

# Insulted, devalued, demoralised, disgusted and fearing for patients

## Survey of Royal College of Nursing members on cuts to pay for working bank shifts by the Black Country NHS Provider Collaborative

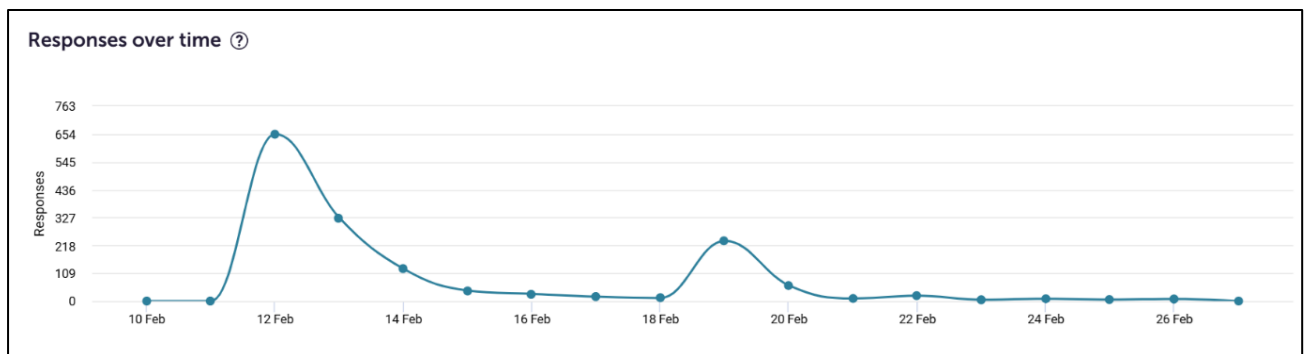
### Summary

RCN West Midlands conducted an online survey of RCN members employed by The Royal Wolverhampton NHS Trust, Walsall Healthcare NHS Trust, The Dudley Group NHS Foundation Trust or Sandwell and West Birmingham Hospitals NHS Trust. Together, these trusts form the Black Country NHS Provider Collaborative.

The survey consisted of eight questions and was open for two weeks, opening on 12 February and closing on 26 February 2025.

A link to the survey was sent by email to members recorded in the RCN membership database as being employed by one of the trusts on 12 February, and a further email was sent on 19 February to recipients who had not previously clicked on the survey link. No other direct or indirect communications were conducted.

### Illustration 1



### Headline results

- **1,560** members responded to the survey –an unprecedented response to a local survey of this kind
- **84.7%** of respondents are above the lowest pay point of their band
- **78.8%** of respondents work both substantive shifts and bank shifts
- **966 (61.9%)** members say they would stop doing bank shifts
- **691 (44.3%)** members say they will seek bank shifts in trusts paying higher rates
- **670 (42.9%)** members say they will seek alternative work outside of nursing/health care

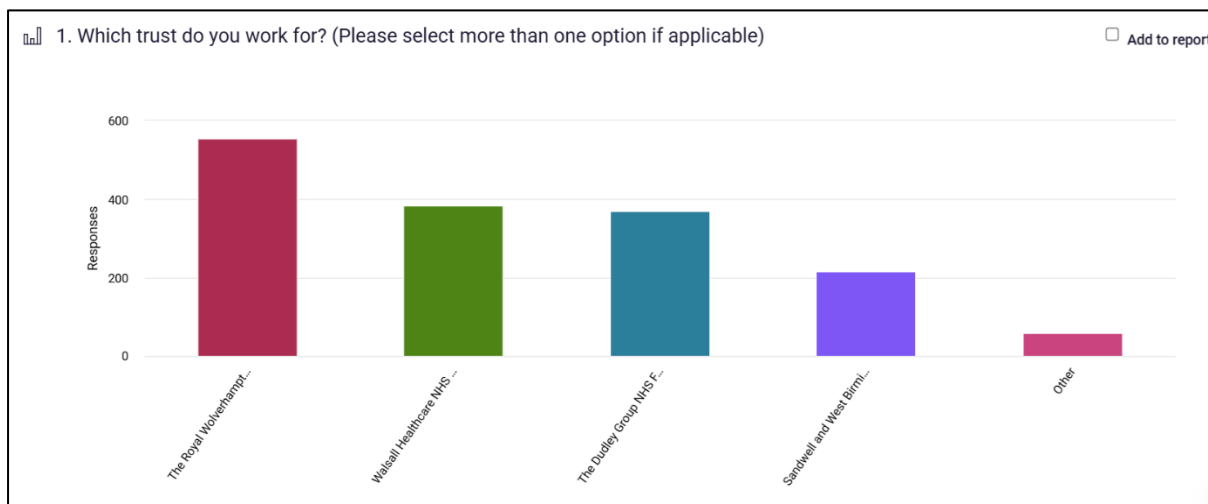
### Detailed results

Q1 –Which trust do you work for?

There were 1,584 responses to this question, indicating that a small number of the 1,560 respondents work for more than one of the trusts.

- The Royal Wolverhampton NHS Trust –554 (35.0%)
- Walsall Healthcare NHS Trust –384 (24.2%)
- The Dudley Group NHS Foundation Trust –371 (23.4%)
- Sandwell and West Birmingham Hospitals NHS Trust –216 (13.6%)
- Other –59 (3.7%)

Illustration Q1



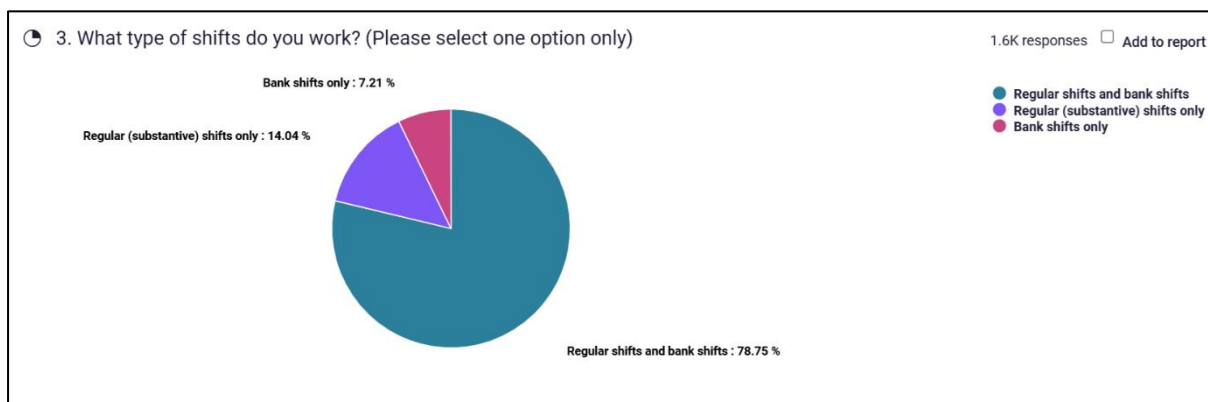
Q2 –What is your home postcode?

This data is not reported. It was captured to enable postcodes to be grouped by Parliamentary constituency to inform potential campaign activity targeting local MPs.

Q3 –What type of shifts do you work?

- Regular shifts and bank shifts –78.8%
- Regular (substantive) shifts only –14.0%
- Bank shifts only –7.2%

Illustration Q3

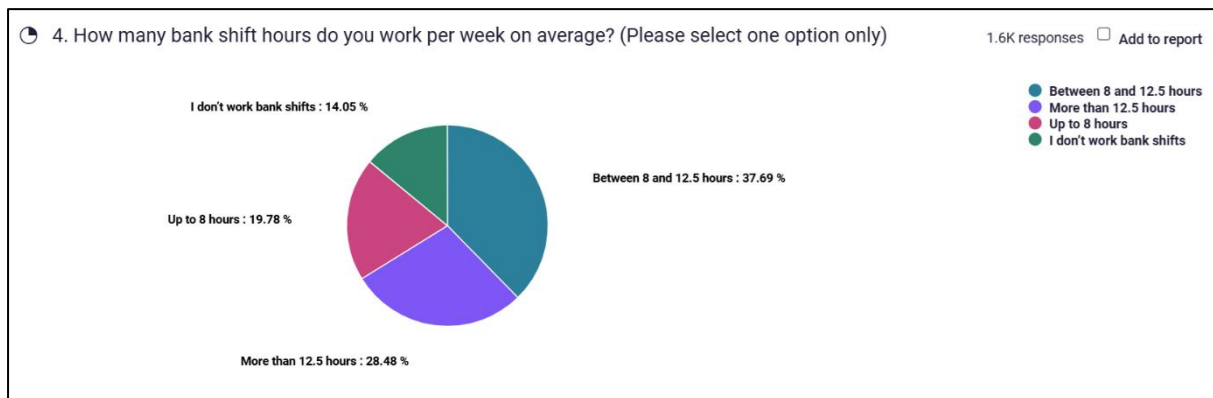


Q4 –How many bank shift hours do you work per week on average?

- Between 8 and 12.5 hours –37.7%
- More than 12.5 hours –28.5%

- Up to 8 hours –19.8%
- I don't work bank shifts –14.1%

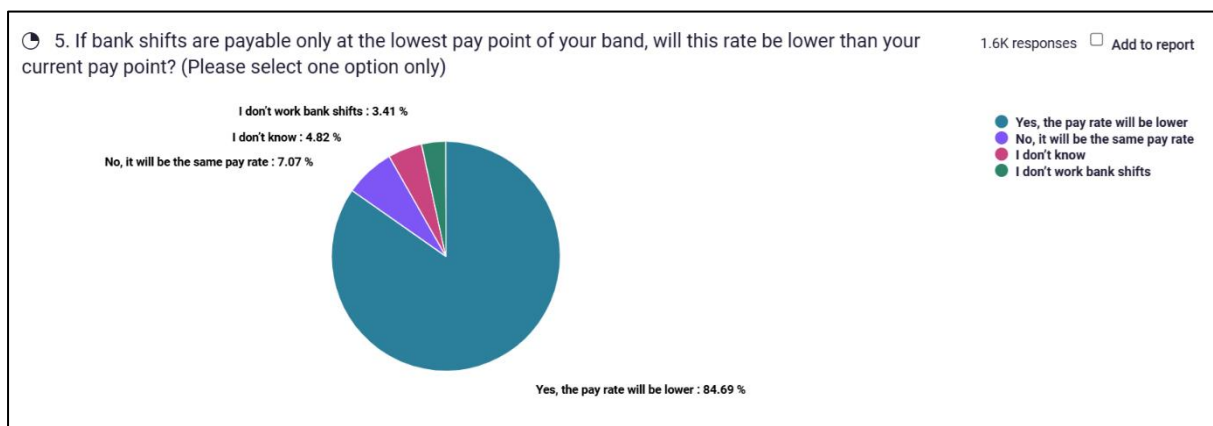
Illustration Q4



Q5-If bank shifts are payable only at the lowest pay point of your band, will this rate be lower than your current pay point?

- Yes, the pay rate will be lower –84.7%
- No, it will be the same pay rate –7.1%
- I don't know –4.8%
- I don't work bank shifts –3.4%

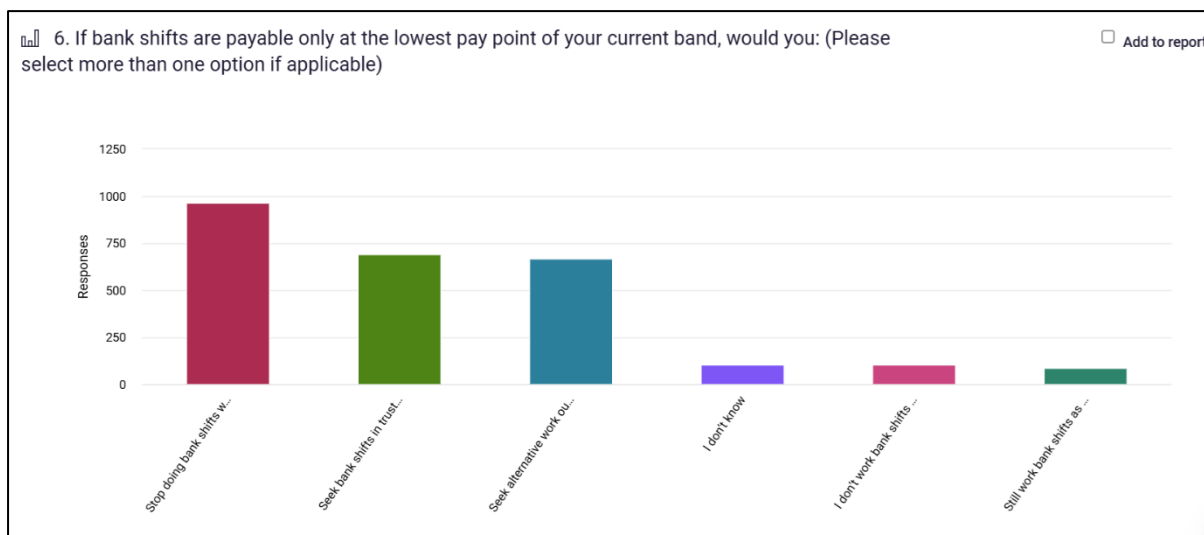
Illustration Q5



Q6-If bank shifts are payable only at the lowest pay point of your current band, would you: (Please select more than one option if applicable) *NB – Percentages based on number of respondents, not aggregate number of responses, due to invitation to select more than one option*

- Stop doing bank shifts with your current trust –966 (61.9%)
- Seek bank shifts in trusts where rates are higher –691 (44.3%)
- Seek alternative work outside nursing/health care to boost your income –670 (42.9%)
- I don't know –106 (6.8%)
- I don't work bank shifts and don't intend to –103 (6.6%)
- Still work bank shifts as I do now -90 (5.8%)

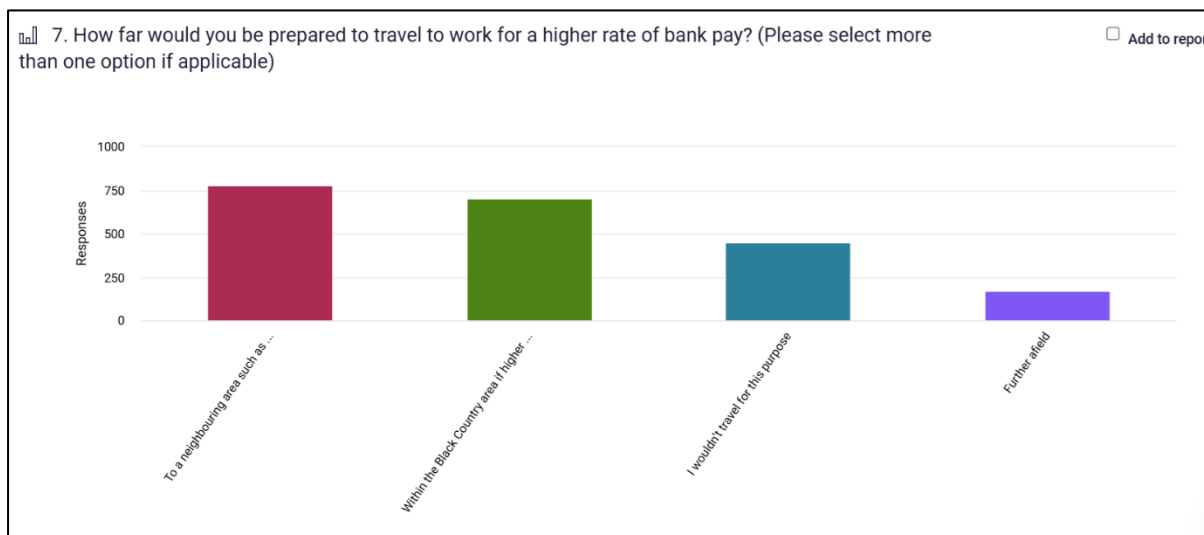
### Illustration Q6



Q7-How far would you be prepared to travel to work for a higher rate of bank pay? (Please select more than one option if applicable) *NB – Percentages based on number of respondents, not aggregate number of responses, due to invitation to select more than one option*

- To a neighbouring area such as Birmingham, Staffordshire or Shropshire – 781 (50.1%)
- Within the Black Country area if higher-paid shifts were available in certain hospitals/departments – 705 (44.9%)
- I wouldn't travel for this purpose – 449 (28.8%)
- Further afield – 170 (10.9%)

### Illustration Q7



Q8-What is your view of bank shifts being payable only at the lowest point of each pay band and the impact it will have on you and/or your trust? Each respondent's comments, denoted by a bullet point, are re-produced verbatim.

Won't pick as many bank shifts any more.

It's very degrading and it seems as if we are not appreciated, it should be increased not decreased. It has already affected the morale of the staff...and they are not willing to go extra miles again such as staying overtime or doing Bank.

It is going to discourage a lot of people from working extra shifts. This will only further worsen the short staffing problems we're facing.

Paying at the lowest band rate is obviously not fair as you're not being paid for the service you offer. Bank shifts money as always helped with meeting needs but cutting into the lowest is absolutely not necessary.

A total lack of respect for the profession and experience counts for nothing

It is unfair on patient care as most bank only staff are leaving for other hospitals which leave most shifts uncovered and puts more pressure on the permanent staff

Utter disgrace how dare they!! Set safe numbers then say prepared to work below those if people refuse to do bank !!!!' As always saving money with the wrong people

I think it's absolutely despicable, currently it will not affect me as I am under 2 years qualified to meet the next band step up, however from September this will affect me. I already have to try to do approximately 1 bank shift per week to be able to live as my wage only covers my bills, and i know other people are also in this situation, for them this will have a massive detrimental effect. The NHS should be ashamed of themselves!

As a bank staff wasn't given an option. This was implanted November 2024. Was just an email. No management of change. No warning nothing. The union said they can do this to bank staff. Just very angry they can do this

I think it is unfair and unacceptable, we struggle to survive on the salary that's being paid and hence the reason we do the bank shifts, it'll be 100% worse with the pay cut and would discourage me from working bank shifts in the trust

It is an insult to nursing profession to receive the least payment for working extra hours. I believe this will discourage a lot of nurses to do bank shifts, subsequently lead to staff shortage and affect extent of providing quality patient care.

Not worth doing if I'm not earning extra

It is unfair and inhuman.

It will reduce the number of bank staff and increase workload

I don't believe I am currently paid at a higher rate any way which isn't right. I am a band 4 and get paid lowest bank when I bank. Does this mean I am to do the lowest amount of work with the least knowledge?

I think that cutting pay from hard working staff is a massive insult! There are so many middle management staff that it actually makes getting stuff done more difficult. From personal experience to many middle management just leads to everyone passing the jobs to someone else stating it's their responsibility. I waiting over a year for new uniforms within my trust, every time I chased it i was given a different name for who is responsible for looking into the delay and I did not once get a response as to what the issue was. If it was one person's responsibility there would be more accountability, get rid of the excess management, save money and stop cutting the shop floor staffs pay. We are already short staffed, people already don't pick up bank because we are being worked into the ground, we have so much sickness because of this and cutting bank pay will only make this worse. I will not be picking up anymore bank as the pay is insulting for what we do. I know the trust will not be bothered that we are short because they are saving money off our suffering

It is disgraceful that this is happening. The four Trusts are working together to create a monopoly of bank shift payments in an attempt to force nurses and other healthcare professionals to work for less pay within the Black Country, if they don't wish to work elsewhere or travel farther. This will have consequences to people's livelihoods and to patient care. Moreover, as some nurses/HCP will likely not want to pick up shifts within the Black Country, this will contribute to staff burnout as shifts will not be covered.

I will no longer be picking bank shifts up in my trust as an impact this will leave my work place short of staff as i often bank to fill staff shortages, i feel it is an insult and basically should be illegal to pay you less than what your contracted to, the Nhs is the only business i know that do not pay an increased rate for overtime yet rely on it so heavily

Day shifts are hardly covered because the pay is already bad as it is. This has been having a huge negative impact on patient care.

This will impact on staffing levels as staff will not take up banks shifts leaving wards short of staff and unable to fill requests

Disgusting

I think for B5 & B6 substantive staff it is an insult and against overtime employment rules. I understand if staff only work bank as they get another incentive current not to work on experience. Experienced, substantive nurses deserve to be paid at current rate or higher this is why you bank to afford to live. What other profession are you paid a lower rate of 'overtime'-it is a cost cutting joke. The shame is it only affects nurse-not dr or AHP. The lower band 2 ( hca/ porters) are being told to bank for less than the living wage !! Overall shocking, underhanded. Plus AGENCY is on a complete ban! Wards are working short staffed (1:11) as agency is denied.

My own personal view is the Trusts are looking at any way to cut ways that impact staff. It is disgusting and disappointing when bank is so important for the lack of staff and resources.

The trust has also made a massive move of looking at owed hours and not giving bank until owed hours are returned.

I would rather look for other means to get more income than bank shift. Most shifts are already short staffed now especially day shifts.

I am very offended that Wolverhampton NHS Trust do not acknowledge my 40 year experience as a qualified nurse, the majority of which have been worked in Critical Care. I offer to do bank shifts, only on critical care, when they are desperate for staff. Not only have they cut my pay, but they can also cancel a shift within only a few minutes of starting work. I have to give at least 48hours if I need to cancel a shift (which I never do) or I will be given a warning. I worked more than full time on critical care, throughout the pandemic to help the unit and my colleagues but this seems to mean nothing. Last time I worked a shift I was allocated a complex patient on ventilation and filtration. Next to me was a lovely newly qualified nurse who had only just come out off the supernumerary numbers, who I of course gave plenty of support to. However it was annoying that we were on the same rate of pay.

First of all, it is an insult to the hard-working staff who are trying to support their team and earn some additional money to living. The trust is happy to pay for agency staff, but for their own making, these cuts don't live up to the values it promotes. I believe it will reduce staffing numbers, which will reflect on the care and pressure of the staff when the staffing level is low.

Fewer people will do bank shifts. The trust already has staffing problems and this will just make it worse.

It's an insult

I feel undervalued and unappreciated. I feel demoralised

It is proof that they don't care about their patients, because a facility that cares about its patients should treat their staff well, and if the staff are happy and comfortable the patient's will be satisfied with the care provided. Bank pay should normally be significantly higher than pay band because you're going out of your way to help out with short and unsafe staffing levels and if that is not the case the only logical conclusion is patient safety is not priority.

I believe it will be hard to cover the shift if you're doing the same work for less money. Many nurses will bank elsewhere. The trust will end up paying agency nurses to cover the shifts. It's not going to work.

I think it's not appropriate.

I personally would not work bank shifts However a lot of colleagues do I assume to boost their income. It has promoted a lot of discussion and we all agree it is an insult demoralising we already felt undervalued and this makes the situation worse. I may be wrong but I was under the impression this had already been implemented at our trust. Our unit relies heavily on the good will of its staff to work bank to ensure the correct safe staffing levels and skill mix are met. This situation emphasises how disconnected management is with the frontline, money could be saved in other areas. It is always the frontline staff that bear the brunt of these unrealistic decisions.

It's unfair

Awful

Personally bank shift pay helps to sort out my bills, reducing it will only effect cost of living and the trust will be affected too because people will not want to pick the shift, so they will have no option than to go for agency staff and it will cost more.

Even with bank shifts paid at the current rate, shifts are regularly left uncovered and the wards left short of staff which obviously has an impact on patient safety and quality of care. Personally, I will stop working bank shifts. We will still be expected to utilise the skills we have had to learn to rise up the pay bands, and so we should be paid for this. With the stresses nurses are under at the moment with high patient numbers, lack of beds and extremely sick patients, pressures upon nurses are getting more and more. Retaining staff is already a massive issue in the NHS and this is only going to make things worse. Nurses Pay rises have in the end been very poor in comparison to doctors and other professions, so to do this to what is, to me, the glue that is holding the whole thing together seems like a stab in the back. I don't rely on bank shifts, i don't need to do them, but others do to manage financially. I do them to maintain a critical service within my trust, and only my trust, to keep my patients and colleagues safe. So many nurses, including myself are already suffering mental health issues after the pandemic and what we encountered, but also because of the relentless pressure we are put under and regular abuse from patients and relatives who are already unhappy with the service/NHS in its current state. I fear for my colleagues already, so i staff to think what will happen if these cuts are made and staff stop working, but i refuse to work for less than what i have earned the right to be paid and be abused by the trust in that way. My goodwill is all used up.

It is saddening and discouraging.

It's an insult to the staff. Most staff have indicated they will not do bank. It has put a strain in my finances but will be actively seeking work in other sectors.

Poor when the band 4's will be getting paid less than a band 2 for a Sunday shift and band 5's only getting an extra £2 per hour when the level of responsibility is a lot higher

In my opinion this is an insult to the workforce, staff are going to stop doing bank is not any incentive and you not even get paid what you should! Absolutely disgrace

I believe the decision to reduce rates of pay for bank staff is unfair, short sighted and insulting.

HCA's at band 3 are already working for little above minimum wage and to cut their pay for extra hours worked is disgusting considering the skills and responsibilities they hold. Band 6 band staff working in community only get paid band 5 for bank shifts they undertake already, so to drop that pay to bottom band 5 is insulting, especially considering they are still expected to hold duties and responsibilities of a band 6 charge nurse during that shift but being paid the rate of a newly qualified nurse. All staff of all bands work and study very hard for many years to achieve their status and work incredibly hard taking on extra shifts to make ends meet at home, and also to help out the workplace when not enough staff are available. Many of my colleagues, and myself included are going to refuse to do any bank shifts when the new pay scales come into force. This is going to directly affect clinical areas and staffing levels will take a hit. Patient care will ultimately be compromised if there aren't enough staff on shift to provide safe care. This also puts staff at risk of being overworked and making mistakes. Many clinical areas are already suffering with critical staffing levels and this poor decision to cut bank pay is going to further negatively impact this. It's disgusting and quite frankly, insulting decision made by people who have no idea how hard nurses and HCA's work with an ever increasing workload and facing the frustrations of not being able to give the high level of care we want to give.

