



**Maidstone and
Tunbridge Wells**
NHS Trust

Ref: FOI/GS/ID 7977

Please reply to:
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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: All questions are shown as received by the Trust.

For clarification:

• By zero hours contract, I refer to the definition provided by section 27A of the Employment Rights Act 1996: "a contract for employment or other worker's contract under which

- the undertaking to or perform work or services is an undertaking to do so conditionally on the employer making work available or services available to the worker, and

- there is no certainty that any such work or services will be made available to the worker."

• By minimum hours contract, I mean a contract where the employer guarantees a small number of hours work, say 1 to 10 hours a week, which can be topped up by more hours if available.

1. What other terminology do you use for contracts or arrangements meeting the above legal definition of zero hours contract?

2. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figures according to:

(a) sex: Male, Female, Other, Prefer not to say

(b) age: 16-17, 18-20, 21-22, 23-24, 25-34, 35-44, 45-54, 55-64, 65+

(c) race:

White - English/Welsh/Scottish/Northern Irish/British Irish

White - Gypsy or Irish Traveller

White - any other background

Asian or Asian British - Indian

Asian or Asian British - Pakistani

Asian or Asian British - Bangladeshi

Asian or Asian British - Chinese

Asian or Asian British - Any other background

Black or Black British - Caribbean

Black or Black British - African

Black or Black British - Any other background

Mixed - White and Black Caribbean

Mixed - White and Black African

Mixed - White and Asian

Mixed - Any other mixed background

Other ethnic group

Prefer not to say

3. *What is the minimum, maximum and average number of hours per week carried out by zero hours staff?*

4.

a. *Do you have a policy to offer zero hours shifts with notice,*

b. *pay for zero hours shifts cancelled at short notice*

c. *to offer a fixed hours contracts to zero hours staff based on actual hours worked?*

5. *How many workers/employees do you currently indirectly employ on zero hours contracts via agencies, contractors or sub-contractors? If this data is not available, please provide the names of the agencies, contractors or sub-contractors that you use to employ workers indirectly.*

6. *How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?*

7. *How many workers/employees in total do you currently employ? What is the breakdown of these figure according to same breakdown as Question 2? - please note this question concerns your entire workforce, not just zero hours staff.*

Trust response:

1. This applies to Bank Staff only.

2. There were 1577 members of staff that are Bank Only.

2a. The Trust has these two options recorded.

Gender	Headcount
Female	1113
Male	464
Grand Total	1577

2b.

Age Groups	Headcount
<=20 Years	81
21-25	119
26-30	223
31-35	224
36-40	186
41-45	154
46-50	146
51-55	103
56-60	151

61-65	128
66-70	46
>=71 Years	16
Grand Total	1577

2c. Due to the very small numbers in some of the groups we have marked them as <10

Ethnic Origin	Headcount
White - English/Welsh/Scottish/Northern Irish/British Irish	782
White - Gypsy or Irish Traveller	0
White - any other background	125
Asian or Asian British - Indian	129
Asian or Asian British - Pakistani	28
Asian or Asian British - Bangladeshi	<10
Asian or Asian British - Chinese	12
Asian or Asian British - Any other background	38
Black or Black British - Caribbean	<10
Black or Black British - African	91
Black or Black British - Any other background	11
Mixed - White and Black Caribbean	<10
Mixed - White and Black African	<10
Mixed - White and Asian	14
Mixed - Any other mixed background	10
Other ethnic group	37
Prefer not to say	276
Grand Total	1577

3. Minimum 0, maximum 60

4.

a. No

b. Yes

c. No

5. Not applicable

6. Not applicable

7. Total workforce 8948

7a. The Trust has these two options recorded.

Gender	Headcount
Female	6710
Male	2238
Grand Total	8948

7b. These are the standard age group bandings the Trust uses.

Age Groups	Headcount
<=20 Years	142
21-25	605

26-30	1183
31-35	1286
36-40	1098
41-45	1008
46-50	1073
51-55	998
56-60	840
61-65	530
66-70	130
>=71 Years	55
Grand Total	8948

7c.

Ethnic Origin	Headcount
White - English/Welsh/Scottish/Northern Irish/British Irish	4684
White - Gypsy or Irish Traveller	0
White - any other background	675
Asian or Asian British - Indian	844
Asian or Asian British - Pakistani	123
Asian or Asian British - Bangladeshi	33
Asian or Asian British - Chinese	60
Asian or Asian British - Any other background	407
Black or Black British - Caribbean	41
Black or Black British - African	389
Black or Black British - Any other background	49
Mixed - White and Black Caribbean	23
Mixed - White and Black African	26
Mixed - White and Asian	55
Mixed - Any other mixed background	62
Other ethnic group	252
Prefer not to say	1225
Grand Total	8948