

## Freedom of Information Request

**Reference Number:** EPUT.FOI.20.1592  
**Date Received:** 22<sup>nd</sup> July 2020

**Information Requested:**

1. What is your policy on zero hours contracts?

The Trust believes that the Policy you have requested is available on its public website and is therefore unable to provide you with this information direct as the Freedom of Information Act prohibits the re-release of information that is already published within the public domain. The Trust is therefore applying Section 21 Exemption (Information accessible to applicant by other means).

However in an effort to be helpful we can provide you with the link on where to locate the Policy you have requested:

<https://eput.nhs.uk/publication-category/t/>

- HR40 - Deployment of Temporary Workers Policy and procedure
- HRP40 - Deployment of Temporary Workers Policy Procedure

2. How many workers/employees do you currently directly employ on zero hours contracts?

1,927

What is the breakdown of these figure according to:

- a. Sex

Female	Male
1325	602

- b. Race

BME	White	Not Stated
912	924	91

- c. Age

Age Band	Headcount
<=20 Years	90
21-25	167
26-30	142
31-35	177
36-40	226
41-45	267
46-50	226
51-55	221
56-60	206

61-65	102
66-70	68
>=71 Years	35

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 does utilise agency staff for emergency or short term cover via the NHSi approved temporary staffing framework. Any agency could be utilised on this framework. The following approved frameworks are used in the Trust:

- Crown Commercial Services: RM971 Non-Medical Non-Clinical
- Crown Commercial Services: RM3711 Multidisciplinary Temporary Healthcare Personnel
- NHS Collaborative Procurement Partnership: National framework agreement for the supply of clinical staff

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

N/A – no minimal hours employment

5. How many workers/employees in total do you currently employ?

5,220

What is the breakdown of these figure according to:

- a. Sex

Female	Male
4131	1089

- b. Race

BME	White	Not Stated
1097	3902	221

- c. Age

Age Band	Headcount
<=20 Years	20
21-25	252
26-30	455
31-35	530
36-40	585
41-45	656
46-50	745
51-55	834
56-60	634
61-65	368
66-70	103

>=71 Years	38
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**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.
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**Applied Exemption:****Section 21 (Information accessible to applicant by other means):**

- (1) Information which is reasonably accessible to the applicant otherwise than under section 1 is exempt information.
  - (2) For the purposes of subsection (1)—
    - (a) information may be reasonably accessible to the applicant even though it is accessible only on payment, and
    - (b) information is to be taken to be reasonably accessible to the applicant if it is information which the public authority or any other person is obliged by or under any enactment to communicate (otherwise than by making the information available for inspection) to members of the public on request, whether free of charge or on payment.
  - (3) For the purposes of subsection (1), information which is held by a public authority and does not fall within subsection (2)(b) is not to be regarded as reasonably accessible to the applicant merely because the information is available from the public authority itself on request, unless the information is made available in accordance with the authority's publication scheme and any payment required is specified in, or determined in accordance with, the scheme.
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**Publication Scheme:**

As part of the Freedom of Information Act all public organisations are required to proactively publish certain classes of information on a Publication Scheme. A publication scheme is a guide to the information that is held by the organisation. EPUT's Publication Scheme is located on its Website at the following link <https://eput.nhs.uk>