

**Freedom of Information Request**

**Ref: 23-077**

9 February 2023

By Email

Dear Sir/Madam

Thank you for your request for information under the Freedom of Information Act 2000. The Trust's response is as follows:

- We can confirm that we do hold the information you are requesting

**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.**

**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 worker.

**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**

Female: 2103

Male: 898

**(b) age: 16-17, 18-20, 21-22, 23-24, 25-34, 35-44, 45-54, 55-64, 65+**

<b>Age band</b>	<b>Bank staff</b>
<b>18-20</b>	98
<b>21-22</b>	233
<b>23-24</b>	192
<b>25-34</b>	1091
<b>35-44</b>	654
<b>45-54</b>	358
<b>55-64</b>	276
<b>65+</b>	99

**(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**

<b>Ethnicity</b>	<b>Employees</b>
<b>Any Other Ethnic Group</b>	43
<b>Asian or Asian British - Any other Asian background</b>	48
<b>Asian or Asian British - Bangladeshi</b>	18
<b>Asian or Asian British - Indian</b>	118
<b>Asian or Asian British - Pakistani</b>	34
<b>B White - Irish</b>	32
<b>Black or Black British - African</b>	170
<b>Black or Black British - Any other Black background</b>	33
<b>Black or Black British - Caribbean</b>	37
<b>Chinese</b>	16
<b>Mixed - Any other mixed background</b>	30
<b>Mixed - White &amp; Asian</b>	28
<b>Mixed - White &amp; Black African</b>	14
<b>Mixed - White &amp; Black Caribbean</b>	26

<b>Not Stated</b>	395
<b>White - Any other White background</b>	267
<b>White - English/Welsh/Scottish/Northern Irish/British Irish</b>	1692

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

Minimum hours: 0

Average hours: 38

Maximum hours: 72

**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.**

AHE Services Limited

Allied & Clinical Recruitments Ltd

Applocum Staffing Limited

Arcadia Healthcare Limited

Artio Care

Atlantis Medical Ltd

Bleep 360 Limited

Blissful Living Limited

Bluestones Medical

Bluoak Housing and Healthcare Consultancy Ltd

Canary Locums

Capital Recruitment Ltd

Care Global Ltd

Caritas Recruitment Limited

Charterhouse Medical UK Ltd

Clinical 24 Staffing LTD

Community Professionals

Connaught Resourcing Limited

Coyle Personnel Ltd

Cromwell Medical Staffing Limited

Cucumber Recruitment Limited

Day Webster

Daytime Healthcare Recruitment Limited

Direct Medics Ltd1Emergency Personnel Ltd

Enferm Medical Ltd1Europeanbiz Limited t/a Europeanbiz Healthcare  
Evergood Associates Limited  
Four Plus Solutions Ltd  
Genepool Medical  
Globe Locums  
Gold Staff Recruitment Limited  
Green Force Healthcare Limited  
Hallam Medical Limited  
Health Recruit Network Ltd  
Healthline Healthcare Limited  
Hojona Mind Ltd  
HSA Locums LTD  
Hunter AHP Resourcing Ltd  
ID Medical  
IMC Locums Limited  
Inner Circle Recruitment Limited  
Interact Medical Limited - Nursing  
Kingdom Medical Services Limited  
Krivani Limited  
Lifeline Healthcare Group Limited  
M Recruitment Limited  
MAA Recruitment Ltd  
Mass Care Momentous Ltd  
Maxxima Limited  
MCM Medical  
McMillan Healthcare Limited  
Med Pure Limited  
Medco Recruitment Limited  
Medecho Limited  
Medex 24 Ltd  
Medgen Ltd  
Medic Finder Ltd  
Medical Locum Recruitment Limited t/a Locum Meds  
Medical Station Limited  
Medicspro Ltd  
Medilink Consulting Ltd  
Medline Recruitment Ltd  
Merco Medical Staffing Ltd  
Meridian Business Support Ltd  
Minerva Nursing Limited  
MJ Support Staffing Limited  
MSI Group – Nursing  
National Locums Limited  
NC Healthcare Limited – Nursing

Neave Employment Ltd t/a Pamela Neave Employment Group  
Next Step Nursing  
Nothing But Recruitment Ltd t/a Nothing But Healthcare  
OnCliniCall Limited  
Pertemps Network Medical Ltd  
PharmEng t/a PE Global Healthcare  
Positive Mental Health Limited  
Pulse Healthcare Ltd  
Randstad Public Services Limited  
Recare Recruitment  
RMR Recruitment  
Robin Recruitment T/A Kingdom Recruitment  
Sanctuary Personnel Ltd  
Sensecare Limited T/A Sensecare Medical Staffing  
Serenity Locums Limited  
Service Care solutions Limited  
Severn Angels Healthcare Ltd  
Sierra Healthcare Services Ltd  
Sirona Medical  
SOS Medical Limited  
Staff Partners  
Staffing Professionals Limited  
SWIIS (UK) Limited  
T2Locums Ltd  
Temporary Staffing Agency TSA Limited  
TFS Healthcare  
The Placement Group (Healthcare) Ltd  
Total Assist Recruitment Ltd  
Total Talent Management (UK) Limited  
Trust Nurse Services Ltd  
TXM Healthcare  
Unity Healthcare Recruitment Ltd  
Urgent Staffing Limited  
Venn Group  
Vivid Healthcare  
Winlight Recruitment Limited  
Your Nurse Limited  
Your World Recruitment Ltd - Nursing

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

2543

**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.**

**(a) sex: Male, Female, Other, Prefer not to say**

Female: 11,714

Male: 3849

**(b) age: 16-17, 18-20, 21-22, 23-24, 25-34, 35-44, 45-54, 55-64, 65+**

Age band	Employees
16-17	19
18-20	228
21-22	472
23-24	668
25-34	4911
35-44	3893
45-54	2851
55-64	2163
65+	358

**(c) race:**

Ethnicity	Employees
Any Other Ethnic Group	294
Asian or Asian British - Any other Asian background	285
Asian or Asian British - Bangladeshi	39
Asian or Asian British - Indian	1029
Asian or Asian British - Pakistani	122
B White - Irish	167
Black or Black British - African	534
Black or Black British - Any other Black background	122
Black or Black British - Caribbean	206
Chinese	100
Mixed - Any other mixed background	125
Mixed - White & Asian	112
Mixed - White & Black African	50
Mixed - White & Black Caribbean	108
Not Stated	949
White - Any other White background	1213
White - English/Welsh/Scottish/Northern Irish/British Irish	10108

This concludes our response. We trust that you find this helpful, but please do not hesitate to contact us directly if we can be of any further assistance.

If, after that, you are dissatisfied with the handling of your request, you have the right to ask for an internal review. Internal review requests should be submitted within two months of the date of receipt of the response to your original letter and should be addressed to:

Data Protection Officer  
University Hospitals Bristol and Weston NHS Foundation Trust  
Trust Headquarters  
Marlborough Street  
Bristol  
BS1 3NU

Please remember to quote the reference number above in any future communications.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF

#### Publication

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To view the Freedom of Information Act in full please click [here](#).

Yours sincerely

**Freedom of Information Team**  
**University Hospitals Bristol and Weston NHS Foundation Trust**