

**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 to do you use for contracts or arrangements meeting the above legal definition of zero hours contract?**

The Health Board does not engage bank workers or employ staff on zero hour contracts as per the definition provided above.

Bank Workers are engaged by the Health Board on a casual basis for work within the specific service areas for which they are qualified and engaged. It is entirely at the Health Board's discretion to offer any work on the bank.

The Health Board is under no obligation to provide any work and there is no obligation for bank workers to accept the offer of hours for each week. Therefore, there is no mutuality of obligation from either party.

**2. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figures according to:**

Not applicable.

**(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?**

Not applicable.

**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?**

Not applicable.

**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.**

Not applicable.

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

Not applicable.

**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.**

The Health Board employs 16,144 staff, broken down as follows:

12,777 female

3,367 male

Please find below the breakdown of ethnicity and age profile Health Board staff below:

<b>Ethnicity</b>		<b>No.</b>
White British		11560
white - Gypsy or Irish Traveller		0
White - Other Background		347
Asian or Asian British - Indian		483
Asian or Asian British - Pakistani		120
Asian or Asian British - Bangladeshi		41
Asian or Asian British - Chinese		34
Asian or Asian British - Any Other Background		89
Black or Black British - Caribbean		35
Black or Black British - African		110
Black or Black British - Any Other Background		21
Mixed - White and Black Caribbean		30
Mixed - White and Black African		21
Mixed - White and Asian		37
Mixed - Any other mixed background		55
Other ethnic group		228
Unspecified/ prefer not to say		2933
<b>Age Group</b>	<b>No.</b>	
<=20 Years	72	
>=71 Years	100	
21-25	850	
26-30	1778	
31-35	2183	
36-40	2063	
41-45	1775	
46-50	1854	
51-55	2062	
56-60	1984	
61-65	1157	
66-70	266	

The Health Board engages 2,963 bank workers, broken down as follows:

5,592 female  
371 male

Please find below the breakdown of ethnicity and age profile for bank staff below:

<b>Ethnicity</b>	<b>No.</b>
White British	1446
White – Gypsy or Irish Traveller	0
White – Other Background	138
Asian or Asian British - Indian	32
Asian or Asian British - Pakistani	7
Asian or Asian British – Bangladeshi	3
Asian or Asian British - Chinese	0

Asian or Asian British - Any Other Background	11
Black or Black British - Caribbean	2
Black or Black British - African	20
Black or Black British - Any Other Background	4
Mixed - White and Black Caribbean	6
Mixed - White and Black African	2
Mixed - White and Asian	3
Mixed - Any other mixed background	3
Other ethnic group	18
Unspecified/ prefer not to say	1268

<b>Age Group</b>	<b>No.</b>
<=20 Years	63
>=71 Years	25
21-25	368
26-30	458
31-35	439
36-40	367
41-45	268
46-50	228
51-55	212
56-60	265
61-65	186
66-70	84