

12 April 2023

Zero Hours Contracts

1. **What other terminology to do you use for contracts or arrangements meeting the above legal definition of zero hours contract?**

The Trust currently has a Bank Policy. Bank arrangements relate to the offer of shifts in which workers registered on the Bank may agree to work hours/shifts offered from time to time. There is no mutuality of obligation under the Bank policy.

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

The Trust does not employ staff on zero hours contracts. As referred to in question one, workers are registered on a bank arrangements and may be offered and periods of work from time to time with no mutuality of obligation.

See table below for workers currently registered with Bank arrangements as at 1 January 2023.

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Gender	Headcount	% Headcount
Female	10699	81%
Male	2471	19%
Grand Total	13170	100%

Age Group	Headcount	% Headcount
>=65	714	5%
16-24	696	5%
25-34	3296	25%
35-44	3085	24%
45-54	2627	20%
55-64	2752	21%
Grand Total	13170	100%

Ethnicity	Headcount	% Headcount
Not assigned	4298	33%
White	8259	63%
Ethnically Diverse *	613	5%
Grand Total	13170	100%

*Our current system does not hold the ethnic/nationality characteristics you have requested. To avoid possible identification of individuals the Trust group all ethnically diverse staff into one overall grouping.

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

As referred to in question one, shifts may be offered to workers registered with a bank arrangement with no minimum or maximum number of hours stipulated. There is no mutuality of obligation for bank workers. The average hours worked is not centrally held and therefore not available.

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

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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.**

This information is not held centrally and cannot be provided. The Trust do use agency workers to fill ad hoc shifts from time to time. This information is already in the public domain. Please follow this link to our website:

<https://belfasttrust.hscni.net/download/574/february/13759/28618-medical-nursing-agency-statistics-attachment.xlsx>

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

Belfast Trust currently directly employ 167 staff that are on “minimum hours”, based on the definition you provided. These staff may have requested the hours to suit their family needs etc. rather than being directly employed on minimum hour contracts. We cannot provide information on agency, contractors or sub-contractors, as we do not hold this information centrally; however, it is not the policy of the Trust to employ people on minimum hour contracts, whether through Agencies or directly.

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 table below includes substantive staff only where a contract of employment is in place.

Gender	Headcount	% Headcount
Female	16733	77%
Male	4985	23%
Grand Total	21718	100%

Age Group	Headcount	% Headcount
16-24	1160	5%
25-34	4908	23%
35-44	5724	26%
45-54	5463	25%
55-64	3962	18%
>=65	501	2%
Grand Total	21718	100%

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Ethnicity	Headcount	% Headcount
Not assigned	6154	28%
White	14702	68%
Ethnically Diverse *	862	4%
Grand Total	21718	100%

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