



Ref: FOIA Reference 2022/23-666

Date: 16th February 2023

Email foi@uhnm.nhs.uk

Dear

I am writing to acknowledge receipt of your email dated 15th February 2023 requesting information under the Freedom of Information Act (2000) regarding repayment fees

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 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?

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?

A1 No

Q2 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?**

A2 Not applicable

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Rachel Montinaro
Data Security and Protection Manager - Records