

# FAQs: Expression of Interest in a VR scheme

Updated 19 June 2025

In anticipation of a national Voluntary Redundancy (VR) scheme we have launched an Expressions of Interest (Eoi) process. This will help us to better understand the number of colleagues who may be interested.

The Expressions of Interest process opened on Thursday 19 June 2025 and will close at 11.59pm on Sunday 13 July 2025.

Should you have any queries that cannot be answered through the guidance and support documents on the [Collaboration Zone](#) or this FAQ, please email the [Collaborative HR team](#).

**We will regularly update this document.**

## How do I express interest?

The Expressions of Interest page on the [Collaboration Zone](#) contains a suite of guidance, in the library below, to guide colleagues and line managers through the Eoi process. The guidance includes additional information to support your decision making.

To register your interest, you must meet the eligibility criteria which are set out in the [guidance document](#).

## How do I complete the Expression of Interest (EOI) Form?

The Expression of Interest form is available [via this link](#). This form will need you to log in using your nhs.net email account and will only work for nhs.net email addresses. If you have any issues accessing the MS Form, please email the [Collaborative HR team](#) who will be able to support.

A copy will be stored in your Office 365 account once completed. Please see the next question on how to download a PDF version of your responses.

## How do I download a copy of my responses on the VR EOI?

1. Select "email a copy of the responses" prior to pressing the submit button. This will send a link to your inbox once the form is completed.
2. Open the link to open a copy of your responses.
3. Right click anywhere in the white area of the responses.

4. Choose to print from the right click options.
5. Change printer to Save to PDF (may be at top of your list).
6. Save to a secure location

**If I submit an Eol can I later withdraw it?**

Yes, the national guidance states that you can withdraw your EOI at any time, up to the point of signing a settlement agreement. If you want to withdraw please email the [Collaborative HR team](#).

**If I do not submit an Eol by 13 July 2025 will I be able to express an interest, or apply, later on?**

No, the national guidance currently states that only those who submit an EOI now can be considered in the future scheme.

**How do I work out what my payment will be?**

You can use the online [Voluntary Redundancy Calculator](#) to calculate your estimated voluntary redundancy payment. The calculator does not take the impact of salary sacrifice agreements into account. Simply download a copy of the calculator before inputting your information

Figures should be taken only as indicative and purely as an estimate of the payment and using the information that you input. Information and payments will be verified should the scheme be approved.

**What are the NHS re-employment terms?**

The national guidance currently refers to several terms; you can read more about [the re-employment here](#).

**How do I find out more about my pension?**

NHS Business Services Authority administer the NHS Pension Scheme. If you are a member of the NHS Pension Scheme, visit the [NHS Business Services Authority Member Hub](#) for general information and access to pension webinars.

You can also access your Total Reward Statement via ESR, and this includes information on your Pension and other benefits.

**How much tax and NI will I pay on the payment?**

Tax and NI rates can be found here [UK Gov - Rates-and-thresholds-for-employers-2025-to-2026](#) .

**How does this impact staff who are going through separate consultation processes in ML/NECS?**

Given the financial pressures for those CSUs, the Management of Change processes within ML and NECS are still continuing as changes were necessary as identified in their business plans for 2025/26.

### **If I'm currently affected by change, can I submit an Eol?**

This depends on what stage of the change process you are in:

1. If you have been formally issued notice of redundancy, you cannot submit an Eol.
2. If notice of redundancy has not yet been issued then you can register an Eol for VR as part of the national scheme

### **Where can I find guidance on understanding redundancy in general?**

The video linked below will support you to understand more about redundancy in the NHS and help you to navigate what some of the terminology means.

[Redundancy Overview](#)

### **What are continuous service dates?**

The video linked below explains NHS service dates, the types of service dates and what they mean.

[Continuous Service Dates](#)