

Ref: FOI/2023/8648

Date Received: 26<sup>th</sup> January 2023

Response Due: 23<sup>rd</sup> February 2023

Date: 23<sup>rd</sup> February 2023

Dear Sir/Madam

You asked:

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

Bank Workers

- 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

Please find attached spreadsheet

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

Min 21,520, Max 25,703, Avg 23,611 (hours per week)

- 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?**

No

- 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.**

None

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

We don't use minimum hour contracts. If someone is on less than 10 hours this is through choice / service need as a part time worker

- 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.**

Please find attached spreadsheet

If you are not entirely satisfied with this response, please do not hesitate to contact the Information Governance Department via the email address provided. If we do not hear from you within 28 days, we will assume that we have been able to accommodate your request under the Freedom of Information Act 2000.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Tracy Boustead', is positioned above the typed name.

Tracy Boustead  
Acting Chief People Officer

PLEASE NOTE:

If you are unhappy with the service you have received in relation to your request and wish to make a complaint or request a review of our decision, you should write to: Information Governance Department, Wrightington, Wigan and Leigh NHS Foundation Trust, Suite 9, Buckingham Row, Brick Kiln Lane, Wigan, WN1 1XX.

If you are not content with the outcome of your complaint, you may apply directly to the Information Commissioner for a decision at:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire, SK9 5AF

Helpline number: 0303 123 111