

Our Reference North East and North Cumbria ICB\  
FOI ICB 24–313

NECS – John Snow House  
Durham University Science Park  
Durham  
DH1 3YG

Tel: 0191 301 1300  
E-mail: [necsu.icbfoi@nhs.net](mailto:necsu.icbfoi@nhs.net)

By Email

15 November 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 12 November 2024 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, Gateshead, Newcastle, North Cumbria, North Tyneside, Northumberland, South Tyneside, Sunderland, and Tees Valley (which covers the five local authorities of Darlington, Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees).

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

**Your Request**

Under the Freedom of Information Act 2000 I would like to request the following information from your organisation:

1. *Staff Count*: Could you please provide the current total number of staff employed by the trust? (please could this be broken down by each year from 2019 to 2024)
2. *Remote/Hybrid Workers*: How many staff members are currently designated as remote or hybrid workers? (please could this be broken down by each year from 2019 to 2024)
3. How many days per week are hybrid employees allowed to work from home?
4. *Remote Working Policy*: I would appreciate it if you could share a copy of the remote working policy implemented within the organisation.
5. How long has this been the policy and has it changed since the pandemic?
6. *Monitoring Work Hours*: How do you ensure that remote or hybrid workers fulfil their full contractual hours?
7. *Laptop Purchases in 2024*: In the year 2024 so far, how many new laptops have been procured specifically for remote or hybrid working?
8. *Cost of Laptop Purchases*: What has been the total cost associated with the procurement of these laptops in 2024 so far?

If this request will be over the cost and time limits for freedom of information requests, please ignore questions 7 and 8. If it is still over these limits, please could the questions be prioritised from question 1 onwards.

## Our Response

We can confirm, as per Section 1(1) of the Freedom of Information Act 2000, the ICB does hold the information required. Please note, NENC ICB can only provide the information from the ICB's inception on 1 July 2022.

1. The staff count is detailed below by year.
  - as of 1<sup>st</sup> July 2022: 708 headcount.
  - as of 31<sup>st</sup> March 2023: 703 headcount.
  - as of 31<sup>st</sup> March 2024: 667 headcount.
  - as of 12<sup>th</sup> November 2024: 641 headcount.
2. The ICB operates in a hybrid way, a mixture of office based and home-based working, which is applicable to all ICB employed staff dependent on service requirements and delivery (e.g. reception).
  - as of 1<sup>st</sup> July 2022: 705 headcount.
  - as of 31<sup>st</sup> March 2023: 699 headcount.
  - as of 31<sup>st</sup> March 2024: 663 headcount.
  - as of 12<sup>th</sup> November 2024: 638 headcount.
3. Hybrid employees are allowed to work from home for 3 days or 60% of their working hours.
4. NENC ICB does not have a remote working policy.
5. Please refer to the response to question 4.
6. This is monitored from a service level and the ICB expects managers to appropriately manage their staff to ensure compliance with contractual hours.
7. NENC ICB does not buy laptops specifically for hybrid working. Laptops are standard issue kit for all staff by default.
8. Please refer to the response to question 7.

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](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 sincerely

*S Davies*

**S Davies**  
**Information Governance Officer**