

FOI 0281/2023 Response

I write to request information about your use of zero hours contracts in the tax year 2022/2023 under the Freedom of Information Act 2000.

We are aware that we sent you a similar request for the data on zero hours contract in 2020/2021. We are now interested to know whether this data has changed and some of the questions are different.

For clarification:

- By zero hours contract, I refer to the definition provided by section 27A of the Employment Rights Act 1996: "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.

1. What other terminology do you use for contracts or arrangements meeting the above legal definition of zero hours contract?

Temporary Staffing Worker Agreement

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

Please see table below and note the following:

- The data is representative of 9th February 2023.

- The data is in relation to bank staff only.
- The Trust is unable to provide a response in relation to agency staffing as they are managed by a different organisation and we therefore do not hold this data.

Bank Only Staff - Profiles		
Gender	Headcount	%Headcount
Female	584	66.8%
Male	290	33.2%
Grand Total	874	100.0%
Age Range	Headcount	%Headcount
16-17	1	0.1%
18-20	26	3.0%
21-22	31	3.5%
23-24	49	5.6%
25-34	190	21.7%
35-44	218	24.9%
45-54	176	20.1%
55-64	134	15.3%
65+	49	5.6%
Grand Total	874	100.0%
Ethnicity	Headcount	%Headcount
A White - British	169	19.3%
B White - Irish	10	1.1%
C White - Any other White background	15	1.7%
D Mixed - White & Black Caribbean	26	3.0%
E Mixed - White & Black African	10	1.1%
F Mixed - White & Asian	7	0.8%
G Mixed - Any other mixed background	7	0.8%
H Asian or Asian British - Indian	41	4.7%
J Asian or Asian British - Pakistani	48	5.5%
K Asian or Asian British - Bangladeshi	13	1.5%
L Asian or Asian British - Any other Asian background	4	0.5%
M Black or Black British - Caribbean	103	11.8%
N Black or Black British - African	281	32.2%
P Black or Black British - Any other Black background	13	1.5%
PE Black Unspecified	1	0.1%
R Chinese	1	0.1%
S Any Other Ethnic Group	17	1.9%
Unspecified	46	5.3%
Z Not Stated	62	7.1%
Grand Total	874	100.0%

3. What is the minimum, maximum and average number of hours per week carried out by zero hours staff?

Please note that the Trust is unable to provide a response in relation to agency staffing as they are managed by a different organisation and we therefore do not hold this data.

However, we can confirm for the Trust's bank staff the following:

- The minimum hours worked was ½ hour for online training and the lowest that wasn't training, was 2 hours in a week just one shift in the week.
- The maximum hours worked was 75 hours in a week.
- The average hours worked is 27.12 hours per week.

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?

There is currently no policy however, area leads are able to place zero hours contract shifts on the Healthroster system, for zero hours contracted bank workers to be able to book onto.

Furthermore, it is noted within the Trust's TSS Operational Protocol that the Temporary staffing department ask for 24 hours' notice to areas to cancel shifts as a courtesy to bank workers.

Area leads are free to cancel shifts without bank workers needing to be paid, right up until approaching the start of a shift.

If a bank worker arrives on site without time for the notification or telephone call to be received and does not receive the notification, or no cancellation has been attempted – then the bank worker will be paid 2 hours pay.

Please note that there is a Bank Worker Transfer to Substantive Positions project in place which facilitates the offer of fixed hours contracts to zero hours contracted bank workers.

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.

Agency staff do not have employee status but worker status.

On average via Temporary Staffing Department – 67 per week through Agencies.

The Trust uses the following agencies to source agency staff:

Supplier Name
ATHONA LIMITED
PULSE
MEDSOL HEALTHCARE LIMITED
MSI RECRUITMENT
NC HEALTHCARE LTD
DOCTORS ON CALL LTD
SERVICE CARE SOLUTIONS LTD.
MEDACS HEALTHCARE PLC.
EVERGOOD ASSOCIATES LIMITED
SANCTUARY PERSONNEL LIMITED
HCL NURSING
MEDICURE PROFESSIONALS LIMITED
ID MEDICAL
LIQUID PERSONNEL
FRESH RECRUITMENT LIMITED
SWIIS (UK) LTD.
YOUR WORLD NURSING LTD
RIG MEDICAL RECRUIT LIMITED
ONECALL 24
HAMPTONS RESOURCING LTD
MEDBANK HEALTHCARE SOLUTIONS LTD
HCL SOCIAL CARE LTD
VENN GROUP LIMITED
MEDICSPRO LTD
YOUR WORLD RECRUITMENT LTD
MY LOCUM LTD
NATIONAL LOCUMS

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

NIL (0)

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.

Please see table below and note the following:

- The data is representative of 9th February 2023.
- The data is in relation to substantive and bank staff only.
- The Trust is unable to provide a response in relation to agency staffing as they are managed by a different organisation and we therefore do not hold this data.

Total Staff - Substantive & Bank Only			
	Bank Only	Substantive Staff	
Gender	Headcount	Headcount	Total
Female	584	3091	3675
Male	290	1176	1466
Grand Total	874	4267	5141
	Bank Only	Substantive Staff	
Age Range	Headcount	Headcount	Total
16-17	1	2	3
18-20	26	12	38
21-22	31	62	93
23-24	49	129	178
25-34	190	968	1158
35-44	218	1016	1234
45-54	176	1136	1312
55-64	134	851	985
65+	49	91	140
Grand Total	874	4267	5141
	Bank Only	Substantive Staff	
Ethnicity	Headcount	Headcount	Total
A White - British	169	1879	2048
B White - Irish	10	65	75
CL White Irish Traveller		2	2
C White - Any other White background	15	93	108
D Mixed - White & Black Caribbean	26	86	112
E Mixed - White & Black African	10	16	26
F Mixed - White & Asian	7	22	29
G Mixed - Any other mixed background	7	37	44
H Asian or Asian British - Indian	41	286	327
J Asian or Asian British - Pakistani	48	234	282
K Asian or Asian British - Bangladeshi	13	38	51
L Asian or Asian British - Any other Asian background	4	26	30
M Black or Black British - Caribbean	103	343	446
N Black or Black British - African	281	456	737
P Black or Black British - Any other Black background	13	46	59
PE Black Unspecified	1		1
R Chinese	1	16	17
S Any Other Ethnic Group	17	47	64
Unspecified	46	397	443