



Rydym yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg. Atebir gohebiaeth Gymraeg yn y Gymraeg, ac ni fydd hyn yn arwain at oedi. We welcome correspondence in Welsh or English. Welsh language correspondence will be replied to in Welsh, and this will not lead to a delay.

**Cais Rhyddid Gwybodaeth / Freedom of Information request**  
**Ein Cyf / Our Ref: 23-B-030**

Please note that repayment fees for international nurses are set on a national basis and are consistent across all Welsh Health boards,

**You asked:**

**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 Health Board’s employment contract for international nurse recruits contain a repayment clause which requires the nurse to pay monies to the Health Board 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?**

36-months in total but on a sliding scale basis where the percentage reclaimed decreases at set intervals.

**II. What is the Health Board’s repayment fee amount for internationally-recruited nurses in 2023?**

There is no set “repayment fee”. International nurses receive a package to support their relocation to the UK which incorporates both fixed and variable costs, some of which are reclaimable. The sum reclaimable decreases on a sliding scale basis where the percentage reclaimed decreases at set intervals as per the table below.

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%

**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]**

Please see response to Question II - there is no set repayment fee.

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

8 international nurses have left the Health Board over the last 5 years and therefore have been subject to paying back reclaimed costs.

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