Very sad about this but can understand due to trust being in financial difficulties

People will stop doing bank shift and shortage of staffs will affect the patient Care. I won't be completing any bank shifts as a top band 6. Therefore the trust will have junior band 5's only. It makes it hard because people wouldn't be keen to do bank shifts anymore and that impacts on the staff working a normal shifts due to no one wants to work 12.5hr shift and get paid the lowest.

I'm barely surviving on the current pay as it is, and that's why I'm doing bank shifts to get by. But right now, my condition will even be worse and I may not be able to give my best at work when I'm struggling financially. The trust is already short staffed and this would make it worse. Patient care will suffer greatly

That's how much they think of nurses, actually NHS staff in general, the service is already stretched and then to add insult to offer lower pay bank shifts. Bank staff are a vital support to the NHS, this will have a knock on effect to the service, patients and staff morale. Everyone in the NHS already work past their working hours, to get the jobs done to ensure patients are safe.

I don't remember the last time I worked a shift fully staffed. If they trust cut the bank shift rates, I believe many people just won't pick the shifts up anymore and staffing is going to be even worse than it is now. This is only going to make our job harder than it already is and have a negative impact on patient care.



If the bank pay is reduced then no one will be interested to do bank. It will affect staffing levels in each shifts and increase the work load. In my opinion it's better to improve bank rates instead of giving agency pay.

Its ridiculous. This means staff shortage is going to be worse than it already is

That is not fair on the staff as inflation has gone up but the trust is not looking as its staff. very sad

Because they are getting a highly skilled 20 year qualified nurse expected to deliver upskilled work for newly qualified pay. If they pay me as a newly qualified then they should expect only newly qualified work, and that's not me so I'd rather not do the shifts

I think it's demoralising people have worked hard for years to get to their point of pay. I'm a band 6 and if I pick up bank I'll be getting bottom of band 5 it's unacceptable

Undervalues our skills, which in turn reduces work morale, reduces uptake of available shifts which ultimately leads to reduced/inappropriate staffing levels/skill mix, reduces patient safety, increased pt risks and reduces the quality of care we can deliver to our patients.

Not fair

It is totally unacceptable

It's unfair that we work so much , and the only way the management is paying us is by paying us less of what we deserve. I personally use the bank shift to support myself.

The news of the bank pay has made me decide it's time to leave nursing and the NHS. Already feeling burned out, over worked and unpaid, this was the final slap round the face I needed to realise it's time to get out. I've tried my best not to use all my energy on being angry about how degraded, unappreciated it has made me feel in an already unpaid job. It's sickening. What other career do you hear of where you get paid LESS for over time? Police? Teachers? Aldi workers?

Well thank you to those who have made this decision as it's given me the push to work on my own business where I can make my own extra money and hopefully one day it will be enough to leave nursing and the NHS behind.

There is no incentive to work bank/extra shifts

Ridiculous. They now can't wards. So care is dire

Many staff work bank shifts to supplement their income -lowering this will put additional financial pressure on nurses, resulting in them either having to pick up more working hours, leading to burnout and posing safety issues, or resulting to undertaking additional work elsewhere (either for a trust paying a higher rate, or through agency staffing). Staffing is already poor on a lot of shifts, and a lack of incentive for nurses to bank will put additional pressures on already stretched members of staff, leading to poor patient care and possibly patient safety issues. Additionally, many bank roles are utilising advanced skills and knowledge of the work force, in some cases supplementing substantive responsibilities, e.g. ward sister, training, quality etc, and these staff members should not be expected to utilise their invaluable knowledge and skills for sub-standard pay.

I acknowledge the necessity of implementing financial adjustments. However, the significant pressure on staff due to the substantial increase in patient demand while

simultaneously reducing pay for bank shifts is quite demotivating, particularly in light of the current cost-of-living crisis.

Stop doing bank

They don't value the Nurses at all. We are now paying more taxes and higher cost of living but this is their solution. Lowering people's pay

It is absolutely ridiculous and disrespectful not just to us nurses but for the entire healthcare professionals who are affected who work so hard to make sure that our patients are safe and receives the best level of care. The NHS is already short staffed with nurses and the NHS Trusts in the Black Country are not excluded from this list. The Nurses that comes in as bank staff are doing them a favour to ensure that there is adequate skill mix and that the patients receives the quality of care they deserve. Instead of appreciating their efforts, they are condescending to disrespecting and disregarding their knowledge and skills by deciding to pay them below their pay band. Also, the cost of living in the country is increasing significantly over time and nurses are not excluded from this menace unfortunately . So how can they even think ,talk more of coming up with this decision. We hope they understand the implications of what they're doing and we also hope that the Union will be able to convince them to make a detour on their decision.

It is so unfortunate that hardworking are not rewarding in Black country NHS. This is not encouraging at all

Most people rely on the bank shifts to get by pending when the monthly payments come in to take care of family but with this decrease it may discourage most of us to work in the trust and look for better paying agencies leading to decrease in staffing within the trust

It gives staff no incentive to work overtime. Some staff rely on bank and by doing this it will lower morale even more.

I believe if the Trust carries this forward this will impact patient safety as staffing levels will be dangerously low and it will effect the patients experience dramatically.

Disgraceful. It will result in even worse staffing levels and patient care than we currently have . Its time the huge number of Matrons PEFs and other well paid but low productivity nursing staff were removed or redeployed, the money then diverted to frontline nurses to improve numbers in post, to pay staff proper bank pay and end the rapid decline in staffing and patient care

Demoralise me & not encourage me to pick any extra shifts. We will be left thin on the ground and that would compromise patient safety & care standards.

Make cost of living worse

It is wrong, disrespectful and a humiliation for staff who not only work bank only, but for those substantive staff who work extra shifts to support capacity in the trust

Honestly, with the proposed reduction there will be no more motivation to pick up bank shifts because why will I go and stress myself out only to be paid an amount which will be barely enough for nothing. I'd rather sit back and find alternative ways to earn extra income or even look for nursing homes where I can do bank shifts and get paid more.

it is an insult, i work hard and to be told that the rate is lowering and even stopping bank shifts. we highly rely on bank staff as we are never staffed appropriately and even now the shifts wont be covered due to the high acuity and hard work people have to do on my ward. i may consider finding a new job elsewhere outside of the trust

Disgraceful, nurses are the lowest paid professional in the country. You wonder why nurses are leaving for profession

As a band 7 practitioner I am not interested to work as a band 5 nurse pay as trust's expectations are for band 7 Calibre and skills. I would rather work agency they pay same or double of my pay grade. I am also an Independent prescriber.

I have been qualified for 8 years. Left for family reasons and come back to find there are no jobs for me. I had to join the bank and have been bank only being paid such a low rate for my experience. I have had to join an agency and travel further to find work. I am an experienced community nurse doing senior nurse duties such as syringe drivers and being paid £11 ish an hour after deductions is an insult. I will not work for the bank while these pay cuts exist.

Paying Bank shift as the lowest will mean not worth the stress. Working in health care is already stressful as it stands and with the poor salary not worth the effort. The bank shift rates are somewhat of a morale booster, to now reduce it simply means it is not worth it anymore. I could always look elsewhere and a job that pays more to give me the extra income I need. The negative impact this will have on the already suffering NHS staff strength will be immersed.

I think it is disgusting to suggest and implement a pay cut. Why are people going to work continuously harder for less money? At a time when we as nurses are so undervalued the trust is going to struggle further to fill their vacancies. Nurses will vote with their feet. I will be one

I have decided not to cover any bank shifts from now onwards. It's an insult to ask people to cover shifts in addition to their substantive role and then pay at a lower rate.

i feel it will deter staff from booking the shifts and this will put more pressure on the staff left to cope with the every day nursing care. This will then be detrimental to patient care and staff moral.

It's discouraging, considering the work everyone put in place.

It only tells us, we are not appreciated and our extra effort to support poor staffing is not needed. It will increase stress level on staff and reduce the quality of care and support rendered to patients

Even though I don't work bank shifts, I know lots of staff that do, they have said they will stop doing them. Therefore staffing levels are going to be at a dangerous level and put added pressure on all the work force. This will likely to increase sickness.

There will be no point as tax will wipe it out

Insulting for someone with 30 years experience that I can't even be paid my substantive rate

A lot of experienced nurses have informed that don't wish to do bank shifts because of the reduced pay

This will have impact on staffing and the need to employ or use agency workers that are not qualified in area or use to area making additional strains on the work force

It is considered unfair

Although I don't work bank shifts, it impacts the care I can give as we rely on bank staff to cover gaps, and I feel staff should be paid a higher rate as it's still less than agency payments

It doesn't pay me for my experience and knowledge which will continue to be given to staff members while being paid as a less experienced nurse.

This is an insult to nursing as other lower name get an extra element every 10 bank shifts of £100 for clinical support workers whereas we as band 5 work load is increasing and pay is limited

I think it is an insult to hardworking staff and shows how little they value their staff. The cost of living crisis is difficult as it is without wages been lowered.

Now staff don't pick the bank shift it impact the nurse patient ratio. Ultimately quality of care can't be done and leave the staff in stress.

Wont be working bank shifts at a lower rate

It is another kick in the teeth for us hard working members of staff, undervalued and over worked once again.

This has honestly got me questioning my career path and I am looking for jobs outside of healthcare now as this is the cherry on top of the cake for me. Ideas to claw back debt from the trust: Reduce CEO ridiculous pay Reduce the amount of higher up management teams Redeploy band 7s, 8s to the shop floor to help with staffing levels

I feel this is disgusting I'm top band 6 and rely on my bank shifts each week I know in other trusts solely bank staff have had there pay cut but staff who work for trust and do top up bank shifts still get the pay they are on

I can't afford not to bank so why on earth should I do the same job for a lot less it's disgusting. I'd love to be able to afford not to bank

I think it is not a good idea because it is going to impact greatly on staffing. More staff will have to stop doing banks. They would have at least consider paying at the same band and not the lowest band.

It won't have any impact on me because I will rather stop doing banks than being paid at the lowest band.

It will impact patient care and safety due to less staff. It will impact me financially.

This is not fair to us as nurses, our hourly pay as regular staff is not even enough not to talk of cutting down the bank shift rates. It will have an impact on me and the yest as a lot of us will stop bank shifts which will be strain to patient care and also affect my daily income/need.

I think it is disgusting -this will not affect me personally as I have just moved to a higher band however I aware of the impacts this will have for my colleagues and the trust. I work in critical care which our trust does not view as a specialist clinical area despite staff requiring specialist competences to be able to do bank there. Some of my colleagues have said they will not pick up any bank shifts from April onwards when the cuts come into play. As we require specialist competences we are reliant on our own staff to pick up extra bank shifts. With our current level of sickness due to maternity, winter pressures and stress we need our staff to pick up the extra shifts to maintain safe staffing levels. We are already in a situation where staff training courses in March are being cancelled due to staffing concerns so this decision on bank pay will further pressurise our staffing which has a direct impact on our patient care.

I will not be able to keep up with my bills

Respected Sir/Madam, Thank you for the opportunity you have given me to reveal my sincere thoughts regarding the lowest bank payment. Frankly speaking this decision really demotivates me and others staffs who are performing our duties more enthusiastically and joyfully. However some of my friends are planning to migrate to other countries due to recession and low remuneration. It will be difficult for us to sustain in the NHS with this bank duty while comparing to GCC s where they are providing tax free , free accommodations, free transportation. Let's help the NHS hard earning workers than issuing useless managerial roles sole purpose is for lose talk.

Short staffing will get worse as staff will not take a pay cut for bank shifts. It's outrageous

International nurses will continue to work the bank regardless of pay as the extra money they earn helps them immensely. I think the trust knows this and is therefore taking advantage.

Firstly, they have reduced the rate of available bank shifts thereby putting pressure on staffs as the shifts are always short staffed or staffs been moved to other wards where they do not have experience in and this puts them at risk of making errors and patient care negligence is high. This reduction in payment will leave people no choice than to abandon the trust and seek employment elsewhere. I do banks to earn extra money to settle family issues and now with the reduction, the urge to work extra shift in the trust

It is not reasonable

It's an unwelcomed decision.

Staff will have to pick more than usual bank shifts to boost their income Or need to find bank shifts where the pay rates are higher

Absolutely ridiculous. I do not work regular bank however now I will not even entertain the idea of doing a shift. People have to be paid appropriately

I think it's an insult to nursing staff. They should be paid the same rate to their substantive role as they will be doing exactly the same work. It's unfair to pay them less.

Ridiculous-areas will be short staffed, the trust will have to bring in agency staff resulting in the trust paying more to agencies than what they would bank staff

Will not be doing any bank shifts as it is no longer worth it. If agency staff was used to cover the same shift to keep safe staffing it would cost the Trust a lot more money

We are short staffed and heavily rely on bank. The reduction in pay, leading to less pay after all deductions are made is an insult considering what staff endure during a shift.

It is a total disrespect for the work we do as nurses and it is quite unfair to think that they are proposing this

It would impact on my earning and living cost which i am managing with bank shift salary.

Insulting-look at other cost cutting areas than the people who work loyally to provide safe patient care. This will impact staff morale and more importantly the safe delivery of care to patients. Bank shifts are available because there are clearly not enough staff substantively -so don't penalise the staff for this

It's like a slap in the face, is bad enough what we all been through in the NHS in the last so many years without having to work for less money. I been doing this job for nearly 20 years and to do this to us it's a joke. I certainly won't be doing any extra bank shifts. The trust is struggling to cover current shortfalls without cutting the payments. Maybe there

should be less managers, matrons and so on and pay the lower bands properly. What will be next expect us to work for free?

Whilst I appreciate that the Trusts have to save money, taking it from the 'coal face', the staff that deliver the actual care is awful. With shifts as challenging as they are now, to show the staff that they are not appreciated is nothing short of a 'kick in the teeth'. There are many staff members who do extra to keep a roof over their heads and to feed their families, this is just terrible! I only hope that this constriction of pay to the Nursing staff is also reflected in the Medical staff pay?

It's disgusting and disrespectful

This would impact on the staffing levels and many staff would not be able to pick up bank shifts as it would not be worth my time and money.

I think this is utterly ridiculous! We are always short of nurses due to sickness and other reasons so bank is always available and is mostly picked up by our own staff. However now the bank rates are going to be lower than our actual wage, there will be no one picking up the shifts which will then most probably be put to agency where they will pick up and be paid a ridiculous amount of money because the trust is willing to pay agencies and not our own staff fairly!

I feel that those in higher Authority don't think about Nurses, they don't think about how we live but they are just concerned about getting their job done even if it means paying peanuts for it. The cost of living is going up everyday and if pay is continuously reduced, how are we going to meet up. It's so sad anyways

It's absolutely disgusting that it seems to be acceptable to pay less money, I am not all of a sudden not have 15 years of experience if I worked a bank shift at the bottom of the band. The unit relies heavily on staff working extra shifts on bank to cover staff shortages. Staff have already decided to boycott working bank and have cancelled shifts which will make the unit desperately unsafe for women and babies. Staff are already on their knees, low morale and burnout and the reduction in pay will lead to further staff sickness. We feel absolutely disrespected and undervalued. Cut pay for those in corporate roles!!!! That would never happen though would it. Absolute smack in the face and it's pushing me more and more to leave the NHS

I am band 6 and the trust doesn't book for band 6. Now they want to pay lowest .It is not fair as we are supporting with shortages and we won't get d money.

I really don't know, but all I know is that the bank shift allows me to meet up with my bills, if it's become lower then I don't know where I stand

It sends out the message that skills and experience mean nothing to our employers. They are quite willing to lavish millions on vanity projects but not to value their staff. It is not just bank shifts, they are also looking at forcing corporate nurses to work one day a week within a clinical area, no consultation on this and no realisation of the impact on their workload. We are haemorrhaging our senior staff to other Trusts because of the way they are being treated and this has created a real lack of experience and increased low morale and burn out to existing staff.

Absolutely disgusting by the trusts to put this in place, I already have to work below my banding when working bank shifts as I am band 6 but paid a band 5. To then be paid at the bottom of this band is just insulting. I will not be working extra shifts for this trust.

I won't do any more bank shifts and the trust will suffer more staffing issues

I'm upset that they will only pay at the lowest point of my band despite me being mid band. Not sure how they can justify people doing the same job for less money. I will still need to do bank shifts but will look for nights or weekends only so not sure how week days will get covered. I'm upset as I received an email stating the pay had been reduced before I had even the information to explain what was happening so it was already done.

Unrespectful

On the trust: we will surely be short staffed and this will make the staffs on shift overstretched and over stressed much more than we are already are

I think the trust already depends on people doing bank shifts to run certain services and to provide safe patient care. I think it is unfair to expect people to work for less pay to do the same job. Who would be happy to get paid at the bottom of your pay scale, when you have worked hard for many years to get to the top of your band. I think people will stop doing bank shifts. I will stop.

You'll get lower grade nurses and experience filling the roles and the more experienced staff will go elsewhere to where they are being paid

My view is that it will decrease staffing level at all time.

Hospital need to cut rates

I feel like it's unfair

It is annoying as I rely on the bank shifts to top up my pension. I feel it's unfair expecting me to do the same work for less money.

I think if they actually sorted out sickness, HR and rotas being mismanaged this wouldn't be as big as issue

Unhappy

It's going to reduce the number of staff covering bank shifts and add to short staffing problems

I think it is insulting to the nursing staff that work tirelessly to cover short falls in the roster. To not even be paid your substantive rate when sometime you work extra shifts not just because of the extra money but to cover where areas are short staffed is unreasonable.

Less likelihood of bank shifts being filled. Patient care will suffer as already caring for more patients than usual. Nurse/patient ratio will decrease.

It's horrific, only those who work on the front line of the nhs will understand the impact , both physical and emotional on people. The thought of working bank shifts for lower than normal pay is not fathomable. Why should I leave my family for lesser pay to be stressed and undervalued! It's As if the NHS do not care about us. It's really a sad time and will impact me financially.

I rely on bank to top up my monthly wage, I rely on bank to keep up with inflation of the economy. Being paid bottom band 6 will make me look in other areas for sources of increased rate of pay at other areas. Additionally it makes me feel undervalued and will possibly consider a career change do the consistent increase workload and occasional episodes of unsafe practices due to short staffing.

I feel that this is awful way to fund the NHS by taking pay away from the members of staff that keep the patients and NHS safe. Moral is already at an all time low, this has just added to the burden. I hope the NHS has a plan for when the staff decide to leave in droves.

Disrespect of how hard staff work and the dedication to work extra shift making the workforce more tired and now for less pay is disgusting.

They don't pay enough for me to give up my time

Absolutely terrible way to treat start with years of experience. I won't be going to work, to help out and be earning less than my colleagues for doing the same work

This just validates the lack of respect for clinical staff. The trust operates on goodwill a lot of the time and now they are cutting pay even more. Some people rely on bank pay for cost of living and are now faced with less money each money or travelling further afield to get the same money. Patient care will ultimately suffer if people don't work bank and the service is short of midwives

Staff will no longer work for less money than they get for substantive pay.

This will cause more pressure on nurses, as no one will work bank, to fill the already short staffing levels of our trust. Patient care and safety will be put at higher risk

This is a disaster waiting to happen! The wards are already short, and rely heavily on bank, our unit does too. If bank pay is cut, staff won't work for less, and why should they?! Patient safety will be greatly affected, and staff stress and sickness will increase significantly. These decisions are made without speaking to anyone who it actually affects. Maybe cutting some of the amount of directors and assistant directors, and assistants of those, may save some money, not the actual people working on the shop floor, saving lives and working under high pressure already! If the chief executives and many many directors had their money cut, there would be an absolute outcry! But nurses are expected to just accept it, and get on with it. Patient safety will be compromised in an already short work force. There will be some staff who will still do bank, but the amount will greatly reduce. What a ridiculous decision!!!! I won't be doing bank, I'm middle of my band, and I refuse to work extra for less than I get as a substantive member of staff. It's a complete slap in the face. No other industry would you work extra for less than your normal pay! Not even to mention the specialist areas that don't get recognised for their skills in reflection to bank pay. An ITU nurse can work anywhere, but a ward nurse can't work on ITU, and yet there is no reflection of skill set, so this bank pay cut is a further knock down. There's more patients, who are sicker, and what does the trust do? Make staff feel less valued and more pressure, for less pay. How stupid!!!!

The shifts that need covering will be left and this will cause unsafe staffing levels and knock on effect of staff calling in sick due to being overworked

I think it's disgusting, our wages just about cover our living costs. I'm a band 4 NA. I work very hard, I always do an extra bank shift just to help my financial circumstances. I am currently looking for an extra income that would make me the same amount of money. I will stop doing bank at my trust.

Myself and my team are so disappointed and upset. I work in a high risk area that is very rarely anything less than crazily busy. We all work shifts without breaks, including using the toilet (but it's okay because we don't have time to drink water sometimes). It's baffling how we can be expected to come in on, what would be, our days off to help the understaffed team or less pay than we deserve. I won't be doing anymore bank shifts if this goes ahead, and if that means I've got less money for food/clothes/other necessities then so be it. I've also started to look for other jobs which I've never wanted to consider doing prior to now. The high number of patients we see on a daily basis will suffer because myself and many others are going to be taking a stand and not doing bank shifts. Safety of patients WILL be compromised and the morale of staff will decrease



even further than it is already, and ultimately staff who were previously passionate and willing to work above and beyond, will leave and find other jobs. We are not being listened to or considered. My ten years of experience and hard work is undervalued, underappreciated and taken for granted.

I won't be able to meet my expenses which will put extra stress.

It is going to affect the staffing causing burnout, low staff morale, and also pose a risk to patients safety due to inadequate staffing.

I only do bank shifts to support my colleagues and keep our service safe. However, I have 18 years+ of experience and I am not prepared to be underpaid. I frequently end up looking after 10 women undergoing IOL by myself due to staff shortages and it is my experience that allows me to manage this. Why should I do the work of 2 midwives at less than my basic hourly rate? But what makes me most annoyed is that I know I have many colleagues who cannot afford their bills without bank shifts and they have no choice but to continue. The NHS survives on our good will, this is a slap in the face to the endless hard work under challenging conditions. We also won't keep or attract new staff when they know they are coming into a workforce that isn't valued or respected. We are planning to boycott the bank for the first week of March and may decide to boycott for the entire of April.

This is an insult to us nurses.

I think that they are not thinking about the patient care or safety. Already there has been a decrease in people working bank shifts, this putting more pressure on the workforce, seeing more sickness and shift becoming harder and harder to cover. I think over time there will be a real impact on patient safety. It will also put those experienced staff who have retired and wish to return on the bank off working for less than they are worth. The NHS need experienced staff to help with the workforce, and bank staff can provide this experience.

It is demoralising. They are regularly short on staff, and we are regularly encouraged to work bank shifts but to do this at a much lower rate than my substantive post, with the same 17yrs experience and knowledge is a disgrace.

Unfilled shifts will lead to more pressure on substantive staff workload, this will undoubtedly compound staff burnout and high sickness, causing direct impact on pts. Vicious cycle.

I think it's unacceptable there is already a nursing and midwifery staffing crisis this will only add to it, also for a lot of people we rely on that income to supplement our income especially with the cost of living crisis.

People have mortgages, rent and bills to pay to not us at our band is an extremely bad idea and they will lose staff which will have a huge impact on the NHS.

I believe many midwives will be less inclined to work bank shifts due to the introduction of lower pay rates. The safety of our trust relies strongly on midwives doing bank shifts sometimes at very short notice due to staff sickness, however these shifts will be a lot more difficult to cover now. A great number of midwives depend on working extra bank shifts due to the cost of living crisis, unexpected outgoings etc. I worry that the introduction of lower pay rates for bank shifts will force these midwives to seek work elsewhere which will further strain staffing levels.

At the moment as I'm less than a year in service the rate doesn't affect me however when I move up to next pay rate it will affect me and if the difference is much I may not do bank shifts.

I think it's disgusting we are not being paid less than our worth and our experience level. This will deter experienced midwives from working and we will have an extremely junior and unsafe workforce as bottom of the band are not affected. I also wonder how this can be fair? How can some members be affected and others are not eg bottom band and Extra to contract. This cannot be lawful as it only affects part of the work force

It is very depressing and does not encourage us at all

I think it's a disgrace they are paying less for bank shifts than a lot of people's usual wage. Or if you are at the lowest point on the pay scale then you will be getting the same. There will be no incentive for people to pick up extra shifts to help out the hospital when they are short.

I am a top band 6 midwife and reliant on bank shifts as single parent.

Honestly, this is so devastating for me. I have been so discouraged working as a nurse since I got this email. I had got to the peak of Band 5 and worked as Band 6 nurse, I had to go bank-only to ensure work flexibility and maintain life balance for my family. I made the sacrifice and stepped down to band 5. The emails just got me thinking why cut pay of nurses with the work pressures that I face, as a bank staff, I am not guaranteed any shifts so I work only when shifts are available. What else do they want me to do. This is very discouraging, Should I start looking for another profession. Impact: I will look for other staff that offer higher pay and work there as I still need to work enough to pay my bills. Reducing staff pay might make staff work more and burnout which has negative implication to patient care and safety

We as a unit are already having shifts where we are short staffed and people don't want to pick up weekday bank shifts. So now I am extremely anxious this effect will have on both patient safety and staff well being. I think it's disrespectful to us as nurses the hard work and dedication with give to the NHS and then for them to do this. I am leaving the NHS this year and moving to Australia where nurses get paid fairly for the work we do. I feel guilty doing this but you can only work for the love of the job for so long before it breaks you. My family need me to be present on my days off and not burnt out and I know Australia put a work life balance before anything else.

I don't currently work bank shifts as I'm receiving pension payments to supplement my regular income now.

I have, however, previously worked regular bank shifts. I'm disgusted at the Trust's intention to cut pay to those who work additional shifts to support the service provided. It's demeaning and shortsighted to experienced staff, who will be paid less to do exactly the same job. I hope that staff will boycott the bank on principle.

I think it shows a huge disrespect for the experience of staff and the knowledge they have accrued over those years of experience. Often bank shifts have higher levels of activity and acuity and it's disgusting to expect staff to work these for less money.

