

Freedom of Information Act 2000 disclosure log entry

Reference

22-23379

Date response sent

15/02/23

Subject

Zero Hours Contracts

Details of enquiry

1. What other terminology do you use for contracts or arrangements meeting the above legal definition of zero hours contract?
2. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figures according to:
 - (a) sex: Male, Female, Other, Prefer not to say
 - (b) age: 16-17, 18-20, 21-22, 23-24, 25-34, 35-44, 45-54, 55-64, 65+
 - (c) race:
 - White - English/Welsh/Scottish/Northern Irish/British Irish
 - White - Gypsy or Irish Traveller
 - White - any other background
 - Asian or Asian British - Indian
 - Asian or Asian British - Pakistani
 - Asian or Asian British - Bangladeshi
 - Asian or Asian British - Chinese
 - Asian or Asian British - Any other background
 - Black or Black British - Caribbean
 - Black or Black British - African
 - Black or Black British - Any other background
 - Mixed - White and Black Caribbean
 - Mixed - White and Black African
 - Mixed - White and Asian
 - Mixed - Any other mixed background
 - Other ethnic group
 - Prefer not to say
3. What is the minimum, maximum and average number of hours per week carried out by zero hours staff?
4. Do you have a policy to offer zero hours shifts with notice, pay for zero hours shifts cancelled at short notice and to offer a fixed hours contracts to zero hours staff based on actual hours worked?
5. 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.
6. How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?
7. How many workers/employees in total do you currently employ? What is the breakdown of these figure according to same breakdown as Question 2? - please note this question concerns your entire workforce, not just zero hours staff.

Response sent

1. What other terminology do you use for contracts or arrangements meeting the above legal definition of zero hours contract?
By zero hours contract, we refer to the definition provided by section 27A of the Employment Rights Act 1996, as follows:

"a contract for employment or other worker's contract under which;

- the undertaking to or perform work or services is an undertaking to do so conditionally on the employer making work available or services available to the worker, and*
- there is no certainty that any such work or services will be made available to the worker."*

By minimum hours contract, I mean a contract where the employer guarantees a small number of hours work, say 1 to 10 hours a week, which can be topped up by more hours if available.

We refer to these as bank contracts.

2. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figures:

<u>Zero Hours Contract (410 Bank Employees)</u>			
<u>As at 31/01/2023</u>			
Age - Race	Gender		Employee Total
	Male	Female	
18-20 years	2	2	2
A White - British		1	1
H Asian or Asian British - Indian		1	1
21-22 years	1	2	3
C White - Any other White background		1	1
G Mixed - Any other mixed background	1		1
M Black or Black British - Caribbean		1	1
23-24 years	3	3	3
C White - Any other White background		1	1
M Black or Black British - Caribbean		1	1
N Black or Black British - African		1	1

Age - Race	Gender		Employee Total
	Male	Female	

25-34 years	7	17	24
A White - British	2	8	10
C White - Any other White background	1		1
CG White Greek Cypriot		1	1
CK White Italian		1	1
G Mixed - Any other mixed background	1		1
H Asian or Asian British - Indian		2	2
J Asian or Asian British - Pakistani	2	1	3
K Asian or Asian British - Bangladeshi		1	1
M Black or Black British - Caribbean		1	1
N Black or Black British - African		2	2
Unspecified	1		1

35-44 years	18	45	63
A White - British	5	14	19
B White - Irish		2	2
C White - Any other White background	3	6	9
CY White Other European		3	3
D Mixed - White & Black Caribbean		1	1
H Asian or Asian British - Indian	1		1
M Black or Black British - Caribbean	1	3	4
Not Stated	1	2	3
Unspecified	7	14	21

