



DATE 17 April 2023

Email:

Dear

FREEDOM OF INFORMATION REQUEST

Request No: 05674-23

Subject: **RE: Zero hours contracts**

Request: **Date Received:** 27/01/2023
Date of Monitoring: 28/01/2023

Thank you for your request for information received on 27/01/2023 which was dealt with under the terms of the Freedom of Information Act 2000. Northern Ireland Ambulance Service (NIAS) Health and Social Care Trust has now completed its search for the information you requested and that is detailed below.

Question

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

Northern Ireland Ambulance Service Health & Social Care Trust
Headquarters, Site 30 Knockbracken Healthcare Park, Saintfield Road, Belfast BT8 8SG

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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.

Answer

1. Bank Contracts

2. Based on a HRPTS report run for the period covering 01/04/2022-16/02/2023 the breakdown of zero hour staff are as follows:

Gender:

Female	34
Male	117

Age

23-24	3
25-34	28
35-44	38
45-54	30
55-64	38
65+	14

Race

White	78
Other	2
Not declared	71

3. Based on a HRPTS report run for the period covering 01/04/2022-31/01/2023 the hours worked are as follows:

Minimum	0
Maximum	47
Average	4.4

4. HR do not hold this information.
 5. We do not employ staff on a zero hour contracts via agencies, contractors or subcontractors.
 6. We do not employ staff on a zero hour contracts via agencies, contractors or subcontractors
 7. Inc bank staff Gender:

Female	621
Male	1141
Total	1762

Age

18-20	2
21-22	6
23-24	19
25-34	336
35-44	414
45-54	604
55-64	335
65+	46
Total	1762

Race

White	1415
Other	17
Not declared	330
Total	1762

I hope the above fully assists you.

Please note that, under the Re-use of Public Sector Information Regulations, if you wish to publish or otherwise use this information besides for your own means, you will need to seek our permission to do so.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter.

In the event that you require a review to be undertaken, you can do so by writing to the Director of Planning, Performance and Corporate Services, Northern Ireland Ambulance Service (NIAS) HSC Trust, Site 30, Knockbracken Healthcare Park, Saintfield Road, Belfast, BT8 8SG.

If following an internal review, carried out by an independent decision maker, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the Trust has complied with the terms of the Freedom of Information Act.

You can write to the Information Commissioner at:

Website: ni@ico.org.uk

Post: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, CHESHIRE SK9 5AF

Telephone: 028 9027 8757 or 0303 123 1114 (Belfast based Office)

In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out. However the Commissioner has the option to investigate the matter at his discretion.

Please be advised that NIAS replies under Freedom of Information may be released into the public domain via our website @ <http://www.niamb.co.uk>. Personal details in respect of your request will have, where applicable, been removed to protect confidentiality.

Yours sincerely

(not signed – issued by email)

Information Governance Team