Demoralising. Being used as cheap labour. Degrading to my 34yr experience as a qualified nurse and midwife to be down graded, but still using all my experience knowledge and skills worthy of a higher pay

Currently we already struggle with staffing, quality of care is on the decline because of staffing issues. Lowering the pay is going to be chaotic, it is an irresponsible decision. It is an insult to us nurses as it only targeted on us. This will give a negative impact to the patients with regards to their care, the staffs as it will be an increase load on regular

staffs working on low nurse to patient ratio and this will impact many families financially working on the aforementioned trusts.

It is going affect work load because many have decided not to bank shift again, also patient's care will be compromised

The strain on the trust will be drastic. Staff cannot afford to work at the lowest rate or are not willing to be undervalued in such a way. Therefore already depleted staff will be even less, shifts will be even tougher, the impact on the service users will cause delays, poorer outcomes and emergencies. I personally am not willing to travel the hour I already do to work for less money. It does not make financial sense and I will seek bank shifts elsewhere.

Our moral is already low, it feels like a low blow to the gut and many people rely on bank pay to get by. Others do it out of the kindness of their hearts, why would they with even less of an incentive. I understand as a group of trusts we are in debt but don't punish the people who are already working with the bare minimum. Because that's what this feels like a punishment.

This will impact patient care as staffing is already very short as it is

Cutting bank pay by £3-4 an hour in my case would significantly impact my income also

First and foremost basic patient care will not be provided and maintained due to short staffing level. Our acute medical unit will not survive without the support of bank shift staffs. Nursing Staff sickness will rise as nurses will be overworked and burned out. My personal viewpoint about this matter is **THIS IS ABSOLUTELY AN INSULT TO OUR KNOWLEDGE AND SKILLS, MERIT AND GOODWILL AND ALL OUR HARDWORK AND DEDICATION TO THE NATURAL HEALTH SERVICE.** I am a full time mother and wife, and a full time nurse as well who's dedicated to cover extra bank shifts and very willing to give up my personal and family time. I do this regularly in order to help my TRUST to help my financial status as well as I am struggling to make ends meet to due very high inflation rate nowadays. I might work in ALDI OR FIND SOME ALTERNATIVE JOBS who will pay me better rate..I must say it is **VERY DISRESPECTFUL, DISAPPOINTING, AWFUL and HORRENDOUS HOW THE TRUST IS TREATING US!!!!**

It's an insult after working for the NHS for 25 years. As less people will bank shifts. Patient safety levels will be hugely compromised. Staff morale is already low due to high acuity & low staffing due to sickness. These changes to bank rates are going to impact things further. Staff are currently burnt out as they don't get breaks and are being moved throughout maternity. Staff are being expected to work in areas that they have never worked. This impacts patient safety & increases anxiety and stress for staff. We have also had all of our non clinical shift hours stopped for a minimum of 2 months. Decisions like this will mean that I do no bank shifts and also question if I will continue to work for this Trust

Experience doesn't disappear overnight.

Shocking, another slap in the face for nursing staff, is doctors locum pay being slashed too? Domestic overtime pay? Struggling to find any answers to this. Also no bank shifts being put out, taking from other wards that are adequately staffed instead, robbing Peter to pay Paul as usual. Patient care will obviously suffer and staff morale at rock bottom.

Our trust hasn't just lowered the rate of bank, they've completely stopped the bank, making staff angry, devalued and also sickness has gone up and staff are just not showing for shifts saying that what the trust want us to do is dangerous. Staff would rather get into trouble for not turning up for a shift than putting their pin to anything,

Matrons have not been supportive, with this, unfortunately it's all about the numbers and how much more they can get out of us, the NHS is a joke!

it has a big impact on my daily expenses, my travel expenses and struggle to pay household bills, I will not be able to work extra shift. will leave the unit short staff that will cause staffing issue

Absolutely lack of respect. Makes me feel unappreciated. It is now less than be just a number

IT IS HIGHLY RIDICULOUS AND I THINK IT IS PATIENTS CARE THAT WILL SUFFER.

Disgusting. People should be paid at least their normal rate of pay. Without this people won't afford to live and will have to seek work elsewhere. People then not doing bank will cause it to become even more unsafe than it is now

It completely insults us as professionals, work tirelessly work to keep our patients and their babies safe.

Our job is not easy. It's exhausting and tiring, and underpaid as it is, for the responsibilities that we have. We turn up every day for the job that we all want to love, but morale in the profession at the moment is really low, and this just feels like a complete insult. I feel this is going to impact our maternity services massively, as I know a lot of our staff will not be willing to do bank shifts. Our staffing levels are already low with redeployment every single shift, from all areas of maternity, to areas of higher activity. The activity levels are very high, and we are seeing more and more higher risk women, with more complex needs every single day. We need the extra midwives through bank, to enable us to look after these women the way they deserve to be treated - in a safe and timely manner. Without the bank shifts, staff numbers are unsafe. Short term sickness will always be an issue amongst maternity services, because you cannot do this job when you don't feel 100%. It's unsafe to be looking after women and their babies when you can't focus properly, or when you are risking passing germs on to them. Something needs to change already, without this pay cut we are having for bank shifts.

It is wickedness and shows that they don't really care about us. Makes me wonder if it's really worth working so hard.

It shows that so-called policymakers never value the effort we all put into caring for our patients.

I am against this as it will demotivate people from picking up bank shifts and we will be even more short staffed.

I don't work many bank shift, but work in a specialist roll and rely on our own staff covering shift. Our trust have already declined many of our bank shifts leaving our service very short staffed, which effects the quality of the care we give and increases the stress of the staff. Now the bank are reducing they pay to less than what the staff earn, if we are allowed bank our staff don't want to cover the shift as they are doing the same job but being paid less for it.

I feel it is unfair. Instead of increasing the bank rates, they are rather decreasing it. This would make the already poor living conditions of nurses even worse.

Patient safety impact, fear of impact on own's work load and capability

Disgusting

Bank shifts are already difficult to fill. This move to drop the bank pay will be detrimental to the Trust, the patients and to the staff. Many staff rely on bank shifts to boost income to be able to manage the cost of living.

Staff morale is already at an all time low in the Trust with capacity at critical levels 24/7 and then putting additional patients on corridors, in cupboards, in treatment rooms, in therapy rooms: basically anywhere there's a gap. However, despite the extra patients and the intensity at which the Trust demand you rush discharges to get people out of the door quicker, no extra staff has been appointed to support any of the wards with this. In fact, it is the opposite, staff are taken from you to cover overflow areas and you are just told "you're better off than other areas" like this is meant to make it okay. In addition, managers could send shifts to the staff bank whenever there was staff shortages or sickness and this was fine as it was shifts within the wards own establishment. However, managers now have to get Matron approval before they can even send their own shifts to the staff bank, further delaying the chance of anyone picking up the shift and leaving wards even shorter than they already are. Staff do not feel valued. Staff are criticised at every point of every day and now to drop bank pay without a second thought just shows how much staff are appreciated at Russell's Hall Hospital. How about reducing the number of band 8 and above? There are a ridiculous amount of them and not a single member of staff who works on the actual floor could tell you what any of them do other than sitting in an office brainstorming more ridiculous ideas about how to demoralise staff further.

I think it is disloyal and insulting to be honest, a proper slap round the face for us who work so hard, under pressure constantly with decreasing resources.

I feel that it will have a massive impact on the already tired staff because no one is willing to do bank at my trust. We have worked tirelessly through the pandemic and continue to work hard with daily staff shortages and this is how they thank us. I'm disappointed. I am also dreading going to work with no bank staff to support

We do so much to help and care for patient. We also deserve to be cared for. There is inflation everywhere

Disgusting, unfair and insulting to us all. Another nail in hardworking NHS staffs coffins. My clinical area of work already struggles daily to staff appropriately and safely the unit and most days a 'plea' is issued on staff Facebook page for bank shifts ...so treating staff like this will only further exacerbate this situation. Inductions will be delayed, elective section lists will be hampered/delayed because of staff shortages particularly as we currently run double section lists Mon to Friday. Overall patient care will be affected on several levels and if government and our senior management do not value the effect these cuts will have on us staff let's hope they do care what affects will be on women and their babies.

Ridiculous. There are other methods to save money

I think it is really disrespectful. These trusts rely on bank shifts being covered to ensure high quality of care and patient safety. It shows a complete disregard for the work staff do. There is no solidarity and I imagine they will lose a lot of staff.

Destroying the goodwill of staff and potentially impacting pt care with staff not covering bank when required due to the lower rate of pay. Trust gives the impression that it doesn't care for its staff

Staff will not have an incentive to work also where our own staff often cover shifts a continuity of care would be affected if outside bank covers the shifts

This will completely deprive the care of any standards, there will be difficulty to maintain safety on the unit and skill mix will be inappropriate which will lead to errors or never events as more experienced staff on the top of their band will not be working extra shifts if they get paid much less for it than they do now. This is making staff very disappointed and they feel undervalued that they hard work is not rewarded. Additionally, trusts never

asked clinically working people how we can actually save money to avoid this situation. They have never consulted that with us which would be very helpful for everyone. The last This patient need is the person that is looking after them is not appreciated, overloaded working for less money than aldi staff. Unacceptable

My trust already refuses to pay me at my band for extra shifts so I won't work extra. They tried to get us to work weekend shifts for a band 6 (I am an 8a)

Insulting to staff that are being relied on to work more than their contracted hours, morale is at its lowest and this is another kick in the teeth of front line staff. Patient safety will be compromised due to staff not picking up the extra shifts

Most people will stop doing bank shifts increasing staff shortages and workload

It's evidence that the management does not appreciate our hard work of caring for patients. It'll ultimately put a strain on human resources who are already understaffed and underpaid. Also, temporary measure being employed that is, the constant poaching of nurses from other units to fill in staff shortages is a danger to practising effectively and preserving safety on the long haul.

It's actually not a good idea to bring rate to lowest, when the current rate is even lower than elsewhere and we actually still managing it considering proximity and positive impact to our own trust. However. If this won't be worth the sacrifice, then I do have a rethink. I don't support the cut down of rate at all.

Hitting the most vulnerable staff members. Its affecting the people who rely on extra income to fund mortgage/ childcare/food etc. Disgusting treatment of NHS staff, we were viewed as unsung heroes during COVID and now we are the lowest of the low.

I think it's unfortunate and unfair very demoralising too

I believe that it is already hard as it is to convince staff to take on bank shifts just to help out the ward's staffing level. To be paid the lowest possible rate for your role while doing the same level of responsibility as if paid on your standard rate, it is definitely not persuasive in any angle whatsoever. And this is sad because it is not so much a loss for a person who refuse to take the shift on because it is a day off after all and they can spend their time on something else instead of being underpaid and overworked. The real loss however is impacting the patients who missed the opportunity to be cared for and looked after by somebody who could have come to work on their day off if only they will be paid fairly. Rather, patients will have to suffer the shortage of staff in the ward and endure receiving the minimum care that the overstretched staff on duty can only provide.

They have already initiated the low pay. People hardly pick bank shift leading to short staffing and too much work load on nurses now having to look after more patients than required.

This will lead to harm to mothers and babies. Midwifery will not be safe or high quality. If I could leave I would. 32 years in NHS. All wiped out

This does not affect me know but it affects the hard working people I work alongside. Who care so much about the women's care they take on these extra shifts. Ot because the wage they are already on don't help towards cost of living. Most are burnt out already but do these shifts to help the co-worker work load and make sure these woman and families have gold star care they should. My worry is that women and babies will be in danger. Staff will be completely burnt off and more staff be off sick for longer. Moral at work will diminish. More added stress to a increasing stressful environment. Staff will leave. Something very bad will happen lives will be lost due to rushed care exhaustion. Money that they think they are saving will be spent with claims from families. This should not be the way forward its sad that it has come to this

I think it is extortion and discriminatory. Many of us rely on the additional income from bank shifts due to years of pay freezes and a pay deal which was not restorative. Extorting skilled work for lower pay from a workforce which is predominantly female, some of whom will take these lower paid shifts anyway because they require the income to afford household bills and childcare is absolutely unacceptable. The squeeze on nursing shifts is also a massive basic safety risk to patients, less nurses directly relates to a decline in basic safety and performance of a healthcare team. The nursing team should be committed to safe and effective holistic care, not reducing the financial burdens of the Trust they work for and we already work above and beyond our job descriptions under extremely stressful circumstances without any additional financial compensation for this additional work (working through breaks, unpaid overtime etc). It is extremely disappointing to be so unappreciated and discriminated against by healthcare managers who are earning so much more than we are and appear to be completely ineffective in their positions.

The trust will lose some of the more experienced and motivated employees that come on when patients care is jeopardised. Bank staff cover shortages in any department of the hospital

It's not only an insult to the nurses but is a slap to the nursing profession. Why make life harder for nurses some professionals have been a significant increase so this increase IS possible. Also, it shows that they have no regard whatever for the nursing leadership/management all over the UK.

When I complete a bank shift on our ward I could be the only senior nurse on that night and cover all that need achieving for that shift. My priority is to ensure my patient are looked after to the best of my ability. When sickness, annual leave and short notice shift need covering we help our ward by doing the shift which in turn helps us with financial wellbeing. As well as looking after pts doing daily duties all necessary care plans and paper work are to be updated all allocated night time checks, ward cleaning, quality checks, medication orders etc are carried out. Sometime we're left short staffed 2 nurses to patients. There have been several times we not had a break in the 12.5hrs worked as been to busy to even take unpaid food break of half hour.

Short staffed

It's an insult that doesn't value our skills or experience

I think this is very disheartening for staff who rely on bank to help survive in a financially very difficult time. There is nowhere else that would be allowed to do this. We have significant vacancy and Trusts are not recruiting substantively with recruitment freezes and now under paying for bank. I don't currently don't work bank but if I did I would be paid 2 bands lower at the bottom pay point. I worry about their on staff wellbeing and morale.

This wouldn't affect me until October 25 when my pay point goes up as only then will I have been qualified 2 years. However this will have a detrimental impact on my ward and the rest of the wards in the hospital. Due to many staff shortages in the trust, staff bank allows wards to function properly and allows patients to receive high quality care. I feel that this is insulting to those that are willing to put in the extra hard work and will therefore prevent them from picking up bank shifts. Staff that have been qualified for many years are having a decrease in pay which myself and many others feel is absolutely disgusting. NHS pay is not great as it is, and staff really rely on those bank shifts to pay bills etc, I'm not sure how anybody would think it is acceptable to decrease their pay, especially considering the strain this job can have on a person. During Covid nurses went to work and put themselves at risk every day and now it feels like all of that has been forgotten, only those that worked on the frontline will ever be able to understand that. If

another pandemic was to happen do you really think that nurses are going to work those extra shifts to be able to fill staff shortages? Words can not explain the anger that myself and many other nurses will feel with this decision. It's heartbreaking that a job we trained so hard for is so very little respected by those making these kind of decisions (and let's not forget the debt most of us are in from university).

I think it is so unfair to reduce the bank rates and it means that the trust do not appreciate our handwork and does not care about our welfare. They intend to use us a slave by paying peanuts that's not equivalent to the hard work we do passionately. This is inhumane

This means we are underpaid and not fair to us. This will also cause more financial stress. Nurses will refuse to do extra work. Lack of job satisfaction.

I don't agree with this view of bank shifts being payable at lowest point, who would work on this lower rate not me same with lot of nursing staff they won't have the staff to do the work. Be short staffing, pressure on staff who are working. Patients will not get care unsafe.

I will be doing the same job if I am working my normal shift or a bank shift so why should I get paid less. I have been qualified 14 years the ward work is harder than ever and more short staffed than ever it is a kick in the teeth then to cut our pay

I feel that my role is seen as worthless. We work bank shifts on top of our normal shifts to keep the service safe and to provide a safe level of care for our women and babies. Some staff work extra to be able to feed their families, these families are being harmed by this measure.

Disgusting and they wonder why they have no staff/poor patient care!!

Less shifts will be able to be covered by bank as staff will be less inclined to work for less than their worth, in view of this there is a risk of patient care being compromised due to unsafe staffing.

Not happy at all

People won't pick the shifts up, we will have unsafe staffing, staff feel undervalued and under appreciated. Bank staff are doing the same job as substantive why should they be paid lower.

I believe this act is an insult and disrespect. It makes you wonder why we are being treated like this after all the education, dedication and service to the NHS. I even believe working at Tesco will pay the same rate if not better. I do not feel valued as a nurse with the amount of work we do. This is ridiculous in my opinion.

At present I am a new band 6 so my pay would be the same however when I do increase after 2 years I find this very unfair given I'll have more experience and would have worked for the nhs a long time. I feel for the more experienced midwives as why should they work extra to help and be paid at the lower band. It's a kick in the teeth. We already go above and beyond for the service so this isn't fair at all.

I think that it is disrespectful and is an insult to hard-working staff who are willing to support the struggling teams. Nurses are being taken advantage of and it seems like the trust don't care. As a result nurses are being overwhelmed with daily tasks, which is impacting patient care, causing delayed/missed visits and an increase in complaint which is impacting the team negatively.

This is not fair and it would affect me being able to pay my bills



It is unfair

This says a lot about the value of nursing staffs, shifts are outstanding already even with the current bank rate, can we picture or imagine the increase as soon as it's reduced and the pay doesn't equalise the hard work put in anymore? I believe this is not a good move and it just reduces the morale to do more work.

I believe it is unfair and feel experience is not valued. I feel it will have a impact on patient care as shifts will potentially not fill

I think this will reduce the morale of nurses, as these shifts are done not only to help short staff wards but also to cushion any financial stress.

I think it is disgusting and disrespectful. In any other line of work an employee would be paid MORE for doing overtime, yet we were happy with being paid our usual rate. To now make this rate lower than our average work is a disgrace. My experience doesn't disappear on a bank shift. Even with bank staff on shift, minimum staffing is rarely met and so when staff inevitable stop doing bank, patients WILL suffer. How far does it have to go? Deciding to work in the NHS was the worst decision of my life and I wouldn't recommend it to anyone.

Definitely not good, the bank shift the support we give towards for patient safely .out of regular working hours.it not fair.

Will impact my financial situation heavily. Staffing is already short so will be horrendous now, people will leave the job due to this

I feel as nurses we already work long hours and not paid a good income as not good enough pay rise with current inflation. I wouldn't advise others now to pick nursing as a career because I feel we are paid less and not getting what we deserve. I feel we have not enough staff and reducing the bank rate will mean less staff picking up shifts and resulting in heavier work load then it safe to do so and more mistakes happening and impact patient care.

This is ridiculous and encouraging staff to join agency where they pay nearly double than bank pay

This is an insult to nurses. I can see experienced staff not doing bank shifts which will see bank shifts that are not filled that will cause nursing staff burn out. On top of this, doctors and other AHPs relying upon the nurses to do part of their jobs (extracting blood, cannulating, mobilising patients). Too much works is being expected from nurses but are not being paid properly according to their skills and experience.

Nurses are treated very poorly, we are already living in high expensive economy where our pay doesn't meet our living standard. Cutting out bank shift is a punch to all the efforts nurses are doing, it's unfair. How do they clap for us for being heroes then go back and cut our pay. The wage of the nurses and the work we do doesn't match at all. This bank shift lower pay band is unfair to nurses who are trying to make ends meet by doing extra work. How can they explain paying someone a lower pay band for doing the same job.

It is really discouraging and not acceptable. It shows that our skills and time are not valuable to the Trust

This is ridiculous. They are not considering the fact that bank shift is a way to meet up with bills which mean salary can not pay. If salary is far enough, a lot of staffs wouldn't bank. NHS staffs are really suffering.

For the fact that, it's not happening cross the country, makes it even worse.

I feel that this sends out the wrong messages. Many people step in to cover shifts not for the money but because they don't want to put women at risk of not having safe care. I am also aware that I have colleagues who have been relying on bank pay as a result of the cost of living crisis. It is wrong that staff are in a position that they have to rely on charity when they should be paid the rate that reflects the responsibility and experience they hold.

I typically do 1 bank shift a week to work around my husbands working hours and help pay towards the bills. The significant drop in pay will not only demoralise the work we do in such a specialised field, but also have an impact on my ability to cover my monthly bills, which means I will have to source alternative work and will likely be even more burned out. The strains within the NHS are at its highest and we're being expected to do more for less. This is unfair and goes against everything we are led to believe when starting work for the NHS. After 13 years of nursing, I have never felt so devalued and am considering a new career.

I think employers are unreasonable and not empathetic towards their staff. There will be short staffing in all wards

I won't be working for a lower hourly wage. None of the staff I work with are prepared to work at a lower wage. That will mean only newly qualified staff will be willing to work the shifts. Many shifts aren't covered or the skill mix is questionable

I don't think it is fair to be paid less than your hourly rate to pick up a shift to help out staff and the ward. If you don't pick up the bank shift the shift will either be understaffed and this will affect patient care or agency staff will be used which will cost more money in the long run and the ward that I work on agency staff is not always suitable

It is disgusting and my years of experience don't disappear when I walk onto a bank shift and expected to run the ward at bottom of band 6

At present we cannot complete a single shift with bank staff, it's definitely a slap in the face for staff to go ahead with the kind of pay, I wish that bank staff go out and strike. Senior staff need more than just being messenger

It's appalling, too focused on saving money that patient care. As is what will consequently be affected, if the staff aren't picking up bank.

It will cause me financial difficulty and I won't pick up bank shifts at lower than what I am paid. It is hard enough going to work in my substantive role at present due to work pressures I certainly won't want to for less an hour. The trust will end up paying higher rates to agency staff to cover shifts or put patient safety at risk.

The trust will not be able to cover our area without bank shifts, and the unit would be very unsafe, it would cost them a lot of money in litigation when things go wrong

I think paying nurses below the lowest point of their pay band will erode their goodwill. They will be de-incentivised to work bank within their Trusts and join agencies where they will seek better paid work elsewhere.

Any trust cutting rates of pay are scummy. They're biting the hand that feeds them and it will directly negatively impact on patient care and safety.

Personally I think it is an insult not to be paid at my correct pay grade. I have 40 years worth of nursing experience. I am boycotting bank shifts when it comes into affect. I believe shifts won't be filled and ultimately patient care will suffer.

It is simply unfair.

I would not work a shift to be paid at a lower rate than I do in my full time role as my duties and responsibilities whilst doing the bank shift will be the same.

I think it's disgusting as we do the same work if not harder they should reward us correctly if not higher than our normal pay band it's a kick in the teeth we get paid lower than our hourly rate

This will increase workload to day to day running of regular shifts, because many bank shifts will not be covered and the staff's on duty have to bear the consequences, stress more to try to keep patients safe in their care. There will be increase sick leave due to stress at work to cover for staff shortages. Hence, putting nursing staff at greater risk of their career. This could lead to early retirement or nurses changing jobs or carers.

It will have a huge impact on my finances considering that my pay from my substantive job is barely enough to cater for my needs. On the trust, it will lead to more burnout within the nursing workforce as nurses will pick bank mostly when they need to leaving wards more short staffed with the few available to do the jobs

I think it should have never been considered in the first place looking at the existing work load, lack of incentives, already existing lower rates comparatively, among others, it goes to temper with staff and patients safety. Staffs are going to call in sick more, people are going to opt out of the trust bank shifts, then more will be spent on Agency nurses, then you ask yourself, What's the point. A Trust that can't pay its staff existing rates but willing and able to pay even HIGHER AGENCY RATES, RIDICULOUS! There should be a rethink about the decision, because the adverse effects will definitely be felt and I'm afraid the ultimate victim is going to be our PATIENTS

It really impact our living and family as the rent and other expenses are going high and high

It's a disgusting decision that will impact patient safety and staff morale.

I don't work bank shifts currently but if I wanted to in the future I would be put off by being paid lower than I am for a usual shift, when I am expected to carry exactly the same workload as any other shift. It is shameful and unfair on already over worked and underpaid nhs staff!!

This will definitely affect the trust because most people will stop picking bank shifts and this will affect and increase work load on my normal shift

I think it is very sad to ask staff to work their normal substantive shift one day then work for less the next day doing exactly the same thing for less

I believe this will result in fewer substantive Ed staff from completing bank work leading to more staffing gaps and inexperienced no Ed staff completing bank leading to even more poor skills shifts.

Absolutely disgusting. Being paid at a bottom band 5 for Nurses who have been qualified for many many years then getting paid the same rate as a newly qualified nurse is unjust and demoralising

I work a bank shift full day every week to survive and not because I want to live my life at work. I'm currently top band 6 so I will lose approximately £50 per week. I'm totally disappointed with the decision to cut pay. My colleagues are planning on stopping doing their bank shifts which will impact on patient care. Unfortunately I'm unable to be able to afford to stop doing my bank shifts so the trust have gained £50 a week from a loyal hard working employee and I've got to decide which of my outgoings will not be paid

To think I want to make extra money to make me comfortable as my regular salary are all used for my bills, it is unfortunate. Some wards can be extremely stressful and busy but the pay motivates me. I would rather have a good rest on my off days than to go and break my back for peanuts

I was doing agency and stopped when the pay rate was reduced. I will rather go back to agency now that their pay has improve instead of taking low bank rate

It's ridiculous. The NHS is short staffed already and this just makes everything worst which will in turn affect patient care and even staff safety

There will be a staffing risk as I believe vacant shifts may be unfilled. Senior staff feel devalued for their experience. Senior staff covering to maintain business continuity and patient safety feel under valued and good will may cease. Staff should be paid at the incremental spine of where they are in their substantive post.

This will add more pressure to the already over stretched workforce. As I'm aware a lot of staff will not pick up additional shifts. This will compromise patient care and safety which is already under threat leaving NHS exhausted, worried for our registrations causing anxiety and stress. The NHS needs a resolution to keep patients safe and keep experienced staff within the profession. I'm personally have already considered leaving the NHS despite almost 27 years of commitment. This feel so much sadness that we are already struggling to deliver good patient care with reduced resources and in very crowded environments

Working bank shifts over and above my full time hours is very tiring. It would not be worth doing them if I am going to be paid less for them. This is insulting! Overtime should be paid at a premium rate.

