

Our ref: FOI 1503

## **FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST**

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Information regarding repayment fees for internationally recruited nurses has now been considered and the information requested is enclosed.

**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?**

The Southern Health and Social Care Trust's employment contract for international nurse recruits does not contain a repayment clause requiring the nurse to repay monies to the Trust.

**2) If so:**

**I. What is the time frame from the start of the employment contract date that the repayment clause remains valid?**

Not applicable, see response to Q1 above.

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

Not applicable, see response to Q1 above.

**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]**

2018 None

2019 None

2020 None

2021 In July 21 the Southern Health and Social Care Trust introduced a clause in employment contracts for international nurse recruits regarding the repayment of recruitment costs, namely:

- Accommodation fees up to £300

- NMC Part 1 CBT cost £90
- OSCE Exam fee of £794, and if required the OSCE exam resit cost of £397

The clause within the employment contract stated that where employment with the Trust ended, recruitment costs would be recovered as follows:

<b>Years in Employment</b>	<b>Recruitment Costs Recovered</b>
0-1 Years	100% of costs incurred by Trust
1-2 years	50% of costs incurred by Trust
2-3 years	25% of costs incurred by Trust

This clause was removed from employment contracts on 1 March 2022, and no international nurses were ever required to repay any monies relating to their recruitment.

2022 None (see notes above for 2021 year).

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

No internationally recruited nurses have had to repay recruitment costs.