

16/01/2026

NN-ICB/25-1427

Dear Requestor

**Re: Freedom of Information Request**

Thank you for your request for information, received on 8 December 2025, regarding recruitment agencies. 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. The current number of executives, managers, and team-level staff employed by your trust (separately for each staff category).

Please see details below as at 13 January 2025:

Staff Category	Headcount
<b>Executives*</b> This category includes staff contracted under the NHS Agenda for Change pay framework at the level of Very Senior Manager (VSM), as well as individuals engaged under contracts for services to undertake senior functions such as clinical advisory roles or serving as a Non-Executive Director.	39
<b>Managers**</b> Staff paid at Agenda for Change Band 8 (Range A, B, C and D) and Band 9	217
<b>Team level***</b> Staff paid at Agenda for Change Bands 2, 3, 4, 5, 6 and 7	391

2. The number of executives, managers, and team-level staff hired by your trust using a recruitment agency in each of the last 5 fiscal years, separately for each staff group.

Seven roles in total:

2021/22 - 5 Executive roles\*

2024/25 - 2 Executive roles\*

3. The annual staff turnover rate for each staff group over the last 5 fiscal years.

See the Table below, for the annual staff turnover rate for each staff group since the ICB was established in 2022:

Staff Category	Headcount Turnover 2022/23	Headcount Turnover 2023/24	Headcount Turnover 2024/25	Headcount Turnover 2025/26
Executives*	18.2%	14.9%	12.8%	16.7%
Managers**	13.2%	6.9%	8.9%	6.2%
Team level***	13.7%	18.2%	10.2%	5.5%

Please note the Table at Question 1 for the relevant staff category mapping.

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](mailto: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](mailto:nnicb-nn.foi@nhs.net)

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