

Sir Derek Jones KCB
Ysgrifennydd Parhaol
Permanent Secretary



Llywodraeth Cymru
Welsh Government

Andrew RT Davies AM
National Assembly for Wales
Cardiff Bay
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Dear Andrew,

23rd October 2014

You asked the following WAQ for answer by the First Minister on 2 October 2014:

Will the First Minister confirm the number of people employed on zero-hour contracts to work at Welsh Government buildings or on Welsh Government sponsored projects in each of the last three financial years, plus the current year to date, including all auxiliary staff such as catering, security, cleaning etc? (WAQ67746)

The First Minister has asked me to respond as this is a staffing matter. The Welsh Government does not employ any staff on zero-hours contracts currently. This has been our stated policy position for over 12 months and has been regularly reaffirmed with Human Resources Business Partners to ensure a consistent approach is maintained across the organisation.

Owing to our policy position, our HR Information System (HRIS) does not contain a data field to capture zero-hours contracts. As a result it is not possible to create retrospective reports on the number of people employed on zero-hours contracts in each of the last three financial years.

Within the three year timeframe outlined, our Human Resources Department is aware of two members of staff who were previously, but no longer, employed on zero-hours contracts. I am assured that these contracts were mutually agreed with the staff concerned on their appointment as they provided the individuals with flexibility in their working pattern.

You also asked about contractors, particularly those involved in providing catering, cleaning and security functions. These contractors are not directly employed by the Welsh Government and specific issues relating to employment terms and conditions are matters between employer and employee. It would not be appropriate for me to comment on employment matters relating to third party suppliers.

We do not hold information on people who are not employed by the organisation, but may be working on projects sponsored by the Welsh Government.

Yours,
Derek