

**Reference: FOI.ICB-2526/359**

**Subject: VitaMinds NHS Agenda for Change Pay Uplift**

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

QUESTION	RESPONSE
<ol style="list-style-type: none"> <li>Has the NHS Agenda for Change pay uplift for April 2025 been awarded to BNSSG NHS Talking Therapies (VitaMinds)?</li> <li>If it has been awarded, on what date was the uplift awarded?</li> </ol>	<ol style="list-style-type: none"> <li>The ICB's Finance &amp; Contract teams work closely with our non-NHS providers on a commercial and in confidence basis, including on annual contractual uplifts. As of 21<sup>st</sup> January 2026, these discussions regarding salary uplifts are still ongoing with Vita Health Group for the financial year 2025/2026.</li> <li>As above</li> </ol>
<ol style="list-style-type: none"> <li>Has the ICB made any long-term strategic decisions regarding the inclusion of Agenda for Change pay arrangements or uplifts within future contracts for NHS Talking Therapies providers (such as VitaMinds)?  If so, please provide details and dates of any decisions or policy discussions.</li> </ol>	<ol style="list-style-type: none"> <li>As of January 2026, there have been no long-term strategic decisions or discussions regarding the pay arrangements or uplifts of future contracts for NHS Talking Therapies. Final decisions about uplifts for the current contract for financial year 26/27 will be decided as part of the ICB's annual planning process.</li> </ol>

***The information provided in this response is accurate as of 21 January 2026 and has been approved for release by Matt Backler, Interim Chief Finance Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.***