



Eich cyf/Your ref: WQ89689
Ein cyf/Our ref: WQ89689

Llywodraeth Cymru
Welsh Government

21 December 2023

Dear Adam

I promised to write with a substantive reply to the question you recently tabled:

What assessment has the Minister made regarding how much of Welsh universities' workforce is employed on zero-hour contracts and what are the trends since 2018, by university? (WQ89689)

The following table shows staff on zero hours contracts by contract type in Welsh universities:

		2018/19	2019/20	2020/21	2021/22
Aberystwyth University	Academic, atypical	5	5	0	0
	Academic, non-atypical	160	150	120	130
	Non-Academic	235	235	180	130
Bangor University	Academic, atypical	405	300	285	135
	Academic, non-atypical	125	70	65	65
	Non-Academic	115	90	65	60
Cardiff Metropolitan University	Academic, atypical	0	0	0	0
	Academic, non-atypical	190	170	170	190
	Non-Academic	0	0	5	5
Cardiff University	Academic, atypical	0	0	0	0
	Academic, non-atypical	0	0	0	0
	Non-Academic	0	0	0	0
Glyndŵr University	Academic, atypical	15	40	35	95
	Academic, non-atypical	0	0	0	0
	Non-Academic	5	0	0	0
Swansea University	Academic, atypical	475	510	425	505
	Academic, non-atypical	0	0	0	0
	Non-Academic	0	0	0	0

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Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

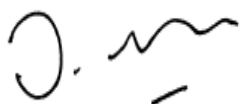
We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

University of South Wales	Academic, atypical	0	0	0	0
	Academic, non-atypical	0	0	0	0
	Non-Academic	0	0	0	0
UWTSD (including central functions)	Academic, atypical	0	0	10	15
	Academic, non-atypical	70	0	0	0
	Non-Academic	15	15	10	0

Source: Welsh Government analysis of Higher Education Statistics Agency (HESA) staff record

All figures calculated using full person equivalent (FPE) and rounded to the nearest 5. Atypical staff are always shown separately and should not be added to non-atypical figures. Staff on atypical contracts include staff whose working arrangements are not permanent, involve complex employment relationships and/or involve work away from the supervision of the normal work provider. Non-academic atypical staff are excluding from the HESA staff record.

Yours sincerely,



Jeremy Miles AS/MS

Gweinidog y Gymraeg ac Addysg
Minister for Education and Welsh Language