

01/07/2026

NN-ICB/26-1625

Dear Requestor

Re: Freedom of Information Request

Thank you for your request for information, received on 21 May 2026, regarding workforce and redundancy. 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. How many current employees are at the ICB?

As of 01/06/2026, the current employees Headcount for NHS Nottingham and Nottinghamshire Integrated Care Board is 567.

2. Can you please break these down by job role?

Staff Group	Headcount
Add Prof Scientific and Technic	50
Administrative and Clerical	414
Allied Health Professionals	7
Medical and Dental	23
Nursing and Midwifery Registered	73

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.

There have been three redundancy consultations as below:

- i. One redundancy consultation prior to current processes which was due to the cessation of government capital funding project affecting less than 5 individuals.
- ii. Voluntary Redundancy programme to mitigate compulsory redundancies for all substantive staff.
- iii. Compulsory Redundancy programme comprising of:
 - o Wave 1 for Executive Directors (28 August 2025-11 September 2025)
 - o Wave 2 for Executive Directors' Direct Reports (Senior Leadership Team) (9 December 2025-22 January 2026)
 - o Wave 3 for all remaining substantive staff (10 February 2026-27 March 2026).

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.

Staff Group	Redundancy Leavers (Headcount)
Add Prof Scientific and Technic	1
Administrative and Clerical	24
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.

Staff Group	Redundancy Leavers (Headcount)
Administrative and Clerical	4

6. Are you currently running a voluntary redundancy scheme? If so, when did this start? And when is it due to end?

No, the ICB is not currently running a voluntary redundancy scheme.

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.

The ICB's voluntary redundancy scheme was launched on Tuesday 9 December 2025 with consultation closing on 23 January 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?

There was no target number of redundancies. The voluntary redundancy scheme was introduced to mitigate the need for compulsory redundancies.

9. If you have a voluntary redundancy scheme, how many redundancies have been confirmed through this so far? And what job roles are these?

Staff Group	Headcount
Add Prof Scientific and Technic	20
Administrative and Clerical	110
Medical and Dental	2
Nursing and Midwifery Registered	33

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.

Financial Year	Redundancy Cost (incl. Er NI)	Recurrent Annual Saving (at 25/26 rates)*	Number of redundancies
2022/23 - Compulsory Redundancies	254,350	239,012	2
2023/24 - Compulsory Redundancies	35,027	108,394	2
2025/26 - Compulsory Redundancies	183,652	272,954	2
2025/26 - Voluntary Redundancies	416,492	830,886	20

* This includes Employer's NI, Employer's pension contributions, and Agenda for Change pay scales (where appropriate).

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.

Please see Table above in response to question 10.

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.

Please see Table above in response to question 10.

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.

Please see Table above in response to question 10.

14. How many hires have there been between July 2022 and end of April 2026 - can you break this down by each financial year?

Year	Starters (Headcount)	Rationale of Headcount Increase
22/23	111	
23/24	143	This figure includes the staff transferring to the ICB from NHS England as part of the Pharmacy, Optometry and Dentistry (POD) specialised commissioned services delegation.
24/25	93	This figure includes the staff transferring to the ICB from NHS England as part of the East Midlands Cancer Alliance (EMCA) specialised commissioned services delegation.
25/26	57	This figure includes the staff in the Continuing Healthcare (CHC) Teams transferring to the ICB as part of the broader structural alignment of operational CHC delivery teams.

15. How many resignations have there been between July 2022 and end of April 2026 - can you break this down by each financial year?

Year	Leavers (Headcount) by leaving reason; Resignation
22/23	44
23/24	56
24/25	41
25/26	36

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?

We have interpreted this question as referring to formal dismissals or the ending of fixed-term contracts. This information is not centrally recorded in a format that allows us to report it separately, and we are therefore unable to provide a response to this question.

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 Governance and Assurance 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

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