

Our ref: IG/FOI/23.R.053

21 February 2023

Sent via email to: [REDACTED]

Dear [REDACTED],

Request under the Freedom of Information Act 2000

I write further to your request for information which was received on 15 February 2023, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require.

For ease of reference your request is set out below and our response follows:

Your Freedom of Information (FOI) 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?
[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?

If you can identify any ways that my request could be refined, I would be grateful for any further advice and assistance. Please do not hesitate to contact me if you have any queries, my details are below.

Powys Response:

Q1 Yes PTHB's employment contract for international nurse recruits contains a repayment clause.

Q2i 36-months in total, but on a sliding scale basis where the percentage reclaimed decreases at set intervals.

Q2ii. 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%

Q2iii. Nil

Q2iv. Nil

Should you need any further assistance, please do not hesitate to contact me at the address below.

If you are dissatisfied, with the way your request has been dealt with by PTHB, you have the right to request a review in which case you should write to:

Chief Executive
Powys Teaching Health Board Headquarters
Glasbury House
Bronllys Hospital
Bronllys
Brecon
Powys LD3 0LY

If you are still dissatisfied at the end of the review, you may complain to the Information Commissioner, who can be contacted at the following address:

Information Commissioner's Office - Wales
2nd Floor,
Churchill House,
Churchill Way,
Cardiff, CF10 2HH

Tel: 029 2067 8400 Fax 029 2067 8399

www.ico.org.uk

twitter.com/iconews

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi. We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.

Yours sincerely



Debra Wood-Lawson

Director of Workforce & Organisation Development