



North East and  
North Cumbria

# NENC ICB

Finance Report for the period ending  
31st July 2025

| Executive Summary   |  |          |           |            |
|---|--|----------|-----------|------------|
|   |  |          |           |            |
| M4 - July 2025  |  |          | YTD       | Forecast   |
| Key Statutory Financial Duties  |  |          |           |            |
|   | Overall ICS 2025/26 In Year Financial Position - (Surplus) / Deficit   |          |           |            |
|   | For the financial year 2025/26 the ICS is reporting an improvement to YTD plan of £3.20m. Based on the final 2025/26 plan submission, a breakeven overall position for the year is expected across the ICS.  | Plan     | £28.19 m  | £0.00 m    |
|   |  | Actual   | £24.99 m  | £0.00 m    |
|   |  | Variance | (£3.20) m | £0.00 m    |
|   | Overall ICB 2025/26 In Year Financial Position - (Surplus) / Deficit   |          |           |            |
|   | The ICB is reporting a year to date surplus of £5.21m, an improvement to plan of £1.27m and a forecast outturn surplus of £11.84m in line with plan.   | Plan     | (£3.95) m | (£11.84) m |
|   |  | Actual   | (£5.21) m | (£11.84) m |
|   |  | Variance | (£1.27) m | £0.00 m    |
|   | 2025/26 ICB Running Costs Position   |          |           |            |
|   | The ICB is reporting an underspend against the running cost allowance of £2.10m year to date and a forecast breakeven position.  | Plan     | £15.86 m  | £48.98 m   |
|   |  | Actual   | £13.75 m  | £48.98 m   |
|   |  | Variance | (£2.10) m | £0.00 m    |
| Overall ICS 2025/26 Capital Funding   |  |          |           |            |
| The ICS is reporting a breakeven forecast outturn against the capital allocation with a year to date overspend of £12.13m is due to capital projects starting earlier than planned. | Allocation   | £45.08 m | £205.30 m |            |
|   | Actual   | £57.22 m | £205.30 m |            |
|   | Variance   | £12.13 m | £0.00 m   |            |
| Other Financial Performance Metrics   |  |          |           |            |
|   | Overall ICS 2025/26 Efficiency<br>The ICS is reporting year to date efficiency savings of £172.1m and forecast savings of £594.7m, with the ICB forecasting delivery of £126.3m, this is a £0.2m over-delivery against plan. Providers are currently forecasting over-delivery of efficiencies of £0.6m overall but a £28.3m under-delivery on recurrent efficiencies. | Plan     | £176.50 m | £593.87 m  |
|   |  | Actual   | £172.10 m | £594.70 m  |
|   |  | Variance | (£4.40) m | £0.83 m    |
|   | Overall 2025/26 Mental Health Investment Standard (MHIS)<br>The ICB is on track to achieve the MHIS target for 2025/26 (growth in spend of 4.93%).   |          | 4.94%     | 4.93%      |
|   | Cash<br>The ICB cash balance for July is 0.24% and within the target set by NHS England of <1.25% of the monthly cash drawdown.  |          | 0.24%     | <1.25%     |
|   | BPPC<br>The BPPC target is for 95% of NHS and Non NHS invoices to be paid within 30 days   |          | by volume | by value   |
|   | NHS  | 99.38%   | 99.99%    |            |
|   | Non NHS  | 99.73%   | 99.64%    |            |

## Overview of the Financial Position

This report provides an update on the financial performance of the ICB and wider ICS in the financial year 2025/26 for the period to 31st July 2025.

For month 4, the overall reported ICS financial position is a year to date deficit of £24.99m compared to a planned deficit of £28.19m. The favourable variance of £3.20m is a worsened position from the previous month and continues to include a one-off benefit from sale of land which was planned for later in the year. Excluding that benefit, the ICS position would be behind plan. There are a number of pressures in provider positions, in particular under-delivery of efficiency plans with on-going work across all organisations to review and develop CIP plans to ensure delivery of savings are on track for the year-end.

The ICS is forecasting delivery of the planned position at the end of the year although there are a number of risks to that position.

