

**Reference: FOI.ICB-2526/307**

**Subject: ICB's Use of Recruitment Agencies**

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

QUESTION	RESPONSE
<p>I would like to receive data on:</p> <p>1. The current number of executives, managers, and team-level staff employed by your trust (separately for each staff category)</p>	<p>Executives: <b>14</b></p> <p>Senior / Middle Managers (includes band 8b -band 9 and GPs who are not executives): <b>93</b></p> <p>Team-level staff (bands 3 – band 8a): <b>362</b></p>
<p>2. The number of executives, managers, and team-level staff hired by your trust using a recruitment agency in each of the last 5 fiscal years, separately for each staff group</p>	<p>ICB records for agency only go back as far as 2022. Therefore, the detail below is only provided from that date:</p> <p><b>Recruitment Agencies for workers</b></p> <p>Executives -1 Managers - 22 Team Level staff – 31</p> <p><b>Head Hunter Recruitment Agencies</b></p> <p>Executives – 3 Managers – 0 Team Level staff 0</p>

3. The annual staff turnover rate for each staff group over the last 5 fiscal years

Please see the following definitions to help you in processing this request:

- Executives: Board-level leadership, executives, and place leaders - the ICB Chair, Chief Executive Officers, Board Members, Executive Directors, and Place Directors / Accountable Officers.
- Managers: Senior and middle management, such as heads of service, associate directors, and programme and service leads.
- Team-level staff: Professional and technical specialists, such as senior analysts, commissioning managers, finance managers, workforce specialists, digital and transformation experts, as well as team members and support staff, i.e. officers, coordinators, administrators, and business support roles.

Please note staff turnover % has been broken down via banding as the ICB does not hold breakdown of groups as requested.

	Executives, Clinical Leads, GPS (non Afc)	Senior Management (bands 8b – 9)	Team level (Bands 3 – 8a)
April 24 – March 25	17.2%	21.6%	13.9%
April 23 – March 24	6.4%	14.7%	16.9%
April 22 – March 23	51.9%	21.9%	22.0%
April 21 – March 22	16.6%	16.4%	17.7%
April 20 – March 21	30.0%	12.2%	14.4%

***The information provided in this response is accurate as of 22<sup>nd</sup> December 2025 and has been approved for release by Jo Hicks, Chief People Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.***