

Ref. No: 053290421
From: Public
Date: 29/04/21
Subject: Zero hours contracts

REQUEST & RESPONSE

1. What is your policy on zero hours contracts?
The Trust does not utilise zero hour contracts.
2. How many workers are currently employed by St Helens and Knowsley Teaching Hospitals NHS Trust on zero hours contracts? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?
N/A
3. How many workers are currently employed on zero hours contracts via agencies, contractors or sub-contractors that provide workers to St Helens and Knowsley Teaching Hospitals NHS 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.
N/A
4. How many workers are currently employed on minimum hours contracts directly by St Helens and Knowsley Teaching Hospitals NHS Trust or via agencies, contractors or sub-contractors that provide workers to St Helens and Knowsley Teaching Hospitals NHS Trust?
N/A
5. How many workers in total does St Helens and Knowsley Teaching Hospitals NHS Trust currently employ? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?
***Please see attached and note below.**

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 set number of hours work, less than the usual full time number of hours.

***Please note:** We are unable to provide precise figures when those figures refer to individuals in volumes of 5 or less due to the risk that individuals will be re-identified, as we are required to protect their identity under the General Data Protection Regulations & Data Protection Act 2018. In such circumstances sections 40(2) and (3) of the Freedom of Information Act apply. In this case, our view is that disclosure would breach the first data protection principle. This states that personal data should be processed “lawfully, fairly and in a transparent manner”. It is the lawful aspect of this principle which, in our view, would be breached by disclosure. In such circumstances section 40 confers an absolute exemption on disclosure.