

FOI 0350/2023 Request

Trust	Payment arrangements for Bank worker shifts – what point on the Agenda for Change pay scale is paid?	Do you administer any bank-enhanced rates of pay? If so, what are these and what staff groups/grades, and where are they applicable?	What % of WTR payment is made with regards to Bank worker pay?	What financial and non-financial benefits do your Bank workers have access to and what rationale for these?
Birmingham and Solihull Mental Health NHS Trust	As bank workers are on Zero hour contract, they do not receive change in pay scale or increments	Since Covid-19, we have now stopped and do not offer any enhancements	RMN – 30% Sat/night RMN – 60% sun /BH HCA – 37% sat/night HCA – 74% sun/BH	As bank workers are on Zero-hour contracts, they do not receive employment benefits other than the Trust fundamental training & Learning & development. However, bank workers do have access to: <ol style="list-style-type: none"> 1. Occupational Health Assessments and Support 2. Clinical and Pastoral Support via TSS Departments Clinical and Pastoral wing 3. Access to Freedom to speak up, Birmingham Healthy Minds, and Stand-

				<p>up to Racism in-house well-being programs.</p> <p>4. Benefit of flexible working</p>
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