It isn't fair I work bank on top of my regular shifts and should get better rates as it's coming out of my free time.

It is completely unfair to reduce bank shift pay rates to the lowest point of each pay band, especially for nurses who already face immense workloads, chronic understaffing, and poor working conditions. This decision is yet another blow to NHS staff, many of whom rely on bank shifts to supplement their income due to the rising cost of living and stagnating wages. For experienced nurses, being paid at the lowest pay point disregards their skills, years of service, and expertise. It will demoralize staff and push many to reconsider their commitment to the NHS. With better pay and working conditions available in other countries, such as Australia, Canada, and the U.S., the NHS risks losing even more of its workforce at a time when recruitment and retention are already in crisis.

This move will also negatively impact patient care. Reducing bank pay will discourage staff from taking on extra shifts, worsening existing staff shortages and leading to unsafe staffing levels. Overworked and underpaid nurses cannot deliver the best care, and patients will ultimately suffer. The NHS is built on the dedication of its staff, but instead of recognizing and rewarding them, decisions like this only push them further into financial and professional dissatisfaction. If trusts go ahead with this plan, they will face a mass exodus of staff, increased reliance on expensive agency workers, and further strain on an already struggling system. Instead of cutting pay, NHS trusts should be investing in their workforce to ensure sustainability, staff well-being, and safe patient care.

Experienced staff will refuse to do shifts.

It will have a huge financial impact on my family. I rely on bank to survive.

Unskilled and untrained factory or warehouse workers get 150% on over time work and the nhs is asking nurses to do more hours for less money, yes this will impact the nursing overall as less people will do bank, there is already larger number of agency working in the trust and in the future less people will choose the nursing career, which is already a fact.

It is not fair at all. I would not want to do bank shifts anymore if that would be the case.

It's unfair

It is bizarre that a bank shift will be lower than my regular shifts. I would rather sit at home than work that shift. I foresee that gaps will not be covered, there is already staff shortage and there would be nothing to incentivise staff to pick up shifts and that this would affect patient safety and welfare

It is an insult to health professionals. Nothing seems to be rewarding as a nurse anymore, all they do is take from us and expect us to be heroes who cannot offset their bills. It's inhumane.

It will discourage people from doing bank shift which will make staff numbers low thus increasing work load on nurses and reducing care towards patient because of over work

I already don't work bank shifts because I already work full time. I would love to help out my colleagues, when staffing is a problem. However on principle. Any additional shifts I might pick up are over my contractual hours, so should be paid as overtime. The bank is already a scam in not paying needed staff over time for there labour.

When my department stopped paying over time I stopped doing extra shifts. I know my worth and won't be a slave to my work, I have been for long enough, and for what, I ask you? Another spit in the face from the government. I really wanted to just help people by working for the NHS out of principle, not become rich, money isn't everything. I am in a fortunate position my wife is from America and wants to move home so I will be leaving the NHS in about 2 years time. It's short sighted decisions like this cut to bank wages that will only encourage me to leave sooner. The place is constantly burning down around us and this is honestly the solution they came up with? You couldn't write it. What a joke.

I think it's disgusting that the nhs think it's acceptable to underpay there staff, it will make areas unsafe

It's insulting. It gives you no motivation to want to work any extra over time.

I now have a young family and was planning to reduce my hours and work extra hour flexibly via the bank to increase my income where needed. I refuse to work for less than my usual rate as it is not worth working extra hours under the current condition for less money. I have instead chosen to fix my contract with New Cross but this does not offer as much flexibility

Disgusted that it is felt that they can penalise the hard working clinical staff by reducing bank pay to which some have reliance on to pay bills. The areas also rely on staff doing bank shifts to help fills gaps from increased staff sickness due to burnout, or unfulfilled vacancies due to people not wanting to join this profession. This makes it very difficult to ensure safe staffing levels to provide the best possible patient care.

It is already difficult to fill bank shifts I believe this will make it more difficult especially on weekdays

I think it's an insult and I will not be doing them

I feel that my services are undervalued. Will I be doing less work than what I am doing now. I am a Nurse Prescriber so will I not be prescribing when I am doing bank. It's an insult as far as I am concerned. It demoralise staff. It may cause some staff to consider looking for jobs in other trusts which are offering better rates for bank staff. It will leave us short staffed. As it is now we are already working short staffed due to sickness and annual leave as some vacancies haven't been filled.

Community nurses have a lot of responsibility and decision making. Bank nurses have same responsibility as lone workers. My team rely on bank nurses to backfill. I will not be working for bottom of pay band. March is my last bank shift.

It is shortsighted.

I think that reducing bank pay will make staff feel undervalued and demoralised. Moral is already low at my trust and this is being exacerbated by the threat of reducing bank pay. We are expecting and staff shortfall from march and worry this will have an impact on patient safety and how we are able to support our junior workforce which in turn will lead to a lack of resilience in staff and increased sickness.

I think this is a very disappointing decision, I am a neonatal intensive care sister and have worked hard to train and teach the top of my band, when I work a bank shift as a band 6 I am expected to take the sickest patients, I feel this is very unfair if the pay is now going to be dropped to the bottom of my band, yet I am still expected to work at the same level. It is insulting and makes me feel like I am not a valued member of staff. I am worried that now the bank shifts pay has been reduced that many will not do bank shifts, meaning that there will be many short staffed shifts which will affect patient care greatly. There may be more delayed care or mistakes made as a result of being short staffed and this worries me greatly that I will not be able to provide the high standard of care I want to due to being short staffed. It will also put more pressure on the staff on shift and in turn can result in an increase in staff sickness due to burn out!

They need to make the cut somewhere else that does not affect patient care

Paying bank shifts at the lowest point of each pay band may have several implications: 1. Demotivation: Staff may feel undervalued and demotivated, as their hard work and flexibility are not recognized or rewarded. 2. Recruitment and retention: This pay structure may deter potential employees from taking bank shifts or even working for the trust, ultimately affecting staffing levels and continuity of care. 3. Work-life balance: Bank shifts often require flexibility and adjustments to personal schedules. Paying at the lowest point of the pay band may not compensate staff adequately for these sacrifices. 4. Morale and engagement: This pay structure may lead to decreased morale, engagement, and job satisfaction among staff, potentially affecting the quality of care provided. Hence putting patients lives in danger. To mitigate these impacts, trusts could consider: 1. Reviewing pay structures: Regularly reviewing pay bands to ensure they reflect the demands and responsibilities of bank shifts. 2. Offering incentives: Providing incentives, such as enhanced rates for unsociable hours, weekends, or holidays, to recognize staff's flexibility and hard work. 3. Communicating with staff: Engaging with staff to understand their concerns and feedback, and working collaboratively to find solutions that support both staff and the trust. By adopting a more nuanced and fair approach to paying bank shifts, trusts can promote a positive work environment, support staff well-being, and ultimately deliver high-quality patient care.

There will be very little point in helping my team at a lower rate so I will not be helping when short staffed

More staff shortages

I work mainly in A&E the pay does not compensate or reflect the pressures, low staff morale, high influx of patients, abuse from patients, recognition for been on the front line. It is very disappointing that we save lives and it is not recognised or appreciated. We have to earn a living but at what cost. I work to survive not to fund my lifestyle. High cost of living means I am unable to have any luxuries. Is I want a holiday for example I will have to burn myself out in order to do so. The pay is not enough to pay rent bills or care for my children's needs. It is such a shame because other countries are not as bad as England. The rates of pay are shocking considering the profession we are in. Supermarket workers get more than nurses maybe I should work there instead.

It's an absolute disgrace. The wards are already under staffed, with poor skill mix (international nurses and newly registered nurses), care is already poor -lack of equipment, poor knowledge, insufficient skill mix, poor leadership, no development (mandatory training expected to be complete in own time), patient harm is already happening, all they are doing is driving out highly skilled and experienced band 5 nurses. If they don't value us and our experience then I/we will go elsewhere and will likely, leave the profession altogether this is just another example of watering down our profession. Why are those of us delivering the care being punished for poor financial management of our leaders. Money needs to be saved closer to the top than for us at the bottom-you know the ones working in terrible conditions for the good of our patients. Speaking to my colleagues it's simple -we won't do the shifts! If they want cheap labour and inexperience then that's what they can have!

They will find out the hard way when staff stop doing bank and they're short on every shift

I will definitely struggle financially especially as a top band 5, the same time trust is going to struggle to provide a basic care to the service users due to staff shortage.

It's yet one more slap in the face for nursing staff. This particular trust dropped bank staff pay from a 7 to a 6, then implanted the lowest band of the 6. I felt there was a premeditation to this, but at the time thought the first drop was just a cost saving issue and continued to work bank shifts. When I was notified that I would be earning less than substantive staff on shift. I refused to do anymore. My pay band is an 8a normally, I felt it an insult, but I was told it was a nationwide government directive, and was out of the trusts hands. I'm angry I was lied to and that, they are just 1 of 4 trusts who have bought this in. I am aware the unit is now struggling to cover shifts, and feel it's about time management put patients and staff before budgets and that they were open and honest about their intentions. Nurses are an easy group to pick on, they do not get the protection or support that the medical staff get in an NHS trust.

It shows how nurses are not valued and the nursing job is not taken serious. This will impact on the staffing level, patient care and ultimately it will affect the Trusts standards.

I will have financial impact

Insulting, the demands of the NHS needing more staff is going to have an even bigger impact on staff morale, staffing numbers and burnout.

Being paid lower affects me in many ways: 1) family time-I will be away from my children more often to make the same amount of money 2) Bills-as a single parent if I chose not to do the extra shifts I will struggle with the rising cost of daily living 3) safety-when work offer bank it is usually due to short staffing meaning I will be work just as hard with more risks. Studies show non adequate staffing leads to higher section rates 4) skills-am I still expected to utilise all my advanced skills I studied longer for but get paid less than my colleagues as it's their regular shifts and I'm just helping 5) staff moral-after the mandate

vaccines and losing jobs all the thanks and minimal pay rises we are now expected to take another cut and work happily

Unacceptable. The patient care will be greatly affected as people will not work the shifts leaving us short

It's makes me upset and not valued, I unfortunately still have to pick bank shifts up due to financial constraints I have but come to realise nursing is not a respected career and regret going into it. Will be looking to leave this is a job once I have the chance (hopefully quite quickly)

I would no longer work bank shifts

I think it's unfair on so many levels. This is the last thing we need, this is going to ruin staff morale even more and the NHS will continue to crumble

I think this is the biggest form of insult given the current pressures within midwifery at present. The service is already strained and this will strain it further essentially making it unsafe. I can see people seeking alternative employment as a result. I have already heard several midwives saying this

I think it is unacceptable to pay highly trained experienced members of staff a lower hourly pay for doing the same job when we do this to help our colleagues and boosts our own income. The cost of living is going up and our salaries don't meet with the living standards of today

It is adding another stress. The work remains same. The patient ratio remains same. When I first heard about pay reduction I felt that it's because nobody values my years of experience and skills.

I work full time as a b6, if I do a bank shift I have the same responsibilities but get paid bottom b5. Why would anyone want to do bank shifts if it's like that? It's not worth it. We're short staffed and fewer people are willing to do bank shifts, so we're having to use outside agency at higher cost. It's short-sighted and ridiculous, and it's negatively impacting patient care.

It means burden to us as nursing staff. Nurses will stop picking bank shifts and those working will take the responsibilities of missing nurses. Wards will be severely under staffed. Reduced standards of care

It devalues staff leaving them demoralised

It's disappointing. What's the point of putting the whole family and yourself through stress and nursing is stressful and then get paid bare minimum. Outside nhs pay better and free private medical.

Why are we cutting pay to front line staff as this impacts patient and patient care. When we work bank shifts it's mainly to Support our colleagues when shifts are short. These shifts are often short and tough shifts and it definitely is not easy money. If staff don't work regular bank the staff on the main shifts will be burnt out and conditions will be unsafe. Why not try and cut costs from other areas rather than the staff that are the face of the trust and give their souls and more daily to provide good care. I'm so disappointed that patient and staff are suffering because the people at the top who are non patient facing are making decisions that will impact patient care so much.

I am so worried and in constant stress I work regular bank in the same area I don't know what I'm going to do or how I am going to continue up keep of bills or paying for my children's lives.



It is not fair as I am top band 5 and will be expected to take charge. It means I will only do bank if I am desperate. I believe the trust will suffer when people stop booking the shifts.

No incentive to work if lower pay rates and a reduction in staff will impact on stress levels and work load. Leading to sickness levels.

I have already given my views as I have brought this to the attention of regional office and RCN rep

I think it is unfair and does not reflect well on trust reputation as they are not paying a fair rate. I have been upset that up until now no one has been able to help me raise this issue. It feels like the unions do not see that staff are doing same job with same responsibilities for a lot less pay. Nurses work bank to enhance their wages to provide support to colleagues in times of shortage of staff and to ensure patients are cared for in the safest environment. There was no proper consultation on the pay decrease as many bank nursing staff are also substantive pay staff. In my opinion this is wrong and unjust.

There are feelings of not being valued and worthy of my role, I have been nursing for 38 years, I have never felt this way before, would never work for my trust ever again for the nurse bank.

Unable to afford cost of living and unsafe environment for staff and our women and babies due to low staffing and being Unable to fill voids

It's disgusting. My pay is because of my level of experience and the expectations put upon me. Lower pay doesn't mean that this will change.

Thank you for attempting to support members regarding the cuts to Bank Staff pay. Please note this pay cut has already happened for Bank Staff who are only employed as Bank (i.e. not in addition to a substantive post). An email to all "Bank Only staff" from The Royal Wolverhampton Trust Executive Team on 18/11/2024 at 16:27 noted with effect from 01/12/2024 shifts would be paid at bottom of pay band. I was paid at top Band 5 but since December 2024 have had my shifts paid at bottom Band 5, despite no updated/amended terms of agreement or consultation. I view the trust has made a very poor judgement in terms of a "quick win", without looking at the impact this will have in terms of patient care, quality and safety, short staffing, staff morale and the financial implications of a need to recruit again (or use costly Agency) rather than utilising valuable, consistent and skilled Bank Staff it has already. As far as I am aware there has been no reduction in management salaries or the numbers of managers within the Trust. I view cutting of Bank Staff pay should be in the public domain and perhaps a freedom of information request for analysis of amount of managers within the Trust (i.e. above Band 6). I feel disillusioned that an organisation can just downgrade staff salary without appropriate consultation and not give consideration of the impact on patient care, especially at a time of winter pressures. Thank you.

Its modern day slavery, forcing pple to work below their band rate, pple have worked so hard to get to their bands, also it shows commitment but are now being punished for their hard work by pple who have never done 12.5hrs shifts who are also paid more than us. Nurses are already struggling and cannot even afford to buy basics. These same trusts are saying if this rate cut leads to more hardships we can turn to them, no we dont want that, just pay us the right rate and we wont have to beg from them 😞😞😞 most nurses are on sick leave due the heavy workload, if no one picks up these bank shifts the few nurses left running the wards will soon drop down. This is not fair!!!

As a newly qualified being in the lower end of the pay grade, I think it's disgusting as my bank shift are used to help me with extra bills. I also will have no incentive to work extra for the same wage I'm on.

For my level of skill and the years of service it is appalling to cut bank rates when we depend on bank shifts for bills. We are not paid enough as band 5s so this drop is significant when this tops up my wage. Not everyone climbs the ladder for more money and simply just wants to care for patients. I wish I had never become a nurse as the stress and lack of money isn't worth it. It's disgusting how nurses are treated and staffing levels are at an all time low which means patients suffer and die alone.

Currently this does not affect me however Makes midwives feel unappreciated. If I was at a higher band in my career I k know I would not do bank for the principle of not being paid fairly! The poor experienced midwives are detrimental to the nhs and it is not ok to cut their normal wage. There should be an incentive not a pay cut. We will lose valuable knowledge and education due to this and the trust/women will all be affected by the this move also. Such a sad sad time.

I feel it's unfair

People will not work bank shifts

I think it is disrespectful. In a public service role, we work extremely hard and often go above and beyond to provide excellent care to the general public. This is often in extremely difficult circumstances where staffing is low or the unit is very busy. It feels like a slap in the face that the trust are willing to pay us less than what we are worth and the care we provide.

I think it is criminal

I feel it will have a negative impact on the trust, quality care to be given to patients, because I know a lot of people will stop banking especially to area that are always short staffed eg ED and other critical areas

It tells how unappreciated nurses are

You should be paid at your substantive rate especially if you work in your own hospital, it's an insult to expect you do do the same work for less pay. Especially if your a band 3 , ALDI pay more! Disgrace

We already work short staffed most shifts and get pulled to other areas, a lot of people will not do bank at the lower rate making staffing levels even lower, making it unsafe for women and their babies also leading to burn out of staff and higher levels of sickness and making the job even less enjoyable

I think it is deplorable as they know that staff only work bank shifts because they need money so therefore they know we will still do them despite the cut, I think it is unfair when you are at the top of the band to not be paid your rate as you do not work at a different level for example I am a lead nurse band 7 but only get paid band 5 for bank shifts this is going to now be worse as I will now get the lower rate but I still answer complaints and sort issues out when I'm on a bank shift

It will result in harm to patients and staff burnout

Absolutely disgusting considering how hard we work and still don't get paid enough

It will make the already bad levels of staffing on the wards worse, and as a result lead to poor care quality due to high work load on the few staff on the wards.

As a Lead Community Midwife we will struggle to provide a decent service if our bank shift only midwives don't work and there is little incentive for our substantive staff to fill the shortfall, which we struggle with now.

Pay should be same payscale as substantive posts, same workload, same job, same responsibility requires same pay!!!!

I think it will make staffing levels lower and the staff will be put under more pressure as a lot of staff have stated they won't work bank for lower pay. Patient care will suffer and staff morale will be poor.

Poor staffing levels Patient safety being compromised Staff morale being low Staff sickness effecting staffing numbers and no bank staff cover leaving the wards even more under staffed. Staff going off on stress and burn out

Patient care not being a priority

Absolutely disgusting. A real kick in the teeth. So unfair.

I'm very worried about the effect this will have on my trust as many of my colleagues are refusing to do bank once this takes effect. The areas are already bottom heavy with more and more junior staff making up the bulk of shifts. I feel the shifts are becoming very dangerous and looking to take early retirement.

I think it doesn't reflect the amount of work we do to look after our mothers and babies as midwives. It lowers morale as many of us do bank to boost staffing levels due to sickness and other reasons why staffing levels may be low, as we recognise that it is not only a risk to us as staff but also for the people we care for when there aren't enough staff on to fill quota and lowering the pay for extra shifts we do not only makes it less likely for people to want to do them but also can affect those who work regular banks shifts on top of substantive to fill the gaps between paychecks due to the cost of living now.

The reason given by my Trust is to bring our rates in line with what other Black Country trusts are already paying. I am led to believe that the rates with other BC trusts are actually higher than what my Trust so somewhere there is an untruth being told. The Trust cannot recruit/retain very well. since opening a new hospital (with difficulties in staff getting to/from the new location, layout of wards, changes in services) many substantive staff have left to go to other Trusts or work bank across the region. the Trust relies more heavily on Bank staff and agency staff (despite saying agency bookings are banned). the pay drop with cause further low moral and difficulty in filling shifts. The Black Country pay proposal is incredulous.

Not an incentive to do them at all. I'm tired enough as it is working 3 long shifts a week I don't need any extra however if this was the opposite way round and paying more as they did during/after Covid then possibly would go and be happy to be paid more for my job, than current rate! It's sad really as there's many shifts with short staffing and you want to help your colleagues out, but you wouldn't because it's offensive not being paid what you deserve so there's always going to be staff shortages and never going to be fixed

Insulting and dangerous. Reduce morale and impact retention

I believe that this is unacceptable. I feel that it will make an already dangerously short staffed unit, extremely dangerous. The staff already work with such a heavy workload and this will just mean that that will increase. The staff are already on their knees and losing morale. There was already no incentives to cover shifts and staff only do so to help their colleagues. Now they are expected to work for less pay than their usual hours? This just isn't fair and so far from the big thank you we deserve after working all through a pandemic and putting our lives and family at risk.

Less staffing than currently. More staff off sick with burnout.

As a department manager I am worried that this is going to impact on safe staffing levels if people are not willing to work for the lower rate of pay and I support them fully with their decision. I feel that this will also have an impact on waiting times as clinics, operating lists, waiting list initiatives may be cancelled as they cannot be staffed. Staff in my area have already said they will not be working for the lower rates of pay when doing bank shifts.

It not fair but some staff only do bank

Majority of NHS staff has passed the qualifying exam to practice as a Nurse in US, this is another reminder to tell them not to relent on their efforts to relocate to America, the NHS can continue doing this but soon, very soon, people will migrate to other countries for better pay

As I regularly have to top up my income with bank this will have a significant impact on me and my family, as firstly I will be earning less and secondly I will need to work even more hours as bank to rectify the deficit. This concerns me greatly as I already feel on the edge of burnout. My bank income is not just for 'nice' purchases, it covers my monthly outgoings as I am a single parent with only one income to support two teenagers and myself. The impact on the services will be huge, firstly safety as I fear shifts will be left uncovered by staff who have boycotted shifts due to the drop in hourly rate, and secondly the staff who have to still bank, like myself will likely be exhausted and burn out from having to work more than usual to earn the same. This will surely impact safety. The moral is already at an all time low, where the workforce feels unvalued, so this has come at the worse time. I am actively looking for additional work outside of the NHS.

It will have impact

A significant portion of staff will not pick up bank shifts myself included. I am unsure of our service can function without bank staff as this is required to optimise staffing on a regular basis. Therefore substantive staff will face higher rates of burnout, stress , sickness which negatively impacts on cognitive ability; therefore mistakes will be made. Some care will be missed due to lack of staff. Wait times will increase which in most cases increases risk of adverse outcome. Most of us are already stretched, often staying late and not being paid for this. The decision is demoralising. I don't feel valued for my work. I am unhappy and embarrassed to be working for an employer that would reduce my pay. I don't think bank shifts are worth the money if paid at the lowest point.

It's disgusting. Our department rely heavily on bank shifts to make up SAFE numbers. Staff are now boycotting bank so staff are soon going to be burnt out. Which in turn will make the numbers even more unsafe. There is not a shift where there isn't at least one bank. There are many ways to save money within the trust, this not being one of them!!

Discussing I just wouldn't do them

This will have a massive set back on myself and all the colleagues who always work extra bank on top of substantive. If extra shifts pay you less than your usual shifts, it could have several impacts. Financially, might find that working extra hours doesn't significantly increase your overall income, Additionally, if the extra shifts are more demanding or less desirable, staff might feel less motivated to take them on. It's important to weigh the benefits of additional experience or hours against the reduced pay to determine if it's worth it.

It's diabolical, we should be paid the same as we do for a normal shift and I don't know how they expect us to come and do bank shifts, covering staff shortages, for less money.

Many shifts rely on people doing bank to stay safe and paying us less for this shows how little they value our time

This is a slap on our faces as nurses. It means we are less important and our roles and hard work are not appreciated and doesn't count. We feel less valued and always putting trash on us. This is degrading and I would rather do something else than go to work on my day off to earn peanut. The additional bank duty helps to pay bills and now we are left stranded.

It's disgusting I do the same work and pay 20% tax on all bank earnings already why would I work for less

I think it is unfair & an Insult to staff to be paid lower than you do for a substantive post. I am top of my banding, and I would still be expected to use the same advanced skills & knowledge, and provide the same level of care, on any shift I work, so why should I be paid lower for one than the other. It will have a huge impact on my area of work as we heavily rely on bank shifts to allow us to provide safe & effective care to our patients.

I believe it will affect staff morale. It doesn't make sense. Staff are already working really hard. It is better to have staff that already know the hospital. Why should staff be penalised.

It's calamitous, disastrous, shameful and ridiculous. The trust is totally undermining our selfless and hard work with our commitment to patient care everyday. It's so disgraceful that I will come for a shift as a professional on a particular level and same shift as bank and being paid less than my regular pay knowing fully well that bank shift is a second job with higher tax rate. This will impact patient care negatively as many of my colleagues will reject this lower pay outrightly. It is worthwhile to know that Walsall nhs trust is paying huge amount of money to the insourcing team working weekends for the waiting list while they are willing to lowest band to her staff. We all say no to this lower pay rate.

I find it hard to believe any of these cost saving measures will actually work. All our staff are run down, wards are short staffed, this cycle will continue until more bank staff are needed to bridge the gap. They have to be paid the same. I know many who only work Bank and are so worried right now.

Appalling! I am a very experienced nurse working at band 5. It is insulting enough to be paid the same as inexperienced nurses when so much more is expected of me. Shows how little experienced nurses are valued.

It is undermining of our skills and efforts to the profession. We work hard to achieve the qualifications, to maintain our skillset and provide high quality care, we work additional shifts to support our units, patients and colleagues yet get paid less than what we would on a regular shift. We understand budget cuts and not being paid enhancements but at least make us feel worth something to be paid our NORMAL wage!

I am a band 7 and work bank to cover shortfall within my own area. Bank shifts will now be paid (for me) at bottom 6. I will no longer work bank, neither will my colleagues. Although it has to be pointed out that so little bank is currently being approved due to the financial situation. Patient care is being affected, staff morale is worse than it has ever been and staff are leaving en mass

Trust doesn't value us at all. Love my job but thinking of leaving NHS - finance director caused this and they keep taking their huge pay!

Unfair, wickedness, unjust as most of us are already stressed and worn out, with so many health challenges due to low staffing issues in the trust. Many staff rely on the bank shift allowance to boost their finances as the regular pay is not even enough to sustain us, hence this move is slavery an act of wickedness.

This needs to be investigated, at Walsall I am already paid bottom of my band anyway and have done for a long time

It will have a hugely negative impact on both patient care and our quality of life. I often rely on the bank shifts to bulk up monthly expenses or to enable me to have treats/downtime outside of work. I find it insulting that we would be paid less than our usual hourly rate to work shifts which ultimately help our trust. Patients will loose out on vital care because people just will not work for less than their substantive roles rate of pay.

