

Date: 12 Aug 2026
Version 1

NURSING OFFICER and REGISTERED NURSE (Adult/Mental Health) £50,000 GOLDEN HELLO

KEY POINTS

▪ A £50,000 Golden Hello is available to eligible specialist qualified direct entrant Nursing Officers and Registered Nurses (Adult and Mental Health pathways). This is taxable and subject to Earning Related National Insurance Contributions (ERNIC)

CRITERIA

Eligibility

In order to be eligible for the Golden Hello Financial Incentive, an applicant must:

- Have joined the Regular Armed Forces after 1 Apr 2026.
- Hold an ENB “long” course qualification, or, have evidence of successful completion of a recognised programme of study and award at academic Level 6 or higher and practice in a specialist care pathway, in the relevant MOD endorsed speciality. At the time of writing, the current MOD endorsed specialities are Operating Theatres, Emergency Medicine, Primary Care, Critical Care (Registered Nurses only).
- Have completed Phase 2 training. Applications for the GH can be made upon arrival at their first Unit post Phase 2 training via their Career Manager who will confirm eligibility.
- Former Service Personnel who re-join are only eligible for the Golden Hello if they have a gap in their service of not less than 3 years.

Return of Service (RoS)

- There is a 5-year RoS from the date the individual submits the Golden Hello application.
- The RoS must be completed in a qualifying post, and the applicant must remain registered with the Nursing and Midwifery Council (NMC) throughout the RoS period.

- The Service Personnel must complete their Defence Operational Nursing Competencies (DONC) Level 3 within the first 12 months of the RoS period.
- The Service Personnel must remain deployable throughout the RoS period.
- Further details on RoS, including repayment, medical downgrading, special unpaid leave, career intermission etc is contained in JSP 754, Chapter 5, Section 1. Service Personnel must be aware of these prior to accepting the Golden Hello.

Repayment

Should a Service Person (SP) fail to complete the RoS, the Golden Hello net amount is to be repaid in full. Repayment of the Golden Hello must be made before discharge is approved. Where possible, such recovery will be made from any terminal benefits. A Service Person may be retained in the Armed Forces until repayment or the outstanding period of RoS is completed.

There may be exceptional circumstances where repayment may be waived subject to formal justification submitted by the SP's unit. These cases will be assessed on an individual basis.

Review

The Golden Hello scheme will be kept under review and may be amended, if required.

Legacy Golden Hello scheme

A previous Golden Hello scheme worth £30,000 will be honoured until 31 Mar 27 for eligible applicants.

[Return to the Medical Service section of the RAF Recruitment website](#)