



FOI 2011

Date 27/02/2023

Dear Requester,

Thank you for your Freedom of Information request. Please note, this is a cross-site response for Bedford site and Luton site.

You asked:

- 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:**

- a) **What is the time frame from the start of the employment contract date that the repayment clause remains valid?**

36 months.

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

Depends upon their length of service and then a % of the costs incurred is applied

- c) **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	This varied as depended upon their length of service and then a % of costs incurred applied if employed less than 2 years
2019	Same as previous year
2020	Same as previous year
2021	Same as previous year
2022	Repayment clause extended from 24 to 36 months

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

Data not available in this level of detail.



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Please note that the Trust has a formal internal review and complaints process which is managed by the Information Governance Manager/Data Protection Officer. Should you have any concerns with our response, you can make a formal request for an internal review. Requests for internal review should be submitted within three months of the date of receipt of the response to your original letter, and should be addressed to: dataprotectionofficer@ldh.nhs.uk. This option is available to you for up to three calendar months from the date your response was issued.

If you are not satisfied with the Trust review under the Freedom of Information Act 2000 you may apply directly to the Information Commissioners Officer (ICO) for a review of your appeal decision. The ICO can be contacted at: ICO, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF www.ico.org.uk

Yours sincerely,

FOI Officer

Bedfordshire Hospitals NHS Foundation Trust