

CYNGOR SIR POWYS COUNTY COUNCIL

**County Council
16th July 2014**

**REPORT AUTHOR: County Councillor John Powell, Portfolio Holder for
Employment Services**

SUBJECT: Question from County Councillor Matthew Dorrance

Can the Council provide a statement on its use of zero hours contracts including the number of posts and the percentage of the workforce currently employed on zero hour contracts?

From an Employment Services understanding, the employees are not penalised in anyway and we recognise their statutory entitlements to both sickness and holidays. In fact, to comply with The Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, all holiday entitlements are based on the occupational leave entitlements provided by PCC, which is in excess of the minimum statutory leave entitlement. Staff are entitled to claim accrued holiday pay for all basic hours worked, and would be assessed for the eligibility to sick payments when exceeding the statutory earnings thresholds.

Total number of positions/contracts = 2047
Percentage of Positions = 20%