



Rydym yn croesawu gohebiaeth yn y Gymraeg neu'r Saesneg. Atebir gohebiaeth Gymraeg yn y Gymraeg, ac ni fydd hyn yn arwain at oedi. We welcome correspondence in Welsh or English. Welsh language correspondence will be replied to in Welsh, and this will not lead to a delay.

## **Cais Rhyddid Gwybodaeth / Freedom of Information request** **Ein Cyf / Our Ref: 23-A-055**

### **You asked:**

**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.***

**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?

In response to questions 1 to 6 – Swansea Bay University Health Board does not employ any staff that meet the definition of a zero hours contract.

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.

Please note that we have provided the information including locum staff.

Gender	Headcount
Female	12570
Male	4195
<b>Grand Total</b>	<b>16765</b>



Age Band	Headcount
<=20 Years	159
21-25	1245
26-30	1862
31-35	2370
36-40	2080
41-45	1856
46-50	1877
51-55	2107
56-60	1864
61-65	1063
66-70	213
>=71 Years	69
<b>Grand Total</b>	<b>16765</b>

Ethnic Origin	Headcount
White - English/Welsh/Scottish/Northern Irish/British Irish	10988
White - Gypsy or Irish Traveller	0
White - any other background	569
Asian or Asian British - Indian	409
Asian or Asian British - Pakistani	59
Asian or Asian British - Bangladeshi	57
Asian or Asian British - Chinese	29
Asian or Asian British - Any other background	156
Black or Black British - Caribbean	18
Black or Black British - African	177
Black or Black British - Any other background	13
Mixed - White and Black Caribbean	24
Mixed - White and Black African	17
Mixed - White and Asian	39
Mixed - Any other mixed background	63
Other ethnic group	178
Unspecified/Not Stated	3969
<b>Grand Total</b>	<b>16765</b>

