

Freedom of Information request 145-23

Request

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:
 - 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?
 - IV. [Please specify what this changed from/to in any of these years]
 - V. How many internationally-recruited nurses have left the trust and had to pay repayment fees over the last five years?

Response

1. Yes, NHS Borders' employment contract for international nurse recruits contains a repayment clause.
2.
 - I. It is a 3-year repayment clause for repayment of relocation expenses with the repayment amount reducing with each full year of service if the internationally recruited nurse voluntarily leaves the employment of NHS Borders in that time.
 - within twelve months of commencing employment with the Board 100% of the total expenses received by me from the employer.
 - after completion of twelve months service but before completing 24 months service, the refund will be 50% of the total received.
 - after completion of 24 months service but before 36 months service, the refund will reduce by 25% of the total received.
 - II. There are no repayment fees required in 2023.
 - III. There were no repayment fees required in 2018, 2019, 2020, 2021 and 2022.
 - IV. N/A
 - V. No internationally-recruited nurses have left the employment of NHS Borders and had to repay relocation expenses over the last five years.

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **145-23** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife.