

## Freedom of Information Request: Our Reference CTMUHB\_72\_23

### You asked:

I am writing to make a request for information under the terms of the Freedom of Information Act 2000.

My questions concern repayment fees for nurses recruited from abroad, who want to leave their employment contracts with your organisation. Could you tell me please:

**1) Does your trust's employment contract for international nurse recruits contain a repayment clause which requires the nurse to pay monies to the trust in order to be released from its employment within a certain time frame?**

Yes.

**2) If so:**

**I. What is the time frame from the start of the employment contract date that the repayment clause remains valid?**

36-months in total but on a sliding scale basis where the percentage reclaimed decreases at set intervals.

**II. What is the trust's repayment fee amount for internationally-recruited nurses in 2023?**

There is no set "repayment fee". International nurses receive a package to support their relocation to the UK which incorporates both fixed and variable costs, some of which are reclaimable. The sum reclaimable decreases on a sliding scale basis where the percentage reclaimed decreases at set intervals as per the table below.

<b>Time Elapsed</b>	<b>Percentage of benefit to be reclaimed</b>
within 12 months	100%
between 12 and 18 months	75%
between 18 and 24 months	50%
Between 24 and 36 months	25%
After 36 months	0%

**III. What was the repayment fee amount in 2018, 2019, 2020, 2021 and 2022? [Please specify what this changed from/to in any of these years]**

There is no set "repayment fee". International nurses receive a package to support their relocation to the UK which incorporates both fixed and variable costs, some of which are reclaimable. The sum reclaimable

decreases on a sliding scale basis where the percentage reclaimed decreases at set intervals as per the tables below.

2018 – N/A

2019 – 2020

<b>Time Elapsed</b>	<b>Percentage of benefit to be reclaimed</b>
within 12 months	100%
between 12 and 24 months	50%
After 24 months	0%

2021 – 2022

- If you cease employment within 12 months of receiving your NMC pin, 100% of the costs incurred by the Health Board shall be repaid;
- If you cease employment within 24 months of receiving your pin, 75% of the costs incurred by the Health Board shall be repaid;
- If you cease employment within 36 months of receiving your pin, 50% of the costs incurred by the Health Board shall be repaid;

Thereafter, no repayment shall be required.

**IV. How many internationally-recruited nurses have left the trust and had to pay repayment fees over the last five years?**

Five.