People need the incentive to do a bank shifts, the wards always need extra staff. Too often the good will is taken for granted.

I bank to help work finances at home this will implicate myself personally as single parent. I am a ward manager.

I am increasingly concerned that extra shifts will not be fulfilled as staff are refusing to work bank as most of them drop to below their normal state of pay. I will have unsafe understaffed areas

I think it is absolutely disgusting! The nursing profession do not get paid an enhanced rate for overtime although other professions do. I would not consider doing bank shifts for a lower rate of pay.

It will have a massive impact on my financial situation-I wouldn't be able to go into shops and ask them to lower their prices-you get what you pay for-I am worth top band 6 and won't work for any less and the impact this will have on my work place will be people working in understaffed areas creating a negative culture -and mass sickness probably due to stress/ Mental health issues as we cannot cope without the bank staff -there are plenty of ways to save money in NHS without punishing the frontline staff as usual. I used to be proud to work at New Cross and now I feel the powers that be are trying to push us into special measures just to get funding and in the process making me and my colleagues look like we don't care or are s\*\*t at our jobs -which just isn't the case.

They are still doing the same work and expected to do this on the lower pay band. Not acceptable even doing it in there own time technically to support other members of the team. Majority of shifts are filled with people who bank and it will put strain on the people who are on shift. Its going to put more people on the sick due to stress of shifts, or people working more to pay ends meet.

It doesn't surprise me I do bank shift to help pay bills

This is ridiculous and humiliating. This will impact quality of care when shifts are understaffed

Disgraceful, impacting on the staff that are contracted to the trust. Whilst locums get a higher rate. Iv just moved to a band 3 so won't get paid less band wise but I won't be so willing to help out for less money than what I get now.

Due to bank shifts been reduce I will no longer be doing bank shifts due to the working shift pattern isn't worth the money after tax and national insurance reductions we provide a service to a high standard and should be paid a reasonable rate as a band 3 I haven't done 2years of training to take a pay drop

It is wrong to be paid less than your normal hourly rate for additional work. It will effect the trust as less people will do the bank shifts resulting in less staff, unsafe care and can impact patient safety

Neutral

I feel let down by the trust and government as a registered nurse. I feel disgusted and humiliated to be treated this way! We have bills and family to support and they treat us this way! Highly qualified and experienced nurses are being treated disrespectfully and let down by everyone!

Not happy and not worth it

Staff are doing bank to help the service and being paid at the lowest point of pay band is a mockery!

The wards are short staffed even when we have people working bank shifts. Lowering pay rate is going to leave wards dangerously short staffed. We are not paid enough as it is. This is a disgusting decision made by people that couldn't last 2 hours doing a clinical shift.

1. Staff Shortages and Low Morale Many NHS staff rely on bank shifts to supplement their income. Lower rates may discourage them from picking up extra shifts, leading to understaffing. Existing staff may feel undervalued, contributing to lower morale and increased burnout. 2. Increased Use of Costly Agency Staff If bank rates are too low, more staff may turn to private agencies, which typically charge higher fees to the NHS. This could ultimately cost more than maintaining fair bank rates. 3. Patient Care and Safety Risks Reduced staffing due to fewer bank workers could lead to delays, longer waiting times, and increased pressure on permanent staff. Overworked healthcare professionals are more prone to mistakes, affecting patient safety. 4. Recruitment and Retention Issues Staff may leave NHS roles altogether if they feel they can earn better pay elsewhere, worsening the ongoing workforce crisis. It could make the NHS less attractive to new recruits, exacerbating long-term staffing problems. 5. Economic Impact on NHS Workers Many NHS workers are already struggling with the cost of living. Lowering bank rates could push some into financial hardship. This could lead to increased absenteeism, stress-related illnesses, or even staff leaving for better-paid opportunities outside healthcare.

The same service is needed but want staff to do the same work for less money. There is less incentive to work for the bank especially when pay rises happened but no money given to bank staff as backpay

The lower uptake of staff considering to take on bank shifts leads to an increase in either poor staffing or use of agency and that has a detrimental effect on staff well being.

I think it's disgraceful. The NHS will pay more out in negligence as a result of poor staffing and substandard patient care. It is an insult when we already work under difficult conditions and often work through breaks/overtime which is never paid for.

They should not cut down the bank rate

I think this is an insult and demoralising for staff who are already overworked and stressed. How can the trust think it is acceptable to not pay someone the same money as they deserve? How can they not acknowledge that the staffs knowledge and experience, which has been achieved by many years of hard work is deserved? How many other jobs would accept being paid over your contracted hours at a lesser rate? Most organisations pay extra many not less! Disgusting and insulting to professional people and many who rely on this to be able to eat and pay bills!

The impact it will have on me is that I will rather stay at home than pick up bank shifts. I have no idea what the impact will be on the trust but I have no interest in knowing.

I am a specialist nurse - I worry that I will be pulled from my post to support wards when they are short staffed and unable to fill bank shifts. This will then have an impact on patients on my caseload (complex) and my workload which would not be covered.

Clearly shows how little the NHS values its experienced and skilled nursing staff. I will not work for less than my standard rate, agency's pay much higher rates.

I know bank shifts would not be picked up so staffing would be really bad so patients are at risk due to not being able to deliver care properly due to staffing being really low, nobody is going to pick up bank when you can get paid more for less stress and not being worth the pay if I banked a early or late I would pick up 40pound which is not worth it!

Our trust has already restricted bank shifts to only pay at the level of staff needed therefore even though I am a middle pay scale band 6 nurse I can only work bank as a band 5 unless I am in charge of the shift. This is despite still being required to carry out band 6 work and access computer work that only a band 6 has access to. So then have to drop to a bottom band 5 whilst retaining the same level of responsibility is insulting and demoralising. It comes at a time when all advertising for posts has been frozen and our team is chronically understaffed relying on 2-3 bank staff each shift. If people refuse to accept this pay decrease and stop picking up bank shifts our team will be operating at unsafe levels. Patient safety will be compromised with patients not receiving visits due to capacity. I work in a very busy out of hours team and so much of our work goes into preventing hospital admission and providing end of life care. These are not patients who can afford to wait hours for a visit because of under staffing. The knock on effect to the ambulance service and A&E department as well as the negative effect on the families of dying patients will be profound. This is the single most ridiculous decision and shows a complete lack of respect for nurses

I think it is very short sighted of the trust to take this action. I work in an area which relies on bank staff as its work force. This action will have a massive impact on the ability to staff the service

It need to be reviewed

I have worked bank shifts before but was paid at a lower band, not just a lower rate in my band. I didn't stopped working bank shifts because I was doing the same job for less pay. Very poor scenario, especially when locum doctors were being paid a significant amount higher than their standard rate.

Is going to affect quality care and staffing

Additional shift should be paid at least your substantive rate, Additional time away from family's for less money.

More cost for child care. Lack of being valued by your trust

It is degrading. Nursing staff are essential but treated as numbers and that we are easily replaceable by upper management. They have no idea how the hospital works on the shop floor. I work in a highly specialized area I had to complete an extra two university courses to work at the level I do and to be paid less than my experience and the pay agenda is disgusting and makes me want to leave nursing all together. I wish the public knew because they would also disagree with the change. Moral is ridiculously low. The job is getting harder, less appreciation, more abuse of staff. Short staffing is directly killing patients and increasing sickness due to burn out patients will die because of this. It is inhumane and not for the better of the NHS or public. Nurses should be striking over this.



Absolutely disgusting. Many shifts are made up with bank staff. If shifts are left short because of the cut in bank pay this will mean that the safety of colleagues and patients will be at risk. Also many like myself do bank shifts in order to survive and provide for our families. I feel very upset, under valued and we should not have to take a cut in pay just to try and reap some money back in to a struggling trust. There are too many matrons who may be cut them down and save a huge amount of money and continue to pay those on the shop floor who work hard day in day out sometimes without a break in order to provide the best / safe care to women of the Black country. Until now I felt proud to be part of the NHS but not now.

It won't have an impact as the directors that have made this decision would just damage staff morale and move from other areas like intensive care units and would rather pay agency nurses then reward the very staff that work within the trust the ones that they are walking all over. I doubt that the directors will work nursing shifts or take a pay cut to save money so why walk all over the backbone of the hospital the ONLY 2 things that this affects is staff morale and patient safety.

With the overtime ban and current ban on booking bank shifts the stress on already reduced staffing levels (mainly due to vacant posts not being recruited to for cost improvement) departments/wards are disaster zones. Leaving staff morale at an all time low. Never in my 21 years of working in the NHS has it been this bad. Even if staff are being paid bottom of the band we are not allowed to book bank. Not that staff would want to do it for less than they are worth.

I was subject to this -being paid at lowest point of band when I had to work extra hours during Covid which were paid via bank. This made a significant impact on pay. I fear that many staff will now not take up bank shifts that we are still so reliant upon.

It is going to put patients at risk if we are unable to fill shifts with bank staff as the Trust have put a ban on agency staff in most ward areas. Staff are already demotivated and feeling undervalued, this reduction in bank rates will make this worse.

I think it's disgraceful, insulting and disrespectful of the work we do. In almost all other areas of work if you do above your substantive hours you get paid overtime but not the NHS which I also think is disgraceful and then to cut bank rates is even more so. This should be forwarded to local and national media to publicise how healthcare workers are being treated!

It's just a massive shame because I will no longer be doing them. I want to be supported and paid what I'm worth and what I've earned. Why does an extra shift that's helping the trust cost me money. I think several staff will be doing the same

This will have a massive impact on staffing levels, patient safety and standards of care. Morale within the teams will also be affected as times are challenging enough right now especially with all the budget cuts that we are all trying our best to adhere to, to save money within the trust. All agency (which I agree with) has stopped but now we will find it hard to cover these shifts as I feel there will be poor uptake of bank shifts if this proposal goes ahead. There is a limit on bank shifts too at the moment to reduce spending and every shift put out is closely monitored and rationalised. Staff will end up with burnout and could have an impact on health and well being of all staff members. Some staff rely heavily on this extra income and it just makes you feel so unappreciated in a profession we all love.

As a neonatal nurse I feel like this is disrespectful to the job that we do. I never came into nursing for the money. I came into the job to make a difference. This being said, I have spent a long time training to work within this specialised field, taking care of vulnerable babies and their parents. The NICU is not an area that anyone can walk into, it takes

specialised training and dedication to look after the sickest babies. I feel that our pay should reflect the work we do and reduced wages is unacceptable to expect us to be prepared to pick up bank shifts. The decision to reduce bank hourly rate is not only upsetting for staff but i feel that on the unit many of us pick up bank shifts to keep the unit safe, stay in line with BAPM and to give the families the best care possible. Not having staff picking up bank shifts will leave the unit significantly understaffed and unsafe.

Not only this, but as a result of this I feel the rate of staff sickness will become greater due to an increased workload, which will ultimately lead to burnout and stress. This being said, i have no doubt that this will become visible to the families of our patients. Whilst this pay decrease will not affect my passion for the incredible job i am able to do, the standard and quality of care our patients and their families will receive be significantly affected. This wont be intentional but staff will be expect to care for more babies than we are supposed to, which is unsafe for everyone involved. Again this is disheartening and concerning, as on the NICU we are very passionate in what we do and the frustration of not being able to fulfil our role as effectively as we want to do. This being said i am very reluctant to bank at reduced rate, especially if it means that i will have the sickest baby on the unit. Having the sickest baby in ITU or HDU on the reduced rate is something i am not prepared to do.

I thinks it's a total disgrace. There has been no consultation with staff. Have the exec team looked ar reducing their salaries...I think not

I have seen the morale go down in my unit as soon as it was announced. A lot of our staff rely on bank shifts to supplement their income in order to survive. We already face a very high pressure job and staffing has been cut to amber levels and now bank shifts are being paid less than it should be. We all try our best to support each other but it is a joke to rely on extra shifts in order to survive and now bank pay is getting cut.

I will no longer cover staffing gaps for my own role as pay will be less

I wouldn't be happy with it. I am a retired midwife, and I know my former colleagues work really hard, and often they have no choice but to help their Trust because their women and children are put at risk because of inadequate staff cover.

Disappointed with being valued so lowly after propping up the service for such a long time

It's an absolute disgrace. I'm a nurse and midwife that has worked in NHS for nearly 30 years and recently have gone to work outside the NHS due to family reasons. My intention was to do bank shifts to keep skilled which I will now not be doing and this is so short sighted with experienced skilled staff that have had a break from NHS that nis probably do t return. The fact junior Drs have had a 28% pay rise also is so unfair. We already work with no break and short staffed and under immense pressure , making shifts even more dangerous and deepening staff morale even further.

I expected this as money is short at trust.

It it's important to pay them the right level the staffing levels are already terrible you know when picking up the shift is because they're in desperate need and you know the shift isn't going to be easy! Please get us what we deserve!

People are complaining about it at work. Saying they won't do as much

It is demeaning

Negative impact. Disheartening. Feelings that we aren't worthy.

No real impact for me but for the Trust and my department means registered nurses who regularly work bank within our department at the weekend will not be offering to cover shifts anymore.

It doesn't show value or appreciation to the staff working extra hours above and beyond their substantive contracts.

It makes no sense why they expect us to work at a lower pay rate! We work long hours and do bank shift to survive, to help pay our bills and support our families! If anything bank shift should be paid at higher rate

I think it has made us all feel devalued as registered nurses. We highly skilled professionals nursing those who are vulnerable and complex health needs. We don't want to go to work for lower pay than our substantive posts. It will have a negative impact on myself financially and I know other nurses. Many of us will not be working additional shifts. It will no doubt have an impact on patient care due to the lack of staffing and experienced nurses not seeking to work additional shifts.

It makes me feel unvalued by my employers. We already work over our hours and now they want to pay us less to support the care for those who use their services.

I think it is disgusting. People do bank shifts to help when staffing is short. If anything bank shifts should have an increased rate of pay. I will not do any bank shifts at this trust from March due to being on top band scale and am not prepared to put myself out for decreased pay. Many staff have agreed the same and therefore staffing levels will be compromised.

Nurses are exhausted, understaffed and feel under valued. The conditions are unsafe and they fear of making a mistake whilst on shift. Many colleagues are considering leaving the NHS and joining the private sector, many are reliant on bank shifts with the increase of cost of living. There is no incentive to bank, which will ultimately leave hospitals and community more understaffed that what it is.

It's not a happy moment for everyone. We are working hard and the pay makes disappointment

As a senior shift I would be expected to be the lead midwife, my experience and knowledge would not diminish, why should my pay?

I am very disappointed about the change of pay rate. its very hard to work like this.

Absolutely disgusting. We worked really hard to have our degree and work relentlessly to help the NHS. A lot of the time we work very understaffed to dangerous levels and rely on bank staff. I will not do any bank shifts in future if the pay will continue to be like this

It will have a negative impact on the Trust and on the staff/ level of staff which will affect the quality of care and the staff wanting to leave the job or nursing.

It's not acceptable there are other ways money can be saved and those aren't being looked at. People are also suppose to be limited to so many hours a week even with bank and that isn't followed through with the domestics for example. It is having a massive impact on me I have had to take on a second job I already suffer with my health and care for family now I have to take on a second job, struggle with health and care for family this is the one place of work I have been happy in now for a long time I feel like I have been let down by RWT New Cross and I am now looking for a new job overall. I feel incredibly let down by not being able to do bank. It ruined circumstances for me and my family cost of

living isn't dropping yet my wage has if this continues I will be gone from the work force and from the conversations I've heard many more staff will be leaving also.

Total disregard for staff experience, totally against trade union rules

I am worried about the safety of the unit, as I know many people have stated they will not be working bank shifts due to the pay. I am worried there will not be enough staff to provide safe care across the unit.

I was working bank shifts to provide mandatory teaching on study days to my colleges. Now I am unable to be paid for that as my bank hours will no longer be approved for it

As someone who worked in the NHS tirelessly for 5 years and reaching the top band 5 pay, I find the plan very disappointing and insulting to the work that we do. I would say it will greatly impact the workforce as there are a lot of shifts covered thru bank shifts and being paid higher is one of the motivation of people doing bank shifts.

This will cause staff burnout as we are even mostly short staffed for now hence this will deter people from banking which put staff and patient safety at risk. I believe the trust will resort to agencies to cover shifts which will cost the Trust more fortune which can equally pay 2-3 staff with same amount to work. Agency staff again rely on the permanent staff for almost everything. That is another job which is not fair

I am a mid band 7 and if i do a bank I get paid the bottom of a band 6. My skills are undervalued and underappreciated and I refuse to work way below my pay scale. I am still acting to that level and it is unfair that I am penalised. Bank shifts are not being filled and safe staffing ratios are not being met. The unit I am working on is working at the bare minimum amount of staff for beds occupied but is not accounting for any empty beds and admissions the unit might have. It is very rare bank shifts are put out as the trust wants our spend to be 0.

We work within a specialist area of neonatal intensive care and feel that the extra training that we have taken is seen as worthless. It feels degrading to be asked to work for less than what you are substantively paid when you are help to keep the ward say for our vulnerable patients. I feel that it will be difficult to cover shifts and the impact on the ward will be detrimental.

I believe for it to remain fair if they require to lower bank rates then it should be individualised for example your bank rate should be in keeping with your current pay point. There are those who work regular bank for example those who have retired so only do bank shifts or those who are unable to have a permanent contract for child care or health reasons and I fear reducing the pay to base rate scale pay will mean that we loose the regular bank that are frequent and reliable and it'll become harder to cover shifts further impacting on sickness, burn out of staff, potential patient safety and waiting times within the NHS.

Being paid at the lowest part of the band is an insult to the nursing team who have many years of experience. Regards impact on me would be I would have to work extra hours and have even less home, work life balance to support my family and pay my mortgage. Many shifts are going unfilled already and bring more stressful, harder and unsafe. When rates drop I fear that care standards will reduce further resulting in poorer patient outcomes.

After years of dedication to care for patients in several difficult conditions, this is how nursing staff are being treated as if our hard work is nothing or whatsoever. No. I wouldn't accept lowest pay in my Trust bank, therefore, I wouldn't do it.

I am deeply disappointed by my trust's decision to cut extra shift payments to the bottom of the band, regardless of a nurse's actual pay point. This move undervalues the experience, skills, and dedication of senior nurses who consistently step up to cover

staffing shortages. Nurses at the top of their band have earned their pay progression through years of hard work, professional development, and commitment to patient care. It is unfair and demoralizing to expect us to work additional shifts for significantly less than our usual rate. This decision not only disrespects our contributions but also risks worsening staff morale and retention at a time when the NHS is already struggling with workforce shortages. If the trust truly values safe patient care and staff well-being, it must reconsider this approach and ensure that extra shifts are fairly compensated in line with a nurse's actual pay point

Staff morale is already at an all time low. This is making it worse. Drs doing locum shifts aren't being penalised in this way so why should nursing and midwifery staff? I worry about safety on shift; we are already short staffed and rely on staff doing bank shifts to achieve safer staffing levels. Within maternity women and their babies will be the ones that suffer. Look at what is happening in Nottingham at the minute; staffing concerns resulting in criminal proceedings against an NHS Trust. Maternity services are already at breaking point; we will become another Nottingham or SATH if something isn't done soon. Some staff do bank shifts to live; they will end up doing more to be able to continue living and therefore will be exhausted resulting in both physical and mental exhaustion. Please help protect the psychological wellbeing of our staff!!!

Unfair

It is really inappropriate for nurses to get paid that low while we work very hard, I do not think I will be doing any banks or even a lot of nurses will not do as well as it is not fair

For some it is a source of income that is relied on and will cause great stress within the home life as income is lower, there for impacting on sickness. We are all working under high stress work levels due to increased sickness and poor staffing levels yet the patients are becoming higher risk, so to come to work in own time to work a bank shift with poor staffing levels and not get the same pay as a normal shift will lead to staff not doing the bank shift as the stress caused will not be worth the pay. We are responsible to work towards nmc standards or become at risk of losing our job or worse having to stand in a court of law for mistakes that have been made due to burn out. We should be paid for what we work for.

It will result in an increase in staff burn out as less people will pick up shifts and we will be short staffed

I wish to express my concerns regarding the recent pay cuts for bank shifts within the neonatal unit. I have always been committed to providing the highest standard of care, and I am deeply passionate about my work with the vulnerable infants we care for. However, I must admit that I am now extremely disappointed to say I won't be to picking up additional shifts due to the financial implications of these cuts. The reduction in pay has made it increasingly difficult to justify taking on extra shifts, especially considering the demanding nature of this work. Sadly, I am concerned that this reluctance of all staff to do bank shifts will impact the staffing levels on the unit, which will have serious consequences for patient safety. It is vital that we maintain an adequate number of experienced staff to ensure the best possible outcomes for the infants in our care. I do remain dedicated to my role a neo-natal sister and to ensuring the best care for the babies we support during my set shifts but sadly won't be completing extra with the rate of pay now lower than my actual wages I will be receiving a pay cut to do extra shifts, but I do fear that the current situation will lead to putting patient safety at risk.

I think it is unacceptable as people aren't going to pick up bank shifts which is going to leave wards short staffed. Therefore this means that substantive staff will get burnt out which will cause more sickness and it will make patient care unsafe. We won't be able to meet patient needs and it could be detrimental to individuals and the trust.

A disgrace on experienced staff who have also left in droves.

Cost of living is increasing, so we take more shifts however doing bank on top of substantive with less pay is not really worth it. Less people will do bank, and then the hospital will have to hire agency increasing costs anyway. The Trust needs to save in other areas, not in bank shifts that provide front door patient care. It's risking patient safety and not making staff at the trust feel valued or supported.

I am a band 7 senior sister (top of band 7) i am regularly asked to work clinically to support my team and regularly feel i have to pick up bank shifts in order to keep my area safe...until oct 2024 i was paid on bank as a band 7 as i was still working within a senior role when on shift. In october i was informed that i would have to now be paid as middle band 6 when i pick up bank shifts but was still expected to work at a senior band 7 level even on a bank shift. I have continued to pick up bank shifts despite being paid at a lower rate in order to support my team and keep my area safe. To now be told i will be paid as bottom of band 5 for any future bank shifts from the 1st march is a insult, i have been dedicated to the nhs for over 20 years and feel i have earnt my level of pay. I will not be picking up bank shifted after 1st march. I will also be working to rule and not be working any additional hours in my working week. This will be detrimental to my team and have a negative impact on the service we provide for our patients. I feel so under valued by the nhs and i am considering my career options. It is very sad as all i have ever wanted to be is a nurse and help make a difference to others but i cannot continue to support an nhs that does not value the hardworking staff thats keeps it going.

Having recently retired from holding a band 7 specialist post, I would only be looking at band 5 bank work in the department I've retired from, this would be insulting at the lowest pay point, with my experience, I shall not be taking any shifts that I've been offered, to help the team out, when I know I'm needed, as the trust has already put a block on my post, due to financing. Trust is not valuing the staff. Will loose staff.

People will stop doing bank and costs will increase when they need to book agency. It will affect safe staffing levels and skill mix.

The reduction in pay has made it increasingly difficult for myself to justify taking on extra shifts, especially considering the demanding nature of this work. Sadly, I am concerned that this decision will massively impact the staffing levels on the unit, which will have serious consequences for patient safety as discussed above. It is vital that we maintain an adequate number of experienced staff to ensure the best possible outcomes for the infants in our care.

It is discriminatory against part time staff who do occasional bank to help out, we would end up being paid less than our full time colleagues

I work regular bank shifts, usually 3 or 4 per month. I am a senior band 5 nurse at the top of my band. Working for a lot less per shift than my band increment feels like I am not valued. The fact is that as of 1st March, I, and many of my colleagues, will not be doing any more bank shifts with The Royal Wolverhampton NHS Trust. Our ward depends heavily on bank staff filling in to maintain the quality of patient care that the patients deserve. This will be impacted when we stop undertaking bank shifts. We work hard to get to the top of our band, with senior band 5 staff often being in charge of the ward when no band 6 is on shift.

I think it's a disgrace

It is humiliating to see that the trust doesn't think extra shifts and knowledge that would be bought to those shift is worthy of our normal rate of pay. It will impact an trust that is already beginning to fall apart.

Horrific who would take a pay cut in current climate. I average a minimum of 2hrs -5hrs free of charge as it is without taking a break or finishing late to get patients seen, no overtime is paid within the trust and I work in an area where you can't claim time owed. Other trusts frequently cover bank at higher rates, I guess there is no loyalty, patient care will drop and due to complaints staff will burnout quicker. As now staff have been shown such little value, staff are adamant to now take breaks and leave on time. Equally unfair as those paid extra to contract will still be paid at the usual rate, not less than their normal hourly rate.

Morale is so low is anyone honestly going to do bank for less also if no bank staff is not agency staff going to cost more

This decision across the integrated care system demonstrates how undervalued nurses are within these organisations. I understand the financial pressures but it feels unfair as the same decisions are not being made to the medical staff.

It's absolutely disgraceful. Truly shows what trusts think of nurses. Again, another reason why the RCN need to push for hard collective strike action

It's unfair and disgusting. Whilst everything's gone up (the prices and bills) bank pay on the opposite.

Most of the bank nurses and myself suffering because of this. Our ward now is always short of staff and patients complaining due to poor care.

As an experienced Midwife of over 30 years, when I work a bank shift i don't leave all that experience in the car when I walk in. In emergency situations I step in and use all of my knowledge and experience to save lives. Now I will be expected to still do all of this but will be rewarded with a demeaning rate of pay. There are so many other ways of saving money which the trust could employ, but they choose to attack their greatest asset, their staff instead. Short sighted and insulting.

I feel undervalued, there is a lack of respect for the work done by bank staff. No understanding of the level of experience they gain from staff who have worked many years in the NHS.

Very unfair to employees

It's an unfair decision to make

I feel it will put our patients in danger with less staff willing to bank morale will decrease, increasing sickness putting our patients at risk.