The ICB is currently reporting a year to date surplus of £5.21m against a planned surplus of £3.95m, the improvement YTD is due to vacancy slippage across running cost and programme areas. Significant pressures are evident within mental health budgets for ADHD/ASD assessments at non-NHS providers, with a forecast overspend of £13m which is currently being managed through reserves. The ICB is on track to deliver a forecast surplus for the year of £11.84m in line

For 2025/26, there is no longer a separate IFRS 16 CDEL budget, and the overall provider operational capital budget includes CDEL cover for IFRS 16 requirements. At month 4, the ICS capital spending forecasts are currently in line with planned allocation, forecasts now include costs associated with additional funding for operational UEC prior year performance now that plans for utilisation have been agreed by the system.

The ICB is on track to deliver the Mental Health Investment Standard, with growth in relevant spend of 4.93% and has been increased to include the pay award.

At this stage of the year there is always very limited data available for the majority of commissioned services, with a time lag of two months in respect of prescribing data and other activity based contract information. This adds a level of risk and uncertainty to the position.

The financial plan for 2025/26 included overall financial risks of £437m across the ICS. Mitigations identified totalled £193m leaving a net risk position of £244m within the financial plan. At month 4, gross risks have reduced to £288m and total net risk has reduced to £169.2m. This includes a net risk for the ICB of £20m at month 4 which reflects potential pressures around prescribing and continuing healthcare costs, as well as delivery of challenging efficiency targets.

Work is continuing across the system to review the position, seek to identify mitigations and collectively work to manage potential risks. Work continues on the medium term financial plan across the ICS and delivery of related financial recovery plans via the System Recovery Board. A review of position with Chairs, CEOs, COOs and CFOs across the system to take place early in October to agree any additional actions necessary to deliver plan.

## Table 1: Overall ICS (Surplus) / Deficit

| Month 4 - July 2025                         | YTD Plan<br>(Surplus) /<br>Deficit | YTD Actual<br>(Surplus) /<br>Deficit | YTD<br>Variance<br>(Surplus) /<br>Deficit | Annual<br>Plan<br>(Surplus) /<br>Deficit | Forecast<br>(Surplus) /<br>Deficit | Forecast<br>Variance<br>(Surplus) /<br>Deficit |
|---|------------------------------------|--------------------------------------|---|--|------------------------------------|--|
|   | £000s                              | £000s                                | £000s                                     | £000s                                    | £000s                              | £000s  |
| NENC Commissioner (ICB)                     | (3,947)                            | (5,214)                              | (1,267)                                   | (11,841)                                 | (11,841)                           | 0  |
| <b>Total In Year ICB Position</b>           | <b>(3,947)</b>                     | <b>(5,214)</b>                       | <b>(1,267)</b>                            | <b>(11,841)</b>                          | <b>(11,841)</b>                    | <b>0</b>                                       |
| NENC Providers                              | 32,139                             | 30,208                               | (1,931)                                   | 11,841                                   | 11,841                             | 0  |
| <b>Total Provider Position</b>              | <b>32,139</b>                      | <b>30,208</b>                        | <b>(1,931)</b>                            | <b>11,841</b>                            | <b>11,841</b>                      | <b>0</b>                                       |
| <b>Total ICS Financial Position 2025/26</b> | <b>28,192</b>                      | <b>24,994</b>                        | <b>(3,198)</b>                            | <b>0</b>                                 | <b>0</b>                           | <b>0</b>                                       |

