

Freedom of Information request 481-22

Request

1. The number of people directly employed by your organisation to provide health and social care services who are on a zero hours contract.
2. If you hold this information, the number of persons on Zero Hours Contracts who are employed by third party organisations commissioned by your organisation (or another procurement organisation on your behalf) to provide health and social care services.
3. A copy or link to any relevant policy/policies you have about the use of zero hours contracts by third parties that provide services to your organisation.

Response

1. NHS Borders does not offer Zero Hour contracts to workers. However, several departments do operate a Bank appointment arrangement on an 'as and when' required basis. With the Bank appointment arrangement, there is no mutuality of obligation either on the worker to accept the offer of hours of work or obligation on NHS Borders to offer hours of work.

	With substantive contract	Bank only	Total
Allied Health Professionals	12	35	47
Medical Staff	6	42	48
Sessional GP	5	41	46

2. NHS Lothian operate a staff bank on behalf of NHS Borders for Nursing and Midwifery services; this arrangement has been in place since 1 November 2020. Therefore, please note under Section 25 of the Freedom of Information (Scotland) Act 2002 this data is accessible elsewhere.
3. This information is not held, as defined in Section 17, Freedom of Information (Scotland) Act 2002.

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 **481-22** 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.