

27/08/2025

NN-ICB/25-1283

Dear Requestor

Re: Freedom of Information Request

Thank you for your request for information, received on 12 August 2025, regarding recruitment at the ICB. We have processed your request in accordance with the Freedom of Information Act 2000 (FOIA).

Under the FOIA, public authorities like ours are required to respond to requests for information within 20 working days. In response to your request, I can confirm that we do hold the information requested.

Please find below our response to your request:

1. From 12th March 2025 to the date of this request, has the ICB made any unconditional offers of employment?
No.
2. From 12th March 2025 to the date of this request, has the ICB made any conditional offers of employment?
No.
3. From 12th March 2025 to the date of this request, has the ICB completed recruitment for and onboarded any new members of staff, regardless of when the original offer of employment was made?
Yes.
4. For the above three questions, if the answer is more than zero, were any of these new members of staff considered to be not explicitly business critical?
No.

The ICB had been operating a vacancy control process since July 2024. All vacancies that were approved by the panel had to meet set criteria before being progressed, these included but were not limited to, continuation of service delivery and essential for the delivery of efficiency targets. Approved posts were then ratified by the Executive Management Team before vacancies were advertised.

The ICB paused all recruitment activity as of 13 March 2025, following the announcement of the management cost reduction targets set by NHS England. All vacancies were withdrawn in June 2025 when the situation became clearer and the potential redundancy impact identified. It was agreed on 13 March 2025 that individuals with an agreed unconditional offer and an agreed start date could progress to start, as it was likely that the individual was at a point in their notice period where this could not be retracted.

If you are unhappy with the way in which your request has been handled, NHS Nottingham and Nottinghamshire Integrated Care Board (ICB) has 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, Director of Corporate Affairs 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

nnicb-nn.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 nnicb-nn.foi@nhs.net. All requests for re-use will be responded to within 20 working days of receipt.