

Reference:	FOI.10797.23
Subject:	Zero hour contracts
Date of Request:	27 January 2023

Requested:

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

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

Response:

1. – 6. Hywel Dda University Health Board (UHB) does not employ anyone on a zero hours' contract. The NHS Wales bank terms of engagement do not hold any mutuality of obligation, and based on this are not considered zero hour contracts.
7. The tables below provide the total number of individuals employed by the UHB, as is recorded on the UHB's Electronic Staff Record (ESR) at 14 February 2023, broken down into gender, age bands and ethnicity.

Gender	Number
Female	11,234
Male	3,283
Total	14,517

Age Bands	Number
16 to 17	61
18 to 20	289
21 to 22	393
23 to 24	466
25 to 34	3,207
35 to 44	3,265
45 to 54	3,354
55 to 64	2,936
65 and over	546
Total	14,517

Ethnic Origin	Number
White - British/English/Welsh/Scottish/Cornish/Northern Irish	11,846
White - Irish	77
White Gypsy or Irish Traveller	1
White - Any Other	592
Asian or Asian British - Indian	288
Asian or Asian British - Pakistani	91
Asian or Asian British - Bangladeshi	13

Asian or Asian British - Any other Asian background	128
Black or Black British - Caribbean	14
Black or Black British - African	92
Black or Black British - Any other	41
Mixed - White & Black Caribbean	12
Mixed - White & Black African	14
Mixed - White & Asian	37
Mixed - Any other mixed background	34
Other Ethnic Group	200
Prefer Not To Say/Not Stated/Not recorded on ESR	1,037
Total	14,517