I think it's very unreasonable to expect a member of staff to be paid less than what they are worth. If a member of staff has been working for multiple years to accrue their payment increments, they deserve to get that. I think it's disgusting. Everyone is already overworked and the services are already stretched. This will make the NHS dangerously unsafe as no one will pick up bank shifts.

Trust management don't care about the staff. They will get bonuses in any case.

This is an unexpected and will really impact the work force. It is really unfair

It will have a negative impact on nursing numbers and patient care. It will also have a negative impact on financial and mental wellbeing of staffs.

I think it is an insult and will deter people who have a choice whether to work extra hours, as in my case, but many are struggling financially so will not have a choice!

I'm unable to work at all as bank staff are not being allowed or offered shifts due to financial problems. Meaning people who work and rely solely on bank are now without a wage at short notice and no way to fix this at this notice. Lowered pay means less staff and causing an unsafe environment for both staff and patients.

We are already experiencing shortage of staff even the new rates have not been implemented yet. It is very crucial to the safety of our patients, especially the acute areas where I work. I feel degraded and not being valued. The trust should make their cuts from the higher managers rather than to the front liners.

This will compromise patient care and increase unsafe staffing as staff will be looking for alternative jobs.

A total lack of understanding of the worth of nurses that work on the bank. They are familiar with the policies, procedures and workings of the trust. Often they are competent in extended roles ie venipuncture, cannulation, blood collection, IV drug administration, line care etc from substantive roles within the trust and which they will be expected to carry out when on duty for a bank shift. It is so difficult to recruit and retain good staff. It wasn't so long ago that we were heavily reliant on agency nurses which are so much more expensive and often less effective due to being unfamiliar with the work area. Patient care is already compromised due to poor staffing and poor skill mix. What on earth is the management thinking of. They would not do this to medical staff. Nurses feel undervalued and unappreciated. I will not be working for less money and be expected to do what I would normally do in my substantive role in my area of expertise. Who would? This is so short sighted and will have a very detrimental impact on moral and care.

Within the trust band 7 are doing the weekend shift and that means no room for band 5s

It affects one of the 6 human needs - "significance". It shows that I am undervalued and not appreciated. Why should I work the same job in the same capacity but be paid less? It is unfair and ridiculous!

Counter-productive with staffing so tight anyway. A member of staff does not become less experienced when working bank and I feel this should be recognised in their rate of pay. All staff are stretched and this move is totally demotivating for entire teams. Also puts a huge pressure on managers. The trust needs bank to function so whilst they need to make huge cost savings I think this decision brings more problems than it solves.

I believe the trust will be significantly affected due to staff refusing to work bank shifts at a lower rate of pay. The extensive training myself and colleagues have undertaken to work in the intensive care unit in order to care for our patients will be extremely undervalued in reflection of the bank pay rate being at the lowest point. I am concerned that due to this, the unit will be left understaffed and unsafe with staff working over BAPM guidelines.

Makes us feel worthless and that we are just a number, when in fact we are providing valuable care to patients where sometimes at the end of the day we don't have enough energy to even care for ourselves because all our energy is put into caring for others. However, this now feels like we're not even being valued for this.

I want to start bank shift but change my mind because a lot of stress on bank shift and pay as a factory worker.

Unfair to be paid lowest grade, this will discourage staff from doing extra shift and it will be cause of delays and will affect patient experience



Impacts staff morale and sense of value/worth/respect. People will be less inclined to help and shifts will be even more understaffed resulting in higher stress levels and sickness.

It is unfair, and this will make shifts short staffed because we will not pick back shifts

Demoralise staffs. Unsafe patients

We will not be able to fill vacancy roles with bank particularly at weekends, which means we will have to use substantive hours which in turn will mean staff have the hours back in the week. Either way, staff will burn out with yet again a heavier workload when finances have not been managed correctly again at the top, staff on the ground and patient facing are again going to be the ones that suffer

Bank shifts are used to cover staff shortages. How do you expect to cover if you do not pay normal rates of pay. Agencies charge double or above and do not know the hospital working arrangements. The NHS needs to wake up

I feel this is unfair because I had to leave my substantive role due to a lack of support for the hours I was able to work. Now, I can only do bank shifts as and when my family can provide childcare. Reducing the rates makes things even more difficult financially, especially since I am already struggling to book shifts around my childcare arrangements.

It is disgraceful. Instead of penalising the backbones of the NHS such as nurses, midwives, support staff etc, why not look at the "big bosses" on over £100k a year for doing nothing but getting the trust in debt.

I think it will severely affect patient safety. Most shifts are held together by staff doing bank shifts but senior staff will no longer do them as will feel undervalued.

As I have a full time substantive post I only pick up occasional bank shifts, so the pay is likely to have an impact on me. However, my biggest concern is patient safety and I work in neonatal intensive care, which relies on nurses qualified in speciality. I am concerned that I will be working on shifts that will be suboptimal, having a consequential impact on patient safety.

Why give up a day off to work hard for less than your current hourly rate.

Completely unfair. I will drastically loose out but still be expected to work at the level of expertise as I do in my substantive role. It makes you feel undervalued and reduces my likelihood of doing Bank work in the future

I think that it's a terrible idea. People work bank shifts to earn extra money for bills and such. Paying a person less on the bank than what they get for a substantive shift makes no sense as there is no incentive to go to work on your days off. A lot of staff members are struggling financially due to increased cost of living and therefore are doing bank shifts to increment their money. People will stop doing bank shifts and will probably look into agency work, where they'll get more money. This will leave the trust short of staff, which will impact on patient care

A lot of staff will stop working for the trust

If bank pay is only paid at the lowest rate then it's not worth taking up a bank shift as it wouldn't benefit my time. When I pick up bank it's extra to my current job and it's extra time away from my family and if I'm not getting an extra incentive or bonus for giving up my own personal time then I won't be doing it. Also with how demanding our jobs within the NHS are getting you want something to make you feel like it's been worth while.

If we work bank shifts we do it as we need the money, if we bank within the area we work we are still expected to do the same job as we would if it were a substantive shift so why should we get paid less for it???? I am band 6 in my substantive role but if I pick up bank they only pay me bottom band 5 but I am treated as a senior nurse being paid less than some very much less experienced staff, they expect me to run a busy resus area, assist in RSI, Chest Drains etc but pay me the same as a newly qualified nurse straight out of Uni!!!!!! I do it because of the patients and they need me to be the senior nurse but it's really, really not fair!!!!!!!

I think that it is not correct. We are short staffed as it is and rely on bank staff so cutting bank rates will cause us to be even more short of staff.

Is simply not fair

I think it is unfair to be paid at a lower bank rate, while the trust is willing to pay agencies at higher rate. Most staff use bank shifts to supplement their monthly salary and now, with lower bank rates, a lot of staff will find it difficult to cope financially.

We are already paid low and bank was the only way to boost our incomes now it is pointless. People will leave, the nhs doesnt support us financially anymore

Very disappointed and very disrespectful towards staff specially for those working in high acute areas. we are feeling devaluated as our work is not compensated. Bank shifts are supposed to have an incentive for staff to work no the other way round. Staff will not work with this rates and patient care will be compromised as not enough staff.

I think it is yet another insult to nursing staff. Hospitals can't survive without bank staff and are forcing nurses to look for alternative sources of income

It is going to be a big struggle to fulfil basic needs of life. Not looking forward to work hard and then get low pay. They should reward for helping out at work not to punish. Trust will end up getting agency staff in to get safe numbers of staff on floor and will end up paying more.

I am a band 7 and currently my trust pay me band 6 for any bank shifts I work. This is already lower than my substantive post, whilst I am not in charge during these bank shifts, my skills remain the same. Dropping the pay further to the bottom of band 6 pay is simply unacceptable. I cannot justify working the extra hours to help my team when I would be paid £10 per hour less than a substantive shift.

It's unfair because I am still expected to do the same duties I would do when I am doing a substantive shift. For example as a nurse prescriber I am expected to assess patients, prescribe for them and discharge them on a significantly lower wage.

Seems counter productive as agency staff will be used instead at a higher rate anyway. Staff morale will be impacted and ultimately people will leave to find alternative employment with fair rates

Less nursing staff will bank. We are already struggling with staffing levels. It'll get worse and patient safety will be compromised

Unsafe staffing levels and working at a minimum meaning workload is heavier and staff burning out

It seems not fair, that's I'm doing extra shifts so we can meet ends, unexpected expenses, able to have leisure.

Since I don't drive and I still need to earn extra, I have no choice but to do bank, even on the rate they want. It's sad 🙄

It's hard enough to fill shifts with bank staff, as most staff are burnt out already. Offering much less pay for the same job is insulting to our profession and in the long term I would be concerned that standards of care would slip. I am a midwife top band 6, I don't believe I should be paid bottom band 6 for the experience I have

Terrible. People won't bank and the wards will be unsafe

I am not a regular bank worker but feel very insulted by the new pay proposal. I sometimes work bank on shifts where additional staffing is needed to help the team but I will no longer work bank shifts as it would be considerably less pay for the same job I do in my substantive role. I have spoken to staff who work regular bank who are considering leaving the trust. I have lost faith that the trust have our best interests at heart and feel extremely undervalued and have lost respect for my employer.

I do bank shifts to help with household bills, I have had to take on extra with the cost of living this will massively effect my lifestyle but will also effect patient care and waiting lists. NHS relies on staff doing extra hours as we are often short staffed maybe if the government paid us what we are worth we wouldn't have to rely so much on bank work to staff a service

I find it insulting, most bank shifts I do are to lower patient wait lists. These are weekend shifts which I give up my weekends to do. This will impact WLIs. I feel this is to penalise nurses for getting our rise last year and furthermore proves to me the Chief Executive of my Trust doesn't value his nursing staff.

Staff shortages. Poor patient care. Staff leaving looking for greener pastures. Am worse off coz bank was at least helping me to maintain my household since we are so underpaid despite the work we do.

I don't think it is fair. We are currently working with substantial staff shortages and the drop in bank rates won't help situation.

Staffing levels are low as it is and reducing the rate of pay will make the working environment more unsafe. Also, very disrespectful to staff.

It's disgusting! Especially when you are then working with staff who are being paid higher grades that shift when you are doing the same work.

Low morale. Higher sickness rate. Lack of interest

If they can pay to have Agency staff, why do they still want to reduce bank pay?

Makes you very undervalued and they we are not worthy of our substantive hourly rate. Worried that staff paid less will be chosen for extra shifts over those who are more experienced. The impact of an already very junior skill mix will have on the safety of patients. That there are so many other ways at our trust that money can be saved without compromising on safety. Safe staffing levels have a direct impact on patient outcomes. The financial impact these short fall will cause to families who are already struggling! And distinct lack of consideration by trusts to prioritize balancing the books over ensuring that patients are being cared for in the right place by the right staff. Will lead to staff working even harder than already stretched and leaving because they are disillusioned and not adequately supported.

I am very disappointed as in the department I work every shift is a hard and challenging shift but we always deliver and work hard for our patients. It is already hard as it is ensuring safe staffing levels every shift as a lot of staff are off sick due to burnout and

not being heard. Cutting the bank rates even more will most likely mean worse staffing levels, more colleagues going off sick due to burnout leaving it unsafe for patient care. Furthermore, I rely on picking up bank shifts alongside my normal pay, but I will not be working once rates are cut as it will be lower than my normal pay rates.

Hospital doing discrimination between bank staff and permanent staff. Very sad.

There are some easy savings to be made without cutting nursing bank rates. We should stop paying consultancy firms extortionate day rates (there are at least 5 staff working to save the trust £ the irony) and use that money to support hard working frontline staff. I think nurses will still work because they need the money.

It will be very difficult to safely staff the ward when additional supervision/support is required particularly Monday to Friday. Also in summer months when AL is taken. Also to cover sickness.

Worryingly this is going to have a massive impact on our department. There will be no incentive for staff above grade 2 to work bank shifts. So then no one will want to pick up bank and end up majorly short staffed and have to pay agency in the long term. They are willing to pay agency twice the amount they pay their own staff doesn't seem right. We are always trying our best to give high standard care and keep our patients very safe always make our department something to be proud of.

Bank shifts are there to help nurses and support staff gain extra income mainly to feed their families or help the already crumbling NHS systems. Lowering the bank rate is going to put even bigger strain on the NHS and even more struggles for those who require food banks and things to help support their family.

Demoralising. Skill set doesn't change so why should pay. We all work really hard for the communities and it's a kick in the teeth. Staff will be more short staffed as people don't want to work bank for less pay

Bank shifts won't be covered and patient care will become compromised

Rubbish, we are so specialised in ED, short staffed department will make waiting time even longer and dangerous care consequences.

Decrease staff picking up bank shifts which will put even more pressure on the already burnt out work force and create an unsafe environment for our families and women/babies due to low staffing.

This feels like an insult. We are here trying to fill in staffing gaps and we feel like we are being punished for this by basically being paid a pittance for our hard work.

This is unfair and insulting to the hardworking staffs who rely on bank shift to supplement their income. The basic salary is already not enough to cater for our feeding clothing and shelter. Cutting back pay will set us deeper into poverty, decrease staff morale and worsen patient to Nurse ratio as many nurses will refuse to cover the bank shifts. If the trusts care about patients safety, Discouraging the few nurses who have chosen to stay in the profession is not the best course of action.

I find it very insulting. There is a shortage of staff yet no funding to pay new members. There are other ways that the trust can make cuts which does not have as big of an impact on staff members. We need to look at patients who are abusing the free health care and taking advantage of the hospitals. It is such a shame to see the trust and the NHS crumble.

I think it's an insult to the staff that do or need bank payments. The fact that they can pay out hundreds of thousands of pounds to employ a consultancy company to make these decisions and employ more managers than pay their workforce a decent wage.

Its not fair

I think it is degrading to have woken hard for your pay as top of you band to be told you will be paid less then your worth.

Many staff at middle or top of band will not take bank shifts unless they really have to for financial reasons. The ones that do, will have a lower morale and less willing to undertake those duties required by higher banded staff (enhanced care) thus creating a void of experience and ability. This will undoubtedly put patients at risk.

I feel devalued as a midwife. We work hard, sometimes under terrible circumstances, the birth rate is high, we have full wards most days. I am not prepared to work for less money, our salary increases have been insulting too over the last few years.

It's giving up your valuable day off to help short staffing of the trust and to lower the bank rates to such a low rate is an insult and unacceptable, if the trusts nationwide gave up using agencies for shortfalls and 18 week lists and paid the workers a decent wage they would not need to use as much agency staff!

This is an unfair decision reason being that we sacrifice our time and efforts to care for the sick. And the tasking work in NHS is not proportionate to the pay about to be started. I can't take that whole pressure for the little penny, is not worth it. I would rather rest at home than enslave myself. The NHS patients will suffer this at the end because we have a whole lot of patients on the waiting list for their surgery if staff refused to work how them do we help these patient's waiting.

As an ED nurse, you'd have to be one to understand how heavy loaded this job is . Bank pay used to be band 7 for ED staff. Cutting it was already a big loss and unfairness. I will not bank for lower pay and I am already apply elsewhere to secure my income. Trust will have to hire more agency staff and pay more instead of paying own staff. This cut is really unfair and I feel heartbroken. This feels like some kind of joke not a real decision.

It shows a total disregard and respect to the nursing workforce. It is putting patients life's at risk as we are now working with unsafe staffing levels

Despicable.

There is no incentive to pick up the extra shifts. Its difficult enough to work extra hours with the current work loads in hospitals as it is. I have already left a full time substantive post in the nhs 12 months ago and moved to private sector due to demand and burnout, I pick up regular bank shifts in a&e to keep my skills up to date and to support those colleagues I used to work with previously however when being paid less money to do the same job under worsening pressures and demand it just is not worth the stress and burnout, I would either stop picking up the bank completely or would consider bank elsewhere that appreciates staff enough to at least provide an incentive. One thing I know for certain is unless some major changes are made within the nhs I would not return to a substantive post currently. It's a great shame as we are so lucky to have an nhs but it is massively struggling and has become almost a failure of its own success. I hope changes can be made to see it thrive again but it just seems an impossible task.

Demoralising and cutting costs to spite the people who run the service in the first place. Demotivates you. You get the message that your time and energy is taken for granted and presumed. People are struggling financially and do bank shifts to help with that. Nursing staff are scarce and this is exactly why. Because our time isn't appreciated or respected to be paid the money that we have earned and worked hard for.

It is degrading and staff should boycott doing bank shifts until the pay is increased. It is appalling how they are happy to pay Agency staff a huge amount of money per shift but not pay their own staff.

Disgraceful

It is degrading.

This is demoralising, considering the increase in the work and reduction in pay. It's not encouraging & I see it as exploitation.

I personally will stop picking bank shifts, because the pay won't worth the stress. Cost of living is going up and inflation on prices of everything. This is going to affect patients care as a lot of staffs won't pick up shifts.

Absolutely disgusting, seeing that they would go to and are willing to pay agency staff extremely high rates. Do not care about patient safety nor staff.

This is a terrible move that will have a disastrous effect on the wellbeing of staff. It should be halted!

It's an insult to our education, dedication and hard work. The stress you go through looking after a ventilated baby and the aftermath isn't worth the pay you will receive. Neonates is a specialised area therefore you cannot get a nurse from a different ward to come help.

It is disgusting!! How can you expect to pay a senior band 5, with years of experience, the same pay as a newly qualified! It's an absolute joke! What a way to show you appreciate staff, NOT!!!!!!

The majority of extra shifts for people whether it's for bank or etc are a necessity at the moment and to drop to lower pay would be so unfair. Everyone I know are trying to survive.

This will impact massively it will make me struggle.. especially as I'm starting to get on the property ladder and have a little one I relied on bank shift for extra security

Ridiculous, without bank staff my trust would be even more severely understaffed and dangerous for patient care.

The nhs is shooting itself in the foot by getting rid of agency and now essentially getting rid of bank staff as no one will pick up shifts if they're getting paid less than substantive, its pittance for the work we do, i don't know anyone that doesn't have to do extra bank shifts in the week on top of their substantive role so they can afford to pay their bills.

A lot of workers will stop doing bank as there is no remuneration

Once again shows the complete lack of respect for the nursing staff. No I'm not working for less than my value. This is not a 'vocation' I do for pin money I'm a woman. It's my career and deserves respect. They wouldn't suggest this to doctors.

Departments will be left with junior staff, lack of experience. Short staffed leading to patient safety issues, a rise in patient falls, lack of identifying deteriorating patients.

It appears to show how little respect the ICB have for the nursing staff with the Trusts. Goodwill will be lost completely. Some staff rely on the bank shifts to pay bills and get by. Some will stop doing shifts making areas unsafe, some will leave.

I feel it is unfair on us. Non NHS worker receive better pay and numerous benefits. One of the major reasons for doing banks is to support the family with the rising cost in economy. However, if the trust go ahead with this decisions the impact will be more on

patients' care as there would be more shifts left uncovered making available staff to struggle in delivering safe and effective care. Overall effect is likely increased hospital stay, delayed care which invariably increase the cost of hospital service.

You do it to top up your money the pay isn't the best in general so being lower is not an incentive.

Cutting pay of nhs staff is disgusting. We work hard and earn our money. We are always short staffed and have to pick up overtime to meet the service needs and for our patients. So to make us work the same, but for less money is so wrong.

Cutting bank pay will definitely have a significant impact on staff morale. Many healthcare workers already feel overworked and undervalued, and reducing bank rates will only add to the frustration. Staff rely on these extra shifts not just to support services but also to make ends meet, especially given how low base wages are compared to the demands of the job. With ongoing staffing shortages and increasing expectations from management, this kind of change could push more people to reduce their hours, leave for better-paid agency work, or even leave the NHS altogether. In the long run, it could make staffing problems even worse, creating more pressure on those who stay.

It feels like a short-term financial decision that could have long-term negative consequences.

If you are expected to do the same role as your substantive post you should be paid at least the same not less.

People aren't going to come to work, short term external agency will increase and patient safety will be compromised due to poor skill and staffing.

Degrading. An incentive to work in your own time is now being paid less than your substantive. Make that make sense because all I see from the hierarchy is "Work more for less". Patient care will suffer because of it

Reduced skill mix on shifts.

I think a lot of people will seek alternative work which will further affect staffing levels and patient care.

As a family we are already only just scraping by with the cost of living so this would cause us to struggle financially. Therefore, I am not willing to work for such low pay, especially when I could earn the same or more in a job with a lot less responsibility and stress.

I think staff work hard to better their skills and after years of experience its an insult to the knowledge they have to not be paid as such. You'll find the skill mix will be terrible as no higher band staff will want the responsibility of working a band 7 role on lower pay. Unless you need to bank to put food on table you wont because its just not worth it.

I believe we will be paid less than our worth, we will not be able to meet up with our financial needs therefore will lead us to go to other trust with better bank rate or agency, Leaving our current trust short and this will impact on the quality of care for patients.

Not impressive and belittling all the effort and the handwork the staffs do to the organization to make everything go well and meet the organization values, target and aims.

Due to cost of living without bank shifts I would struggle financially. I don't believe that doing bank shifts should be less than my substantive pay as it's overtime and most times it is to help out with short staffing.

This will put more pressure on staffing as less people are likely to work bank shifts for less pay.

It will increase poverty level in nursing as regular pay is too low compared to cost of leaving. I use money earn from bank shift to subtitles for bills now counting it means I need to work to be able to pay my bills which could keep me away from my family and also so many nurses will leave their trust to register for bank shift in other trust where more money is paid leaving the trust with shortage of nurses and patient won't be able to get the adequate carer they needed to improve their health and wellbeing.

Cost of living is very high now. Cutting pay to the lowest will affect my income so I don't think am happy with it.

There are going to be a lot of patients affected as the shifts will not get picked up.

I would not work any bank shifts if it is lower than I earn per hour, this would have an impact on the hospital trust I work for.

My view is nurses are not being appreciated for the work we do. This reduction will have a huge impact on my income and it's going to increase nurses' burn-out as well have to work more hours to meet our needs.

You work hard and they lower the rates that's not fair. Lack of staffing level can cause anxiety, stress and depression to staffs and it is unsafe for patients. Cost of living are high and needs to increase NHS staffs pay.

I think it's disgusting. Any other job where someone does overtime would be paid at a significantly higher rate.

Why would people want to pick up extra to help out anymore? Just yet another way to make NHS feel undervalued and disrespected. More people will leave, again. I regret doing nursing. Nothing will get better.

Why would staff want to go to work extra shifts to help their department to be paid less than their substantive rate of pay? Less nurses will bank meaning unsafe for patients.

I'm sick to death of nurses being abused from all angles!

Lower bank pay removes any incentive for staff to work overtime, particularly as bank shifts often come with heavier workloads due to staffing shortages. Reducing pay rates will lead to even fewer staff available during high-acuity shifts, increasing burnout and further lowering morale. This will inevitably impact patient care, increasing the risk of safety incidents and poor outcomes for mothers and babies.

There is already a shortage of staff this will enhance the situation. Great help 🙏🙏

This is ridiculous, they are expected people to provide care standards of care but are cutting pay so people will have to work more shifts which mean staff will be more tired and standard of care will slip.

It does not make staff feel valued. It does not reflect the experience that the staff work at. It is going to gave a massive impact, we are still using agency when bank shifts don't fill.. pay our own staff what they are worth.

In Walsall our bank shifts are on the lowest rate or have been stopped all together meaning the work I completed on a bank shift now has to be incorporated in to my working week meaning I work additional hours and have to claim TOIL.



I think it is ridiculous we train for 3 years and have to subsidise our wages with bank shifts due to cost of living rises and now they will pay us less than our worth despite enhanced skills and experience but unfortunately I can't afford to not do bank shifts.

Significant impact on morale of my team and cause financial hardship.

In my own view, I believe it will reduce the rate at which people do bank shifts, which will affect staffing on a regular shift and indirectly affect the quality of care rendered to patients. By this I mean if the workload is heavy on the staff they will not be able to function effectively. It will reduce income for me as a bank staff and will spur me to start looking for alternative ways of making extra income.

I think it's poor for the staff that work hard, staff won't pick up shifts and patients will come to harm.

Disgusted after working so hard during covid and winter pressures. Not all clinical staff have the perks of working from home and sat in a tidy office. Experience and years worked should be recognised and paid appropriately. Not replaced with cheap labour.

This is an insult to the nursing workforce. As a specialist area our bank fill rate is 80% at their current band. This is drop significantly and skill mix will be affected.

It will have a substantial impact on me not being able to do bank shifts. I refuse to work for less money. I am unable to work full time within my main role due to childcare so I fill in the wage gap with bank shifts when I can within week when I have childcare (more flexible for me that way).

I think it's unfortunate that bank shifts which is voluntary overtime should have to be paid at the lowest rate.

Personally, it will reduce my pay and hence cause me to work more. Subsequently, I will have to stop and find other alternatives which will be less time consuming. On the trust, colleagues and patients will obviously suffer if less staff pick up bank shift since there's no compensation or stimulation.

This will affect both the trust and its employees we will all struggle.

I will work elsewhere and not bank for my trust. Staff I work with feel the same, many shifts will be left uncovered.

It will impact patient care as staff will stop picking up bank shifts and leave wards understaffed.

Cutting bank Shift pay to the lowest point is honestly unfair because some totally depend on Bank Shift work for survival while others that pays out mortgage and Student fees, this will have a negative impact on many lives causing a lot of mental issues.

They should pay bank rate at your substantive post as still using your skills and experience.

I think it is an absolute insult to be honest, it is demeaning to expect people to work for less than their normal rate of pay, although, I do understand that some people do 'have to' work extra to make ends meet but why should/would you work for less than you are worth? We are already underpaid for what we do, majority of healthcare care workers already go above and beyond within their role and this expectation that they will 'fill the gaps' for less pay is utterly disgraceful!

I work in a very busy ED, it is not fair there is now no incentive to do extra shifts and help department out if I getting paid less than my contractual pay I will go elsewhere or bank

on easier wards/departments. The intensity to reach targets and be responsible for the sickest patients in a hospital is not worth bottom pay.

