

FREEDOM OF INFORMATION ACT 2000

Your request for information has now been considered and the Council's response to your questions is shown below.

You asked:

I would like the following information under the Freedom of Information Act.

ANSWER: Please note the definition used by Leicester City Council.

The Council does not use zero hour contracts. The definition of a zero hours contract is where an organisation employs an individual on unspecified contract hours and expects a degree of obligation in return (i.e. requiring an individual to take up assignments when offered, expecting them to be available for work or requiring an individual to not take up work with another employer).

The Council does, however, employ casual staff, who have no specified hours of work, but these do not qualify as zero hours contracts as there is no obligation on the Council's part to offer work, no obligation on the part of the casual employee to take up work and no bar on an individual seeking other employment elsewhere.

- 1. The number of staff on zero-hours contracts working directly for the council (i.e. not working for external companies contracted by the council) as of each of the following dates:**
 - a. 1st April 2010 - 0
 - b. 1st April 2012 - 0
 - c. 1st April 2013 - 0
 - d. 1st October 2013 - 0

- 2. The number of staff on casual contracts working directly for the council (i.e. not working for external companies contracted by the council) as of each of the following dates:**
 - a. 1st April 2010 - 1200
 - b. 1st April 2012 - 951
 - c. 1st April 2013 - 864
 - d. 1st October 2013 - 865

- 3. The number of staff on zero-hours contracts, and the list of their staff positions, working directly for the council (i.e. not working for external companies contracted by the council) who were classed within each of the following directorates as of i) 1st April 2010 and ii) 1st October 2013 respectively:**

- a. Children and Young People (or equivalent directorate) - 0
- b. Adult Social Services (or equivalent directorate) - 0

4. The number of staff on casual contracts, and the list of their staff positions, working directly for the council (i.e. not working for external companies contracted by the council) who were classed within each of the following directorates as of i) 1st April 2010 and ii) 1st October 2013 respectively:

a. Children and Young People (or equivalent directorate)

- i. 2010 – 82
- ii. 01/10/2013 - 7

b. Adult Social Services (or equivalent directorate)

- i. 2010 – 32
- ii. 01/10/2013 – 37

Their staff positions are Casual Worker. No notional FTE is available.

Please note:

School staff (working for schools rather than for the council) should be excluded from all four questions.

Requested staff numbers should be provided both as headcount and (if available) notional FTE. I'd prefer the data to include roles that were vacant at the time, but if that is not possible then filled roles only will be fine. Please specify which applies.

For this request, the main difference between a zero-hours contract and a casual contract is that the former contract requires the worker to accept work offered, whereas the latter contract does not. If the council adopts an alternative distinction it may use this, but please specify what that distinction is.

Questions 3 and 4 are asking for both the number of staff and a list of staff positions (e.g. care assistant) for those on zero-hour/casual contracts on 01/04/10 and 01/10/13 respectively. If you cannot collate a list of staff positions for questions 3 and 4, just the number of staff will do.

I have requested information as of 1st April for various years – this is just to represent the start of that financial year, or the end of the previous year. If the council holds data for 31st March (or similar) rather than 1st April, that would suffice.

Please email me the information.

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If you are dissatisfied with the handling of your request please write to:

Information Governance Manager
Information and Support
Leicester City Council
FREEPOST (LE985/33)
New Walk Centre
LEICESTER LE1 6ZG
e-mail: FOIA@leicester.gov.uk

Your request for internal review should be submitted to the above address within 40 (forty) working days of receipt by you of this response. Any such request received after this time will only be considered at the Council's absolute discretion.

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Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow SK9 5AF
Telephone: 01625 545 700
www.informationcommissioner.gov.uk

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