

## Request under Freedom of Information Act 2000

Thank you for your request for information which we received on 20 December 2022.

I am pleased to confirm the following.

I am conducting research into Zero hour contracts and as the NHS makes large use of such contracts I would appreciate it if you could provide me with the following information.

1. Please can you confirm the current holiday entitlement for all staff groups within your bank staff.

Staff that fall under Agenda for Change	12.5% of earnings
Doctors	12.5% of earnings

2. Please could you confirm the current holiday entitlements for all staff groups in your non-bank staff.

Following Agenda for Change guidelines in section 13 of the NHS Terms and Conditions of Service Handbook. Please note that below entitlement is for a full-time worker. Part-time staff receive a pro rata amount of annual leave and public holiday days.

On appointment:	27 days leave and eight general public holiday days
After 5 years service:	29 days leave + eight days general public holiday days
After 10 years service:	33 days leave + eight days general public holiday days.

Annual leave entitlements for Consultants and SAS doctors

	Consultants (< 7 years of service) (2003) Schedule 18, p42	Consultants (>= 7 years of service)	SAS Doctors 2021 (< 2 years of service)	SAS Doctors 2021 (>2 years of service)	SAS Doctors 2021 (>7 years of service)	SAS Doctors (< 2 years of service) (2008) Schedule 17, p38	SAS Doctors (>2 years of service) Schedule 17, p38
Annual Leave	6 weeks	6 weeks	5 weeks	6 weeks	6 weeks	5 weeks	6 weeks
Statutory Days	2 days	2 days	2 days	2 days	2 days	2 days	2 days
Seniority Days		2 days			1 day		

Those on Junior Doctors (or mirror Junior Doctors) contract get.

- 27 days for those with 5 years and less NHS service
- 32 days for those with over 5 years NHS service

**3. Please could you inform me how you pay Bank staff Holiday pay:**

Staff that falls under Agenda for Change	12.5% of earnings
Doctors	12.5% of earnings

**4. Please let me know the rate/%/frequency that is used, and how it is calculated.**

Bank Staff that falls under Agenda for Change	12.5% of earnings / paid weekly
Bank Doctors	12.5% of earnings / paid weekly
Non-bank Staff	Refer to question 2

**5. Please could you let me know the historical rates and dates of changes in bank staff holiday pay since October 1998.**

We are unable to provide this information as our ESR system started in 2007. We do not have access to systems prior to that.

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If you are unhappy with the information received in response to this request, please address your complaint to the Patient Affairs Office at Milton Keynes Hospital NHS Foundation Trust, Standing Way, Eaglestone, Milton Keynes MK6 5LD. If, after exhausting our internal process, you are still unhappy with the information received, you may write to the Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire SK9 5AF.

If you need any further assistance, please do not hesitate to contact us at the address above.

Yours sincerely,

Freedom of Information Co-ordinator  
For and on behalf of Milton Keynes Hospital NHS Foundation Trust

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