

FOI 0307/2023 Response

- 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:**
 - a) What is the time frame from the start of the employment contract date that the repayment clause remains valid?**
 - Up to 3 years

 - b) What is the trust's repayment fee amount for internationally recruited nurses in 2023?**
 - Year 1 – 60% of actual costs incurred related to employment
 - Year 2 – 30% of actual costs incurred related to employment
 - Year 3 – 10% of actual costs incurred related to employment

- 3. 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]**
 - NIL (0)

- 4. How many internationally-recruited nurses have left the trust and had to pay repayment fees over the last five years?**
 - NIL (0)