



Mr W Powell
Chair
Petitions Committee
National Assembly for Wales
Cardiff Bay
CF99 1NA
London
NW1 7LH

Date/Dyddiad
Our Ref/Ein Cyf
Direct Dial/Rhif Uniongyrchol
E-mail/E-bost

8 July 2013
HM / WP / NAW
01244 834507
hr@deeside.ac.uk

Dear Mr Powell

I write in response to your letter of 12 June 2013 to David Jones, Principal of Deeside College seeking information regarding the use of zero hour and fixed term contracts in FE colleges in Wales.

Please find below the college's response to the questions raised:

- Q1. Does your college use either zero hour or fixed term contracts?**
Deeside College does not use zero hour contracts but does employ staff on a fixed term basis.
- Q2. If so, how many staff are employed on a) zero hour contracts; b) fixed term contracts?**
No staff are employed on a zero hour basis.
For the current academic year, 225 staff are employed on a fixed term contract. This includes both academic "part-time hourly paid" and non-academic staff.
- Q3. What proportion of your staff are employed on a) zero hours contracts; b) fixed term contracts?**
For the current academic year, 26% of the workforce are employed on fixed term contracts.
- Q4. Has the use of zero hour contracts increased/decreased/remained the same over the past two years?**
Not applicable.
- Q5. Has the use of fixed term contracts increased/decreased/remained the same over the past two years?**
The use of fixed term contracts has increased over the last two years.

Principal / Chief Executive Pennaeth / Prif Weithredwr David B Jones MBA BSc DL

Deeside College | Coleg Glannau Dyfrdwy
Connah's Quay | Cei Connah
Flintshire | Sir y Fflint
CH5 4BR
Tel | Ffôn: 01244 831531
Fax | Ffacs: 01244 814305

Coleg Lllyfasi
Ruthin | Rhuthun
Denbighshire | Sir Ddinbych
LL15 2LB
Tel | Ffôn: 01978 790263
Fax | Ffacs: 01978 790468

Northop College | Coleg Llaneurgain
Northop | Llaneurgain
Flintshire | Sir y Fflint
CH7 6AA
Tel | Ffôn: 01352 841000
Fax | Ffacs: 01352 841031

Wrexham Training | Hyfforddiant Wrecsam
Ruabon Road | Ffordd Rhiwabon
Wrexham | Wrecsam
LL13 7RF
Tel | Ffôn: 01978 363033
Fax | Ffacs: 01978 362959

enquiries@deeside.ac.uk
ymholiadau@deeside.ac.uk
Minicom 01244 834529



www.deeside.ac.uk



Q6. Do you envisage the use of zero hour contracts increasing/decreasing/remaining the same over the next two years?

The college has no intention to introduce zero hour contracts over the next two years.

Q7. Do you envisage the use of fixed term contracts increasing/decreasing/remaining the same over the next two years?

The college envisages that the use of fixed term contracts will decrease following the merger with Yale College on 1 August 2013 to become Coleg Cambria.

Q8. Do you have any internal policies or guidelines on whether zero hour or fixed term contracts should be used? What factors are taken into account when deciding upon appointing to such contracts?

Deeside College does not have specific policies or guidelines in respect of the use of such contracts. Account is given however to the nature and sustainability of the post such as whether it is:

- A one-off project.
- An externally funded post for a defined duration.
- A requirement to cover for long-term absence/maternity/adoption leave.

Q9. Do you have any other comments on the use of zero hour/fixed term contracts which the Committee may find useful?

The College employs staff on a fixed term basis in order to be in a position to respond flexibly to external demand which it is not able to accurately predict given the non-compulsory nature of the FE provision. Contracts are therefore offered on a termly basis in order to meet the demand as effectively as possible.

As you are aware, FE Colleges in Wales are currently in negotiation with the Joint Trade Unions on a national common contract. The current draft of the contract includes a clause which would ensure that a Lecturer is employed on a minimum hours rather than a zero hour contract.

Should you require further information, please do not hesitate to contact me.

Yours sincerely,

Helen Mullock
Human Resources Manager

Copy: D. Jones, Principal

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