

**Reference:** FOI.ICB-2324/351

**Subject:** BNSSG ICB Voluntary Redundancy

*I can confirm that the ICB does hold some of the information requested; please see responses below:*

QUESTION	RESPONSE
<p>The consultation for shaping the future of the BNSSG ICB included a voluntary redundancy / exit scheme, the aim being cost savings in line with NHSE 30% reduction in funding.</p> <p>The aim was to minimise compulsory redundancies.</p> <p>This period and the appeals process has now closed.</p> <p>Please can you provide the following information:</p> <p>1) How many people over 50 received a decision in favour of their voluntary redundancy requests?</p> <p>2) Please outline the number of nhs years of service of those who were successful in their application for voluntary redundancy.</p> <p>3) Please indicate the cost to BNSSG of the Voluntary Redundancy process including external legal costs.</p> <p>4) Were there any independent (external) panel members</p>	<p>1) The number is less than 10; therefore they have not been included as this could potentially make the staff members identifiable.</p> <p>2) The number of NHS years of services for all applicants range between 3 and 24 years' service as capped as part of the redundancy calculations.</p> <p>3) The cost to BNSSG of the voluntary redundancy with 21 provisionally approved applications is £1,507,179:25. This does not include legal costs as these cannot be calculated until the process is completed.</p> <p>4)The voluntary redundancy panel included the Chief Executive, the Chief People Officer and the Chief Finance Officer and Deputy Chief Executive. Each panel meeting then included the appropriate Executive director or delegated representative from the relevant directorate.</p> <p>5) The average recurrent cost savings to the ICB would be £1,326,908:00 including oncosts.</p>



involved in the process?  5) What was the total cost saving based on those that were successful ?	
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***The information provided in this response is accurate as of 19 December 2023 and has been approved for release by Jo Hicks, Chief People Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.***