

Ref. No: 364
From: Public
Date: 15/02/23
Subject: Repayment fees for internationally-recruited nurses

REQUEST & RESPONSE

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:**

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

3 years of receiving their PIN.

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

| Timescale | Payback | Value |
|---|----------------|--------------|
| Within 1 year of commencement of contract of employment | 100% | £3,183 |
| Between years 1 and 2 | 75% | £2,387 |
| Between years 2 and 3 | 50% | £1,592 |
| Following 3 years employment as a registered UK Nurse | 0% | £0 |

Consideration is also given to extenuating circumstances at the discretion of the Trust.

c. 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]

N/A

d. How many internationally recruited nurses have left the Trust and had to pay repayment fees over the last five years?

Nil.