NHS
Blood and Transplant

Board Meeting in Public
Tuesday, 01 December 2026

Title of Paper	Scheme of Delegation Update	**Agenda No.**	4.2
Nature of Paper	☒ Official	☐ Official Sensitive	
Author(s)	Duncan Boud, Assistant Director – Financial Control & Operations		
Lead Executive	Sarah Stansfield, Chief Financial Officer		
Non-Executive Director Sponsor	Ian Murphy		
Presenter(s) at Meeting	Sarah Stansfield, Chief Financial Officer		
Presented for	☒ Approval ☐ Information ☐ Assurance ☒ Update		
Is there a plan to communicate this to the organisation?	☒ Yes ☐ No ☐ Yet to be determined		

Executive Summary

Changes in delegations from DHSC

Updated delegations from DHSC's Remuneration, Exits and Governance Committee (REGC) were received by NHSBT on 23 October 2026. The changes were backdated to 1 September 2026, and reflect an increase in NHSBT's delegations when compared to those previously in effect.

In order to reflect these changes there is a need to update of Scheme of Delegation, in particular Section 10 and Appendix 1, with the changes tracked. The changes impact pages 7 – 9 of Section 10, and pages 2 – 3 of Appendix 1. Please note that no changes have been required to Sections 1-9 however this has been provided so that you have the whole document.

The main changes are:

a) an increase in the threshold for individual exit packages which can be approved by NHSBT, from £100k to £160k;
b) an increase in the threshold for individual contractual payments in lieu of notice which can be approved by NHSBT, from £50k to £160k;
c) an increase from zero to £160k in the delegations to NHSBT for approval of special severance packages; and
d) an increase from £150k to £174k in respect of NHSBT's delegated authority for recruitment and appointment to existing executive posts.

These general increases are subject to a number of specific exceptions, which are noted and tracked in the changes to Section 10 of the Scheme of Delegation.

Future changes to Scheme of Delegation: internal review of investment and expenditure approvals

Work is underway on an in-depth review of investment and expenditure governance and approval requirements. This is looking at approval thresholds, the forums for approval, and the methodology of the approvals process, with the aim of making the process clearer, simpler and, where possible, quicker. It is planned to submit the proposed changes to the Scheme of Delegation to the 1 March 2027 ARGC meeting for review, with subsequent submission to the 16 March 2027 Board meeting for approval, with the changes effective from 1 April 2027, in line with the start of the new financial year.

Previously Considered by

The Board's Audit, Risk and Governance Committee have approved the amendments by resolution outside of it's formal meetings. This decision will be ratified by the Committee on 17 December 2026.

Recommendation
The Board is asked to: a) approve the changes to Section 10 and Appendix 1 of the NHSBT Scheme of Delegation, to reflect the changes in delegations communicated by DHSC; and b) note the work that is underway on an in-depth review of investment and expenditure governance and approval requirements, and that it is planned to submit the proposed changes to the Scheme of Delegation to ARGC for review, and subsequently the Board for approval, in March 2027, with the changes taking effect from the start of the new financial year. c) approve the Terms of Reference of the People Committee being updated to reflect the changes made to the Scheme of Delegation.
Risk(s) identified (Link to Board Assurance Framework Risks)
P-05 Finance, contributory risk Fin-04 Loss of reputation for sound financial control
Strategic Objective(s) this paper relates to:
☒ Modernising One NHSBT ☐ Optimising Donor Experience and Meeting Demand ☐ Campaigning & Identity ☐ Data, AI and Interoperability ☐ New Treatments

Appendices:	