Utterly unfair!

NHS can only do better by adding to the rate and not reducing it.

Midwives come in on their days off often not even for personal gain (money wise) but to help their colleagues and the safety of the women we look after. Our jobs are hard and tiring and stressful and to put ourselves through this more for the good of the trust it is demotivating and demoralizing to be paid less than we are worth. It gives the impression that we are under valued. I am scared for myself and the safety of the women I look after what the impact of this is as we heavily rely on bank staff to make the basic numbers up on shift. This can only end badly.

Exploitation of labour.

We will end up being burnt out because most staff wouldn't pick up shifts.

It is a very dishonest move. As it stands, we are facing severe shortages and we are always short of staff. When we work, it's difficult enough with bank staff helping fill the numbers, instead of providing incentives for the individuals that choose to help, they are punishing them. Personally, I will not be picking my usual number and a good number of people have voiced the same. With bank staff, we are short. What will happen when we are being actively shortchanged. The pressures will only increase as staff attitude may also be affected.

Not fair at all with all the hard work and get paid lower rates not fair.

It is not a good idea as we are currently overworked in our trust. In my unit where I work, ACUTE MEDICAL UNIT. We struggle with staffing everyday despite the current bank rate. What happens when BANK rates are cut? What happens to patient care if nurses and other care professionals find an alternative bank shifts where rates are high?

It's a disgrace and will leave the wards shorter staffed than they already are as a lot of staff will not pick up the shifts anymore. The wards will continue to run unsafe and have a massive impact on staffing burnouts. I have applied for various agency work and applied for to join the bank at other trusts where the pay has not been cut. If I enjoy the new places I will be trying I will most likely leave Walsall NHS trust and move to a new trust permanently.

The ward I work on at present currently depends on bank staff and agency staff due to a high amount of vacancies. Staff are currently leaving due to the demand on us. Night shifts and weekends usually get covered easier than weekdays due to the enhancements, by dropping the pay people are not going to be willing to work any at all. This will have a detrimental effect on substantive staff, will increase sickness and people leaving and will also have an impact on the care our patients are receiving as we do not physically have time.

If they are willing to pay agency fees why don't they put that same money in bank for the staff who are permanent.

It unfair to cut rates given that bank shifts are designed for extra enhancements, the wards are already short staffed cutting rate will only lower staff moral , demotivate and have fewer staff on shift which subsequently affect patients safety.

I feel that myself and other will seek additional work elsewhere putting more strain on the nhs.

I used to bank regularly I don't now as I feel my skills are waning exploited for less money as I'm still supposed to be doing the same work I get paid for at a higher rate in the week.

It will have impact in payment care due to under staff level on the Ward.

This decision is demoralising I work as bank nurse in ED an area I used to be permanent as a band 6. I go to work and are used as a nurse with vast a/e experience yet are being expected to work as a junior band 5. I am considering working to rule although this would be against my nature I do like to be able to use my experience to help junior nurses.

I think being paid low is unfair as bank shifts are extra shifts staff do to enhance their pay , to come out their way on days off to help the wards and to get more income . I think as bank shifts are extra for some they should be paid more to encourage staff to want to work . Being paid the lowest point of each band would make staff not wanting to pick up extra staff and unfortunately that would have a big impact on days when there are shortages of staff

It's absolutely disgusting... staff won't bank then the patients will be put at risk

The lower bank pay may leave the ward staffing short as many staff may look elsewhere for higher pay rates. The lower bank pay may also discourage staff from picking up bank shifts

Their decision to lower the rate is horrible and unjust. They should foreseen this problem with the staffing and budgeting before hand. Why the staffs always shoulder outcome of this problem? More staff will not do bank shifts anymore which will lead to short staffing then they will resort to agency staffing and they will pay more. Seriously.

Well there will be no staff due to the pay and also substantive staff will be over worked and off sick and no one to cover the department as it is now.

It's unfair and seems the directors only care about patients and not about staff's wellness/wellbeing and that's very bad and a poor managerial skill on their part.

Nurses work really hard for patient care. Why fo nurses suffers with this? It gives them stress and anxiety everyday. We need to stand up.

I am single mum I only live of this job bank is my only job so I will be short of money every week.

Terrible you will find staff will only pick up weekends and nights with enhancements. hard to cover week day days for flat rate and lower banding pay.

This trust does not recognise our hard work and the years we have been in that hospital as well as the cost of living I would like to ask, are the directors and managers rates reduced as well? they misuse the money given by the government now they are cutting our pay selfish people.

Paying staff at the lowest point of each pay band will result in staff not being willing to do bank shifts. This is already evident in the trust in work in. In turn this will result in patient safety being compromised due to suboptimal staffing levels. Why should staff and patients be compromised. Staff will be more likely to quit the nhs and go and work elsewhere in jobs where they will be treated fairly.

It's a kick in the teeth for us band 5 nurses. For me personally it will be a cut of about £3 an hour. Would be interesting to know if band 6's who bank a band 5 position will be paid the same as us or if they still get paid band 6 rate.

This is an insult to all staff no matter what pay grade. The trust is expecting experienced staff to work at newly qualified rates. Managers none nursing are paid at their scale so

this is creating a 2 tier system within the health service. As a band 7 i have already noticed the fall in bank shifts being offered. This means in a lot of cases wards are unsafe.

I understand that the Trusts are currently underfunded by central government to deliver the services they provide. This is better than mine and colleagues substantive roles being lost. I will not travel outside of the BC (with the additional cost) to work in a environment that pays very little extra (if at all as Bank only) and is unfamiliar.

Honestly, I find it an insult as it wasn't bad enough we as nurses are already crippled by the monthly pay. From band 7, banks pay to band 5, now even lower. Where is the just in this. ed nurses work extremely hard and aim to support our team and provide emergency care for the acutely ill. At a time when patient numbers are increasing and we ed, nurses never fail to provide a continuity of care and patient safety even though it is an extremely fast paced department. How much more can we push back on it is hard enough just live off this pay and bank.

It's disgusting you are paying for experience and knowledge. To pay someone who has years of experience bottom of band (same as Newly qualified nurse) is an outrage, the impact of this will sadly result in poor patient care due to lack of staff.

Bank pay is reduced in my trust. But the workload is more ,most of the days on last week I had 10-12 patients to look after. Physically and mentally exhausted, but working to meet the financial needs of family. Feel like trust is utilising the workforce like a modern slavery. There are many working in this trust doing only night shift as regular taking advantage of child care but still they do bank shift on day if it's a holiday. I don't understand how do they do child care when they do night shift like child at home at night and when they reach home child will be at school. When child back from school they are getting ready to come for their work . So those who are on child care should be doing LD not night shift.

Unfair, not valuing the contribution staff make to an already short staffed teams in the Nhs.

Can't we get a break?

It is not fair with the way we work. So hard to provide care to the vulnerable.

Answering this questionnaire from a trust in Birmingham, our bank shift rates are lower than bottom band 5 pay. This is leaving our unit short of qualified staff as experienced 5s/6s/7s are being asked to come in to cover ECLS shifts/other high skilled shifts for less than £15/hr. This is leaving shifts short staffed with skill shortages, massively increasing staff stress and pt risks.

I believe cutting bank rates is severely unfair as on 0 hour contract we already do not get benefits such as holiday & sick pay I understand it's a choice to be bank and not contract however, the choice is due to personal circumstances such as having a severely disabled child I work above and beyond for my trust I give more hours than most contracted staff and my performance is always above and beyond as patient care & safety is my priority when at work I don't just go to work for the pay as I love my job but I do also have to provide for my family in a server cost of living crisis I already work 3-5 LD a week and the chances of having to increase this more with the cut is likely in order to survive.

Absolutely disgusting.

I am disgusted by this change. No other job in the country pays less for working overtime. I feel the trusts are taking advantage of people who need the extra shifts to survive because they know they will be continue to work them.

I think it's disrespectful and undermining as when I bank I'm still expected to perform at the band I'm normally on. I don't think it's fair that I will be paid less for the same job I do as a substantive staff.

We will struggle to get bank shifts covered to make the wards safe staffing levels. Weekend initiative lists will not go ahead as staff are refusing to work at this lower rate of pay so patients will be directly affected.

I know I would be expected to triage and manage staff/areas, do the job of my current band and be paid the bottom of a 5. Therefore I haven't done any bank shifts for months and won't. A lot of staff depend on the extra bank or it is their main source of income. People will be put off doing extra shifts meaning wards will continue to be dangerously under staffed. Nurses are already under pressure why put yourselves through mire for pence.

This would make bank shift less attractive and grossly affect staffing levels. At the moment, a lot of wards in my trust are on Amber level for staffing. Implementing this would make the already bad staffing worse.

Staff will not willing to take shift or stay over when cases are overrunning in the theatres. Less motivation.

Totally unexpectable, Nurses skill sets varies across the board and to be paid lower rate is not fair. Also, nurses rely on the bank shifts to help manage financially at home. Many nurses i have spoken to have said they will refuse to work.

Disgusting, shows us nurses how valued we really are. Especially when management get ridiculous pay.

Only for the money we are doing the bank shift. If trust not giving enough money what is the benefit to do bank. There are lots of lack in staffs. It is covering by bank staff. So how they get enough staff.

I would not do extra shifts for less pay.

This will result in unsafe staffing in my current Emergency department due to lack of uptake in shifts and an agreed boycott on uptake of shifts upon this implementation. Anyone who does a shift will work at that grade (bottom of the band), so skills mix will decline, and patient care will be affected. The whole process is making staff feel undervalued, at a time when already maxed out staff are feeling like leaving ED, if they haven't already left (we have had most nurses leave in the last year). This will be the straw that breaks the camels back and break the NHS even more. Other trusts are not doing this, and treating their staff as valued, and not being so short sighted for short term gains. I have no idea why consultants and registrars are allowed to work entirely on locum without even a partial contracted substantive post (which would help reduce locum spend). Shocking decision by black country, from those who have no idea what keeps the cogs of the NHS working... their hardworking nurses.

I live 32 miles away and bank pays my fuel for my substantive shifts.

Shifts won't be staffed sufficiently by numbers or by skill mix, potentially putting patients at risk. I understand the need to find ways of being financially prudent but this just seems a kick in teeth to staff and patients alike. Very, very, poor.

It will have a negative impact overall on me and the Trust. The Trust rate at the moment is even lower than the neighbouring Trusts like Dudley for instance, bringing it even lower

will be totally unacceptable to me. In that case, I will have to reassess if I still want to bank with this Trust.

Not fair for how hard we work.

I heavily rely on bank because I can fit it more around my lifestyle of having children and no support network

I have now booked shifts at different trusts that pay better than my band 6 pay, doing an easier, less stressful job. I don't want to do this but refused to be paid the same as a newly qualified nurse when we all know I will still be expected to do the same job as I do as a band 6 nurse. I love my job and the team and it is a shame we are being punished for supporting the team by picking up extra shifts. This is going to affect everyone on our team as morale is already low. We will be staffed with agency as there won't be staff to pull from adults because their shifts aren't going to be covered either. If we aren't staffed with agency we will be left with minimal staff (as we already are) and this is going to cause the department to become dangerous. I can't understand how this is considered to be helping the department that is already understaffed or how the ICP think this will save money when they will instead be paying for agency.

I think it is insulting!!! Patients and staff once again being made to pay!! Cut the managers salaries by half and see how quick they protest!

I think it's very unfair and short sighted of the trust. People do bank shifts usually as extra for whatever their requirements are. So to reduce that is silly!

How is it right or fair to pay someone who has the knowledge and experiences and has earned their pay, to be paid the same rate of pay as someone less experienced. We are already finding it difficult to fill bank shifts at current rate of pay. This will cause damage to the reputation of the NHS if patients start receiving inadequate treatment due to poor staffing levels.

This is disgusting, hospitals run on the staff filling shifts to keep safe care. Staff should be paid at the rate that they are at. Staff have worked hard for years to get paid their currently pay band on their banding.

It creates poor staff morale and feelings of low worth.

As a service we are struggling to allocate bank at present we are an admission avoidance service so extra pressure to keep patients at home. I do regular bank each week and I can't afford to not do the shifts so will have to do them at the reduced rate. I will be earning less for the same amount of work.

I think it is a disgrace that as an upcoming band 5 nurse I will only be paid a couple of pounds extra than a band 2. I have been required to complete a degree and 3 years worth of training to only earn a couple of pounds extra on a weekend. As I will soon be a newly qualified nurse I will be at the bottom of my band for 2 years anyway so the bank rate on a weekday would not be any different to me, however, as I progress to the middle and top of my band I think it is downright disgusting that people with many years of experience will have to work for the same money as a newly qualified nurse. I think this will lead to many people leaving the trust who rely solely on the bank and lead to even more of a staff shortage. Throughout my degree we have always been taught to put the patients first. Is it really putting the patients first when/if this leads to a massive staff shortage? We don't work as healthcare professionals solely for the money, however people have children, bills and mortgages to pay for and therefore I reinstate my point of how disgraceful the bank rate pay cut is.

Literally disgusting. I don't work for the trust in question but I see other trusts following suit if this is successful. This will cripple the service or force already underpaid nurses to work for even less. The fact we have to work bank so many bank shifts in the first place goes to show the salary for full time rate is not enough.

It is unfair as currently the pay rate is lower as compared to other trust within the region and bills keep increasing not decreasing. Burned out as trying to make ends meet and working more shifts.

I'm a band 7, my trust will only pay bank shifts at bottom band 5, currently when I do bank I'm in charge and would get paid band 6 to be in charge of the ward. I think it is a terrible decision and feel demoralised and for the first time wondering why I work in the NHS and wish I chose a different career.

I think it is disgusting.

Disgusting. The hospital is already at breaking point, bursting at the seams on a level 4 every day, staff burnt out then they think this is a good idea to save money? Yet have how many band 8s ! I am a band 6 of 10 years and I am definitely leaving my career in nursing over this. No longer will I fight management to keep patients safe. The last thing that should have ever been touched to save money is direct patient care.

It is a expression that the hard work put in by nurses are not valued and that patient safety is not priority. As low job satisfaction and low motivation will definitely have a negative impact on the quality of care given to patient.

It feels like the NHS is being run as a financial means rather than putting patients first and caring for them with the best standards and quality of care. Staff are already physically and mentally exhausted and there is a constant pressure to do more. It's not sustainable. Amber staffing is the new green staffing which isn't acceptable. Patient care is at the centre of this. Nurses work exceptionally hard. Newly qualified staff are in the numbers and it's challenging to ensure they have the appropriate time and support to be confident and competent in their role.

I have never felt so de-valued, 19 years experience, same trust, same ward (45 bed cardiac unit) it appears loyalty counts for nothing. To see all areas run on amber and not green safe staffing levels is disgusting. What has happened to patient safety, one of the core values of me doing my job. It has been said to me about trust the huge expense of patient litigation, well this will certainly add to that. I had a call from the RCN recently enquiring about whether I would be interested in a subscription for extra learning, my response was 'no thank you, my passion has well and truly gone!' Vocation, no....just a job to pay the bills, yes! Beyond words!!!!

Unhappy as not getting paid what your level of experience deserves. Considering leaving nurse bank. This will deter staff from doing bank.

There are going to be less staff due to this cut therefore meaning higher burnout for the substantive staff resulting in sickness. I feel the trust will pay more covering the shifts with agency staff than their OWN staff that know the wards and how they work.

I think lowering the bank pay rates is a laugh in the face of people that have worked hard to get where they are.

Speaking from my experience i am seven years post qualified completed specialist Neonatal training to an intensive care level and to be paid bottom of band 5 for this level of knowledge and experience is nothing short of a joke.

The effect this is going to have on our ward is massive. The majority of shifts at present have bank staff on and are all covered by staff currently working on the unit picking up

additional shifts, the change in pay means they will be harder to cover. I currently worry about this pay change coming in as it means less staff on the unit, working in an unsafe manner and not being able to provide the care I so wish to. Being such a specialised area we don't have a big pool of nurses to choose from as it is an reducing the pay is just going to hit harder, I worry that this will be final straw to me leaving the profession.

I have worked in ED for 16 years I left last year to just work bank since the rates were higher we have always been able to fill gaps but if rates reduce staff will not be picking up these shifts and this will impact on patient care.

Disgusting.

A big insult and degrading to a professional who works at a Band 6&7 level skill yet to be paid as band 5.

I don't think you'll be able to retain staffs on the ground floor which will lead to further staff shortage.

I won't do any bank shift.

I think this will have a detrimental impact on staff taking up bank shifts while there are currently high numbers of staff absence due to sickness and high patient acuity. Staff who are paid at the top of their band will be unwilling to work for less money than they will on their usual shifts.

I think it's lowering morale, and not paying staff their worth, I feel that the trust is hoping that staff will take the pay cuts for bank for to the current cost of living crisis, which isn't ethical in my opinion. As a whole Less people will pick up bank shifts so staffing will be worse-which will impact patient safety and quality of care. Or cause the trusts to spend more money on staffing as they will have to use agency.

Staff won't work the extra shifts, this will leave departments short staffed, directly impacting on patient safety and staff morale & burnout. At a time when the NHS is under such enormous pressure, where resources are not meeting the demand, this is extremely poor treatment for staff who don't want to leave their colleagues suffer on shifts impossible to meet patient care.

Unacceptable, will leave departments massive unsafe and staff won't pick up shift and agency staff are never funding which leave critical areas short.

I think it is disgusting that as a qualified nurse prescriber. If I was to pick up a bank shift my trust would only pay me bottom rate band 5 to work in the Emergency Department. I rely on the extra hours to pay for extra curricular, holidays, and for uniform for my child.

This doesn't just have an effect on me, it has an effect on the service provided and the care received by patients. The trust is happy to pay agency shifts which some agency workers can't do that much which puts more stress on nurses who are actually employed and then the employed nurse go off sick due to be stressed.

I don't understand why the trust can pay agency staff but can't pay their own staff a decent pay. They pay agency so much more than bank staff. The whole system doesn't make sense.

Disgusting treatment of hard working employees who essentially keep a service running with little or no recognition. I think it will be massively detrimental to patient care if this is bought into the trust where I work as we will essentially be running vital services with only skeleton staff.



Have not banked since they lowered rate, wards are short staffed and patient care is low.

Disgusting behavior and they don't put enough bank shifts out to cover the wards that are run dangerously short with not enough staff on. The nurses are expected to hold more and more cubicles and are scared to say no. So mistakes are made and people fall.

It will affect my income if I can't find out an alternative solution I have to cut own expenses, compromise holidays and eating out with kids etc. It will affect the trust in their patient care, cancelling procedures, long hours waiting in OPD'S and A&E etc.

Staffing levels are very unsafe, work load is near enough impossible staff are exhausted, not a good working environment, staff are unhappy, it's not a pleasure to come to work at times.

It is totally unfair and not commensurate with the work been done. Our regular pay is not sufficient and working on my day off when I am supposed to be resting and still offered meagre pay is totally ridiculous. I will desist from bank jobs, do other legal things to boost my income, think outside the box and find way out of nursing ASAP.

It's an insult

It is an insult to our experience and skills. It will have a huge impact on patient care.

Even less staff or less experienced staff -lower morale and tighter squeeze on the pockets of nurses.

Don't agree cause hca is doing more or less what nurses do and online documentation is recorded I feel we as hca work long side nurses and MDT so don't feel bank shift increments should be reduced in any way.

Disgrace to the nhs staff. Impact patient safety likely to cause fatal errors as we are already under significant stress.

I would like to ask what they are doing about locum doctor pay.

I am currently at the highest point of the pay band and find it insulting not to be paid for my experience. I am called a senior member of the nursing team but would be paid as a newly qualified nurse -when every shift I am asked for advice and help from my colleagues. Currently I do not pick up shifts during the weekday but will occasionally pick up during weekend/nights due to the unsocial hours enhancement.

Does not make any difference to my me as my band is low have been dealing with low payment since I joined NHS. Probably it's a big deal for others earns much higher.

It is slave trade.

Taking undue advantage of majority of the staff in the black country, as they depend on the Certificate of Sponsorship offered by the Trust, which limits their work options. It is unreasonable as they staff generate a lot of revenue for the hospital. Kills motivation. Most of the staff will leave the black country as soon as they get their Indefinite Leave to Remain -this has already started. Sad.

Many staff do not want to work for a lower pay rate than they are qualified for. Me personally I would go to Stafford or Telford hospitals to get more money for the same hours as Stafford is actually nearer for me so would cost me less in fuel as well.

It's not fair that one will pick up extra shift to make ends meet and been paid lower than their value. When we buy groceries at Aldi we don't ask them to take off percentage, we pay whole. If temporary staff wants to provide staffing they should be ready to pay for what they want. If those in higher authority are asked to be paid the lowest of their band irrespective of how many years they have put in NHS, how will they feel?

Less staffs and more pressure on staffs.

It is totally unfair to paying bank shifts at the lowest point of your pay, when you work as same work load.

Living of expenses getting higher day by day but unfortunately nhs Black Country nhs providers cutting bank pay rates.

Disappointed. Unappreciated.

Unfair as even band 2s get not higher than nmw.

Long gone are the days where nurses are doctors handmaidens. We are post graduate, degree educated professionals and deserve to be treated as such. I am currently a band 6 in my substantive position and have been qualified since 2019. Since my final year as a student to this point, I have gained post grad diplomas and have gained a mass of experience within Cardiology. However, no matter how experienced I am, or how many years I have been qualified or whatever my band is, I am paid a starter band 5 salary for my hard work and dedication to the NHS. Doctors stage a mass walk out of their responsibilities and patient care and they are rewarded with a huge pay spike, each consultant within the UK was given almost a starter band 5 salary, if not more, for disregarding their professionalism, however, nurses, who provide 24 hour, 7 days a week, 365 days per year care are penalised not only by a measly 5% raise but now having extra income reduced with the cuts in bank pay. Have the NHS and government forgot Covid? And how we died to provide the best possible care to our patients in surgical masks and aprons whilst again, doctors were protected in hazmat suits and barely on the wards hiding in offices social distancing from patient bedsides! I am ashamed of how little nurses are thought of. I don't see food banks open for doctors, do you! I'm sure locum doctors do not have their pay cut, whilst nurses like myself and my colleagues have between 7-10 pounds per hour cut from their bank pay when they are having to work extra shifts because we do not get paid a decent salary to begin with. I will continue to work bank when I can, as financially, I have no choice but to be paid £100 take home for a 13 hour shift, but i can see why so many nurses are moving away from the NHS and the UK seeking employment elsewhere when we are so disregarded and disrespected by the same industry that insults us with claps and 5% pay rises with conditions.

Very unfair to staffs. Ideally bank rates should be higher than normal rates to motivate staffs to pick extra shifts which improve patient safety and unsafe staffing levels. However, if for some reasons it can not be increased there is no point cutting the rate down.

Truthfully disgusting, doing the same work, having the same expectations, same responsibility for less income. This will lead to less staff which increases workload, increases pressure and stress.

The impact will be more work pressure on staffs as there might be lesser staffing on shift and this may also impact patients safety.

Not fair as doctors get paid more for locum shifts

Demoralises staff experience as they are not being paid for the wealth of knowledge and experience at their job role. Working extra shifts to help out your team but being paid less than substantive work, me as people are less likely to pick up shifts and therefore leaving unsafe staffing levels and making staff more susceptible to burn out due to the excessive work loads on shift.

Bank is basically a nurse having a 2nd job. So it needs to pay as if taking away their free time, family time

Not ideal but it's extra cash at the end of the day. Needs must.

Working the same job and getting paid at the lower band will make people leave, stop working bank shifts and work elsewhere.

It will reduce the staffing level on a shift daily. It will have a knock-on effect staff workload and patient safety

Disgusting

Bank for substantive staff is basically over time, you should be paid extra for overtime not at a lower rate.

Absolutely disgusting and demoralising. How can you be paid less (which is also taxed more as a second job) for the same work and responsibilities.

I work in Theatres as a CSW. Most weekends, we do weekend waiting lists in most specialities. There's no way the bulk of my colleagues will continue to do this now so the waiting lists will suffer. Wards - there's always bank shifts going in my trust that's already short staffed, this will have a detrimental effect on patients as I fear the staff numbers will drastically reduce on already struggling wards. It's disgraceful really but patient care will suffer that I'm sure.

It's a mockery of hard working staff who are doing the same work as other staff being paid more. Some shifts are made up of mainly bank staff so without those people doing shifts the wards will be dangerously understaffed which affects patient safety and care.

It's cheating & equates to modern day slavery. Am expected to put in my best & put patient safety first but get paid at the bottom of the band. It's so unfair & I wouldn't undertake bank shifts as much as I do not & will not be willing to do any even if the department is struggling with staffing.

The pay band and the impact it will have on you and or your trust is that it will not encourage staff to work extra shifts because the pay has gone down.

I think it is an insult to highly trained nursing staff for the trust to reduce the hourly rate of bank work. The payment of £15.3271 per hour is only slightly above the minimum wage that the government are due to bring in and this is after 3 years of studying for a professional qualification and numerous years of on-the-job training.

I work on a Dialysis Unit which is a very specialised area, where training takes a long time for the nurses to acquire all the necessary skills. The workforce relies on bank staff to cover all the shifts that are needed. The patient numbers have increased so that a Twilight shift on 3 days is also needed. The unit is therefore moving towards unsafe staffing numbers because the nurses don't agree with working for reduced pay.

Lowering the bank will not entice staff to come to work if you're short. Staff will go to other departments or hospitals that will pay the most. So you will have a lot of cancellations who want to work 12.5 hours for less when you can go to a nursing home for double the money.

I work hard as it is and break my back for a Trust that doesn't care about staff welfare, I'd rather opt for side gigs in tech while each shift remains short-staffed as always.

I feel as a senior band 6 nurse I would still be expected to complete my role for junior band 5 pay in some areas. This is not fair for experienced staff to be used but paid at a lower grade. Most staff will not be working bank shifts in community since the new rule

which means the patients in Dudley that rely on community staff nurses for care/treatment/medication may suffer.

