



Reference: FOI-483

**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 hour 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

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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.

**Response:**

1. The Authority employs staff on casual contracts to meet service demands as required. Those on casual contracts:
  - Are not guaranteed hours
  - Are not obliged to work if they so wish or are unable to
  - Jobs are paid at the appropriate comparable rate to other jobs within the Council via an agreed job evaluation process

2. a.

Sex	Head Count
Female	112
Male	106



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b. The Authority reports the following age categories:

Age Range	Head Count
16 - 25	74
25 - 34	36
35 - 44	29
45 - 54	38
55 - 64	36
65+	5

c.

Ethnicity	Head Count
Undeclared	43
Black African	*
Asian or Asian British – Chinese	*
Mixed Other	*
White British English	168
White Other	*

- This information is not held in an easily extractable format. Any hours worked by casual staff are paid via manual time sheets, therefore we would need to extract each record to identify who was paid, when they were paid, how much they were paid and what they were paid for. Therefore, this part of the request is refused under section 12 (1) Freedom of Information Act 2000, since the cost of complying would exceed the appropriate limit set out in the Freedom of Information and Data Protection (Appropriate Limit and Fees) Regulations 2004.

In assessing the cost of complying, the costs attributable to officer time involved in complying have been considered. Such costs are limited to £450.00 under the Regulations, which equates to eighteen hours of officer time.

- No
- 0 (zero)
- The Authority employs 218 staff on casual contracts
- a.

Sex	Head Count
Female	2162
Male	1265



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b.

Age Range	Head Count
16 - 25	184
25 - 34	444
35 - 44	741
45 - 54	926
55 - 64	988
65+	144

c.

Ethnicity	Head Count
Undeclared	650
Any Other	*
Asian or Asian British – Bangladeshi	11
Asian or Asian British – Indian	6
Asian or Asian British – Other	12
Asian or Asian British – Pakistani	9
Black or Black British – African	9
Black or Black British – Caribbean	*
Asian or Asian British – Chinese	*
Mixed – White and Black African	7
Mixed – White and Asian	*
Mixed – White and Black Caribbean	6
Mixed – Other	6
Unknown	24
White British English	2645
White Other	31

\* The Code of Practice for Official Statistics requires that reasonable steps should be taken to ensure that all published or disseminated statistics protect confidentiality. To do this totals are rounded and small numbers are suppressed. Numbers less than or equal to 5 are suppressed to protect confidentiality.