

CAHW Panel – 16th June 2025

**Question to the Panel that has been submitted on behalf of Protect Our NHS
BANES.**

Question:

With reference to BSW ICB's report to the panel on HCRG's 'Transformation Programme' for integrated community-based care, which includes 'workforce transformation' (involving the 1,950 workers that were transferred to HCRG employment on 01/04/25), has the scrutiny panel been informed whether there are any expected redundancies or cuts planned to community-based clinical posts or administrative support posts across Bath&NES, Swindon and Wiltshire?

Answer:

On 1 April, colleagues from nine different organisations across BSW joined HCRG Care Group. This transition enabled the safe mobilisation of services, and these teams continue to provide high-quality care in the community.

We are now entering an exciting phase focused on transforming community-based care in BSW, with a strong emphasis on prevention, early intervention, and personalised support.

To deliver on this vision, we need to ensure our workforce is equipped for the future. As part of harmonising services, we will be undertaking a workforce redesign across both clinical and administrative roles. This will help us build the right team to meet the needs of our local population, in line with our contract.

This process may mean some changes for colleagues. However, more details will become available as the transformation programme develops, and we are committed to keeping everyone informed and supported throughout.