45-54 years	21	79	100
A White - British	2	22	24
B White - Irish	1	1	2
C White - Any other White background		10	10
CA White English	1		1
CB White Scottish		1	1
CY White Other European	1	1	2
D Mixed - White & Black Caribbean		1	1
F Mixed - White & Asian		1	1
G Mixed - Any other mixed background		1	1
J Asian or Asian British - Pakistani		1	1
K Asian or Asian British - Bangladeshi	1	1	2
L Asian or Asian British - Any other Asian background	1	1	2
N Black or Black British - African	2	4	6
R Chinese	1	1	2
S Any Other Ethnic Group		1	1
Unspecified	11	32	43

Age - Race	Gender		Employee Total
	Male	Female	

55-64 years	26	91	117
A White - British	9	26	35
B White - Irish	1	1	2
C White - Any other White background	3	7	10
CX White Mixed		1	1
E Mixed - White & Black African		1	1
G Mixed - Any other mixed background	1		1
H Asian or Asian British - Indian	1	3	4
L Asian or Asian British - Any other Asian background	1	1	2
M Black or Black British - Caribbean		2	2
N Black or Black British - African		1	1
Not Stated	1	1	2
P Black or Black British - Any other Black background		1	1
S Any Other Ethnic Group		2	2
Unspecified	9	44	53

65+ years	23	75	98
A White - British	7	23	30
B White - Irish		1	1
C White - Any other White background	3	12	15
C3 White Unspecified		1	1
E Mixed - White & Black African		1	1
H Asian or Asian British - Indian		1	1
M Black or Black British - Caribbean		1	1
S Any Other Ethnic Group		1	1
Unspecified	13	34	47
Zero Hours Contract Employee Grand Total	96	314	410

3. What is the minimum, maximum and average number of hours per week carried out by zero hours staff?
 - a) Minimum: 0.5 hour
 - b) Average: 31.86 hours
 - c) Maximum: 42.5 hours

4. Do you have a policy to offer zero hours shifts with notice, pay for zero hours shifts cancelled at short notice and to offer a fixed hours contracts to zero hours staff based on actual hours worked?

We do not operate a shift system. We day operate clinics Mondays to Fridays.
Our bank assignments are planned ahead and therefore do not get cancelled. We do not offer a fixed hours contract to zero hours staff, it is based on actual hours worked.

5. 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.

All of our agency assignments have specified hours which vary by contract, dependent upon the substantive post they are filling or backfilling.

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

We directly employ 410 bank staff. We do not DIRECTLY employ agency staff

7. How many workers/employees in total do you currently employ? What is the breakdown of these figure according to same breakdown as Question 2? - please note this question concerns your entire workforce, not just zero hours staff.

Complete Workforce - 1237 People			
As at 31/01/2023			
Age-Race	Male	Female	All Employees Grand Total
18-20 years		2	2
A White - British		1	1
H Asian or Asian British - Indian		1	1
21-22 years	1	8	9
C White - Any other White background		3	3
G Mixed - Any other mixed background	1		1
J Asian or Asian British - Pakistani		1	1
L Asian or Asian British - Any other Asian background		1	1
M Black or Black British - Caribbean		1	1
N Black or Black British - African		1	1
PD Black British		1	1
23-24 years	1	14	15
A White - British		3	3
B White - Irish		2	2
C White - Any other White background		3	3
F Mixed - White & Asian		1	1
K Asian or Asian British - Bangladeshi	1		1
LH Asian British		1	1
M Black or Black British - Caribbean		2	2
N Black or Black British - African		2	2

Age-Race	Male	Female	All Employees Grand Total
25-34 years	42	170	212
A White - British	19	76	95
B White - Irish		5	5
C White - Any other White background	6	23	29
CG White Greek Cypriot		1	1
CJ White Turkish Cypriot		1	1
CK White Italian		1	1
CX White Mixed		1	1
D Mixed - White & Black Caribbean		5	5
F Mixed - White & Asian		1	1
G Mixed - Any other mixed background	2	1	3
H Asian or Asian British - Indian	1	8	9
J Asian or Asian British - Pakistani	2	3	5
K Asian or Asian British - Bangladeshi	2	3	5
L Asian or Asian British - Any other Asian background		2	2
M Black or Black British - Caribbean		7	7
N Black or Black British - African	4	9	13
P Black or Black British - Any other Black background	1	3	4
PA Black Somali		1	1
PD Black British		2	2
S Any Other Ethnic Group	2	6	8
SC Filipino		1	1
Unspecified	3	8	11
Not Stated		2	2

