

Freedom of Information Request

Reference Number: EPUT.FOI.23.2814
Date Received: 27th of January 2023

Information Requested:

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.

1. What other terminology do you use for contracts or arrangements meeting the above legal definition of zero hours contract?
The Trust believes that this information is publicly available on the <https://eput.nhs.uk/media/cpuhhfj4/eput-foi-2565.pdf> website and therefore is applying a Section 21 exemption of the Act (Information accessible to applicant by other means):
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
[See response to question 1](#)
3. What is the minimum, maximum and average number of hours per week carried out by zero hours staff?
[See response to question 1](#)
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?
[See response to question 1](#)

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.
[See response to question 1](#)
6. How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?
[See response to question 1](#)
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 attached document](#)
[This figure is taken from Electronic Staff Record and includes substantive, bank, locum and honorary assignment types.](#)

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.

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>