

**Reference Number:** FOI202223/449  
**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** Information not held – no repayment clause within international nurse's contacts

**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** As per A1