

To: Sir Geoffrey Clifton-Brown
Chair of Public Accounts Committee
House of Commons
London
SW1A 9NA

By email: pubaccom@parliament.uk

NHS England
Wellington House
133-155 Waterloo Road
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10 April 2025

Dear Sir Geoffrey,

Re: Public Accounts Committee DHSC Annual Report and Accounts 2023-24

I am writing further to the oral evidence session of the Public Accounts Committee (PAC) on DHSC Annual Report and Accounts 2023-24, in response to the Committee's request about the cost of severance payments / exit packages based on the Consolidated NHS Provider Accounts, and legal costs related to employment tribunals and exit packages.

The DHSC Annual Report and Accounts discloses the total cost of exit packages in the DHSC group. The 2023-24 [DHSC Annual Report and Accounts](#) shows the total cost of exit packages in the Departmental group was £118 million. Within that, the total of those that were not compulsory redundancies (termed 'other departures') was £79.3 million (table 38c, page 191). Of this total for 'other departures', the amount in NHS providers is shown in the [Consolidated NHS Provider Accounts](#) for 2023/24 as being £53 million (note 8.4, page 82). These figures can also be broken down into the type of exit package. For the DHSC group, within the £79.3m, there were 52 cases totalling £1.2 million which were non-contractual payments requiring HMT approval (table 39, page 192). Reference to the consolidated provider accounts shows that 51 of these cases totalling £0.9 million were in NHS providers. Of those 51 cases at NHS providers that required HMT approval, 5 cases had not sought the appropriate approval, as discussed in the Committee.

The Committee asked Julian Kelly for information on exit packages in general and information on trends over time. We have set out information below from the Consolidated NHS Provider Accounts (all of which are available online) for recent years, which brings together the figures for all NHS trusts and NHS foundation trusts:

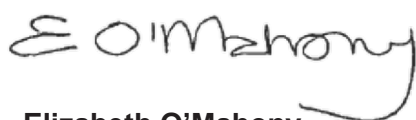
Year	2023/24	2022/23	2021/22	2020/21	2019/20	2018/19	2017/18
Total number of exit packages	3,043	2,668	2,421	2,168	2,988	2,935	3,891
Total value of all exit packages (£m)	53	31	31	31	53	51	75

Of which: value of non-compulsory ('other departure') exit packages (£m)	31	18	19	15	23	22	28
Of which: value of non-contractual payments requiring HMT approval ('special severance payments') (£m)	0.9	1.6	1.7	0.2	0.5 (shown as £1m rounded)	0.7 (shown as £1m rounded)	0.4 (shown as rounded up to £1m)
Link	2023/24 CPA ARA pages 82 – 83, note 8.4 & 8.5	2022/23 CPA ARA pages 78 – 79, note 7.4 & 7.5	2021/22 CPA ARA pages 71 – 72, note 6.5 & 6.6	2020/21 CPA ARA pages 79 – 80, note 6.5 & 6.6	2019/20 CPA ARA pages 78 – 79, notes 6.4 & 6.5	2018/19 CPA ARA pages 77 – 78, notes 6.4 & 6.5	2017/18 CPA ARA pages 75 – 76, notes 6.4 & 6.5

If the Committee wishes to know the position for the wider DHSC group (which includes NHS providers and other entities), the [DHSC Annual Reports and Accounts](#) for recent years contain this information and are also available online.

Whilst NHS England does collect information on the cost to each organisation of providing employment law advice generally, we do not collect legal costs related specifically to defending employment tribunals or agreeing exit packages.

Yours sincerely,



Elizabeth O'Mahony
Chief Financial Officer
NHS England