

Title

Repayment Fees for Internationally Recruited Nurses

Reference Number: RDF1304-23

Date of Response: 06/03/2023

Further to your Freedom of Information Act request, please find the Trust's response(s) below:

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?

The time frame is 3 years - Should the IR (international nurse) leave within the 3-year contract term then a percentage of the relocation package will be payable back to the Trust (0-12 months = 100%, 12-24 months = 50%, 24-36 months = 25%):

II. What is the trust's repayment fee amount for internationally-recruited nurses in 2023?

The Trust is unable to fully respond to this FOI as it is subject to individual costs at the time. Not all the nurses will need every item and depending on where and when they travel some prices will fluctuate. However, under section 16 of the FOI Act in a bid to assist, please see below the breakdown of costs sought back as they are subject to exact costs at the time where the cost is outside of Trust control. This gives you the full detail of items sought to be recovered.

- IELTS/OET Test– £250/350
- NMC Application cost –£140
- NMC Test of Competence –Part1 (CBT)–£90
- NMC Test of Competence –Part1 (OSCE)–£794
- NMC Registration Cost – £153
- Airline ticket to London – total cost paid at time of booking
- Accommodation - Up to £600

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]. – Please see response to question II.

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

The Northern Service has had 9 internationally recruited nurses leave within the last 5 years and the Eastern Service has had 22.