

Freedom of Information Request

Ref: 23-126

16 February 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

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:

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

Three years.

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

Approximately £8,000. The following clause is included in a relocation declaration that each nurse signs: 'In consideration of receiving the Trust's costs, I hereby agree and declare that: If I leave the employment of University Hospitals Bristol and Weston NHS Foundation Trust within 12 months of my start date, I will refund to the Trust 100% of the total expenses (detailed above) received by me from the Trust. If I leave the employment of University Hospitals Bristol and Weston NHS Foundation Trust within 24 months of my start date, I will refund to the Trust 50% of the total expenses (detailed above) received by me from the Trust. If I leave the employment of University Hospitals Bristol and Weston NHS Foundation Trust within 36 months of my start date, I will refund to the Trust 30% of the total expenses (detailed above) received by me from the Trust.'

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]

Zero. The above clause has been in place since September 2022, previously it would be 100%

for the full 3 years.

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

Six have left the Trust.

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer
University Hospitals Bristol and Weston NHS Foundation Trust
Trust Headquarters
Marlborough Street
Bristol
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

Publication

Please note that this letter and the information included/attached will be published on our website as part of the Trust's Freedom of Information Publication Log. This is because information disclosed in accordance with the Freedom of Information Act is disclosed to the public, not just to the individual making the request. We will remove any personal information (such as your name, email and so on) from any information we make public to protect your personal information.

To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

Freedom of Information Team
University Hospitals Bristol and Weston NHS Foundation Trust