



Ref: FOIA Reference 2019/20-728

Royal Stoke University Hospital
Quality, Safety and Compliance Department
Newcastle Road
Stoke-on-Trent
Staffordshire
ST4 6QG

Date: 26th March 2020

Email foi@uhn.nhs.uk

Dear

I am writing in response to your email dated 22nd March 2020 (received into our office 23rd March) requesting information under the Freedom of Information Act (2000) regarding Zero Hours Contracts

I can neither confirm nor deny whether the information you have requested is held by the Trust in its entirety. This is because the information requested in question 4 is not held centrally, but may be recorded in individual staff records. In order to confirm whether this information is held we would therefore have to individually access all individual staff records within the Trust and extract the information where it is present. We therefore estimate that complying with your request is exempt under section 12 of the FOI Act: *cost of compliance is excessive*. The section 12 exemption applies when it is estimated a request will take in excess of 18 hours to complete. We estimate that accessing and reviewing all individual staff records and then extracting relevant information would take longer than the 18 hours allowed for.

In addition to the section 12 exemption the Trust is also applying section 14 (1) exemption: *oppressive burden on the authority*

Under section 16 of the FOI Act we are required to provide requestors with advice and assistance where possible. We would therefore like to advise you that if your request is shortened to just the questions that we are able to comply within the 18 hour time frame. In order to avoid delay to your response we have provided this below.

As of 1st November 2014 University Hospitals of North Midlands NHS Trust (UHNM) manages two hospital sites – Royal Stoke University Hospital, and County Hospital (Stafford). Therefore the response below is for the two sites combined from that date where appropriate.

Q1 I write to request information about University Hospital of North Midlands NHS Trust's policy and practice on zero hour's contracts and other associated statistics under the Freedom of Information Act 2000.

What is your policy on zero hour's contracts?

A1 Those registering to work on the Trust Bank are classed as workers. They complete a registration document which sets out the terms of their registration. Once registered on the Bank, they may be asked from time to time if they wish to carry out specific time limited Assignments at the Trust and they can choose whether or not to accept or decline the Assignments offered. There is no obligation on the Trust to offer work and no obligation on the worker to accept it. The registration document is not an employment contract and does not confer any employment rights on the worker.

- Q2** How many workers are currently employed by University Hospital of North Midlands NHS Trust on zero hours contracts? What is the breakdown of this figure according to the following?
- (a) Occupation**
 - (b) Sex**
 - (c) Race**
 - (d) Age**

- A2** University Hospital of North Midlands NHS Trust employs 1557 workers as bank only staff on zero hours contracts. However, please note that many of our Medical staff hold posts allocated as “Bank only” and also hold substantive posts. These are included in the numbers below.

Count of Primary Assignment, Bank only staff	
Staff Group	Headcount
Add Prof Scientific and Technical	40
Additional Clinical Services	593
Administrative and Clerical	59
Allied Health Professionals	18
Estates and Ancillary	45
Healthcare Scientists	11
Medical and Dental	460
Nursing and Midwifery Registered	331
Grand Total	1557
Gender	Headcount
Female	1047
Male	510
Grand Total	1557
Ethnicity	Headcount
Asian or Asian British	258
Black or Black British	111
Mixed	41
Other Ethnic Groups	69
White	971
Not Stated	107
Grand Total	1557
Age Bands	Headcount
<25	260
26-30	293
31-35	248
36-40	205
41-45	165
46-50	106
51-55	89
55-60	88
61-65	78
66-70	16
>70	9
	1557

- Q3** How many workers are currently employed by University Hospital of North Midlands NHS Trust on zero hours contracts? What is the breakdown of this figure according to the following?
- (a) Occupation,
 - (b) Sex
 - (c) Race
 - (d) Age

A3 University Hospital of North Midlands NHS Trust does not employ workers from agencies, contractors or sub-contractors. The Trust may procure agency staff as the need arises. However, the Trust is not party to the contractual arrangements between the agency and their worker

Q4 How many workers are currently employed on minimum hours contracts directly by University Hospital of North Midlands NHS Trust or via agencies, contractors or sub-contractors that provide workers to University Hospital of North Midlands NHS Trust?

A4 The data is not held centrally, therefore section 12 and 14 exemptions apply as stated above, however under section 16 of the FOI Act we have supplied the following:

Full Time / Part Time Split	
Unspecified	1
Part Time	6,458
Full Time	6,025

Q5 How many workers in total does University Hospital of North Midlands NHS Trust currently employ? What is the breakdown of this figure according to the following?

- (a) Occupation,
- (b) Sex
- (c) Race
- (d) Age

A5 Please see below:

Count of Primary Assignments, Substantive and Bank	
Staff Group	Headcount
Add Prof Scientific and Technicall	457
Additional Clinical Services	3108
Administrative and Clerical	2055
Allied Health Professionals	562
Estates and Ancillary	642
Healthcare Scientists	333
Medical and Dental	1686
Nursing and Midwifery Registered	3641
Grand Total	12484
Gender	Headcount
Female	9566
Male	2918
Grand Total	12484
Ethnicity	Headcount
Asian or Asian British	1640
Black or Black British	335
Mixed	185
Other Ethnic Groups	273
White	9515
Not Stated	536
Grand Total	12484
Age Bands	Headcount
<25	1107
26-30	1682
31-35	1595
36-40	1476
41-45	1551
46-50	1579
51-55	1478
55-60	1187
61-65	663
66-70	121
>70	45
	12484

*Please note that any individuals identified do not give consent for their personal data to be processed for the purposes of direct marketing.

UHNM NHS Trust is a public sector body and governed by EU law. FOI requestors should note that any new Trust requirements over the EU threshold will be subject to these regulations and will be advertised for open competition accordingly.

Where the Trust owns the copyright in information provided, you may re-use the information in line with the conditions set out in the Open Government Licence v3 which is available at <http://www.nationalarchives.gov.uk/doc/open-government-licence/version/3/>. Where information was created by third parties, you should contact them directly for permission to re-use the information.

An anonymised copy of this request can be found on the Trust's disclosure log, please note that all requests can be found at the following link: <http://www.uhnm.nhs.uk/aboutus/Statutory-Policies-and-Procedures/Pages/Freedom-of-Information-Disclosure-Log.aspx>

This letter confirms the completion of this request. A log of this request and a copy of this letter will be held by the Trust.

If you have any queries related to the response provided please in the first instance contact my office.

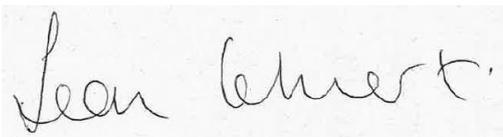
Should you have a complaint about the response or the handling of your request, please also contact my office to request a review of this. If having exhausted the Trust's FOIA complaints process you are still not satisfied, you are entitled to approach the Information Commissioner's Office (ICO) and request an assessment of the manner in which the Trust has managed your request.

The Information Commissioner may be contacted at:

Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF or via www.ico.org.uk.

If following review of the responses I can be of any further assistance please contact my secretary on 01782 671612.

Yours,



Jean Lehnert
Information Governance Manager