

Our Reference North East and North Cumbria ICB\
FOI ICB 24-058

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By Email

14 May 2024

Dear Applicant

Freedom of Information Act 2000 – Request for Information – NHS North East and North Cumbria Integrated Care Board (NENC ICB)

Thank you for your request received by North of England Commissioning Support (NECS) on 2 May 2024 for information held by NHS North East and North Cumbria Integrated Care Board (NENC ICB) under the provisions of the Freedom of Information Act 2000.

NENC ICB covers the areas of County Durham, Gateshead, Newcastle, North Cumbria, North Tyneside, Northumberland, South Tyneside, Sunderland, and Tees Valley (which covers the 5 councils that make it up – Darlington, Hartlepool, Middlesbrough, Redcar & Cleveland and Stockton-on-Tees).

Please find the information you requested on behalf of the ICB as follows.

Your Request

I am looking for some information to be answered under the Freedom of Information Act relating to the workforce of your ICB. My questions are as follows:

1. How many current employees are at the ICB?
2. Can you please break these down by job role?
3. How many redundancy consultations have taken place since your ICB was set up in July 2022 until the end of April 2024? Please break this down by job role.
4. And of those, how many roles have been made redundant in the same period (July 2022 – end of April 2024)? Please break this down by job role.
5. How many roles were made redundant in the 2023/24 financial year? Please break this down by job role.
6. Are you currently running a voluntary redundancy scheme? If so, when did this start? And when do you expect it to end?
7. If you ran a voluntary redundancy scheme in the last financial year (2023/24) but it has already ended, please state what date this ran from and until.
8. If you have a voluntary redundancy scheme, do you/did you have a target for the number of redundancies you are aiming for?

9. If you have a voluntary redundancy scheme, how many redundancies have been confirmed through this so far? And what job roles are these?
10. What has been the cost savings from making the redundancies between July 2022 and end of April 2024? Please break this down into voluntary and mandatory redundancies.
11. What has been the cost savings from making the redundancies in the last financial year (2023/24)? Please break this down by voluntary and mandatory redundancies.
12. What has been the expenditure from making the redundancies between July 2022 and end of April 2024? Please break this down for voluntary redundancies and mandatory redundancies.
13. What has the expenditure been from making the redundancies in the last financial year (2023/24)? Please break this down for voluntary redundancies and mandatory redundancies.
14. How many hires have there been between July 2022 and end of April 2024?
15. How many hires have there been in the last financial year (2023/24)?
16. How many resignations have there been between July 2022 and end of April 2024?
17. How many resignations have there been in the last financial year (2023/24)?
18. How many terminations of contracts have there been between July 2022 and end of April 2024?
19. How many terminations of contracts were there in the last financial year (2023/24)?
20. How many employees are currently on secondment to other parts of the NHS?

I look forward to hearing back within the statutory 20 working day period. Please do contact me if you require any clarification about this data request.

Our Response

We can confirm, as per Section 1(1) of the Freedom of Information Act 2000, the ICB does hold the information you have requested.

1. NENC ICB employee headcount is 643 as of 03/05/2024.
2. Broken down by job role, this is:

Prof Scientific and Technical – 13
 Administrative and Clerical – 460
 Medical and Dental – 69
 Nursing and Midwifery – 101

3. Within the period there have been 4 redundancy consultations.
4. As of 30/04/2024 there has been 73 individual cases of redundancy through four consultations. This includes Voluntary Redundancy. The staff groups affected were Medical, Nursing and Administrative Staff.
5. There was a total of 64 redundancies for this period. This included all staff groups with the exception of medical staff.
6. The ICB is not currently running a voluntary redundancy scheme.
7. The ICB held a Voluntary Redundancy Scheme which opened for applications 3 November 2023 and the full process finished on 31 March 2024.
8. No target for the number of redundancies.
9. 42 redundancies have been confirmed. This included all staff groups with the exception of medical staff.
10. See Table 1 below. The annual gross cost savings expected from the redundancies made between July 2022 and March 2024 amounts to £4,624k. Split between voluntary and compulsory redundancies is shown in the table.

Table 1

	Voluntary redundancy £'000	Compulsory redundancy £'000	Total £'000
Cost of exit packages:			
Financial year 2022/23 (1 July 2022 to 31 March 2023)	0	380	380
Financial year 2023/24 (1 April 2023 to 31 March 2024)	2,862	473	3,335
Total (July 2022 to 31 March 2024)	2,862	854	3,715

	Voluntary redundancy £'000	Compulsory redundancy £'000	Total £'000
Expected annual savings from redundancies:			
Financial year 2022/23 (1 July 2022 to 31 March 2023)	0	985	985
Financial year 2023/24 (1 April 2023 to 31 March 2024)	2,686	953	3,639
Total (July 2022 to 31 March 2024)	2,686	1,938	4,624

11. See Table 1 above. The annual gross cost savings expected from the redundancies made between July 2022 and March 2024 amounts to £4,624k. The split between voluntary and compulsory redundancies is shown in the table.
12. See Table 1 above. The total cost of exit packages agreed between July 2022 and 31 March 2024 is £3,715k. Split between voluntary and compulsory redundancies is shown in the table.
13. See Table 1 above. The total cost of exit packages agreed in the 2023/24 financial year is £3,335k. Split between voluntary and compulsory redundancies is shown in the table.
14. There have been 182 hires between July 2022 and 30 April 2024.
15. There have been 105 hires recorded 1 April 2023 to 31 March 2024
16. There have been 139 resignations between July 2022 and 30 April 2024
17. There have been 80 Resignations between 1 April 2023 to 31 March 2024
18. There have been 102 terminations of contracts have there been between July 2022 and end of April 2024
19. There were 68 terminations of contracts in the last financial year (2023/24)
20. There are currently 6 secondments to NHS Organisations

In accordance with the Information Commissioner's directive on the disclosure of information under the Freedom of Information Act 2000 your request will form part of our disclosure log. Therefore, a version of our response which will protect your anonymity will be posted on the NHS ICB website <https://northeastnorthcumbria.nhs.uk/>.

If you have any queries or wish to discuss the information supplied, please do not hesitate to contact me on the above telephone number or at the above address.

If you are unhappy with the service you have received in relation to your request and wish to request a review of our decision, you should write to the Senior Governance Manager using the contact details at the top of this letter quoting the appropriate reference number.

If you are not content with the outcome your review, you do have the right of complaint to the Information Commissioner as established by section 50 of the Freedom of Information Act 2000. Generally, the Information Commissioner cannot make a decision unless you have exhausted the complaints procedure provided by the North of England Commissioning Support Unit.

The Information Commissioner can be contacted at:

Information Commissioner's Office

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

www.ico.org.uk

Any information we provide following your request under the Freedom of Information Act will not confer an automatic right for you to re-use that information, for example to publish it. If you wish to re-use the information that we provide and you do not specify this in your initial application for information then you must make a further request for its re-use as per the Re-Use of Public Sector Information Regulations 2015 www.legislation.gov.uk . This will not affect your initial information request.

Yours sincerely

S Davies

S Davies
Information Governance Officer