Freedom of Information Act 2000 disclosure log entry

Reference

20-21063

Date sent

07/08/2020

Subject

Zero/Minimum Hours Contracts

Details of enquiry

1. What is your policy on zero hours contracts?
2. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figure according to (a) sex, (b) race and (c) age?
3. 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.
4. How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?
5. How many workers/employees in total do you currently employ? What is the breakdown of these figure according to (a) sex, (b) race and (c) age?

Response Sent

1. What is your policy on zero hours contracts?
   This information is publicly available, and may be viewed at the following location:
   https://tavistockandportman.nhs.uk/documents/443/procedure-temporary-staffing.pdf

2. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figure according to (a) sex, (b) race and (c) age?
Please see the table below:

Gender	Headcount
Female	299
Male	94

Age Band	Headcount
<=20 Years	4
>=71 Years	54
21-25	9
26-30	6
31-35	17
36-40	23
41-45	32
46-50	28
51-55	62
56-60	64
61-65	45
66-70	49

Ethnicity	Headcount
A White - British	60
B White - Irish	2
C White - Any other White background	30
CF White Greek	1
CK White Italian	1
CY White Other European	1
D Mixed - White & Black Caribbean	1
E Mixed - White & Black African	2
G Mixed - Any other mixed background	1
H Asian or Asian British - Indian	2

Ethnicity	Headcount
L Asian or Asian British - Any other Asian background	1
M Black or Black British - Caribbean	4
N Black or Black British - African	3
S Any Other Ethnic Group	1
Z Not Stated	1
Blank	281

3. 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.
The Trust has 393 registered on its internal Staff Bank. These are zero hour contract workers.
As at May 2020 the Trust had actively engaged 13 agency workers.

4. How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?
Nil – the Trust does not operate this staffing model.

5. How many workers/employees in total do you currently employ? What is the breakdown of these figure according to (a) sex, (b) race and (c) age?

Gender	Headcount
Female	897
Male	294

Age Band	Headcount
<=20 Years	5
>=71 Years	60
21-25	30
26-30	83
31-35	167
36-40	142
41-45	126
46-50	133
51-55	164
56-60	135

Age Band	Headcount
61-65	86
66-70	60

Ethnicity	Headcount
A White - British	446
B White - Irish	32
C White - Any other White background	157
C3 White Unspecified	2
CA White English	1
CF White Greek	1
CH White Turkish	1
CK White Italian	1
CY White Other European	2
D Mixed - White & Black Caribbean	9
E Mixed - White & Black African	6
F Mixed - White & Asian	6
G Mixed - Any other mixed background	14
GE Mixed - Asian & Chinese	1
H Asian or Asian British - Indian	42
J Asian or Asian British - Pakistani	7
K Asian or Asian British - Bangladeshi	7
L Asian or Asian British - Any other Asian background	13
LK Asian Unspecified	1
M Black or Black British - Caribbean	46
N Black or Black British - African	57
P Black or Black British - Any other Black background	4
PB Black Mixed	1
PD Black British	2
R Chinese	2
S Any Other Ethnic Group	22
SE Other Specified	1
Z Not Stated	9
(blank)	298