



GIG  
CYMRU  
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WALES

Bwrdd Iechyd  
Addysgu Powys  
Powys Teaching  
Health Board

Information Governance Team  
Monnow Ward  
Bronllys Hospital  
Bronllys  
Brecon  
Powys LD3 0LY  
Email: Powys.FOI@wales.nhs.uk  
Tel: 01686 252140/01874 442071

Our ref: IG/FOI/23.R.028

17 February 2023

Sent via email to: [REDACTED]

Dear [REDACTED],

## Request under the Freedom of Information Act 2000

I write further to your request for information which was received on 27 January 2023, to confirm, in accordance with S.1(1)(a) of the Freedom of Information Act 2000, that Powys Teaching Health Board (PTHB) does hold the information that you require.

For ease of reference your request is set out below and our response follows:

### Your Freedom of Information (FOI) Request:

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.

We are aware that we sent you a similar request for the data on zero hours contract in 2020/2021. We are now interested to know whether this data has changed and some of the questions are different.

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.

Pencadlys  
Tŷ Glasbury, Ysbyty Bronllys,  
Aberhonddu, Powys LD3 0LU  
Ffôn: 01874 711661



Headquarters  
Glasbury House, Bronllys Hospital  
Brecon, Powys LD3 0LU  
Tel: 01874 711661

Rydym yn croesawu gohebiaeth Gymraeg  
Bwrdd Iechyd Addysgu Powys yw enw gweithred Bwrdd Iechyd Lleol  
Addysgu Powys



We welcome correspondence in Welsh  
Powys Teaching Health Board is the operational name of  
Powys Teaching Local Health Board

1. What other terminology do you use for contracts or arrangements meeting the above legal definition of zero hours contract?

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

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

(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

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

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?

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.

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

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.

Powys Response:

Q1. We do not consider we meet the above definition. However, Powys Teaching Health Board (PTHB) employs Bank Workers where there is no mutuality of obligation on both sides.

Q2. We do not have any employees on zero-hour contracts, in line with the definition supplied above. (PTHB) employs Bank Workers, a breakdown of Bank Worker only figures are attached.

Q3. As stated above in response to question 2, PTHB have no staff employed on zero-hour contracts. PTHBs Bank Workers are free to choose when they work.

Q4. As stated above in response to question 2, PTHB have no staff employed on zero-hour contracts and therefore have no policy for zero-hour contracts. PTHB employee Bank Workers.

Q5. As stated above in response to question 2, PTHB have no staff employed on zero-hour contracts and therefore we do not indirectly employee staff on zero-hour contracts. PTHB do engage the service of recruitment agencies to supply temporary agency staff. In cases such as this the contract of employment is between the individual and the agency.

Q6. As stated above in response to question 2, PTHB have no staff employed on zero-hour contracts. When PTHB uses an external supplier to supply temporary agency staff it does not directly engage with agencies, contractors or sub-contractors processes and procedures for recruitment of the individual's they supply to PTHB. Rather the contract is between the individual and the agency, contractor and sub-contractor.

Q7. As stated above in response to question 2, PTHB have no staff employed on zero-hour contracts. The total number of employed staff and bank workers is as follows:-

- Employed Staff – 2,526
- Bank Workers Only - 386

A breakdown of statistics for each of the above is attached, please see attachment 1 FOI 23.R.028.

Should you need any further assistance, please do not hesitate to contact me at the address below.

If you are dissatisfied, with the way your request has been dealt with by PTHB, you have the right to request a review in which case you should write to:

Chief Executive  
Powys Teaching Health Board Headquarters

Glasbury House  
Bronllys Hospital  
Bronllys  
Brecon  
Powys LD3 0LY

If you are still dissatisfied at the end of the review, you may complain to the Information Commissioner, who can be contacted at the following address:

Information Commissioner's Office - Wales  
2<sup>nd</sup> Floor,  
Churchill House,  
Churchill Way,  
Cardiff, CF10 2HH  
Tel: 029 2067 8400 Fax 029 2067 8399  
[www.ico.org.uk](http://www.ico.org.uk) [twitter.com/iconews](https://twitter.com/iconews)

Rydym yn croesawu derbyn gohebiaeth yng Nghymraeg. Byddwn yn ateb y fath ohebiaeth yng Nghymraeg ac ni fydd hyn yn arwain at oedi. We welcome receiving correspondence in Welsh. We will reply to such correspondence in Welsh and this will not lead to a delay.

Yours sincerely



**Debra Wood-Lawson**  
**Director of Workforce & Organisation Development**