



FOI Ref: 2017/006

27th March 2017

REQUEST UNDER FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

I refer to your request for information, received by email on 2nd March 2017. Your specific requests and the Park Authority's response are provided below.

1) How many individuals are recorded as on zero hours contracts.

No individuals are currently recorded as being on zero hours contracts.

2) How many individuals have been recorded as on zero hours contracts since 2007.

Thirty six individuals have been recorded as on zero hours contracts with the Park Authority since 2007.

3) A breakdown of the roles of those employed on zero hours contracts.

The following roles have been carried out by individuals on zero hours contracts: Seasonal Ranger, Development Planner, Legal Adviser.

4) A full list of employment rights (if any) provided alongside a zero-hours contract.

The employment rights provided alongside a zero hours contract by the Park Authority (shown as LLTNPA) are shown below:

Status of this agreement

This agreement governs your engagement from time to time by LLTNPA as a casual worker. This is not an employment agreement and does not confer any employment rights on you (other than those which workers are entitled). In particular, it does not create any obligation on you to perform work for LLTNPA (even if offered) or on LLTNPA to provide work to you and by entering into this agreement you confirm your understanding and intention that there will at no time be any mutuality of obligation between the parties.

Pay

You will be paid an hourly rate of **£xx**. Your pay will be calculated according to the number of hours that you work, subject to deductions for tax and national insurance contributions. You will receive your pay monthly in arrears by direct credit transfer to your personal bank/building

LOCH LOMOND & THE TROSSACHS NATIONAL PARK AUTHORITY

National Park Headquarters, Carrochan, Carrochan Road, Balloch, G83 8EG Long: 4°34'24"W Lat: 56°00'12"N
t: 01389 722600 f: 01389 722633 e: info@lochlomond-trossachs.org w: lochlomond-trossachs.org

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society on 15th of each month. LLTNPA will make all necessary deductions from your salary as required by law and shall be entitled to deduct from your pay or other payments due to you any money which you may owe to LLTNPA at any time.

Annual Leave

You are entitled to 30 days annual leave per annum and will be calculated on a pro rata basis, dependent on the number of hours that you work for each assignment. LLTNPA's holiday year runs from January until December. LLTNPA will pay you in lieu of any accrued but untaken holiday for the holiday year on the 15th of the month in which the assignment ends. The amount of the payment in lieu will be calculated in hours on the basis of the number of hours you work per month at the time of termination. If you have taken more holiday than your accrued entitlement at the date that your assignment ends, LLTNPA shall be entitled to deduct from any payment due.

Absence & Illness

If you have accepted an offer of work but are subsequently unable to work the hours agreed, you must notify your Line Manager of the reason for your absence as soon as possible but no later than one hour after your start time on the first day of absence. If you satisfy the qualifying conditions laid down by law, you will be entitled to receive statutory sick pay (SSP) at the prevailing rate in respect of any period of sickness or injuring during an assignment, but you will not be entitled to any other payments from LLTNPA during such period.

Yours sincerely

Governance & Legal Team
Loch Lomond and the Trossachs National Park Authority

Review Procedure

If you are dissatisfied with this decision, or the way in which the Authority has dealt with your request, you are entitled to require the Authority to review its decision. Please note that in order for a review to take place you are required to:

- Send your request for review in writing, setting out in full the reasons why you are requesting a review.
- Submit your review request within 40 working days of either the date on which you received a response from the Authority or the date by which you should have received a response under the terms of the Freedom of Information (Scotland) Act 2002, whichever is the later.
- address your review request to:

Governance & Legal Team
Loch Lomond & The Trossachs National Park Authority
National Park Headquarters

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Carrochan
Carrochan Road
Balloch
G83 8EG
E-mail: info@lochlomond-trossachs.org

The review will be handled by staff who were not involved in the original decision. You will receive notice of the result of your review within 20 working days.

If you are not satisfied with the response to your request for review, you can contact the Scottish Information Commissioner, the independent body which oversees the Freedom of Information (Scotland) Act 2002, at:

Scottish Information Commissioner
Kinburn Castle
Doubledykes Road
St Andrews
Fife
KY16 9DS
Tel: 01334 464610
Website: www.itspublicknowledge.info
E-mail: enquiries@itspublicknowledge.info

Online appeal portal: www.itspublicknowledge.info/Appeal

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