| Table 2: ICB Financial Position             |                    |                    |                 |                           |                                |                                 |
|---|--------------------|--------------------|-----------------|---------------------------|--------------------------------|---------------------------------|
| Month 4 - July 2025                         | YTD<br>Plan        | YTD<br>Actual      | YTD<br>Variance | 2025/26<br>Annual<br>Plan | 2025/26<br>Forecast<br>Outturn | 2025/26<br>Forecast<br>Variance |
|   | £000s              | £000s              | £000s           | £000s                     | £000s                          | £000s                           |
| <b><u>Programme</u></b>                     |                    |                    |                 |                           |                                |                                 |
| Acute Services                              | 1,381,817          | 1,381,030          | (788)           | 4,066,916                 | 4,067,118                      | 202                             |
| Mental Health Services                      | 330,292            | 334,536            | 4,244           | 990,754                   | 1,003,374                      | 12,620                          |
| Community Health Services                   | 247,747            | 248,612            | 864             | 751,340                   | 753,918                        | 2,578                           |
| Continuing Care                             | 159,666            | 165,114            | 5,447           | 525,149                   | 527,052                        | 1,902                           |
| Prescribing                                 | 197,973            | 197,973            | (0)             | 620,233                   | 620,233                        | (0)                             |
| Primary Care                                | 41,762             | 38,827             | (2,934)         | 124,045                   | 116,022                        | (8,023)                         |
| Primary Care Co-Commissioning               | 240,086            | 242,138            | 2,052           | 718,096                   | 724,140                        | 6,044                           |
| Delegated – Pharmacy, Ophthalmic and Dental | 132,527            | 130,948            | (1,579)         | 397,581                   | 397,581                        | 0                               |
| Specialised Commissioning                   | 256,117            | 256,117            | 0               | 785,279                   | 785,279                        | 0                               |
| Other Programme Services                    | 13,547             | 13,981             | 434             | 61,553                    | 61,464                         | (89)                            |
| Other Commissioned Services                 | 10,704             | 10,072             | (632)           | 32,126                    | 30,650                         | (1,476)                         |
| Programme Reserves                          | 22,611             | 16,340             | (6,272)         | 62,778                    | 49,020                         | (13,758)                        |
| <b>Total ICB Programme Costs</b>            | <b>3,034,849</b>   | <b>3,035,686</b>   | <b>837</b>      | <b>9,135,851</b>          | <b>9,135,851</b>               | <b>0</b>                        |
| <b><u>Admin</u></b>                         |                    |                    |                 |                           |                                |                                 |
| Running Costs                               | 15,856             | 13,752             | (2,104)         | 48,983                    | 48,983                         | 0                               |
| <b>Total ICB Admin Costs</b>                | <b>15,856</b>      | <b>13,752</b>      | <b>(2,104)</b>  | <b>48,983</b>             | <b>48,983</b>                  | <b>0</b>                        |
| <b>Total ICB Expenditure</b>                | <b>3,050,705</b>   | <b>3,049,438</b>   | <b>(1,267)</b>  | <b>9,184,834</b>          | <b>9,184,834</b>               | <b>0</b>                        |
| <b>Revenue Resource Limit</b>               | <b>(3,054,652)</b> | <b>(3,054,652)</b> | <b>0</b>        | <b>(9,196,675)</b>        | <b>(9,196,675)</b>             | <b>0</b>                        |
| <b>(Surplus) / Deficit</b>                  | <b>(3,947)</b>     | <b>(5,214)</b>     | <b>(1,267)</b>  | <b>(11,841)</b>           | <b>(11,841)</b>                | <b>0</b>                        |

