Thank you for your email requesting our views in relation to recruitment and retention. Please see below the answers to your questions and please accept my apologies for the delay in this being sent to you.

1. There are no specific areas where there are difficulties

2. Some Practices in the Scottish Borders have had some delay in filling vacancies but there are no significant problems locally to the recruitment of GPs

3. There are no formal incentive schemes agreed by the NHS Board

4. On occasion Practices may have an issue finding locum cover for annual/maternity leave but no other significant issues reports to the Board

5. There have been no specific incentive schemes recently but in planning ahead we have conducted a survey regarding retirement intentions and we do appreciate there is likely to be an emerging problem with shortages so we are working with GP colleagues to consider what we can do to support practices in the future using a range of methods including the consideration of an incentive scheme as part of a recruitment and retention plan.