

GREATER LONDON AUTHORITY

[REDACTED]
(By email)

Our Ref: MGLA110320-4821

13 November 2020

Dear [REDACTED]

Thank you for your request for information which the Greater London Authority (GLA) received on 11 March 2020. Your request has been considered under the Freedom of Information Act 2000. Please accept my apologies for the late response and inconvenience.

You requested:

I write to request information about Greater London Assembly and Greater London Authority's policy and practice on zero hours contracts and other associated statistics under the Freedom of Information Act 2000.

- 1. What is your policy on zero hours contracts?*
- 2. How many workers are currently employed by Greater London Assembly and Greater London Authority on zero hours contracts? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?*
- 3. How many workers are currently employed on zero hours contracts via agencies, contractors or sub-contractors that provide workers to Greater London Assembly and Greater London Authority? If this data is not available, please provide the names of the agencies, contractors or sub-contractors that you use to employ workers indirectly.*
- 4. How many workers are currently employed on minimum hours contracts directly by Greater London Assembly and Greater London Authority or via agencies, contractors or sub-contractors that provide workers to Greater London Assembly and Greater London Authority?*
- 5. How many workers in total does Greater London Assembly and Greater London Authority currently employ? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?*

Please find below our responses to your questions with the information we hold within the scope of your request:

- 1. What is your policy on zero hours contracts?*

The GLA does not use zero hours contracts.

2. *How many workers are currently employed by Greater London Assembly and Greater London Authority on zero hours contracts? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?*

Nobody is employed by the GLA on zero hours contracts.

3. *How many workers are currently employed on zero hours contracts via agencies, contractors or sub-contractors that provide workers to Greater London Assembly and Greater London Authority? If this data is not available, please provide the names of the agencies, contractors or sub-contractors that you use to employ workers indirectly.*

The GLA does not employ agency staff on zero hours contracts via Human Resources and Organisational Development (HR & OD).

City Hall does outsource some services to external suppliers, including cleaning and catering. All contractors working at City Hall are paid the London Living Wage as a minimum and this is a contractual requirement. Annual audits are carried out on the suppliers to ensure that the London Living Wage or above is paid to all their staff. The GLA also asks for a confirmation statement in our contractor quarterly review meetings that staff are payed the Mayors LLW and not on "0" contracts.

Other teams may use contractors/employ agency staff ad hoc, not arranged via HR& OD. This information is not held centrally and to establish whether this may include zero hours or minimum hours contracts would exceed the 'appropriate limit' of £450 set by the Freedom of Information (Appropriate Limit and Fees) Regulations 2004.

Under section 12 of the FOI Act, we are not obliged to comply with a request if the cost of determining whether we hold the information, locating and retrieving it and extracting it from other information would exceed the appropriate limit. This is calculated at £25 per hour for every hour spent on the activities described and equates to 18 hours of work.

However, as set out in [The GLA Group Responsible Procurement Policy](#), we will seek fair employment practices by:

-Establishing the Mayor's Good Work Standard with employers as a key part of our dialogue with suppliers, encouraging them to join the scheme and requiring that all suppliers have fair terms of pay, including the London Living Wage, to the extent permitted by law.

-Working with our suppliers to understand (and regularly assess) the terms on which people working in our supply chain are employed and to ensure they are not improperly exploitative or unlawful. **We will work with suppliers to ensure that our service requirements do not result in the inappropriate or exploitive use of 'zero hours' contracts for low paid, low skilled roles, or in any other employment practices that exploits people working in our supply chain.**

4. *How many workers are currently employed on minimum hours contracts directly by Greater London Assembly and Greater London Authority or via agencies, contractors or sub-contractors that provide workers to Greater London Assembly and Greater London Authority?*

No staff are employed on minimum hours contracts directly by the GLA or by agencies via GLA HR & OD.

As above, to establish whether individual teams may use contractors/employ agency staff ad hoc, not arranged via HR& OD on a minimum hours contract would exceed the 'appropriate limit' of £450 set by the Freedom of Information (Appropriate Limit and Fees) Regulations 2004.

5. *How many workers in total does Greater London Assembly and Greater London Authority currently employ? What is the breakdown of these figure according to (a) occupation, (b) sex, (c) race and (d) age?*

This information is provided in the GLA's Workforce Report which is available at: <https://www.london.gov.uk/about-us/governance-and-spending/spending-money-wisely/salaries-expenses-benefits-and-workforce-information>

You may also be interested to read the following:

The GLA Group Responsible Procurement Policy

https://www.london.gov.uk/sites/default/files/gla_group_rpp_v7.12_final_template_for_web.pdf

Responsible Procurement - GLA Group Implementation Plan 2018 – 2020

https://www.london.gov.uk/sites/default/files/gla_group_rp_ip_final_for_publishing.pdf

The Mayor's Good Work Standard

<https://www.london.gov.uk/what-we-do/business-and-economy/supporting-business/what-mayors-good-work-standard>

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA110320-4821.

Yours sincerely


Information Governance Officer

If you are unhappy with the way the GLA has handled your request, you may complain using the GLA's FOI complaints and internal review procedure, available at:

<https://www.london.gov.uk/about-us/governance-and-spending/sharing-our-information/freedom-information>