## Table 3: ICS Efficiencies

| Month 4 - July 2025  | YTD Plan       | YTD Actual     | YTD Variance   | 2025/26 Annual Plan | 2025/26 Forecast Outturn | 2025/26 Forecast Variance |
|--|----------------|----------------|----------------|---------------------|--------------------------|---------------------------|
|  | £000s          | £000s          | £000s          | £000s               | £000s                    | £000s                     |
| 1) Prescribing & MO Efficiencies   | 6,256          | 7,689          | 1,433          | 18,765              | 19,206                   | 441                       |
| 2) Continuing Healthcare & Packages of Care  | 10,296         | 8,861          | (1,435)        | 30,886              | 30,886                   | 0                         |
| 3) Running Costs and Infrastructure  | 4,273          | 4,273          | 0              | 4,273               | 4,273                    | 0                         |
| 4) Estates   | 0              | 337            | 337            | 1,000               | 1,169                    | 169                       |
| 5) Service Reform Programmes   | 9,022          | 10,460         | 1,438          | 37,200              | 37,005                   | (195)                     |
| 6) Internal Flexibilities - Stretch  | 26,023         | 24,300         | (1,723)        | 33,990              | 33,765                   | (225)                     |
| <b>Total ICB Efficiencies</b>  | <b>55,870</b>  | <b>55,920</b>  | <b>50</b>      | <b>126,114</b>      | <b>126,303</b>           | <b>189</b>                |
| <b>Of Which:</b>   |                |                |                |                     |                          |                           |
| Recurrent  | 23,431         | 25,990         | 2,559          | 64,412              | 72,423                   | 8,012                     |
| Non Recurrent  | 32,439         | 29,930         | (2,509)        | 61,702              | 53,879                   | (7,823)                   |
| <b>Total ICB Efficiencies</b>  | <b>55,870</b>  | <b>55,920</b>  | <b>50</b>      | <b>126,114</b>      | <b>126,303</b>           | <b>189</b>                |
| Providers within system  | 120,632        | 116,180        | (4,452)        | 467,756             | 468,401                  | 645                       |
| <b>Total Provider Efficiencies (within system)</b>   | <b>120,632</b> | <b>116,180</b> | <b>(4,452)</b> | <b>467,756</b>      | <b>468,401</b>           | <b>645</b>                |
| <b>Of Which:</b>   |                |                |                |                     |                          |                           |
| Recurrent  | 74,273         | 54,616         | (19,658)       | 320,427             | 292,173                  | (28,254)                  |
| Non Recurrent  | 46,358         | 61,564         | 15,206         | 147,329             | 176,228                  | 28,899                    |
| <b>Total Provider Efficiencies (within system)</b>   | <b>120,632</b> | <b>116,180</b> | <b>(4,452)</b> | <b>467,756</b>      | <b>468,401</b>           | <b>645</b>                |
| <b>Total ICS Efficiencies</b>  | <b>176,502</b> | <b>172,100</b> | <b>(4,402)</b> | <b>593,870</b>      | <b>594,703</b>           | <b>833</b>                |
| <b>Of Which:</b>   |                |                |                |                     |                          |                           |
| Recurrent  | 97,704         | 80,605         | (17,099)       | 384,839             | 364,596                  | (20,242)                  |
| Non Recurrent  | 78,797         | 91,494         | 12,697         | 209,031             | 230,107                  | 21,076                    |
| <b>Total ICS Efficiencies</b>  | <b>176,502</b> | <b>172,100</b> | <b>(4,402)</b> | <b>593,870</b>      | <b>594,703</b>           | <b>833</b>                |
| <b>ICS Efficiencies key points</b>   |                |                |                |                     |                          |                           |
| The table above shows the efficiency targets set out in the ICS financial plan and forecast delivery against those targets.  |                |                |                |                     |                          |                           |
| For the ICB, the overall efficiency forecast shows a slight improvement to plan with a forecast over-delivery of £0.2m and year to date on track. Internal flexibilities will be monitored and full delivery of the plan is expected.  |                |                |                |                     |                          |                           |
| For providers within the system there is a year to date under-delivery to plan of £4.5m, and shows an under-delivery of recurrent schemes of £19.7m partly offset by over-delivery of non recurrent schemes of £15.2m. At Month 04, the providers are forecasting a slight over-delivery of £0.6m against plan. As with the ICB, this represents a significant challenge given the increased efficiency targets in plan for 2025/26, and this is reflected within ICS risks. |                |                |                |                     |                          |                           |

# Table 4: ICS Risks and Mitigations

| Risks and Mitigations                              | ICB             | Provider         | Total            |
|--|-----------------|------------------|------------------|
|  | 2025/26         | Trusts           | ICS 2025/26      |
|  | £000s           | £000s            | £000s            |
| <b>(Risks) / (Offsets to benefits):</b>            |                 |                  |                  |
| Additional cost risk (capacity, pressures, winter) | (13,886)        | (81,883)         | (95,769)         |
| Additional cost risk (inflation)                   | 0               | (28,317)         | (28,317)         |
| Efficiency risk                                    | (19,983)        | (104,574)        | (124,557)        |
| Prescribing / CHC                                  | (16,442)        |                  | (16,442)         |
| Income risk (excl. ERF)                            | 0               | (23,000)         | (23,000)         |
| <b>Total Risks</b>                                 | <b>(50,311)</b> | <b>(237,774)</b> | <b>(288,085)</b> |
| <b>Mitigations / benefits:</b>                     |                 |                  |                  |
| Additional cost control or income (excl. ERF)      | 21,347          | 80,646           | 101,993          |
| Efficiency mitigation                              | 9,000           | 5,900            | 14,900           |
| Non-recurrent mitigations                          | 0               | 2,000            | 2,000            |
| Mitigations not yet identified                     | 19,964          | 149,228          | 169,192          |
| <b>Total Mitigations</b>                           | <b>50,311</b>   | <b>237,774</b>   | <b>288,085</b>   |
| <b>Total Net Risk (excluding ERF)</b>              | <b>0</b>        | <b>0</b>         | <b>0</b>         |
| <b>Total Unmitigated Net Risk</b>                  | <b>(19,964)</b> | <b>(149,228)</b> | <b>(169,192)</b> |

