

Ref: FOI/GS/ID 8015

Please reply to:
FOI Administrator
Trust Management
Maidstone Hospital
Hermitage Lane
Maidstone, Kent
ME16 9QQ
Email: mtw-tr.foiadmin@nhs.net
www.mtw.nhs.uk

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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to repayment fees for internationally-recruited nurses.

You asked: All questions are shown as received by the Trust.

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

Trust response:

1. Yes
2.
 - I. The time frame used to be 24 months but has now been changed to 4 years in line with the trust relocation policy.
 - II. £1500 one off payment if they leave within 4 years
 - III. 2018- 2020 was £1000 and 2021- present is £1500
 - IV. The Trust does not have this information held in a reportable format. It may be possible that this information has been entered into the personnel record but in order to confirm this each record would need to be manually checked by a staff member. The Trust has estimated that it will cost more than the appropriate limit to consider this part of your request. The appropriate limit is

specified in regulations and represents the estimated cost of one person spending 3½ working days in determining whether the Trust holds the information, locating, retrieving and extracting the information. Under Section 12 of the Freedom of Information Act 2000 the Trust is not obliged to comply with this part of your request and we will not be processing this part of your request further.