

Our Ref: 100/2020
March 2020

Re: Your request made under the Freedom of Information Act 2000

1) What is your policy on zero hours contracts?

We do not have a formal policy.

2) How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?

Please see attached spreadsheet (Q2)

3) How many workers/employees do you currently indirectly employ on zero hours contracts via agencies, contractors or sub-contractors? If this data is not available, please provide the names of the agencies, contractors or sub-contractors that you use to employ workers indirectly.

For nursing the agency is NHS Professionals; for AHP's it is Maximma; for Medics it is Holt. Requestor should note it will not be possible to provide an accurate number as the workforce is transient

4) How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?

Requester needs to define "minimum" hours. We employ a significant number of part time staff as part of our flexible working policies

5) How many workers/employees in total do you currently employ? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?

We can only provide for employees and those on the bank this will be the headcount on ESR. We cannot supply worker data due to the transient nature of this element of the workforce. Please see attached spreadsheet (Q4)

For clarification:

- By zero hours contract, I mean a contract where no work is guaranteed and the employee/worker has the right to turn down work
- By minimum hours contract, I mean a contract where the employer guarantees a set number of hours work, less than the usual full-time number of hours.