

FOI080 Response

Request

Dear Sir/Madam,

I write to request information about your policy and practice on zero hours contracts and other associated statistics under the Freedom of Information Act 2000.

1. What is your policy on zero hours contracts?
1. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figure according to (a) sex, (b) race and (c) age?
2. 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.
3. How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?
4. How many workers/employees in total do you currently employ? What is the breakdown of these figure according to (a) sex, (b) race and (c) age?

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 small number of hours work, say 1 to 10 hours a week.

Response

1. What is your policy on zero hours contracts?

The Trust does not have a zero-hour contract 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) sex, (b) race and (c) age?

Please see table below and note that the data provided is in relation to bank staff members only.

Total Number of Bank Only Staff With Zero Hours Contract: 950	
a) Gender	Count of Gender
Female	660
Male	290
b) Ethnic Origin	Count of Ethnic Origin
A White - British	215
B White - Irish	6
C White - Any other White background	16
D Mixed - White & Black Caribbean	19
E Mixed - White & Black African	4
F Mixed - White & Asian	2
G Mixed - Any other mixed background	4
H Asian or Asian British - Indian	45
J Asian or Asian British - Pakistani	32
K Asian or Asian British - Bangladeshi	10
L Asian or Asian British - Any other Asian background	5
M Black or Black British - Caribbean	94
N Black or Black British - African	192
P Black or Black British - Any other Black background	9
R Chinese	0
S Any Other Ethnic Group	15
Z Not Stated	282
c) Age Group	Count of Age Range
<20	13
20-29	198
30-39	245
40-49	195
50-59	172
60-64	76
>65	51

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.

The Trust is unable to provide the number of workers that are engaged on zero hours contracts via agencies. This is because the Trust's system does not capture this information and requires manually searching and collating the information.

With this in mind note that an exemption, Section 12 has been applied as the Trust does not have the capacity to fulfil this query.

Please note that the Trust uses the following agencies to engage temporary workers:

- Mind Professionals
- HCL
- Evergood
- MSI
- Medbank
- Yourworld
- RIG
- Servicecare
- Pulse
- Sanctuary
- Health
- Liquid personnel
- Medadacs
- Medicarepro
- Swiss
- Mylocum

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

Please see table below and note that the data provided is in relation to Trust substantive staff only.

Total Number of Substantive Staff Members On Minimum Hour Contracts (10 hours & less): 19	
a) Gender	Count of Gender
Female	9
Male	10
b) Ethnic Origin	Count of Ethnic Origin
A White – British	8
B White – Irish	1
C White - Any other White background	1
D Mixed - White & Black Caribbean	0
E Mixed - White & Black African	0
F Mixed - White & Asian	0
G Mixed - Any other mixed background	0
H Asian or Asian British - Indian	2
J Asian or Asian British - Pakistani	0
K Asian or Asian British - Bangladeshi	1
L Asian or Asian British - Any other Asian background	0
M Black or Black British - Caribbean	1
N Black or Black British - African	0
P Black or Black British - Any other Black background	0
R Chinese	0
S Any Other Ethnic Group	0
Z Not Stated	5
c) Age Group	Count of Age Group
<20	0
20-29	0
30-39	3
40-49	4
50-59	5
60-64	5
>65	2

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

Please see table below and note that the data provided is in relation to Trust substantive and bank staff.

Total Number of Employees (Substantive & Bank Only) 5097	
a) Gender	Count of Gender
Female	3682
Male	1415
b) Ethnic Origin	Count of Ethnic Origin
A White - British	2157
B White – Irish	87
C White - Any other White background	121
D Mixed - White & Black Caribbean	97
E Mixed - White & Black African	25
F Mixed - White & Asian	28
G Mixed - Any other mixed background	34
H Asian or Asian British - Indian	292
J Asian or Asian British - Pakistani	219
K Asian or Asian British - Bangladeshi	43
L Asian or Asian British - Any other Asian background	41
M Black or Black British - Caribbean	422
N Black or Black British - African	578
P Black or Black British - Any other Black background	48
R Chinese	13
S Any Other Ethnic Group	60
Z Not Stated	832
c) Age Group	Count of Age Group
<20	23
20-29	874
30-39	1192
40-49	1288
50-59	1274
60-64	312
>65	134