

Information Governance

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Our reference: FOI DA4513

I am responding to your request for information received 22 December 2022. I am sorry for the delay in responding to your request. This has been treated as a request under the Freedom of Information Act 2000.

I am now enclosing a response which is attached to the end of this letter. Please do not hesitate to contact me on the contact details above if you have any further queries.

Yours sincerely,



Shuchi Joshi
Senior Information Governance Coordinator – Information Rights

If you are dissatisfied with the Trust's response to your FOIA request then you should contact us and we will arrange for an internal review of this decision.

If you remain dissatisfied with the decision following our response to your complaint, you may write to the Information Commissioner for a decision under Section 50 of the Freedom of Information Act 2000. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113
Web: www.ico.org.uk

Please note that the data supplied is not allowed to be re-used and/or published without the explicit consent of East London NHS Foundation Trust. Please contact the signatory to request permission if this is your intention



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Chief Executive: Paul Calaminus
Chair: Eileen Taylor

Request:

Question 1: Does your organisation have a formal policy in-place for ensuring your directly employed staff are not in, in-work poverty?

Answer: Yes.

Question 2: Does your organisation employ temporary staff?

Answer: Yes.

Question 3: If so, what proportion of the workforce are temporary staff?

Answer: Please see table below:

Type	Proportion
Bank (0 hour contract)	25.32%
Fixed term	6.02%

Question 4: Does your organisation have a formal policy or policies in-place to minimize the proportion of the workforce that is made up of temporary staff?

Answer: No.

Question 5: Does your organisation pay at least the London Living Wage to all its staff i.e. those both directly employed and temporary?

Answer: A London Living Wage is paid to staff who work in the Trust in the London area. A Real Living Wage is paid to staff who work in non-London areas.

Question 6: Which of the following measures, if any, does your organisation have in-place for all its permanent full-time staff?

- Help with travel costs
- Debt support/ advice
- Support for mental health
- Support for physical health
- Subsidized training courses
- Cycle to work schemes
- Trade Union recognition
- Formal procedures for consulting staff about organisational decisions
- Maternity pay above statutory levels
- Paternity leave pay
- Pension contributions for staff above the statutory minimum
- Staff discount scheme
- Savings scheme
- Wages advance facility
- Private medical insurance

Answer: The Trust has measures for:

- Help with travel costs
- Debt support/ advice
- Support for mental health
- Support for physical health
- Cycle to work schemes
- Trade Union recognition



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- Formal procedures for consulting staff about organisational decisions
- Maternity pay above statutory levels
- Paternity leave pay
- Pension contributions for staff above the statutory minimum
- Staff discount scheme

Question 7: Which of the following measures, if any, does your organisation have in place for all its permanent part-time staff?

- **Help with travel costs**
- **Debt support/ advice**
- **Support for mental health**
- **Support for physical health**
- **Subsidized training courses**
- **Cycle to work schemes**
- **Trade Union recognition**
- **Formal procedures for consulting staff about organisational decisions**
- **Maternity pay above statutory levels**
- **Paternity leave pay**
- **Pension contributions for staff above the statutory minimum**
- **Staff discount scheme**
- **Savings scheme**
- **Wages advance facility**
- **Private medical insurance**

Answer:

The Trust has measures for:

- Help with travel costs
- Debt support/ advice
- Support for mental health
- Support for physical health
- Cycle to work schemes
- Trade Union recognition
- Formal procedures for consulting staff about organisational decisions
- Maternity pay above statutory levels
- Paternity leave pay
- Pension contributions for staff above the statutory minimum
- Staff discount scheme

Question 8: Which of the following measures, if any, does your organisation have in place for all its temporary (e.g. agency and contract) staff?

- Help with travel costs**
- Debt support/ advice**
- Support for mental health**
- Support for physical health**
- Subsidized training courses**
- Cycle to work schemes**
- Trade union recognition**
- Formal procedures for consulting staff about organisational decisions**
- Maternity pay above statutory levels**
- Paternity leave pay**
- Pension contributions for staff above the statutory minimum**
- Staff discount scheme**
- Savings scheme**
- Wages advance facility**
- Private medical insurance**



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- Answer: The Trust has measures for:
- Help with travel costs
 - Debt support/ advice
 - Support for mental health
 - Support for physical health
 - Cycle to work schemes
 - Trade Union recognition
 - Formal procedures for consulting staff about organisational decisions
 - Maternity pay above statutory levels
 - Paternity leave pay
 - Pension contributions for staff above the statutory minimum
 - Staff discount scheme

Please note, these are in place for bank and fixed-term contract staff.

Question 9: Does your organisation procure, from private suppliers, goods and/ or services required for its internal functioning (e.g. security, cleaning, estate maintenance, IT support, HR, catering, waste disposal services, finance, etc)?

Answer: Yes

Question 10: Does your organisation have procurement policies in-place which ensure that those working for entities supplying goods and/ or services to it, are not in, in-work poverty?

Answer: Our Trust has a policy that requires all suppliers to pay their staff at least the Real Living Wage (RLW).

Question 11: Does your organisation have procurement policies in-place which require the entities supplying goods and/ or services to it, to pay those workers employed by those suppliers and delivering such goods and/ or services, (at least) the London Living Wage?

Answer: Yes

Question 12: Does your organisation have procurement policies in-place which require the entities supplying goods and/ or services to it, to ensure the workers employed by those suppliers and delivering those goods and/ or services, are employed on permanent full-time contracts?

Answer: No

Question 13: Does your organisation require (in contractual terms and conditions) the entities supplying goods and/ or services to it, limit the proportion of workers they have delivering such goods and/ or services that are on temporary contracts?

Answer: Our suppliers have the flexibility to deliver the contracted services in a way that ensures the contractual requirements are met, but our policy on RLW ensures that, regardless of the type of contract their staff are employed on, they are required to pay at the same rates as permanent contracted staff.

Question 14: Does your organisation have arrangements in place for procuring services for the public, that your institution is under a duty to provide, from private suppliers?

Answer: Yes



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Question 15: Does your organisation have procurement policies in-place which aim to ensure that those people working for entities supplying services to the public on a contracted-out basis on your institutions behalf, are not in, in-work poverty?

Answer: Our Trust has a policy that requires all suppliers to pay their staff at least the Real Living Wage (RLW).

Question 16: Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, to pay the workers that they have delivering such services, at least the London Living Wage?

Answer: Yes.

Question 17: Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, to ensure they employ all those workers that are delivering such services, on permanent full-time contracts?

Answer: No.

Question 18: Does your organisation require (in contractual terms and conditions) the entities supplying services to the public on a contracted-out basis on your institution's behalf, limit the proportion of workers they have delivering such services that are on temporary contracts?

Answer: Our suppliers have the flexibility to deliver the contracted services in a way that ensures the contractual requirements are met, but our policy on RLW ensures that, regardless of the type of contract their staff are employed on, they are required to pay at the same rates as permanent contracted staff.



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