## Table 5: ICS Agency and Bank Spend

| Month 4 - July 2025   | YTD Plan      | YTD Actual    | YTD Variance | 2025/26 Annual Plan | 2025/26 Forecast Outturn | 2025/26 Forecast Variance |
|---|---------------|---------------|--------------|---------------------|--------------------------|---------------------------|
|   | £000s         | £000s         | £000s        | £000s               | £000s                    | £000s                     |
| <b>Total NENC Providers Agency Spend</b>  | <b>17,589</b> | <b>18,926</b> | <b>1,337</b> | <b>43,858</b>       | <b>50,753</b>            | <b>6,895</b>              |
| <b>System level agency ceiling</b>  |               |               |              |                     | <b>48,120</b>            |                           |
| <i>Forecast agency spend as % of agency ceiling</i>   |               |               |              |                     | <i>105.5%</i>            |                           |
| <b>Total NENC Providers Bank Spend</b>  | <b>53,021</b> | <b>59,260</b> | <b>6,239</b> | <b>147,913</b>      | <b>165,242</b>           | <b>17,329</b>             |
| <b>System level bank ceiling</b>  |               |               |              |                     | <b>163,841</b>           |                           |
| <i>Forecast bank spend as % of bank ceiling</i>   |               |               |              |                     | <i>100.9%</i>            |                           |
| <b>ICS Agency and Bank Spend key points</b>   |               |               |              |                     |                          |                           |
| <p>Agency and bank spending limits have been set for 2025/26, with a system level agency ceiling for NENC ICS of £48,120k and bank ceiling of £163,841k for 2025/26 . As part of the final agreed plan for 2025/26 there is a commitment across the ICS to reduce agency spending by 30% and bank spending by 10% from current spending based on 2024/25 M08 forecast.</p> <p>At month 4, forecast agency spend is £6.9m above plan which is slightly higher than the system level agency ceiling by £2.6m. Similarly, for the forecast bank spend this is slightly higher than the ceiling of system level bank by £1.4m.</p> <p>Work is continuing across the system to manage agency spend as far as possible, in a safe and effective manner. Controls around agency spending forms part of the ongoing independent review of financial control measures across the system.</p> |               |               |              |                     |                          |                           |



## Table 6: ICS Capital Funding 2025/26

| Month 4 - July 2025  | YTD<br>Plan   | YTD<br>Actual | YTD<br>Variance | 2025/26<br>Capital<br>Allocation | 2025/26<br>Forecast<br>Outturn | 2025/26<br>Forecast<br>Variance |
|--|---------------|---------------|-----------------|----------------------------------|--------------------------------|---------------------------------|
|  | £000s         | £000s         | £000s           | £000s                            | £000s                          | £000s                           |
| <b>Capital position including IFRS 16:</b>                       |               |               |                 |                                  |                                |                                 |
| <b><u>Provider Capital</u></b>                                   |               |               |                 |                                  |                                |                                 |
| 2025/26 Provider Capital Position including IFRS16               | 45,084        | 57,218        | 12,134          | 197,114                          | 197,114                        | 0                               |
| <b><u>ICB Capital (held by NHSE):</u></b>                        |               |               |                 |                                  |                                |                                 |
| GPIT   | 0             | 0             | 0               | 6,253                            | 6,253                          | 0                               |
| Primary Care Estates Schemes                                     | 0             | 0             | 0               | 1,477                            | 1,477                          | 0                               |
| <b>Total ICB Capital (held by NHSE)</b>                          | <b>0</b>      | <b>0</b>      | <b>0</b>        | <b>7,730</b>                     | <b>7,730</b>                   | <b>0</b>                        |
| Provider capital shown as ICB within plan                        | 0             | 0             | 0               | 461                              | 461                            | 0                               |
| <b>Total Charge Against Capital Allocation including IFRS 16</b> | <b>45,084</b> | <b>57,218</b> | <b>12,134</b>   | <b>205,305</b>                   | <b>205,305</b>                 | <b>0</b>                        |
| <b>ICB Primary Care Utilisation Fund</b>                         | <b>0</b>      | <b>0</b>      | <b>0</b>        | <b>0</b>                         | <b>5,789</b>                   | <b>5,789</b>                    |

### ICS Capital Spend key points

The confirmed ICS system capital allocation for 2025/26 (including IFRS16) stands at £205.3m. This includes additional allocations of £15.9m for high performing providers and £15.0m for operational UEC prior year performance.

£0.5m of the capital allocation was transferred to the ICB during planning to protect the allocations whilst the split between providers was agreed.

At Month 4, forecasts include costs for operational UEC prior year performance in line with the confirmation letters received and a breakeven position reported. The year to date overspend is due to capital projects starting earlier than planned for.

In addition to the expenditure against the allocation there is £5.8m forecast expenditure against the Primary Care Utilisation Fund.

## Table 7: ICB Underlying Position 2025/26

| Month 4 - July 2025  | 2025/26 ICB Allocation | 2025/26 Forecast Outturn | 2025/26 Surplus / (deficit) Forecast |
|--|------------------------|--------------------------|--------------------------------------|
|  | £000s                  | £000s                    | £000s                                |
| <b>2025/26 Forecast</b>  | (9,196,675)            | 9,184,834                | 11,841                               |
| <b>Remove Non-recurrent items:</b>   |                        |                          |                                      |
| Remove forecast non-recurring efficiencies   | 0                      | 53,880                   | (53,880)                             |
| Remove forecast deficit support funding (non-recurrent funding)  | 33,314                 | (33,314)                 | 0                                    |
| Non-recurring redundancy costs (estimated costs to be funded from in-year savings)   |                        | (6,000)                  | 6,000                                |
| <b>Full year effects (FYE):</b>  |                        |                          |                                      |
| FYE of recurring efficiencies - cash out   |                        | (1,000)                  | 1,000                                |
| FYE of planned investments (ARI hubs)  |                        | 300                      | (300)                                |
| <b>Other impacts:</b>  |                        |                          |                                      |
| Non-recurring support with NHS Intra system providers (agreed non-recurrently in 25/26 plan)   |                        | (49,000)                 | 49,000                               |
| Non-recurring management of in-year pressures including ADHD & ASD assessments, CHC activity and fee setting pressures and prescribing (weight loss drugs) |                        | 38,261                   | (38,261)                             |
| <b>2025/26 ICB Underlying Position</b>   | <b>(9,163,361)</b>     | <b>9,187,961</b>         | <b>(24,600)</b>                      |

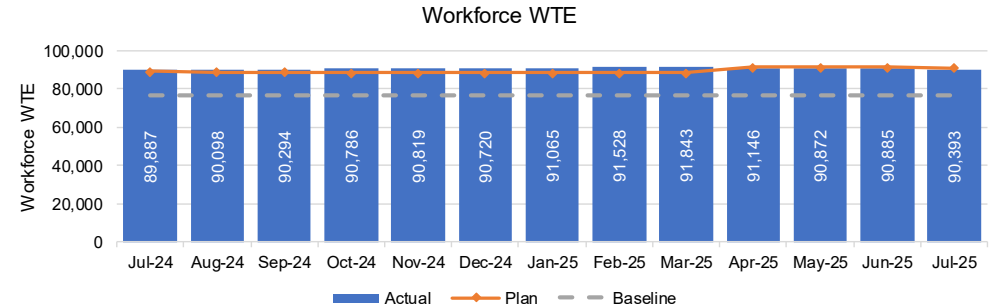
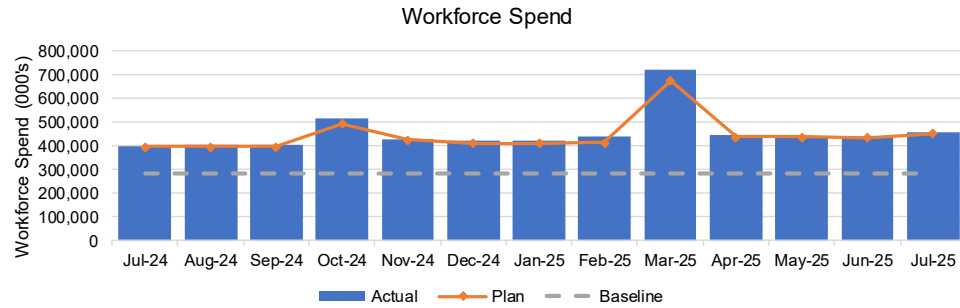
### ICB Underlying Position

Although the ICB is forecasting an overall surplus of £11.8m for 2025/26, the estimated underlying position as at month 4 is a deficit of £24.6m. Within the 25/26 financial plan the ICB underlying position was estimated as £23.1m.

The underlying position is a measure of the true recurring financial performance excluding one-off or non-recurrent items that can distort the reported in-year position. The overall forecast position has been adjusted to remove the impact of non-recurrent items and reflect full year effect of recurrent efficiencies and other expenditure. Adjustments include:

- Remove total forecast non-recurrent efficiencies (£53.9m) and remove estimated non-recurrent redundancy costs which were expected to be funded from in-year savings
- Adjust for full year effect of recurrent efficiencies and planned investments
- As part of the final 25/26 plan a total of £49m of non-recurring funding was agreed to support providers, as this was agreed on a non-recurrent basis this would improve the ICB underlying position (although it would not improve the system position).
- Conversely, a number of recurrent cost pressures including ADHD/ASD assessments and CHC costs, totalling £38.3m, are currently being offset by one-off technical benefits which therefore worsens the underlying position.

# Table 8: NENC Workforce WTE - July 2025



## Workforce Spend Summary : July 2025

| Workforce Spend (000's) | Latest data<br>Jul-25 | 12 Months Previous<br>Jul-24 |         | Baseline<br>Dec-19 |         | Plan    |        |
|-------------------------|-----------------------|------------------------------|---------|--------------------|---------|---------|--------|
|                         |                       | Value                        | % Diff  | Value              | % Diff  | Value   | % Diff |
| Agency                  | 4,999                 | 5,843                        | -14.5%  | 6,446              | -22.5%  | 4,289   | 16.5%  |
| Bank                    | 14,793                | 15,700                       | -5.8%   | 10,433             | 41.8%   | 13,114  | 12.8%  |
| Bank & Agency           | 19,791                | 21,543                       | -8.1%   | 16,879             | 17.3%   | 17,403  | 13.7%  |
| Substantive             | 438,373               | 374,929                      | 16.9%   | 267,722            | 63.7%   | 433,780 | 1.1%   |
| Other                   | -209                  | 2,586                        | -108.1% | 39                 | -630.6% | -489    | -57.2% |
| Total                   | 457,955               | 399,058                      | 14.8%   | 284,641            | 60.9%   | 450,694 | 1.6%   |

Total Workforce Spend is 1.6% (£7261) above plan, total Workforce WTE is 0.7% below plan.

B&A Spend is 13.7% (£2388) above plan, B&A Workforce WTE is 9.8% above plan.

B&A accounts for 4.3% of all workforce spend and 4.1% of all workforce WTE.

## Workforce WTE Summary : July 2025

| Workforce WTE | Latest data<br>Jul-25 | 12 Months Previous<br>Jul-24 |        | Baseline<br>Dec-19 |        | Plan   |        |
|---------------|-----------------------|------------------------------|--------|--------------------|--------|--------|--------|
|               |                       | Value                        | % Diff | Value              | % Diff | Value  | % Diff |
| Agency        | 478                   | 645                          | -26.0% | 754                | -36.7% | 446    | 7.2%   |
| Bank          | 3,225                 | 3,388                        | -4.8%  | 2,878              | 12.1%  | 2,927  | 10.2%  |
| Bank & Agency | 3,702                 | 4,033                        | -8.2%  | 3,632              | 1.9%   | 3,373  | 9.8%   |
| Substantive   | 86,690                | 85,854                       | 1.0%   | 72,975             | 18.8%  | 87,621 | -1.1%  |
| Total         | 90,393                | 89,887                       | 0.6%   | 76,607             | 18.0%  | 90,994 | -0.7%  |

Substantive WTE is -1.1% (930) below plan.

Bank WTE is 10.2% (297) above plan.

Agency WTE is 7.2% (32) above plan.