

Ref: FOI/GS/ID 6085

Please reply to:
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Trust Management
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Freedom of Information Act 2000

I am writing in response to your request for information made under the Freedom of Information Act 2000 in relation to Zero hours contracts.

You asked:

- 1. What is your policy on zero hour's contracts?*
- 2. How many workers are currently employed by Maidstone and Tunbridge Wells NHS Trust on zero hours contracts? What is the breakdown of these figures 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 Maidstone and Tunbridge Wells NHS Trust? 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 Maidstone and Tunbridge Wells NHS Trust or via agencies, contractors or sub-contractors that provide workers to Maidstone and Tunbridge Wells NHS Trust?*
- 5. How many workers in total does Maidstone and Tunbridge Wells NHS Trust currently employ? What is the breakdown of these figures according to (a) occupation, (b) sex, (c) race and (d) age?*

Trust response:

1. We do not have a policy on zero hour's contracts. However, we do have an "in-house bank". People are invited to join the bank and there is no mutuality of obligation. This means that the Trust does not have to offer work and the bank worker does not have to accept any offer of work.
2. See below
3. We currently use approx. 300 agency supplied staff across the Trust but their contract sits with their agencies
4. The requestor has defined this as part-time contracts, we have 2,210 individuals on part-time contracts
5. See below

All Staff, both Substantive and Bank Only Workers			
Occupation	Headcount	Gender	Headcount
Add Prof Scientific and Technic	200	Female	6,087
Additional Clinical Services	1,409	Male	1,923
Administrative and Clerical	1,631	Grand Total	8,010
Allied Health Professionals	476		
Estates and Ancillary	702		
Healthcare Scientists	221	Age	Headcount
Medical and Dental	1,195	<=20 Years	131
Nursing and Midwifery Registered	2,176	21-25	609
Grand Total	8,010	26-30	1,076
		31-35	1,092
Ethnic Origin	Headcount	36-40	829
A White - British	4,763	41-45	989
B White - Irish	77	46-50	985
C White - Any other White background	580	51-55	909
C2 White Northern Irish	<5	56-60	759
C3 White Unspecified	<5	61-65	452
CA White English	<5	66-70	118
CF White Greek	<5	>=71 Years	61
CG White Greek Cypriot	<5	Grand Total	8,010
CK White Italian	<5		
CP White Polish	12		
CU White Croatian	<5		
CX White Mixed	<5		
CY White Other European	25		
D Mixed - White & Black Caribbean	15		
E Mixed - White & Black African	16		
F Mixed - White & Asian	43		
G Mixed - Any other mixed background	36		
GA Mixed - Black & Asian	<5		
GC Mixed - Black & White	<5		
GD Mixed - Chinese & White	<5		
GE Mixed - Asian & Chinese	<5		
GF Mixed - Other/Unspecified	6		
H Asian or Asian British - Indian	672		
J Asian or Asian British - Pakistani	104		
K Asian or Asian British - Bangladeshi	24		
L Asian or Asian British - Any other Asian background	366		
LA Asian Mixed	8		
LB Asian Punjabi	<5		
LE Asian Sri Lankan	<5		
LF Asian Tamil	<5		
LH Asian British	<5		
LJ Asian Caribbean	<5		
LK Asian Unspecified	<5		
M Black or Black British - Caribbean	37		
N Black or Black British - African	265		
P Black or Black British - Any other Black background	16		
PB Black Mixed	<5		
PC Black Nigerian	13		
PD Black British	6		
PE Black Unspecified	<5		
R Chinese	54		
S Any Other Ethnic Group	180		
SB Japanese	5		
SC Filipino	24		
SD Malaysian	<5		
SE Other Specified	11		
Z Not Stated	572		
(blank)	35		
Grand Total	8,010		