

Golden Hello – Community Midwifery

Introduction

The golden hello is a financial incentive for midwives in Community Midwifery in recognition of the recruitment and retention issues within this area.

In order to be eligible for payment of the golden hello incentive, midwives must meet the application criteria.

2. Eligibility

In order to be eligible to apply for a golden hello incentive, a midwife must meet the following conditions:

1. Be a new appointment to Community Midwifery and have not been employed in Community Midwifery within the Trust in the previous 12 months.
2. Work as a band 5/6 in Community Midwifery for a minimum of 12 months with payments payable on anniversary of start date in post
3. Remain 100% compliant with their MT
4. Not be subject to disciplinary warning or be under a formal capability procedure during the reference period

3. Payment rates

A lump sum payment of £1,000 pro-rata is payable on completion of 12 months as a band 5/6 Community Midwife with a further £1,000 pro-rata payable at the end of year 2 and year 3 provided the eligibility criteria are met.

Golden hellos are a non-consolidated bonus and are not pensionable.

Payments are subject to income tax and National Insurance. They are regarded by HM Revenue and Customs as taxable income and midwives repaying student loans might have their repayments increased accordingly.

4. Process of claiming

The midwife must submit the attached claim form to Salary and Wages on completion of the first 12 months in post.

5. Terms and Conditions

The Trust reserves the right to review and discontinue the scheme as a recruitment incentive. The Trust commits to honour payment to applicants who have been appointed under this scheme and who continue to meet the eligibility criteria for the scheme

Golden Hello Payment Application

Employee Name	
Employee Number	
Position Title	
Organisation / Cost Centre	
Contracted Hours	
Date of Commencement in post	
Compliance with Eligibility Criteria for scheme	<p>I confirm that I meet the following criteria</p> <p>Before this appointment as a Community Midwifery I had not been employed in Community Midwifery within the Trust in the previous 12 months.</p> <p>I worked as a band 5/6 in Community Midwifery for a minimum of 12 months with payments payable on anniversary of start date in post</p> <p>Remained 100% compliant with my MT</p> <p>Not be subject to disciplinary warning or be under a formal capability procedure during the reference period</p>
Applicant signature	
Date Signed	
Approval by Matron	
Date Signed	