

Reference: FOI.ICB-2425/046

Subject: ICB Workforce

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

QUESTION	RESPONSE
1. How many current employees are at the ICB?	468
2. Can you please break these down by job role?	As reported on the Electronic Staff Record (ESR), breakdown by professional group as follows: Additional Professional. Scientific and Technical: 42 Administrative and Clerical: 327 Allied Health Professionals: 2 Medical and Dental: 16 Nursing and Midwifery Registered: 81
3. How many redundancy consultations have taken place since your ICB was set up in July 2022 until the end of April 2024? Please break this down by job role.	Two periods of consultation since July 2022. - 164 staff consulted in first period - All employed staff consulted in second period
4. And of those, how many roles have been made redundant in the same period (July 2022 – end of April 2024)? Please break this down by job role.	Role Redundancies agreed in this period. Administrative and Clerical: 23

5. How many roles were made redundant in the 2023/24 financial year? Please break this down by job role.	Administrative and Clerical: 21
6. Are you currently running a voluntary redundancy scheme? If so, when did this start? And when do you expect it to end?	No
7. If you ran a voluntary redundancy scheme in the last financial year (2023/24) but it has already ended, please state what date this ran from and until.	Voluntary Redundancy applications were open between 02/10/23 and 20/10/23.
8. If you have a voluntary redundancy scheme, do you/did you have a target for the number of redundancies you are aiming for?	No specific target.
9. If you have a voluntary redundancy scheme, how many redundancies have been confirmed through this so far? And what job roles are these?	Administrative & Clerical: 18
10. What has been the cost savings from making the redundancies between July 2022 and end of April 2024? Please break this down into voluntary and mandatory redundancies.	Mandatory only – exited in September/October 2023 £0.126m
11. What has been the cost savings from making the redundancies in the last financial year (2023/24)? Please break this down by voluntary and mandatory redundancies.	Mandatory only - exited in September/October 2023 £0.107m
12. What has been the expenditure from making the redundancies between July 2022 and end of April 2024?	Total of the disclosures reported in note 4.4 of the annual accounts (2022/23 available, with 2023/24 currently draft and in process of being audited) - https://bnssg.icb.nhs.uk/library/icb-annual-report-2022-23/

Please break this down for voluntary redundancies and mandatory redundancies.	<p>Compulsory £0.398m Other (voluntary) £1.162m</p> <p>Cost savings for these exit packages will not be realised until 2024/25</p>
13. What has the expenditure been from making the redundancies in the last financial year (2023/24)? Please break this down for voluntary redundancies and mandatory redundancies.	<p>As reported in note 4.4 of the annual accounts (2023/24 currently draft and in process of being audited)</p> <p>Compulsory £0.275m Other (voluntary) £1.162m</p> <p>Cost savings for these exit packages will not be realised until 2024/25</p>
14. How many hires have there been between July 2022 and end of April 2024?	126
15. How many hires have there been in the last financial year (2023/34)?	45
16. How many resignations have there been between July 2022 and end of April 2024?	104
17. How many resignations have there been in the last financial year (2023/24)?	54
18. How many terminations of contracts have there been between July 2022 and end of April 2024?	<p>Dismissal on grounds of Capability: <10 Dismissal on grounds of 'conduct' or 'Some Other Substantial Reason' (SOSR): <10</p>

<p>Clarification received 16/05/24: To clarify, please could you provide dismissal figures for all of the reasons below, but broken down? Dismissal through capability / conduct / performance etc or termination of contract eg FTC ending etc.</p>	<p>Dismissal on grounds of Fixed term contract expiry: 59</p> <p>Please note: '<10' has been used where the number of individuals is less than 10; the numbers have not been included as this could potentially make the individuals identifiable.</p>
<p>19. How many terminations of contracts were there in the last financial year (2023/24)?</p> <p>Clarification received 16/05/24: To clarify, please could you provide dismissal figures for all of the reasons below, but broken down? Dismissal through capability / conduct / performance etc or termination of contract eg FTC ending etc.</p>	<p>Dismissal on grounds of Capability: <10 Dismissal on grounds of conduct or SOSR: <10 Dismissal on grounds of Fixed term contract expiry: 14</p> <p>Please note: '<10' has been used where the number of individuals is less than 10; the numbers have not been included as this could potentially make the individuals identifiable.</p>
<p>20. How many employees are currently on secondment to other parts of the NHS?</p>	<p>Three employees have been seconded out of the ICB.</p>

The information provided in this response is accurate as of 28 May 2024 and has been approved for release by Sam Hill, People Business Partner for NHS Bristol, North Somerset and South Gloucestershire ICB.