

Reference: FOI. ICB-2526/355

Subject: VitaMinds Salary Uplift

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

QUESTION	RESPONSE
<p>You may be aware that we are having significant difficulties with fair pay and a suspicion that Vita are keeping money back from us.</p> <p>We understand that the 3% NHS salary uplift was given to Vitaminds to be passed on to us. Could you confirm if this money has been made available to Vitaminds from the ICB /NHS?</p>	<p>As an independent provider Vita Health Group are responsible for managing and agreeing the rates of pay for their staff in their organisation. As Vita Health Group are not an NHS organisation, their staff are not automatically eligible to receive Agenda for Change pay scales. This is not unique to Vita Health Group and many non-NHS providers set their own pay scales whereas some non-NHS providers will choose to mirror the NHS pay scales.</p> <p>The ICB's Finance & Contract teams work closely with our non-NHS providers on a commercial and in confidence basis, including on annual contractual uplifts. As of 14 January 2026, these discussions regarding salary uplifts are still ongoing with Vita Health Group for the financial year 2025/2026.</p>

The information provided in this response is accurate as of 14 January 2025 and has been approved for release by Matt Backler, Interim Chief Finance Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.