

Golden Hello

Practicing qualified nurses (from band 5) who have applied for registered nurse vacancies on selected inpatient wards and community teams through NHS Jobs will be eligible for payment as set out below, provided the conditions listed are met;

Eligibility for Golden Hello Payments:

- Applicants are not employees of SABP (not on the payroll), therefore you are not eligible if you are an internal candidates who applies for either a sideways move or promotion.
- If you have previously worked for SABP, then to be eligible for this payment, the gap after leaving SABP would need to be 12 months or longer. This applies to those who have also retired.
- That the role you apply for it is mandatory for a nursing registration and you will be a practicing nurse.

Payment: Payment of £2,000 in two instalments will be made.

- When we have advertised the specific roles participating in the scheme, we would then pay to those who apply and are subsequently offered, to those advertised roles and meet the other criteria
- On appointment – a payment of £1,000 in the first month's pay when the individual has attended work.
- After 12 months - The second payment will be made on the first year anniversary of employment in the existing role the employee joined our Trust (* subject to Return of Payment criteria). This payment is eligible for deduction of Tax and National Insurance, but would not be pensionable (section 62 ITEPA 2003.)
- The golden hello would be pro rata'd for part time staff.

***Return of Payment:** Where, within two years, a practitioner in receipt of the Golden Hello payment leaves SABP employment, they will be required to return some or all of the payment received from the final month's salary, as specified below:

- i. less than 6 months 100%
- ii. From 6 months to 2 years 50%

The provisions for the return of payments will not apply where SABP (HR Director or delegated Director) is satisfied that the practitioner has ceased to work in this capacity due to:

1. death
2. enforced early retirement due to illness or injury
3. exceptional personal circumstances and with the approval of SABP (HR Director)
4. maternity (or other extended parenting leave agreed by SABP) provided the employee gives an undertaking that they will return to practice and does so within a reasonable period, to be considered case-by-case by SABP. (As a minimum

absences of up to one year will normally be considered reasonable, but requests for any longer periods should be considered by SABP (HR Director).

5. transfer to a post under GMS or PMS arrangements elsewhere in the UK

Absence Periods of absence shall not be included in the two year period of time for eligibility for the Golden Hello payment, including sickness and suspension. If an individual does not return from their maternity leave to complete the year, and have been in receipt of the golden hello, we would recover the money owed.

The manager will clearly state on the recruitment paperwork that the post is eligible for the golden hello payment, subject to meeting the criteria.