

Reference: FOI.ICB-2627/079

Subject: Redundancy, Resignation and Termination Data 2022-2026

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

QUESTION	RESPONSE
1. How many current employees are at the ICB?	As of the date of this response, 439 employees
2. Can you please break these down by job role?	Breakdown by Staff group: Additional Professional Scientific and Technical: 43 Administrative and Clerical: 296 Allied Health Professional: 1 Medical and Dental: 16 Nursing and Midwifery Registered: 83
3. How many redundancy consultations have taken place since your ICB was set up in July 2022 until the end of April 2026? Please break this down by job role.	Consultations have included redundancies for all staff. • 2022 – 2023 ICB Transformation - 1 Organisational change – All staff groups affected • 2024 – 2025 Shaping our Future – 1 Organisational change - all staff groups affected • 2025 – 2026 Organisational Change – 3 consultations: ○ 1 Executives only ○ 2 All staff – all staff groups affected ○ 3 Training Hub – Administrative & Clerical roles only

4. And of those, how many roles have been made redundant in the same period (July 2022 – end of April 2026)? Please break this down by job role.	All figures include both compulsory and voluntary redundancies (VR): Additional Professional Scientific and Technical: 0 Administrative and Clerical: 46 Allied Health Professional number less than: 1 Medical and Dental: 1 Nursing and Midwifery Registered: 1
5. How many roles were made redundant in the 25/26 financial year? Please break this down by job role.	Additional Professional Scientific and Technical: 0 Administrative and Clerical: 23 Allied Health Professional: 0 Medical and Dental: 0 Nursing and Midwifery Registered: 0
6. Are you currently running a voluntary redundancy scheme? If so, when did this start? And when is it due to end?	No, not as of the date of this response.
7. If you ran one in the last financial year (2025/26) but it has already ended, please state what date this ran from and until.	Executives only: 17/11/2025 – 9/12/2025 All Staff Round 1: 8/12/2025 – 9/1/2026 All Staff Round 2: 23/3/2026 – 15/4/2026
8. If you have a voluntary redundancy scheme, do you/did you have a target for the number of redundancies you were aiming to make?	The ICB had estimated that approximately 250 redundancies across the Cluster (BNSSG & Glos ICBs) would need to take place overall to meet future running costs requirements.
9. If you have a voluntary redundancy scheme, how many redundancies have been confirmed through this so far? And what job roles are these?	Executives only: the number of individuals is less than 10; therefore they have not been included as this could potentially make them identifiable. VR All staff round 1: 121 Additional Professional Scientific and Technical: 3

	Administrative and Clerical: 107 Allied Health Professional: 1 Medical and Dental: 2 Nursing and Midwifery Registered: 7 VR All staff round 2: To be confirmed as settlement agreement in progress, however 59 applications were approved. VR All staff round 2: 57 Additional Professional Scientific and Technical: 5 Administrative and Clerical: 50 Allied Health Professional: 1 Medical and Dental: 1 Nursing and Midwifery Registered: 0
10. What has been the cost savings from making the redundancies between July 2022 and end of April 2026? Please break this down into voluntary and mandatory redundancies and whether savings were one-off or recurrent.	The ICB does not hold recorded information showing expenditure on redundancies broken down between voluntary redundancies and compulsory (mandatory) redundancies for the periods specified.
11. What has been the cost savings from making the redundancies in the last financial year (2025/26)? Please break this down by voluntary and mandatory redundancies and whether savings were one-off or recurrent.	While the ICB holds individual records relating to redundancy payments, it has not previously compiled or reported expenditure in the format requested. The information is therefore not held as a recorded dataset or report. In accordance with section 1 of the Freedom of Information Act 2000, public authorities are required to provide recorded information that they hold but are not required to create new information or undertake bespoke analysis in order to answer a request. Accordingly, the ICB does not hold the information requested.

12. What has been the expenditure from making the redundancies between July 2022 and end of April 2026? Please break this down for voluntary redundancies and mandatory redundancies.	The ICB does not hold data on the historical split of voluntary and compulsory redundancy. Total termination benefits are included in our annual accounts which can be obtained from our website; NHS Bristol, North Somerset and South Gloucestershire ICB Annual Report and Accounts: 2024 to 2025 - BNSSG Healthier Together
13. What has the expenditure been from making the redundancies in the last financial year (2025/26)? Please break this down for voluntary redundancies and mandatory redundancies separately.	Voluntary redundancy - £1,831,000 Compulsory redundancy - £2,386,000 Note: this is based on accruals and provisions at year end, the full process has not completed so these numbers are estimates
14. How many hires have there been between July 2022 and end of April 2026 - can you break this down by each financial year?	2022/2023: 78 2023/2024: 45 2024/2025: 70 2025/2026: 30
15. How many resignations have there been between July 2022 and end of April 2026 - can you break this down by each financial year?	2022/2023: 48 2023/2024: 55 2024/2025: 38 2025/2026: 29
16. How many terminations of contracts have there been between July 2022 and end of April 2026 - can you break this down by each financial year?	2022/2023: 105 2023/2024: 77 2024/2025: 53 2025/2026: 52

The information provided in this response is accurate as of 26 June 2026 and has been approved for release by Jo Hicks, Chief Transformation, People and Organisational Development Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.