



Data Protection Officer  
Freedom of Information  
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## **FREEDOM OF INFORMATION REQUEST 1146**

I write further to your email dated 18 March 2020.

Your request has been dealt with under the terms of the Freedom of Information Act 2000 (FOIA), explained on our [freedom of information](#) page.

Your request:

1. What is your policy on zero hours contracts?
2. How many workers are currently employed by North West Leicestershire District Council on zero hours contracts? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?
3. How many workers are currently employed on zero hours contracts via agencies, contractors or sub-contractors that provide workers to North West Leicestershire District Council? If this data is not available, please provide the names of the agencies, contractors or sub-contractors that you use to employ workers indirectly.
4. How many workers are currently employed on minimum hours contracts directly by North West Leicestershire District Council or via agencies, contractors or sub-contractors that provide workers to North West Leicestershire District Council?
5. How many workers in total does North West Leicestershire District Council currently employ? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?

You clarified:

- 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 set number of hours work, less than the usual full time number of hours.

Our response:

1. A small portion of our workforce is employed on casual basis. Their rate of pay is on par with their colleagues on contracted hours.
2. 66 casual employees. Please note some of our causal employees are also employed on contractual hours in other roles, in other works they have more than one contract. See attached spreadsheet 1146a for breakdown.

3. Unfortunately, due to working from home I don't have the full data to hand. However 99% of hour agency workers are contracted through Comensura. There are currently 40 agency workers live.
4. 512.
5. Total: 578, see attached spreadsheet 1146a for breakdown.

The supply of information in response to a freedom of information request does not confer the right to re-use the information. UK copyright law allows information supplied for the purposes of private study and non-commercial research to be used without permission. Information supplied can also be re-used for the purposes of news reporting except for in the case of photographs.

### **GOING FORWARD**

If you are dissatisfied with the information supplied please feel free to contact me on the number above for any queries in relation to this response. Please note that in responding to further enquiries I can only comment on the information contained within this correspondence and cannot provide any further information that may pertain to an additional FOIA request.

Please remember to quote the Authority's four digit reference number given at the top of this email in any future communications.

If you remain dissatisfied following the conclusion of the above informal review, you have the right to ask for an internal review. A request for a review whether formal or informal should be submitted within two calendar months of the date of receipt of the response to your original letter and should be sent to [DPO@NWLeicestershire.gov.uk](mailto:DPO@NWLeicestershire.gov.uk) or the address above.

Further details on our appeals and complaints procedure can be found on our website [here](#).

If you remain dissatisfied following the conclusion of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at [accessicoinformation@ico.org.uk](mailto:accessicoinformation@ico.org.uk).

Yours sincerely

Mackenzie Keatley  
Information Governance Officer