

FOI Ref
11381

Response sent
22 Jul 22

(CCC) HR

Please could you provide the following information:

- Whether the council has a policy regarding the use of zero hours contracts
- The total number and percentage of employees employed on zero hours contracts

Response

The total number and percentage of employees employed on zero hours contracts currently at Cambridge is 74 (8.8%).

We do not have a policy for Zero hours Contracts. We do have zero hour contracts of employment which set out the terms and conditions in accordance with the council's terms and conditions. Individuals are paid in accordance with the City Pay Bands and have access to the Local Government Pension Scheme (by automatic enrolment with the ability to opt out). Zero hours contract holders are paid annual leave and public holiday entitlement and they have paid sickness entitlement also. In terms of learning, training and development; individuals have access to the corporate learning and development programme and through their individual performance review can pursue other development opportunities.

We mainly have zero hour contracts in our Cultural Services team and at our Corn Exchange arts and entertainment venue. This enables flexibility for the staff and for the service: individuals are able to pursue other activities and for the organisation it allows for fluctuations in staffing requirements during certain seasons or events.

We aim to provide a high-quality service to you and hope that you are satisfied with this response. If you have any further questions, please do not hesitate to contact us.

Further queries on this matter should be directed to foi@cambridge.gov.uk