35-44 years	81	232	313
A White - British	32	88	120
B White - Irish	2	8	10
C White - Any other White background	16	46	62
C2 White Northern Irish	1		1
C3 White Unspecified		1	1
CK White Italian		1	1
CX White Mixed		1	1
CY White Other European	1	3	4
D Mixed - White & Black Caribbean		2	2
E Mixed - White & Black African	1	2	3
F Mixed - White & Asian		2	2
G Mixed - Any other mixed background	1	4	5
H Asian or Asian British - Indian	4	12	16
J Asian or Asian British - Pakistani	1	1	2
K Asian or Asian British - Bangladeshi	1	1	2
L Asian or Asian British - Any other Asian background	3	3	6
LA Asian Mixed		1	1

Age-Race	Male	Female	All Employees Grand Total
35-44 years (continued....)	81	232	313
M Black or Black British - Caribbean	3	16	19
N Black or Black British - African	3	8	11
Not Stated	1	2	3
P Black or Black British - Any other Black background		1	1
PB Black Mixed		1	1
PC Black Nigerian		1	1
PD Black British	1		1
S Any Other Ethnic Group	2	6	8
Unspecified	7	19	26
Not Stated	1	2	3
45-54 years	77	216	293
A White - British	32	83	115
B White - Irish	2	4	6
C White - Any other White background	6	35	41
CA White English	1		1
CB White Scottish		2	2
CY White Other European	1	1	2
D Mixed - White & Black Caribbean		1	1
CF White Greek		1	1
E Mixed - White & Black African		1	1
F Mixed - White & Asian		3	3
G Mixed - Any other mixed background	1	4	5
GC Mixed - Black & White		1	1
H Asian or Asian British - Indian	3	8	11
R Chinese	1	1	2
J Asian or Asian British - Pakistani	1	1	2
K Asian or Asian British - Bangladeshi	2	2	4
L Asian or Asian British - Any other Asian background	3	3	6
LK Asian Unspecified	1	1	2
M Black or Black British - Caribbean	1	11	12
N Black or Black British - African	6	13	19
P Black or Black British - Any other Black background	1		1
PD Black British		1	1
S Any Other Ethnic Group		2	2
Unspecified	14	35	49
Not Stated	1	2	3

Age-Race	Male	Female	All Employees Grand Total
55-64 years	65	200	265
A White - British	26	75	101
B White - Irish	1	8	9
C White - Any other White background	9	23	32
CA White English		2	2
CB White Scottish		1	1
CH White Turkish	1		1
CX White Mixed		1	1
CY White Other European		1	1
D Mixed - White & Black Caribbean		1	1
E Mixed - White & Black African		1	1
F Mixed - White & Asian		1	1
G Mixed - Any other mixed background	3	1	4
H Asian or Asian British - Indian	4	5	9
J Asian or Asian British - Pakistani	3		3
K Asian or Asian British - Bangladeshi		1	1
L Asian or Asian British - Any other Asian background	3	1	4
M Black or Black British - Caribbean	1	16	17
N Black or Black British - African	2	7	9
Not Stated	1	1	2
P Black or Black British - Any other Black background		1	1
PE Black Unspecified		1	1
S Any Other Ethnic Group	1	5	6
Unspecified	10	46	56
Not Stated		1	1
65+ years	31	97	128
A White - British	11	35	46
B White - Irish	1	1	2
C White - Any other White background	5	17	22
C3 White Unspecified		1	1
CY White Other European		1	1
E Mixed - White & Black African		1	1
H Asian or Asian British - Indian		2	2
M Black or Black British - Caribbean		2	2
S Any Other Ethnic Group	1	1	2
Unspecified	13	35	48
Not Stated		1	1
Complete Workforce, Trustwide Grand total	298	939	1237