

Our Reference      North East and North Cumbria ICB\  
FOI ICB 26-082

**North East and North Cumbria ICB**  
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By Email

25 June 2026

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 on 21 May 2026 for information held by NHS North East and North Cumbria Integrated Care Board (the ICB) under the provisions of the Freedom of Information Act 2000. The ICB covers the areas of County Durham, Newcastle Gateshead, North Cumbria, North Tyneside, Northumberland, South Tyneside, Sunderland, and Tees Valley.

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 2026? 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 2026)? Please break this down by job role.
5. How many roles were made redundant in the 2025/26 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 is it due to end?
7. If you ran one in the last financial year (2025/26) 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 were aiming to make?
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 2026? Please break this down into voluntary and mandatory redundancies and whether savings were one-off or recurrent.
11. What has been the cost savings from making the redundancies in the last financial year (2025/26)? Please break this down by voluntary and mandatory redundancies and whether savings were one-off or recurrent.
12. What has been the expenditure from making the redundancies between July 2022 and end of April 2026? 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 (2025/26)? Please break this down for voluntary redundancies and mandatory redundancies separately.
14. How many hires have there been between July 2022 and end of April 2026 – can you break this down by each financial year?
15. How many resignations have there been between July 2022 and end of April 2026 – can you break this down by each financial year?
16. How many terminations of contracts have there been between July 2022 and end of April 2026 – can you break this down by each financial year?

I look forward to hearing back within the statutory 20 working day period. Please answer all the questions, or as many as you can do. Please do contact me if you require any clarification about this data request.

## Our Response

1. The current head count is 893 NENC ICB employees.
2. This is broken down by job role as follows:

| Job role                              | Employee number |
|---------------------------------------|-----------------|
| Accountant                            | 12              |
| Director / Board / Executive Director | 41              |
| Admin and Clerical                    | 260             |
| Nurse                                 | 159             |
| General Medical Practitioner          | 43              |
| Pharmacist                            | 37              |
| Manager                               | 335             |
| Technician                            | 6               |

3. The ICB has undertaken 3 consultation exercises since July 2022. The first in 2023 was a consultation with medics only. A whole organisation consultation in 2024 affected all roles. A whole organisation consultation in 2025/26 (cross calendar year) affected all roles.
4. The number of roles made redundant were:

| Job role                              | Employee number |
|---------------------------------------|-----------------|
| Director / Board / Executive Director | 18              |
| General Medical Practitioner          | 38              |
| Manager                               | 70              |
| Admin and Clerical                    | 52              |
| Pharmacist                            | 2               |

5. Roles made redundant in the 2025/26 financial year are provided below.

| Job role                              | Employee number (see note) |
|---------------------------------------|----------------------------|
| Director / Board / Executive Director | 1                          |
| Manager                               | 3                          |
| Admin and Clerical                    | 1                          |

Note: The figures provided refer to compulsory redundancies. Voluntary redundancy figures for 2025/26 are provided in response to question 9.

6. NENC ICB is not currently running a voluntary redundancy scheme.
7. NENC ICB ran 1 voluntary redundancy scheme, which opened for applications on 3 different dates. These dates were:
  - 26 November 2025 to 17 December 2025
  - 13 February 2026 to 19 February 2026
  - 11 March 2026 to 17 March 2026

8. NENC ICB did not have a target for redundancy numbers.
9. Total number of voluntary redundancies are provided below:

| Job role                                      | Employee number |
|-----------------------------------------------|-----------------|
| Director / Board / Executive Director         | 3               |
| General Medical Practitioner                  | 16              |
| Manager                                       | 39              |
| Admin and Clerical                            | 38              |
| Nurse                                         | 2               |
| <b>Total number of voluntary redundancies</b> | <b>98</b>       |

10. Total recurrent annual cost savings from redundancies accounted for between July 2022 and April 2026 are estimated at £15.178m. This is split £11.454m voluntary redundancy and £3.724m compulsory redundancy. Please note, this includes estimated annual savings from staff where redundancies have been agreed prior to the end of April 2026, but full cost savings will not be fully realised until the 2026/27 financial year.
11. Total recurrent annual cost savings that will be realised from redundancies accounted for in the 2025/26 financial year are estimated at £10.477m. This is split £8.709m voluntary redundancy and £1.768m compulsory redundancy.
12. We can confirm, as per Section 1(1) of the Freedom of Information Act 2000, the ICB holds some of the information you have requested. Please refer to the ICBs Annual Report and Accounts, published on the ICB website, for expenditure information between July 2022 and March 2026. The links to that information are noted below.

[Annual general meetings | North East and North Cumbria NHS](#)  
[ICB Board meetings | North East and North Cumbria NHS](#)

The ICB considers this element of your request exempt from disclosure by way of s.21 as the information is readily accessible by other means.

The Annual Report and Accounts for 2025/26 are exempt from disclosure because they are intended for future publication. It is considered that it is reasonable to withhold the requested information prior to publication because the annual report and accounts 2025/26 will once

finalised and approved for publication by the NENC ICB Executive Board, then be published and made available on the ICB website by 30 September 2026.

We believe that following the established date of publication is sensible, in line with accepted practices, and fair to all concerned. It is acceptable to manage the availability of this information by planning and controlling its publication, as the timetable for publication enables internal consideration of the information prior to its public release.

When considering the application of this exemption we are required to assess the public interest in withholding or disclosing the requested information. There is evidently a public interest in the ICB's annual report however, this is best served by preventing the disclosure of that information ahead of the ICB's predetermined timescale. It is considered that the public interest is to enable the ICB to finalise, approve and publish this information in the near future. We would therefore argue the public interest is adequately served by the existing publication date, pursuant to the ICB's existing intentions.

Therefore, on this occasion, we consider the public interest in withholding the requested information outweighs the public interest in providing the requested data at this time.

13. Please refer to the response to question 12.

14. Hires between July 2022 and end of April 2026, broken down by financial year are:

| Financial year         | Hires |
|------------------------|-------|
| July 2022 – March 2023 | 88    |
| 2023-2024              | 77    |
| 2024-2025              | 79    |
| 2025-2026              | 63    |

15. Resignations July 2022 and end of April 2026, broken down by financial year are:

| Financial year         | Resignations |
|------------------------|--------------|
| July 2022 – March 2023 | 49           |
| 2023-2024              | 77           |
| 2024-2025              | 54           |
| 2025-2026              | 59           |

16. Terminations of contracts July 2022 and end of April 2026, broken down by financial year:

| Financial year         | Terminations of contracts (see note) |
|------------------------|--------------------------------------|
| July 2022 – March 2023 | 19                                   |
| 2023-2024              | 10                                   |
| 2024-2025              | 12                                   |
| 2025-2026              | 6                                    |

Note: Figures comprise dismissals, ill-health, and end of fixed term contracts. Figures do not include terminations under redundancy

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 Information 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 ICB's complaints procedure.

The Information Commissioner can be contacted at Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF or [www.ico.org.uk](http://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](http://www.legislation.gov.uk). This will not affect your initial information request.

Yours faithfully

*Information Governance Support Officer*

**Information Governance Support Officer  
North East and North Cumbria Integrated Care Board**