

## 12. Golden Hello Scheme

12.1 The Golden Hello Scheme entitles a doctor working in Scotland to claim **NO More than one** lump sum “golden hello” payment in their career as a doctor, unless a relevant change in circumstance applies under paragraph 12.8.

12.2 In order to qualify for a golden hello payment, a doctor must meet the conditions set out in this section and take up a post as a GP performer in an eligible post where that post is either:

- a) a practitioner takes up a post in area attracting deprivation payments for remoteness and rurality or deprivation, and/or
- b) there is evidence, specific to the local area, of significant difficulties around recruitment and retention of GPs within that practice and the Health Board (in consultation with the Health and Social Care Partnership), and the Local Medical Committee agree that a golden hello payment should be made available.

Where the above conditions are met, eligible doctors may claim a golden hello payment. This claim must be made via claim form, within 18 months of taking up an eligible post. Where a GP is awarded a Golden Hello, any adjustments or additions (e.g. where a GP becomes eligible for a full time Golden Hello) will apply based on the Golden hello Scheme that applied at the time of approval.

Where possible the GP contractor has confirmed with the Health Board in advance of advertising the post that it is eligible for payments under paragraphs 12.4 or 12.5.

### Conditions attached to all Golden Hello Payments

12.3 A doctor will be eligible for a payment under the Golden Hello Scheme if, after 1<sup>st</sup> April 2017, he/she takes up a post as a GP performer with a GP contractor who has confirmed with the Health Board in advance of advertising the post that it is eligible for payments under paragraph 12.4 or 12.5. A Golden Hello is available either where-

- (i) the post is in a practice within an area attracting payments for remoteness and rurality or deprivation
  - or
  - (ii) the GP 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
  - (iii) that evidence is accepted by the Health Board (in consultation with the Health and Social Care Partnership), and the Local Medical Committee
- and the following requirements are met-

- (a) the post is as a GP Performer employed or engaged by a contractor;
- (b) the post, if part-time-
  - (i) involves a working commitment that generates a Time Commitment Fraction of at least one day per week; or
  - (ii) with any other post held by the doctor that also entails performing primary medical services together involve working commitment that generates a Time Commitment Fraction of at least one day per week;
- (c) if the doctor is an employee of the contractor, he is on a contract-
  - (i) for an indefinite period or
  - (ii) for a fixed term of more than two years;
- (d) subject to the provision in this Section for making further payments because of new commitments, he/she has not previously received (or where he/she 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

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

12.4 A golden hello will be paid to every GP taking up an eligible post in areas with recruitment difficulties that meet the requirements of paragraph 121.3 (ii) and (iii). The amount of payment will be at least £5,000.

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

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

- (a) A golden hello of £10,000 will be paid to every GP taking up an eligible post in a remote and rural area. For these purposes, remote and rural is defined as practices with an out of hours rota of 1:3 or worse, or island practices as listed at Annex E. For out of hours cases, this payment will be available only where the Health Board, in consultation with the GP Sub-Committee, confirms that the reason for the heavy out of hours commitment is the practice's location.

Rates of payment will be at the following rates:

- Standard payment full-time or part-time with a time commitment fraction of 4 or more sessions a week – full payment will be made.
- Part-time with a time commitment fraction of less than 4 sessions per week – a payment will be made of 60% of the full payment.

(b) A golden hello of between £7,500 and £12,500 will be payable to every eligible GP taking up a substantive post in one of the most deprived practices in Scotland.

(c) For the purpose of this section, a deprived practice falls within the bottom 40% of all practices by deprivation. This ranking is determined by the percentage of practice patients living in datazones defined as the 15% most deprived (population weighting) using information held centrally by ISD Scotland. Health Boards will hold a list of which practices are eligible.

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. Health Boards will hold a list of such practices and will ensure that any new GP applying for a post knows in advance whether the post attracts a supplementary payment of this nature and if it does, the level of such payment.

(d) Rates of payment will be at the following rates:

- Standard payment full-time or part-time with a time commitment fraction of 4 or more sessions per week – full payment will be made
- Part-time with a time commitment fraction of less than 4 sessions per week or less – a payment will be made of 60% of the full payment.

(e) Where a practice meets both the remote and rural and the deprivation criteria, the GP will be eligible for **one** golden hello only, whichever if the more favourable.

### **Job Sharers**

12.6 Each partner in a job-sharing arrangement will be eligible individually for payment under paragraphs 12.3 and 12.5 if he or she satisfies the appropriate conditions.

12.7 The amount of money payable will be dependant on the time commitment of the job-sharer.

### **Changes in Circumstances**

12.8 If an eligible practitioner has a change in circumstances involving an increase in time commitment and/or a move increase in time commitment that attracts additional payments within two years of the first appointment she or he will be entitled to make a second claim based on the new circumstances. An increase in commitment and/or move to an area that attracts additional payments under paragraph 12.3 may occur within post, by starting a different post or by taking a second post.

12.9 An eligible practitioner who increases his or her commitment (in an eligible position as specified in paragraph 12.3) within 6 months of taking up an eligible 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 under this paragraph.

### **Return of Payments**

12.10 Where within two years, an eligible practitioner in receipt of payments under paragraph 12.3, 12.5 or 12.8 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;

She or he will be required to return some or all of the payment received as specified in paragraph 12.11.

12.11 The amount of the payment returnable will be dependent on the amount of time spent as an eligible practitioner as shown below:

- i. less than 6 months as an eligible practitioner 100%
- ii. from 6 months to 2 years as an eligible practitioner 50%

12.12 The provisions for the return of the payments will not apply where the Health Board is satisfied that the practitioner has ceased to work in this capacity due to:

- a) death;
- b) enforced early retirement from general practice due to illness or injury;
- c) exceptional personal circumstances and with the approval of the Health Board;
- d) maternity (or other extended parenting leave agreed by the Health Board) provided the GP gives an undertaking that she/he will return to practise and does so within a reasonable period, to be considered case-by-case by the Health Board. (As a minimum absences of up to two years will normally be considered reasonable, but requests for any longer period should be considered sympathetically by the Health Board);
- e) transfer to a post under GMS or section 17C (formerly Personal Medical Services) arrangements elsewhere in the UK.

12.13 Periods of absence under 12.12 c) and d) shall not be included in the computation of periods of time for the purposes of paragraphs 12.7-12.15.

## Relocation Costs

12.14 Where a GP (whether newly qualified or not) takes up a substantive post in a remote and rural area (as defined at Paragraph 12.5 a), support for relocation costs is available as follows:

- a) Subject to the submission of three competitive tenders where practicable; GPs are eligible to claim the first £2,000 of relocation costs, assessed against the lowest tender.

## Recruitment Costs

12.15 Subject to submission of appropriate receipts, practices in remote and rural areas as defined at paragraph 12.5 a) above, are eligible to claim up to the first £2,000 of recruitment costs, including, in exceptional circumstances, the cost of locum cover where there were difficulties and delays finding a replacement practitioner.

12.16 Applications for payment must be made to Health Board within 12 months of the date on which the doctor took up the eligible post or from the date on which the new time commitment started. Payment may be made in respect of an application submitted after this 12 month period at the discretion of the Health Board.

## Rates of Payment

Table 6 – Golden Hello rates

1. Recruitment Difficulty (as defined in paragraph 12.4)	At least £5,000
2. Remote and Rural (as defined in paragraph 12.5) (a)	£10,000
3. Deprived (as defined in paragraph 12.5 (b))	£7,500 - £12,500
4. Criteria for both 2 and 3 are met	Paragraph 12.5 (e) applies

14.18 Annually SG 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.