

Date: 4 August 2020

Our reference: FOIRQ5871

Dear Sir/Madam,

Thank you for your request for information processed under the Freedom of Information Act 2000. Please see our response to your request below:

Your Request and our Response (in Bold)

1. What is your policy on zero hours contracts?

All bank staff sign up on Trust terms of engagement either to top up earnings alongside a substantive post or because they choose to be able to work flexibly.

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, (b) race and (c) age?

Please see the attached excel spread-sheet 'FOIRQ5871- Zero Hours' and the note below **

Please note for Nursing and HCA registrants, ethnicity is not currently recorded on our system.

3. 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.

The Trust currently is using 2 nurses from Care Providers agency

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

None.

5. How many workers/employees in total do you currently employ? What is the breakdown of this figure according to (a) sex, (b) race and (c) age?

Please see the attached excel spread-sheet 'FOIRQ5871- Zero Hours' and the 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 small number of hours work, say 1 to 10 hours a week.

I look forward to hearing from you.

****This information is confidential to the individual. The Trust is withholding this information under Section 40(2) - (Personal Information) of the Freedom of Information Act (FOIA) 2000 in order to reduce the risk of identifying third party individuals.**

The Trust believes providing this information would significantly increase the risk of third party individuals being identified. The Trust believes that Section 40(2) of the FOIA is therefore applicable for withholding the information where the disclosure of personal data could contravene their rights under the Data Protection Act (DPA) 2018.

The Trust also has a duty of confidentiality and holds the view that Section 41(1) of the FOIA, where information has been provided in confidence, is applicable for the reasons that the information which was obtained by the Trust, has the necessary quality of confidence, (being neither generally accessible nor trivial), and disclosure of this information to the public would give rise to an actionable breach of confidence under Section 41(1) of the FOIA. A breach of this expectation of confidentiality would have the effect of the information being processed unfairly regarding the personal data and confidentiality relating to third party information. Your request is therefore exempt under Section 40(2) and Section 41(1) of the FOIA.

Please note

The information we have provided under the Freedom of Information Act 2000 is the information held on the date your request was received by the Trust.

We hope the information provided is sufficient and helpful in answering your questions, issues or concerns. Should you have any further queries in relation to this request, please do not hesitate to contact the FOI Team and quote the above reference number on any related correspondence.

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Yours sincerely

Freedom of Information team

Great Ormond Street Hospital for Children NHS Foundation Trust

Email: foiteam@gosh.nhs.uk

[Enclosed – Your rights – see next page]

Your Rights

If you are dissatisfied with the response you have received to your request for information, please contact the FOI team and quote your reference number on all correspondence relating to your request.

You can also write to the Head of Quality & Safety at the following address:

Quality & Safety team
Great Ormond Street Hospital
LONDON
WC1N 3JH

If you are still not satisfied with your response, you also have the right to appeal to the Information Commissioner.

You can contact the Information Commissioner's Office at the following address:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

