

Reference Number: FOI202223//592
From: Commercial
Date: 15 February 2023
Subject: Repayment fees for nurses recruited from abroad

Q1 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?

A1 [No, there is no such clause included. This is currently under review.](#)

Q2 If so:

- a. What is the time frame from the start of the employment contract date that the repayment clause remains valid?
- b. What is the trust's repayment fee amount for internationally-recruited nurses in 2023?
- 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]
- d. How many internationally-recruited nurses have left the trust and had to pay repayment fees over the last five years?

A2 [Information not held – as per A1 above](#)