



Lincolnshire
Integrated Care Board

Lincolnshire Integrated Care Board

Bridge House
The Point
Lions Way
Sleaford
NG34 8GG

Tel: 01522 573939
Email: licb.office@nhs.net

16 November 2023

FREEDOM OF INFORMATION – DECISION NOTICE

Dear Requester

FOI Reference Number: 71760

I refer to your email of 20 October 2023 requesting information in relation to the number of staff with over 10 years of continuous service broken down by band, gender and ethnicity.

I can confirm on behalf of NHS Lincolnshire Integrated Care Board (ICB) and in accordance with S.1 (1) of the Freedom of Information Act 2000 (FOIA) that we do hold the information that you have requested. A response to each element of your request is detailed below.

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. Please see the attached file.

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*Due to the nature of the information sought, including the sensitivity, low numbers held and in line with our obligations regarding the Workforce Race Equality Standard (WRES) the ICB has engaged section 40 relating to personal data to withhold certain information from disclosure "...to the world at large."

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 Section 24(1) of the Data Protection Act 2018 and Article 21 of the UK General Data Protection Regulation. Although I cannot confirm the exact figure, I can confirm that the number in each of these categories is fewer than 5.

The FOIA 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.

I hope that this answers your queries with the information we currently hold, but if I can be of any further assistance please do not hesitate to contact me.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to

Arden & GEM Greater East Midlands Commissioning Support Unit
FOI TEAM/Corporate Communications Team
1st Floor, St John's House
East Street
Leicester
LE1 6NB

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision. Generally, the ICO cannot make a decision unless you have exhausted the complaints procedure provided the ICB.

The Information Commissioner can be contacted at: telephone 0303 123 1113, email icocasework@ico.org.uk and <https://ico.org.uk/global/contact-us/>

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<http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>

Yours faithfully

Lindsay Parker
Senior Freedom of Information Officer

**On behalf of
NHS Lincolnshire ICB**

