

Reference: FOI.ICB-2324/312

Subject: ICB Staff

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

QUESTION	RESPONSE
<p>In the questions below, 'Manager' or 'Managers' refers to any member of staff employed in your organisation – on either a permanent, part-time (or other) contract which includes the term 'Manager', 'Director' or 'Executive' in their job title or whom has leadership for running a clinical department or operational function for the organisation."</p> <p>For clarity, I am interested in the managers internally who oversee the system, not managers working in the trusts.</p> <p>If providing any of the pieces of information would exceed the cost limit set out in the Act, I would like you to continue to respond to other pieces of information being asked.</p>	
<p>1. How many Managers are currently employed in your Trust? In addition to the total number of Managers employed, please provide a breakdown of the number of Managers employed in each department, unit or ward. If you do not keep this information on record for every unit, or ward, please provide this information for as many as you can in a digital format.</p>	<p>Bristol, North Somerset and South Gloucestershire Integrated Care Board (BNSSG ICB) is a commissioning organisation, not a Trust, and therefore we have answered the question for staff who are employed by the ICB.</p> <ul style="list-style-type: none"> • Business & Planning 24 • Performance & Delivery 18 • Integrated & Primary Care 22 • Chief Nursing Office 39 • Chief Medical Office 25 • People 9 • Office of Chief & Chair 13 • Strategy, Partnership and Population 4 • Transformation, Digital & Data 24

<p>2. How many Managers were fired for gross misconduct in the year ending September 2023? Please redact any personal information.</p>	<p>Nil</p>
<p>3. How many Managers were fired on grounds of capability in the year ending September 2023? By capability, I refer to poor performance, rather than ill-health, as set out in section 98(2) in the Employment Rights Act (1996). Please redact any personal information.</p>	<p>Nil</p>
<p>4. Of Managers that are currently employed by the system:</p> <ul style="list-style-type: none"> a) How many are below band 8A (according to current Agenda for Change pay rates)? b) How many are above band 8A (according to current Agenda for Change pay rates)? c) How many are currently on long-term sickness leave? d) How many are employed on part time contracts? 	<p>For this question, we can only answer for staff who are employed by the ICB. IF you are looking for a system answer, you would need to contact all the providers within BNSSG individually.</p> <p>Using the criteria set with the question the information given reflects any employee where their job contract includes Director, Executive and Manager. Band 8a has been included in question B.</p> <ul style="list-style-type: none"> a) 55 b) 110 c) 1 d) 36
<p>5. Of 'Managers' that are currently employed by your organisation, how many have responsibility for delivering your priorities for 'digital transformation'. By this, we refer to those who may be responsible for information governance, rolling out an Electronic Patient Record, or introducing innovative digital technologies.</p>	<p>7 'managers' are employed by the ICB to deliver digital priorities.</p>

The information provided in this response is accurate as of 13 December 2023 and has been approved for release by Jo Hicks, Chief People Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.