

Freedom of Information Request

Ref: UHB 20-294

27 July 2020

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.

1. What is your policy on zero hours contracts?

The Trust uses zero hour workers on a Bank Workers Agreement according to the clinical needs of the organisation.

2. How many workers are currently employed by UHBW NHS Foundation Trust on zero hours contracts? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?

a. Breakdown by occupation

Staff Group	Headcount
Add Prof Scientific and Technic	59
Additional Clinical Services	1,008
Administrative and Clerical	283
Allied Health Professionals	52
Estates and Ancillary	325
Healthcare Scientists	17
Medical and Dental	476
Nursing and Midwifery Registered	508
Grand Total	2,728

b. Breakdown by sex

Gender	Headcount
Female	2,010
Male	718
Grand Total	2,728

c. Breakdown by origin

Ethnic Origin Defined	Headcount
A White - British	1,669
B White - Irish	35
C White - Any other White background	241
D Mixed - White & Black Caribbean	20
E Mixed - White & Black African	9
F Mixed - White & Asian	18
G Mixed - Any other mixed background	19
H Asian or Asian British - Indian	77
J Asian or Asian British - Pakistani	22
K Asian or Asian British - Bangladeshi	6
L Asian or Asian British - Any other Asian background	53
M Black or Black British - Caribbean	35
N Black or Black British - African	133
Not Reported	155
P Black or Black British - Any other Black background	41
R Chinese	17
S Any Other Ethnic Group	36
Z Not Stated	142
Grand Total	2,728

d. Breakdown by age

Age Range	Headcount
16 - 20	170
21 - 25	444
26 - 30	510
31 - 35	371
36 - 40	289
41 - 45	221
46 - 50	182
51 - 55	158
56 - 60	179
61 - 65	136
66 - 70	44
71 & above	24
Grand Total	2,728

3. How many workers are currently employed on zero hours contracts via agencies, contractors or sub-contractors that provide workers to UHBW NHS Foundation Trust? If this data is not available, please provide the names of the agencies, contractors or sub-contractors that you use to employ workers indirectly.

By the nature of agency work and the changing clinical needs of the organisation this will change on a daily basis. All agency workers are provided through our Neutral

Vendor.

4. How many workers are currently employed on minimum hours contracts directly by UHBW NHS Foundation Trust or via agencies, contractors or sub-contractors that provide workers to UHBW NHS Foundation Trust?

Nil.

5. How many workers in total does UHBW NHS Foundation Trust currently employ? What is the breakdown of these figures according to (a) occupation, (b) sex, (c) race and (d) age?

a. Breakdown by occupation

Staff Group	Headcount
Add Prof Scientific and Technic	701
Additional Clinical Services	2,737
Administrative and Clerical	2,756
Allied Health Professionals	694
Estates and Ancillary	1,428
Healthcare Scientists	368
Medical and Dental	2,111
Nursing and Midwifery Registered	3,888
Grand Total	14,683

b. Breakdown by sex

Gender	Headcount
Female	11,265
Male	3,418
Grand Total	14,683

c. Breakdown by origin

Ethnic Origin Defined	Headcount
A White - British	10,279
B White - Irish	169
C White - Any other White background	1,271
D Mixed - White & Black Caribbean	81
E Mixed - White & Black African	40
F Mixed - White & Asian	73
G Mixed - Any other mixed background	95
H Asian or Asian British - Indian	568
J Asian or Asian British - Pakistani	75
K Asian or Asian British - Bangladeshi	21
L Asian or Asian British - Any other Asian background	239
M Black or Black British - Caribbean	205
N Black or Black British - African	421

Not Reported	344
P Black or Black British - Any other Black background	111
R Chinese	69
S Any Other Ethnic Group	252
Z Not Stated	370
Grand Total	14,683

d. Breakdown by age

Age Range	Headcount
16 - 20	342
21 - 25	1,518
26 - 30	2,274
31 - 35	2,074
36 - 40	1,819
41 - 45	1,547
46 - 50	1,471
51 - 55	1,411
56 - 60	1,277
61 - 65	731
66 - 70	164
71 & above	55
Grand Total	14,683

For clarification:

- By zero hours contract, I mean a contract where no work is guaranteed and the employee/worker has the right to turn down work
- By minimum hours contract, I mean a contract where the employer guarantees a small number of hours work, say between 1 and 10.

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:

Director of Corporate Governance
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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Yours sincerely

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