarantee.

c) if the post is part-time it–

i. involves a working commitment that generates a Time Commitment Fraction of at least one day per week; or

ii. together with any other post held by the doctor that also entails performing primary medical services, involves a working commitment that generates a Time Commitment Fraction of at least one day per week; and

d) if the doctor is an employee of the contractor, they are on a contract–

i. for an indefinite period or

ii. for a fixed term of more than two years;

e) subject to the provisions in this Section for making further payments because of new commitments, they have not previously received (or where they did previously receive a Golden Hello but subsequently it was wholly repaid) a payment under–

i. this Section;

ii. paragraph 15 of the Red Book; or

iii. the Golden Hello Scheme under a section 17C (formerly Personal Medical Services) contract

unless the new payment is for a remote and rural practice.

**Payments for practices with recruitment difficulties under the Golden Hello Scheme**

11.7. A Golden Hello must be paid to every GP taking up an entitled post in areas with recruitment difficulties that meet the requirements of paragraph 11.5 The amount of the payment must be at least £5,000.

**Payment for remoteness, rurality and deprivation under the Golden Hello Scheme**

11.8. Payments for joining a practice within an area attracting payments for remoteness and rurality or deprivation are available as follows:

a) Subject to paragraph (b) below, a Golden Hello of £10,000 must be paid to every GP taking up an entitled post in a remote and rural area. Remote and rural practices are listed in Annex D,

b) Rates of payment are:

i. Standard payment full-time or part-time with a Time Commitment Fraction of 16 hours or more per week – full payment of £10,000.

ii. Part-time with a Time Commitment Fraction of less than 16 hours per week – a payment of £6,000 (60% of the full payment),

c) Subject to paragraphs (d) and (e) below, a Golden Hello of between £7,500 and £12,500 will be payable to every entitled GP taking up a substantive post in one of the most deprived practices in Scotland. A link to a list of deprived practice is provided in Annex D

d) A component of the payments will be made on a sliding scale with increases at a linear rate between £2,500 and £7,500 with those practices in the most deprived areas receiving the highest payment. The scale can also be found at the link provided in Annex D.

e) Rates of payment are:

i. Standard payment full-time or part-time with a Time Commitment Fraction of 16 hours or more per week – full payment will be made.

ii. Part-time with a Time Commitment Fraction of less than 16 hours per week – a payment will be made of 60% of the full payment.

11.9. Where a practice meets both the remote and rural and the deprivation criteria, the GP will be entitled to one golden hello only, whichever is the more favourable.

**Job Sharers**

11.10. Each person in a job-sharing arrangement will be entitled individually to payment under paragraphs 11.3 and 11.8 if they satisfy the appropriate conditions.

11.11. The amount of money payable will be dependent on the time commitment of the jobsharer.

**Changes in circumstances**

11.12. If, within two years of the appointment for which they have claimed a Golden Hello, an entitled GP:

a) Increases their time commitment;

b) Moves to a practice entitled to higher payments for Golden Hellos; or

c) Both of the above

that GP is entitled to refresh their Golden Hello claim based upon their new circumstances. This may occur within post, by starting a different post or by taking an additional post.

11.13. An entitled GP who increases their commitment (in an entitled position as specified in 11.3) within 6 months of taking up an entitled post, to such a level as would have attracted a higher payment had the position been the first held will receive the standard payment for their new commitment less any payment they have previously been awarded .

11.14. An entitled GP who increases their commitment (in an entitled position as specified in paragraph 11.4) within between six months and two years of taking up an entitled post, to such a level as would have attracted a higher payment had the position been the first held will receive half of the difference between the full payment for their new commitment and the payment for their previous commitment as awarded.

11.15. Where, within two years, an entitled GP who received a payment under paragraph 11.3, 11.8 or 11.12 stops providing or assisting in the provision of general medical services or performing section 17C (formerly Personal Medical Services) arrangements as:

a) a GP principal on the medical list of a Health Board;

b) an employee of a principal assisting in the provision of general medical services;

c) a section 17C (formerly Personal Medical Services) performer; or

d) a salaried GP employed by a Health Board,

they will be required to return some or all of the payment received as specified in paragraph 11.16.

11.16. The amount of the payment returnable will be dependent on the amount of time spent as an entitled GP as shown below:

1. a) less than 6 months as an entitled GP - 100%;
2. b) from 6 months to 2 years as an entitled GP - 50%.

11.17. Periods of absence under 11.18 c) and d) must not be included in the computation of periods of time for the purposes of paragraphs 11.11–11.21.

11.18. The provisions for the return of payments do not apply where the Health Board is satisfied that the GP has ceased to work in a role mentioned in 11.15 due to:

1. a) death;
2. b) enforced early retirement from general practice due to illness or injury;
3. c) exceptional personal circumstances, provided that the Health Board agrees;
4. d) maternity leave, paternity leave, adoption leave or shared parental leave (or other extended parenting leave agreed by the Health Board) provided the GP gives an undertaking that they will return to practise and does so within two years or any longer period which the Health Board may agree on a case-by-case basis;
5. e) transfer to a post under GMS or section 17C (formerly Personal Medical Services) arrangements elsewhere in the UK.

11.19. In considering whether to agree to a period of absence longer than two years under 11.18 d), the Health Board must have regard to the GP’s personal circumstances and to any reasons the GP may provide.

**Relocation costs**

11.20. Where a GP takes up a substantive post in a remote and rural area (as defined at paragraph 11.8 a), subject to the submission of appropriate receipts, the GP is entitled to claim up to the first £5,000 of relocation costs.

**Recruitment costs**

11.21. Subject to submission of appropriate receipts, practices in remote and rural areas as defined at paragraph 11.8 a) above, are eligible to claim up to the first £2,000 of recruitment costs, including, at the discretion of the Health Board, the cost of locum cover where there were difficulties and delays in finding a replacement GP.

11.22. Applications for payment must be made to Health Boards within 18 months of the date on which the doctor took up the entitled post or from the date on which the new time commitment started. Payment may be made in respect of an application submitted after this 18 month period at the discretion of the Health Board.

**Rates of payment.**



11.23. Periodically Scottish Government and SGPC will jointly monitor the impact of these revised arrangements on recruitment and NHS boards’ financial spend to ensure that the intention of the changes are achieved. The above arrangements also remain subject to future contractual negotiations.

|  |  |
| --- | --- |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |