



North East and North Cumbria

Our Reference North East & North Cumbria
ICB FOI 583

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13 November 2023

By Email

Dear

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 20 October 2023 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 would be grateful if you could provide details setting out the number of permanently employed staff split by band, gender and ethnicity. I would like these details separately for the following cohorts of staff:

- 1. Staff with over 10 years continuous NHS service, and;**
- 2. Staff with over 20 years continuous NHS service, and;**
- 3. Staff with over 30 years continuous NHS service.**

Note - no details are requested for staff with less than 10 years of continuous service.

Our Response

NENC ICB does hold this information. The ICB considers that this information is exempt under Freedom of Information Act 2000, Section 40(2) (personal information) as disclosure of this level of detail could lead to the identification of individuals, which would be in breach of Data Protection legislation.

Although I cannot confirm the exact figure, I can confirm that the number in each of these categories is less than 6% of the ICB workforce.

The Freedom of Information Act 2000 introduces a broader concept of risk of personal identifiable information because its test for deciding whether personal data can be disclosed is whether disclosure to a member of the public would breach the data protection principles. This means that public authorities have to assess whether releasing apparently anonymised data to a member of the public would breach the data protection principles.

This is intended to ensure that public authorities take into account the additional information that a member of the public might have (information on the Web or in news reports, public libraries, court records etc.) that could allow data to be combined to produce information that relates to and identifies a particular individual - and that is therefore personal data.

Low statistical values increase the likelihood of seemingly anonymised information being combined with other information to identify an individual.

In line 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 make a complaint or 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 complaint, you may apply directly to the Information Commissioner for a decision. 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

Paul Atkinson

Paul Atkinson
Information Governance Officer