

18/11/2022

NN-ICB/22/98

Dear Requestor

RE: Freedom of Information Request

With reference to your request for information I can confirm in accordance with Section 1 (1) of the Freedom of Information Act 2000 that we do hold the information that you have requested. A response to your request is below.

Please note that both NHS Nottingham and Nottinghamshire, and Bassetlaw Clinical Commissioning Groups ceased operation on 30 June 2022. They have been superseded by NHS Nottingham and Nottinghamshire Integrated Care Board (ICB) which began operation on 1 July 2022.

In the request you asked:

Could you please tell me on what recruitment platforms/websites was the new ICB post of Director of Culture, Organisational Development and Talent advertised?

Could you please tell me from what dates was the above post was advertised from and until?

Can you please confirm that the above post has been advertised and recruited to in an open and transparent manner that is aligned to the organisations Recruitment Policies and practices?

Following the conclusion of the system People diagnostics, it was identified by the ICS Executive Leadership Group, the ICB's Quality and People Committee and the ICS's People and Culture Group that the Director of OD, Culture and Talent is one of several key posts needed to drive the People and Culture agenda in the system space.

As Integrated Care System working is about bringing together all our resources to work in a different way to deliver whole system change, and the appropriate senior leaders were available already within the system, a pragmatic approach was taken to move appropriate resource from partners into the ICS space as part of the system People and Culture Hub. This post is hosted in the ICB as part of the People and Culture arrangements at the present time but has a whole system remit.

As a result of this decision the post was not advertised externally and instead partners supported a shared arrangement to fill this post on a fixed term basis with shared funding for a period of one year.

If you are unhappy with the way in which your request has been handled, NHS Nottingham and Nottinghamshire Integrated Care Board (ICB) have an internal review procedure through which you can raise any concerns you might have. Further details of this procedure can be obtained by contacting Lucy Branson, Associate Director of Governance via lucy.branson@nhs.net or by writing to FOI Team at NHS Nottingham and Nottinghamshire ICB, Sir John Robinson House, Sir John Robinson Way, Arnold, Daybrook, Nottingham, NG5 6DA.

If you remain dissatisfied with the outcome of the internal review, you can apply to the Information Commissioner's Office (ICO), who will consider whether the organisation has complied with its obligations under the Act and can require the organisation to remedy any problems. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided by NHS Nottingham and Nottinghamshire ICB. You can find out more about how to do this, and about the Act in general, on the Information Commissioner's Office website at: <https://ico.org.uk/for-the-public/>

Complaints to the Information Commissioner's Office should be sent to:

FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Telephone 0303 123 1113 or report a concern via <https://ico.org.uk/concerns/>

Yours sincerely

Freedom of Information (FOI) Officer on behalf of *NHS Nottingham and Nottinghamshire Integrated Care Board*

notts.foi@nhs.net

All information we have provided is subject to the provisions of the Re-use of Public Sector Information Regulations 2015. Accordingly, if the information has been made available for re-use under the [Open Government Licence \(OGL\)](#) a request to re-use is not required, but the license conditions must be met. You must not re-use any previously unreleased information without having the consent of NHS Nottingham and Nottinghamshire Integrated Care Board. Should you wish to re-use previously unreleased information then you must make your request in writing (email will suffice) to the FOI Lead via notts.foi@nhs.net. All requests for re-use will be responded to within 20 working days of receipt.