

Reference:	FOI.10977.23
Subject:	Repayment fees for internationally-recruited nurses
Date of Request:	15 February 2023

Requested:

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?
- 2) If so: What is the time frame from the start of the employment contract date that the repayment clause remains valid?
 - I. What is the trust's repayment fee amount for internationally-recruited nurses in 2023?
 - II. 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]
 - III. How many internationally-recruited nurses have left the trust and had to pay repayment fees over the last five years?

Response:

- 1) Hywel Dda University Health Board (UHB) confirms that its employment contract for international nurse recruits contains a repayment clause, requiring the nurse to pay monies in order to be released from its employment within a certain time frame.
- 2) The UHB confirms that the time frame is thirty six (36) months in total.
 - I. The UHB confirms that the repayment fee is on a sliding scale basis, with the percentage reclaimed decreasing at set intervals, as detailed within the table below. Additionally, the UHB confirms that there have been no repayment fees for internationally recruited nurses, during the 2023 calendar year to date.

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%

- II. The UHB confirms that it did not commence the recruitment of international nurses until 2022. However, there were no repayment fees for internationally recruited nurses during the calendar years 2022 and 2023 to date.

III. The UHB confirms that no internationally recruited nurses have had to pay repayment fees since 2022 to the current date, as no internationally recruited nurses have terminated their employment with the UHB.