

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.

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]

Period of Service	Amount of relocation expenses to be repaid
Less than 6 months	100%
6 – 12 months	75%
12 -24 months	50%