

FOI - 2092

17 January 2024

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

Please advise the current number of staff you have employed on "zero hours contract".

Please classify according to the official definition: "They are on call to work when you need them. You do not have to give them work. They do not have to do work when asked."

Response:

- The Trust offers a range of different contracts which includes full-time, part-time, permanent, temporary and bank contracts. A number of people choose bank contracts for their personal work life balance, and a number of staff who hold permanent contracts with the Trust choose to also hold bank contracts.
- Please also note that due to the size and nature of health and social care services the Trust requires a flexible workforce to provide temporary cover as the need arises. The Trust has a number of staff with Bank Contracts, and those staff are offered work which they can accept or decline. It should be noted that Bank staff are regarded as permanent Trust employees, and their Terms and Conditions are governed by national AFC Terms & Conditions which we are obliged to adhere to. Many of our Bank Staff also hold substantive positions / contracts with the Trust.
- Figures exclude staff on career break and seconded out of the Trust.
- Staff with multiple bank posts have only been counted once in the headcount figure below.

Headcount as at 18th December 2023
2,790

In addition to the above, there are a further 3,520 Bank Staff who also hold substantive positions / contracts with the Trust.

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