

Freedom of Information request 287-20

Request

I write to request information about your policy and practice on zero hours contracts and other associated statistics under the Freedom of Information Act 2000.

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. NHS Borders does not offer Zero Hour contracts to workers but does operate a Bank arrangement on an 'as and when' required basis. A number of those who have a Bank arrangement also have substantive contracts with NHS Borders.
2. As we do not offer zero hour contracts the information requested has been provided for NHS Borders Bank arrangements.

This data has been separated for those will bank arrangements only and those with a substantive post and a bank arrangement.

a) Sex:

Gender	Female	Male	Grand Total
Bank Only	559	211	770
Bank With Substantive Post	290	69	359
Grand Total	849	280	1129

b) Ethnicity:

Ethnicity	BAME	Don't Know	Prefer not to say	White	Grand Total
Bank Only	21	25	89	635	770

Bank With Substantive Post	8	4	101	246	359
Grand Total	29	29	190	881	1129

c) Age:

Age group	16-19	20-29	30-39	40-49	50-59	60-65	66+	Grand Total
Bank Only	54	152	188	126	156	79	15	770
Bank With Substantive Post	5	56	78	90	91	38	1	359
Grand Total	59	208	266	216	247	117	16	1129

3. We do not engage workers indirectly employ on zero hours contracts via agencies, contractors or sub-contractors.
4. None
5. This information has been provided for the number of employees with employment contracts with NHS.

a) Sex:

Gender	Female	Male	Grand Total
No of employees	2514	538	3052

b) Ethnicity:

Ethnicity	BAME	Don't Know	Prefer not to say	White	Grand Total
No of employees	80	36	970	1966	3052

c) Age:

Age Group	16-19	20-29	30-39	40-49	50-59	60-65	66+	Grand Total
No of employees	20	325	584	731	1064	293	35	3052

If you are not satisfied with the way your request has been handled or the decision given, you may ask NHS Borders to review its actions and the decision. If you would like to request a review please apply in writing to, Freedom of Information Review, NHS Borders, Room 2EC3, Education Centre, Borders General Hospital, Melrose, TD6 9BS or foi.enquiries@borders.scot.nhs.uk.

The request for a review should include your name and address for correspondence, the request for information to which the request relates and the issue which you wish to be reviewed. Please state the reference number **287-20** on this request. Your request should be made within 40 working days from receipt of this letter.

If following this review, you remain dissatisfied with the outcome, you may appeal to the Scottish Information Commissioner and request an investigation of your complaint. Your request to the Scottish Information Commissioner should be in writing (or other permanent form), stating your name and an address for correspondence. You should provide the details of the request and your reasons for dissatisfaction with both the original response by NHS Borders and your reasons for dissatisfaction with the outcome of the internal review. Your application for an investigation by the Scottish Information Commissioner must be made within six months of your receipt of the response with which you are dissatisfied. The address for the Office of the

Scottish Information Commissioner is, Office of the Scottish Information Commissioner, Kinburn Castle,
Doubledykes Road, St Andrews, Fife.