

Freedom of Information Act 2000 - Request Reference FoI/23/084
International Recruitment

Information Requested:

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.

Time Elapsed	Percentage of benefit to be reclaimed
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]

After considering your request, the UHB believes that the data requested is classed as personal data as defined under the General Data Protection Regulation (GDPR) and Data Protection Act 2018 and its disclosure would be contrary to the data protection principles and constitute unfair and unlawful processing in regard to Articles 5, 6, and 9 of GDPR. We are therefore withholding this detail under Section

40(2) of the Freedom of Information Act 2000. This exemption is absolute and therefore there is no requirement to apply the public interest test.

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

One