

**Freedom of Information Act 2000 - Request Reference FoI/23/054**  
**Zero Hour Contracts**

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.

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

Cardiff and Vale University Health Board does not employ anyone on zero hour contracts.

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**

Not applicable.

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

Not applicable.

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?**

Not applicable.

**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.**

Not applicable.

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

Not applicable.

**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.**

(a) sex:

Female	13046
Male	4020

(b) age:

<=20 Years	107
21-25	1249
26-30	2000
31-35	2267
36-40	2169
41-45	1994
46-50	1977
51-55	2113
56-60	1817
61-65	1051
66-70	231
>=71 Years	91

(c) race:

A White - British	9628
B White - Irish	141
C White - Any other White background	448
C2 White Northern Irish	3
C3 White Unspecified	1708
CA White English	54
CB White Scottish	13
CC White Welsh	791
CD White Cornish	4

CF White Greek	3
CG White Greek Cypriot	1
CH White Turkish	1
CK White Italian	3
CP White Polish	9
CV White Serbian	1
CX White Mixed	8
CY White Other European	32
D Mixed - White & Black Caribbean	76
E Mixed - White & Black African	43
F Mixed - White & Asian	76
G Mixed - Any other mixed background	69
GA Mixed - Black & Asian	2
GC Mixed - Black & White	1
GD Mixed - Chinese & White	3
GE Mixed - Asian & Chinese	3
GF Mixed - Other/Unspecified	6
H Asian or Asian British - Indian	708
J Asian or Asian British - Pakistani	104
K Asian or Asian British - Bangladeshi	55
L Asian or Asian British - Any other Asian background	255
LA Asian Mixed	4
LB Asian Punjabi	1
LD Asian East African	2
LE Asian Sri Lankan	6
LF Asian Tamil	1
LG Asian Sinhalese	1
LH Asian British	11
LK Asian Unspecified	11
M Black or Black British - Caribbean	57
N Black or Black British - African	207
P Black or Black British - Any other Black background	22
PA Black Somali	3
PB Black Mixed	1
PC Black Nigerian	7
PD Black British	11
PE Black Unspecified	1
R Chinese	60
S Any Other Ethnic Group	156
SA Vietnamese	1
SB Japanese	1
SC Filipino	79

SD Malaysian	4
SE Other Specified	10
Unspecified	1619
Z Not Stated	541