

The following three questions were asked by attendees at the ICB Board meeting held on 18 July 2023:

**Question:** In reference to the recent publication of the mortality review, what will the terms of reference will be used for the follow-up audit – will it aim to finally provide clarity about how many people have died while under NSFT’s care? What roles will bereaved families have in the follow-up audit?

**Answer:**

The terms of reference will be coproduced – all stakeholders should have a say, including bereaved families. The terms of reference should also take account of the action plan following the first review.

**Question:** In reference to the recent publication of the mortality review, why did the fact checking process take so many months?

**Answer:**

Attendees from Grant Thornton confirmed it took four months to create the draft report ready for the factual accuracy checking process. Grant Thornton shared the report with Norfolk and Suffolk NHS Foundation Trust (NSFT) and the ICBs on 28 February 2023.

The team at NSFT that Grant Thornton engaged with during the onsite review then changed and different people from the Trust were involved in the fact checking, which slowed down the process. Grant Thornton received a response from the Trust on 13 March 2023 with comments about the factual accuracy, which Grant Thornton responded to on 23 March 2023. Grant Thornton then met the new team at the Trust on 18 April 2023. The action plan was agreed on 26 May 2023 and incorporated into the report, which was then published on 28 June 2023.

**Question:** With regarding the proposed ICB organisational restructure, is there an upper limit on redundancy payments for affected staff.

**Answer:**

If a staff member has more than two years of qualifying service, a compensation payment of one month's pay for each year of NHS employment (up to a maximum of 24 months' pay) is payable upon redundancy.

A month's pay, subject to a total annual earnings cap of £80,000, will be either an amount equal to 1/12th of the annual salary at the date of termination or 4.35 times a week's pay whichever is more beneficial to the employee (the average month has 4.35 weeks). The calculation of 4.35 times a week's pay should be made in accordance with the Employment Rights Act 1996. Therefore the upper limit of redundancy payment would be £160,000.