



## HEALTH AND WELLBEING BOARD: 26 FEBRUARY 2026

### REPORT OF NORTHAMPTONSHIRE AND LEICESTER, LEICESTERSHIRE AND RUTLAND INTEGRATED CARE BOARDS

#### NHS TRANSFORMATION AND TRANSITION

##### Purpose of report

1. The purpose of the report is to provide an update and overview on the NHS transformation and transition for Integrated Care Boards.
2. The Health and Wellbeing Board is an important stakeholder in NHS policy and therefore this information provides an update for members to be aware.

##### Recommendation

3. The Board is asked to note the position of the NHS transformation and change agenda.

##### Policy Framework and Previous Decision

4. The NHS changes are in response to a national policy decision to reduce the burden of bureaucracy and its spend on management infrastructure.
5. The reductions required are in the context of changing the remit and responsibilities of ICBs to enable:
  - o ICBs to become strategic commissioners, and a national policy document called 'model ICB' and 'strategic commissioning framework' has been published to support design of the new ICB;
  - o Commission services to enable the three national shifts (hospital to home; analogue to digital; cure to prevention).

**Update**

6. In January 2026, a major milestone has been reached in the ongoing development of the new ICB cluster covering Leicester, Leicestershire, Rutland and Northamptonshire.
7. The new cluster was approved last year as part of a national move to transform the roles of ICBs into Strategic Commissioners and aligning with a new national Model ICB Blueprint which outlines core roles and functions while also significantly reducing the running cost budgets – a 33 percent for LLR and 29 per cent for Northamptonshire.
8. In our new Cluster, while both organisations have continued to exist as statutory bodies, we are increasingly working as one and this week marked the start of a staff consultation as we start moving towards a unified staffing structure for both organisations.
9. This Management Of Change (MOC) for staff follows the recruitment and appointments to the Joint Executive Team carried out last year and involves all staff across both organisations with teams and functions being brought together to serve across the LLR and Northamptonshire areas and fulfil the organisations' refreshed role.
10. The consultation will run until March 5 during which there will be full engagement with staff to get views on proposed functions, structures and how they will fulfil the purpose of the organisation.
11. The MOC follows the first round of Voluntary Redundancy while a second round will commence shortly. It is anticipated ultimately there will be a reduction of 30% in the new cluster structure.
12. A full support package has been developed to assist staff during this process including face to face drop in sessions, access to health and wellbeing support, support in CV development and financial support and advice.
13. The enclosed Appendix details the changes the ICB is progressing with, whilst setting out the new geography, population and impact for the citizens of LLR and Northamptonshire.

**Consultation/Patient and Public Involvement**

14. The infrastructure of the ICB does not require public consultation, however all staff affected are being formally consulted with.

15. Through engagement with established community groups, updates are being provided, as appropriate, with our communities on the programme of change recognising the sensitivity and the impact on those employed by the ICB

### **Appendices**

Appendix – Presentation slides containing summary of ICB changes

### **Officer to contact**

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### **Relevant Impact Assessments**

#### **Equality Implications**

16. A Equality Impact Assessment has been completed for those affected by the change directly and has been developed in partnership with Union representatives. This is not a public document and includes information regarding employed staff
17. A national and local review of the Equality and Quality impacts of the national policy is on going and will become a public document when appropriately completed

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