

Reference: FOI.ICB-2627/185

Subject: ICB Merger Redundancies and Costs

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

QUESTION	RESPONSE
I would like to request information regarding the total redundancy costs associated with the creation of this Integrated Care Board (ICB) footprint. Specifically, please provide:	
1. The total cost of redundancies incurred as part of the transition to the new ICB structure.	£4,218,000 incurred by BNSSG ICB. Further costs incurred by Gloucestershire ICB, which will need to be requested directly from Gloucestershire ICB; glicb.foi@nhs.net Note: this is based on accruals and provisions at year end, the full process has not completed so these numbers are estimates
2. The number of staff made redundant as part of this process	The following figure includes both compulsory and voluntary redundancies (VR): 198 The ICB is still confirming settlement agreements for our VR all staff round 2, however 59 applications were approved.
3. A breakdown of redundancy costs by organisation (e.g. former ICBs, CCGs or other NHS bodies) where available.	All BNSSG ICB

4. The time period over which these redundancy costs were incurred.	December 2026 until approximately December 2027
5. Any additional costs associated with the restructuring (e.g. settlement agreements, early retirement costs), if recorded separately.	No others recorded separately

The information provided in this response is accurate as of 14 August 2026 and has been approved for release by Cath Leech, Chief Finance and Corporate Services Officer and Jo Hicks, Chief Transformation, People and Organisational Development Officer for for NHS Bristol, North Somerset and South Gloucestershire ICB.