

Reference:	FOI.3638.20
Subject:	Policy and practice on zero hours contracts
Date of Request:	23 July 2020

Requested:

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

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. Hywel Dda University Health Board (UHB) confirms it does not have a policy in place that sets out the arrangements for the management of its bank contracts of engagement. The UHB ensures bank workers contracts of engagement operate fairly in accordance with legal requirements. The UHB only engages staff on a bank arrangement in order to provide cover in relation to varying demand and to cover gaps in rotas/shifts on a temporary basis. In addition, individuals are sometimes engaged on a bank basis where the UHB has been unable to recruit on a substantive basis. Bank staff are not used as a substitute for substantive employment.

2a. The UHB provides, within the table below, the current number directly engaged on bank contracts of engagement by gender.

Gender	Number
Female	939
Male	376

2b. The UHB provides, within the table overleaf, the current number directly engaged on bank contracts of engagement by ethnicity.

Ethnic group	Number
White UK	1,082
Unspecified or Not Stated	78
Other White Background	51
Asian or Asian British - Indian	27
Asian or Asian British - Pakistani	15
Asian or Asian British - Any other Asian background	10
Black or Black British - African	9
Mixed - White & Black Caribbean; White & Black African; White & Asian	8
Other Specified	7
Any other Ethnic Group	6
Black or Black British - Nigerian	5
Filipino	5
Asian - Sri Lankan; Any other mixed background; Asian or Asian British - Bangladeshi; Asian Unspecified; Black or Black British - Caribbean; Chinese or Malaysian	12

2c. The UHB provides, within the table below, the current number directly engaged on bank contracts of engagement by age band.

Age band	Number
< 20	163
21-25	209
26-30	191
31-35	162
36-40	113
41-45	76
46-50	77
51-55	70
56-60	117
61-65	84
66-70	39
> 71	14

3. The UHB provides, within the table below, the current number engaged on agency contracts by staff group.

Staff Group	Number
Admin and Clerical	1
Allied Health Professionals/Healthcare Scientists	18
Estates and Ancillary	1
Medical and Dental	27
Nursing and Midwifery	Unavailable

The UHB is unable to provide the number of agency workers for Nursing and Midwifery due to the numbers varying daily. The UHB therefore provides, within the table below, the names of the agencies used.

Agency
Allied Healthcare
Concept Care Services
Eleventh Hour
Liquid Healthcare
MPS Healthcare
Penguin Recruitment
Thornbury Nursing Services
Your Nurse
ASA Medical Solutions
CRG
Enferm Medical
Med Team Recruitment
MSI Recruitment
Placegroup
Trinity Nursing Services
Your World Healthcare
Bluestones Medical
Direct Nursing Services
ID Medical
Medsol Healthcare
Next Step Nursing
Richmond Nursing
WNA Healthcare

4. The UHB confirms it has no employees directly employed on minimum hour contracts, via agencies, contractors or sub-contractors.

5a. The UHB provides, with the table below, the number of employees by gender as recorded on 31 July 2020.

Gender	Number
Female	9,437
Male	2,758

5b. The UHB provides, within the table below, the number of employees by ethnicity, as recorded on 31 July 2020.

Ethnic Grouping	Number
White UK	9,990
Unspecified or Not Stated	719
Other White Background	698
Asian or Asian British - Indian	235
Asian or Asian British - Any other Asian background	76
Asian or Asian British - Pakistani	72
Any other Ethnic Group	68
Black or Black British - African	62

Filipino	48
Mixed - White & Black Caribbean; White & Black African; White & Asian	47
Asian Unspecified	34
Black or Black British - Nigerian	30
Asian - Sri Lankan	25
Other Specified	22
Any other mixed background	20
Black or Black British - Caribbean	14
Chinese	11
Malaysian	9
Asian or Asian British - Bangladeshi	8
Black or Black British - Any other Black background	7

5c. The UHB provides, within the table below, the number of employees by age band, as recorded on 31 July 2020.

Age Band	Number
<20	391
21-25	873
26-30	1,296
31-35	1,359
36-40	1,301
41-45	1,276
46-50	1,582
51-55	1,651
56-60	1,458
61-65	767
66-70	169
>71	72