Crap understaffing. Crap reputation. Inhuman.

It will be so unfair, when it is your day off and come to work to help the unit and get paid lower than your normal shift rate. I will do other job that is not as stressful as working in NHS and get same pay rate as lowest band.

It is unfair and an insult to all nurses. Some rely on bank shifts to cover mortgage, rent and holidays. Holidays are important if you work in NHS.

Relying on the bank payment to meet some of the expenses. Will look for another alternative to meet the expenses.

Staff will move to neighbouring trust for bank. I feel the bank shift rate has been lowered to encourage (force) more staff into contracted posts. Sandwell is not listening to staff. Staff would properly work more contracted posts if more flexible, but instead of this bank rate is cut.

I don't think it's fair on the people who are band 3 to be being paid band 2 for a shift. A&E is struggling to get the staff to fill the shifts as it is, so it will definitely impact the department.

I am a senior band 6 at top of my pay range and will still be expected to work at an equal level as if I was on a regular shift with the same role and responsibility for less money. I will be paid the same as a junior band 6 that potentially came into the role a week ago rather than as a nurse with 8+ years of band 6 experience. I will be more reluctant to cover extra shifts when asked. On the other hand I will be required to work even more hours than I already do as I am reliant on the extra income which runs the risk of causing me to become burnt out potentially resulting in sickness increasing.

Low morale, and place patient safety at risk, poor skill mix, closed areas in departments.

Will limit the bank shifts I pick up.

It would mean I couldn't do bank work as I would not earn enough. Bank at the moment really helps cause I'm able to earn what I need to live and look after my family whilst being flexible for childcare needs.

Staff strength will reduce as people will not do bank, which will put pressure on substantive staff and overall quality of care will be reduced.

This is clearly exploitation of their staff. Everyone needs money due to the increasing cost of living now and the trust is using this to exploit their staff members. It is very unfair for us nurses, who have a lot of people to support.

I think it's very poor that staff spend years training and are so poorly paid I sit on minimum wage all the time I will get a pay increase in April as I will be being paid below minimum wage again same every year. As loyal bank staff even after we were treated so bad after covid by not getting the bonus payment. We were told we don't work for the nhs it made people feel really bad. You keep cutting of the floor but we never see higher staff losing wages. The nhs are breaking staff that are dedicated to their jobs its wrong and unfair.

I have worked for Walsall NHS trust for almost 40 years and this feels so degrading as I have so much experience working with neonates. We are such a specialist field and rely on our own bank staff to a very high degree as we cannot just have any staff working with us without the specialist training. Without the good will of our substantive staff not doing bank shifts the neonatal unit could be totally unsafe and unable to provide the high

quality of care and expertise needed in such a specialised area both in the intensive care area and special care areas of the unit.

I think it's disgraceful as a very experienced nurse I will probably not help out the trust.

Unjust and unfair.

Why would someone pick bank shifts under nhs trust if private companies pay more?

I think will be short of staff, and this will have a great impact on the safe and effective care.

Not fair with the work we do with less pay.

Rubbish.

It's demoralising to a profession that has a masters level qualification , makes us feel extremely undervalued.

Unjust.

There'll be fewer people who'll do bank shifts, and work will struggle more. It will impact my livelihood too as it's hard to pay all bills and still be able to provide food on the table.

Because of this, I will never do bank shifts anymore no matter how badly they need a staff. It is very unethical and unfair practice and I will never support this. Doing banks lower than your rate is an insult to the nursing profession. The NHS are cutting budgets on vital things and spending more money on very unnecessary things in the hospital. The management should go down the ward or the facility to see the actual problem and not just stay in their fancy office. I can see a lot of misallocation of funds done by the administrations. Seems like Politics and corruption plays a very big picture here and the one who suffers or carry the consequences are the nurses.

More people will opt not to work bank shifts at all which will leave areas short despite shifts being put out. Will definitely have impact on patient safety.

We will lose good quality staff.

No impact.

Terrible idea and we will be so short staffed on shifts that would be normally be covered by bank, but staff will not do it. They don't work bank to make the trust happy, they do it for the money. I will travel and move trusts. This will also compromise patient safety as shifts will not be filled.

I think it terrible it will impact on our service as we will be losing members of important staff and we will be very short staff and offer unsafe level of Service for the patient. The patient waiting list will be longer due to no staff as they will be looking else where to work as higher pay rate. It will be unfair opportunities for those who can't work set shifts due to family commitments and rely on bank and their sole payments.

Ridiculous. They need staff but they won't pay us what we are supposed to be paid with, to be honest they should pay bank shifts higher so that people are encouraged to help the area.

Disgusting as they are putting patients and staff at risks.

It will be depressing for nurses, as a result nurses will be off sick families will suffer and communities will suffer too.

I think it's disgusting, you're usually filling in because of staff shortages. I have worked at NHS for 15 years and if I was paid less than permanent staff I wouldn't do it anymore or find somewhere that valued you more.

It is unfair for the staff who work more than twice the normal workload most of the time even if it is unsafe just to provide quality care for the patients, but NHS is doing this to us in return. Such shameless decisions they are making.

Due to the current financial situation within the trust. There has been a freeze on recruitment. Even after some staff leaving substantive posts the trust are not re filling these due to cut backs. This leaves a gap in staffing, puts pressure on the service and is having a poor impact on patient care. Teams are reliant on filling bank posts to run the service safely and deliver patient care. However, patient care is lacking due to booking staff that are not familiar or competent to fulfill the role. The trust will only pay bank to staff like for like within bands. Therefore, band 6 and 7 are working banks shifts for band 5 pay. To reduce the bank rate to bottom band 5 rate will ... a) prevent higher band nurses from booking banks shifts b) no band 5 nurse will work extra hours for below there own banding rate. Therefore, reducing the number of bank shifts being filled. Put more pressure on the Trust, have increased safety risks to patient care and staff will look for employment elsewhere.

Financial stability due to lower pay rate, cost of living, increasing fuel and everyday costs.

Bank shifts help myself and my family survive most times help cover travel expenses and weekly food shops.

We can no longer afford holidays due to constant increasing prices. The reduction would also take away some very needed home life qualities we still do have like a trip to the cinema, or a meal out. Which I now rely on bank to help support some of these things for myself and my family.

My view is its wrong to expect employees to give their best when there's no incentive or compensation to do so.

It is disgusting and unsafe! Nurses are being taken advantage of every single day!!!

Staff shortage.

I believe this is going affect patient care as many health care provider will stop or reduce number of hours of banks shift. The hospital is short staff especially nurses. I believe this will have a negative impact on patient outcome.

I think bank shifts should be paid at the same rate as your substantive role and not less, this does not encourage people to do over time to cover safe patient care.

This is demoralising to the nursing staffs. The trust is not being fair instead giving higher rates because you are working on your off duties but they prefer to take advantage of nurses.

I think it's absolutely disgusting. How can they think it's okay to pay a nurse with 20 years experience the rate of a newly qualified nurse. The new bank pay will not affect me directly, however it will affect many of my colleagues. I have already seen staff morale drop on the ward, as well as staff worrying about how they are going to pay their bills, feed their kids etc. No one feels valued and why would they after being treated like this.

Although I understand why this is happening, it is a bad idea. Patient safety and staff morale will be affected. We need more staff, this will not attract anyone and potentially leave hospitals vulnerable out of normal hours as the most experienced staff will not want to cover the shifts.

I've worked as health professional for over 21yrs building up experience knowledge and skills in a very specific area. I work as a permanent bank as if a substantive member of staff yet my worth has been downgraded to the lowest level.

Shocked, I think execs need to look at other avenues to save. It has had an impact on patients safety and nurse patient ratio.

It is ridiculous, every area is so understaffed it's the biggest scandal of today's times. I can honestly report to CQC with genuine concerns regarding staffing ratios on some of the areas I have worked. Now the people who are killing themselves purely for the love of their profession (and especially not for the benefits/rewards or an excellent managerial support) to barely keep a service running are now being penalised in additional ways too. Hypocritical when a trust in the Black Country advertised bank shifts at mega bucks only on the days they knew CQC were visiting (to encourage bank and increase staffing ratios), and was the only time you saw managerial staff on the floor supporting the DIRE understaffing level because they knew it was dangerous. Now CQC are gone they turn a blind eye to the unsafe environment they are supposedly managing.

I think the decision to drop bank rates has impacted maintaining safe staffing numbers. It has been noted that staff are not picking up bank shifts anymore.

We have been working with short Staffing problems for years, morale is low, price of living continues to increase.

After what we went through during Covid it's the biggest kick in the teeth for years. I am disgusted NHS trusts are treating their loyal staff in this way. This will lower morale even further, behaviours and attitudes will change for the worst, which will have a negative impact within the workplace and patients journeys. As the saying goes, pay peanuts and you get monkeys. Always expecting more from staff with less. We all deserve so much better!!!

No respect for experienced nurse. Always worked extra to decrease waiting lists .. not doing any more at this Trust. All of us are so outraged that they treat us like this. Bank keep the Trust going. All of us are the experienced nurses.

I'm not sure why anyone would want to work extra hours for less pay. There is completely no incentive to do extra shifts. Personally I don't always do it for the extra money if I don't need it, i do it to help my colleagues. But for less pay than a normal shift I won't be doing any extra bank shifts which is a shame.

It will put the trust into dangerous staffing levels and put pressure on substantive staff.

It will leave the service short staffed which will become dangerous to our patients and their families.

Most staff I have spoken to have said they will not be picking up bank shifts if the pay decreases. Our unit is already under massive stress with staff shortages and this will make shifts even worse. It is really upsetting and it makes staff feel under valued and under appreciated.

It will reduce our staffing levels to unsafe levels, specialist midwives will be pulled more to work clinically and unable to do their roles. Unfair!

The drop in the hourly rate of bank shifts is going to impact on staffing and patient care as people will not want to work the extra shifts for less money.

I think it's completely unfair and degrading along with disrespectful to loyal staff. We are in a cost of living crisis and lots rely on bank shifts for their families to survive. As a dual

trained Nurse and Midwife with 5 years of university education, I could work at Aldi stacking shelves for less than £1ph difference in pay.

I work as an autonomous practitioner with a substantial amount of responsibility and think it's unfair to drop our rates. In a lot of companies outside of the NHS people are paid time and half for extra hours, I currently get my basic pay. I will not be completing any bank shifts once pay has dropped and will seek other income sources along with my partner who is also NHS staff within the black country partnership.

It is disgusting to be paid lower than your skill level, especially when you are working extra above your contracted hours.

Insulting. Under appreciated.

I am currently high band 6 and bank being paid at low band 6. I would still be expected to work at high band 6 for less pay. I would get no reduction in duties. The women and families of Walsall are to be affected severely with the reduction in pay. Currently I work 2/3 days extra a week to cover and provide a service.

Awful behaviour by the trust who is currently still uplifting and promoting non clinical staff! Clinical staff are not valued. AFC is out dated people are not on correct banding now this reduced rate for extra shifts which are required to help with catch up lists, patient safety for safe staffing levels and for some people their way to cope with increased cost of living. I feel bad leaving my colleagues under staffed but the new rates don't compensate the use of my free time or extra time away from my family.

This will have a significant impact on staff morale and willingness to undertake bank, at a time when staffing is already critically low and we need support more than ever. The knock on effect cannot be overstated.

I find it insulting to my experience and skills as a top level band 6 theatre team leader. I would be expected to work using my experience yet being paid as a junior band 6. I would not find this adequate pay for my role whilst doing bank shifts and as such would not undertake bank at these low rates.

It's wrong that bank shifts are paid lower rates but I would still do bank shifts as money is money and so many of us nurses are struggling financially specially with all our bills going up and I would still do bank shifts as my patients are important to me having a duty of care I wouldn't want patients to suffer as short of nurses anyway.

The lowered bank shift pay is just another way for NHS staff to feel devalued and has declined staff morale further, when it already felt at an all time low. It is a complete kick in the teeth to anybody who banks to keep the service afloat when current staffing, without bank, can't do that. My colleagues and I have all reported that we will not bank, unless absolutely necessary, until the issue is resolved. The lowered bank rates feel like preying on staff vulnerabilities during the cost of living crisis, as the people who do not work on the shop floor know that people need to bank to stay afloat. Shame on the NHS.

It makes you feel undervalued, morale has dropped even lower. As a single parent I rely on bank shifts to enable me to buy things over and above paying bills, but also we are short staffed as it is and I feel this is going to make it even worse putting more and more pressure on health professionals.

It is absolutely disgusting, I struggle to live with the cost of living and this will affect me immensely.

This will cause unsafe care to patients and low morale among staff this will also make the difference between a family have food and a roof over their heads to not being able to do this. It is disgusting, we are underpaid as it is and now this will be affecting everything.



The reason for doing the bank shift, for extra income will not be fulfilled. Also, because people will be unwilling to do the bank shifts, short staffing will increase and staff exhaustion will be inevitable.

Very poor.

Disgusting and will result in poor patient care.

It is not fair.

This is absolutely appalling that staff will be expected to do the same job, for less pay. Will it be acceptable to the trust, for me not to apply my many years of experience, if the pay will not reflect this? This so short sighted and will negatively affect patient care. I will not be doing any bank after this is implemented, no matter how short staffed the clinical area is.

Unbelievable that rates of bank pay are reduced at a time when the NHS is at breaking point, patients will suffer even more and the workforce will suffer due to poor staffing levels.

I believe that paying bank shifts only at the lowest point of each pay band could be discouraging for experienced staff like myself, as it does not recognize our skills, experience, and contribution. It may reduce my motivation to take on extra shifts, especially when compared to agency rates or the pay I receive in my substantive role. This could have financial implications for me and others who rely on bank work to supplement their income. From a trust perspective, this policy might make it harder to fill bank shifts, leading to increased reliance on agency staff, which is typically more costly. It could also affect staff morale and retention, as experienced nurses may feel undervalued. While I understand the need to manage costs, ensuring fair compensation for bank shifts would help maintain a stable, motivated workforce and ultimately improve patient care.

It's very disappointing that the trust would jeopardise and compromise patient care as the trust currently struggles to cover bank shifts. Day shifts are particularly difficult, as staff would rather work night shifts for enhanced pay. Cutting bank pay will have an impact on staffing levels which are already overstretched due to increased levels of staff sickness. Myself and my team already feel under valued and let down by our trust's intentions to cut our bank rates.

I am a band 7 and on the rare occasion i bank it is paid at a band 6. I am not provided with a band 6 uniform and as it's my own ward, I will always have my hand 7 hat on. For this reason I now don't bank at all.

It devalues staff members especially those that are band 7 in their substantive role but only get paid a lower band 6 for bank shifts. When working a bank shift as a band 7 you are not treated as a newly qualified band 6, you are expected to work as a senior midwife - this is unfair and an injustice. The trust relies heavily on bank staff and without staff uptaking bank shifts you will see more frequently inadequate staffed shifts, but pressure on those staff members already working and compromising patient safety. I ask ... would you rather pay the appropriate bank rates or risk paying out extortionate litigation fees when the care of a mother or baby has been compromised due to unsafe staffing and staff burnout. Bank is needed more than ever considering the director of finances for the trusts are not authorising new job roles and their is extra scrutiny on recruitment.

Totally disagree with it, it's our livelihood and need this to survive.

I will struggle to meet basic financial needs of my family. My view is that the decision was not made with employees in mind at all, it is an insult to all of us who work so hard

mostly short staffed. This decision will hugely impact on the care and support of our patients as it will force us to seek other better paying options outside of our trusts.

Insulting -we are spending our free time where we could be spending it with our families and are being paid less than our substantive hourly rate. This will have a massive impact on patient safety, as people will refuse to bank. We have no financial incentive to work overtime, and I think that the executives are causing financial harm to their staff at a time where working families are struggling.

Absolutely appalling. They are disregarding all of your years experience. If you make a mistake whilst doing that shift they will not judge you be the band you are being paid they will judge by your level of experience.

More pressure and burn out to the overworked staff when back shifts are not picked up.

Absolutely disgusted. We are not even worth our hourly rate? There is no incentive to work extra. It's a shame as we will only be affecting our poor colleagues who are left to deal with hell on shift. Staffing is barely safe at times, and bank shifts are a god send. I don't know how we will come through this.

As being newly qualified the pay cut doesn't personally affect me, but the department I work in relies on more senior experienced staff members to pick up bank shifts to support with IV medications, intubations, triages. Not having senior members of staff on shift in an emergency department can have several significant impacts. 1. Increased Stress and Workload: Junior staff may feel overwhelmed without the guidance and support of experienced colleagues, leading to increased stress levels and potential burnout. 2. Decision-Making Delays: Senior staff typically have the experience necessary to make quick, informed decisions. Their absence can slow down the decision-making process, which is critical in emergency situations. 3. Quality of Care: Senior members often play a key role in overseeing patient care and ensuring that protocols are followed. Without them, the quality of care may suffer, potentially leading to negative patient outcomes. 4. Training and Mentorship: Junior staff miss out on valuable learning and mentorship opportunities when senior staff are not present, which can hinder their professional development. 5. Team Dynamics: The absence of senior staff can disrupt team dynamics, as they often serve as leaders and mediators in high-pressure situations. Overall, the lack of senior staff can affect not just the efficiency of the emergency department but also the safety and quality of care provided to patients.

I feel this will affect staffing levels as shifts will be not be paid at correct band pay.

It will have a detrimental impact on everyone of us. We work so hard to give patients the best care despite the busyness of my unit and constant shortage of staff members. The only motivation asides the intrinsic desire to look after patients is the higher wage. This also means we are greatly appreciated. I can't be motivated enough to come to work on my off duty and get paid less than my substantial wage. I'd rather sleep at home and cut off all unwanted expenses.

Due to the cost of living crisis it will affect me financially the bank pay is what helps me on a daily basis, and to also keep up to date with urgent bills.

Will have to cut back on food/heating and electricity.

I do not agree with this. I am higher level management and I see the potential effect this will have on wards departments and ultimately the safety of patient care.

Staff will no longer work Bank this will lead to compromising patient safe & quality care.

Its damaging to our workforce. It devalues the staff, causes them to feel unappreciated and like their hard work isn't worth paying for. We have also worked for a long time and

incredibly hard to get our qualifications and work up our banding and to pull us down to the bottom banding will result in staff not banking. It will cause increased staffing pressures, reduced patient safety, reduced care quality and overall patient satisfaction.

This is unacceptable. I think you need to pay the rate you deserve working so many years for NHS. Trusts need to address the issue and stop overpaying other specialities, because this is the reason we are in this situation.

The reduced bank rate is not fair on the staff as a means to cut cost based on NHS plan. The staff mostly on bank worked more in most cases and being paid lower than the regular income will reduce motivation to book any shift. Currently, there are shortages of staff in many units with a lot of bank shift not picked even with the current rate, definitely there is a tendency to be worse with reduced rate. This in turn increases workload on available staff, and consequently more sick off likely result from the whole tension and NHS pay more for sick off.

If regular staff are not fit to work, agency might be sorted for which will also increase the payment from NHS.

Reduced motivation from staff will as well result from this reduced pay, feel like our well-being and hardworking is not important or noticed by NHS.

Demoralising. Our particular service cannot meet demand without the bank. Bank provision provides staffing for around 25-30% of our workload. This will result in breaches, delayed diagnosis, bed blocking, significantly increased work related stress/sickness, staff retention issues, etc etc

Is really unfair. Cost of living is increasing and we supplement my income with the bank. I feel most staff will stop doing bank. There will be staff shortage and this will affect patient care.

As a manager I can speak for not just me but staff also. This makes you feel devalued like your not worth going above and beyond. This is going to have a huge issue and already is on staffing while we're still under pressure as the staff just won't bank. It's not worth spending time away from your family, friends, getting the downtime you need for less money than your original shift. It's overtime essentially. This is a bad move at a time of crisis we're in at present this could possibly be the start of patient safety issues and poor care because bank isn't being picked up in the same way.

How much more can we give when they have already taken our blood, sweat and tears?

It's insulting reducing pay for the same work load. I won't be doing bank shifts at this low pay rate any more.

Not necessary. We work hard that little amount of money and needs increase than decrease.

It's disgusting, it undervalues the workforce. To help out with working extra to help the team you will get less pay than your usual shift. Cutting pay demoralising, staff are undervalued and this WILL affect patient care.

It will make working unsafe as I won't bank and will stop others banking.

The essence of taking bank shift will be defeated as it that is to augment for one's salary. Also is like using one as cheap labour.

It has been known that many NHS workers struggle with the current financial climate, and as such many rely on food banks which are known throughout the trusts. With the rates falling, the aforementioned unfortunately will not have the option to deny bank however

unjustly this will also further add to their financial concern and make day to day living even more difficult.

I have worked at my current band for 20 years. Within this time I have gained extensive knowledge and experience. I am a non medical Prescriber and have advanced health assessment skills. My role enables me to support patients to remain at home safely avoiding the need for unplanned hospital attendance. The trust are expecting to use the skills and knowledge but are not prepared to pay my current band. A nurse being paid at the lowest band would have yet to develop these skills and knowledge.

Penny pinching again! The NHS is failing to maintain accountability of standards and would rather waste money and pointless initiatives of buying new badges with new slogans than address direct clinical care. There has to be performance linked pay and return value for money.

I believe that lowering the bank pay to the lowest of each point is very degrading to all NHS staff. Already working under an incredible amount of pressure, I think I speak for us all when I say we do not feel valued for our continuous hard work. As community services are already understaffed and struggling, I believe this will have a big impact on patient safety. Staff who do bank shifts to help out their struggling team will no longer do this for a low wage. Therefore patients will not be seen when they should be seen. Many patients out in the community already have their visits deferred if they are not seen as a priority visit when staffing levels are not where they should be. How many more patients will be deferred when the extra nurses or hcas are no longer offering to help. When we do bank shifts in our trust, we are not paid our banding. As a band 6 I already do bank shifts for band 5 pay. Top of band 5 pay I can accept. But I will not be using all of my senior skills at work to be paid £15 per hour. This is an insult. Management within the community do not go out and help struggling nurses teams with priority visits. I feel if they are going to drop bank pay, they will lower the numbers of nurses on the ground, they must then be willing to pop on their uniform and go help with the workload to ensure patient safety is not affected by their decisions.

I believe this will have a detrimental effect on the care we are able to provide as a community staff nurse we are lone workers and rely on having some form of experience on the floor during all shifts to provide a safety net for new or less experienced staff. This proposal will reduce that experience leaving resulting in NQ on the ground unsupported which I believe will impact the patients care.

This would cause financial hardship for myself and colleagues but most importantly the patients as staff will reduce their picking shifts up. I am currently top of band 3 in community so my wages aren't fantastic anyway. We still have to run a car when doing these shifts! And as you are aware our fuel allowance is capped at 3500 miles a year at the full rate then drops below half for every mile after. I reach this limit every year!!! So with that including a pay cut doesn't feel fair.

Nurses are on their knees... this is just the final knife in our backs that will break the profession.

This is a real disappointment and feel so undervalued as I am already paid under my band as I am a middle band 6.

As a full time employee within the trust I work bank shifts to boost my income more due the cost of living and my wages not being enough to cover all my monthly expenses bank shifts help ease the loads and gives me that extra bit of money to help with day to day living.

Need to rethink of it.

As a lead nurse in a department with already significant staffing shortage and needing bank staff to cover shortfalls, I am worried that this will impact even more on the staffing within departments. The staff within my department have already voiced that they are not prepared to work bank shifts for a lower pay. If a department needs extra staffing for whatever reason, then there should be an incentive for staff to pick up extras, not for them to be paid less than normal.

Let's ask the 'Managers' to do their job in their own time for less pay. It's very short sighted reducing pay - the knock on effect being declined shift cover which in turn may/will lead to errors due to lack of staff - unfortunately which then may result in a possible multi million pound injury pay out costing way more!!!

Staffing pressures already on the clinical areas, will cause staff to burn out. Unsafe skill mix and patient to nurse ratio. Delays in patient care.

My opinion will be the same as all my colleagues from all bands across the trust. We feel demoralised, over worked and now severely underpaid.

I feel let down and angry. I always go above and beyond, but feel that I cannot work bank now as I've lost all respect for the Trust. Why should I risk my NMC number and safety working in a chronically short staffed role for less money than I should get?

The impact it will have on the trust is that they will have no qualified staff to look after patients. The impact on me will mean I will have to get a third job in a supermarket or a care agency.

I feel if people are willing (needing) to work extra hours above their normal working hours, I feel this should be rewarded and paid at a higher rate to reflect the time you are away from home life, let's face it non of us work extra hours because we enjoy it, its a need and the trust keep going on about mental health and well being. I believe the trust will loose a lot of staff and people will go elsewhere they don't have enough staff as it is and patients are going to suffer ultimately. I believe we should all be paid what our worth is, we could work in a supermarket for more money, I am considering leaving the profession.

Awful as a lot of us depend on those shifts due to the cost of living.

I rely on these bank shifts due to rise in daily living costs. This would have an enormous impact on my family.

The impact will be huge. There is so much staff sickness and maternity that there is always bank shifts. These shifts will not be covered and therefore affect the care the women and their families are receiving with even less staff then normal.

Feel not to work for the trust.

It makes me and my colleagues feel of less worth. Being paid a lower wage than contracted shifts is a kick in the teeth when we are already over worked and understaffed. It is going to result in bank shifts not being picked up and leaving staff shortages, increasing demand in the service and stress levels increasing.

It is ridiculous to expect staff to work extra hours, often to help the service and get paid less than they do for a normal shift. It is really undervaluing us and will put patients at risk due to bank shifts not being filled.

I feel that our pay is poor as it is so cutting down the bank rates makes it feel like we are not appreciated.

Staff have already cancelling shifts when the pay cut starts. Staff are demoralised and looking to neighbouring Trust for bank and substantive shifts. Staff on higher banks are being exploited to work for lower pay but still using their expertise, experience and knowledge.

Unfair on a reliable workforce. I think it will lower the amount of nurses available as many will stop providing their services.

The cost of living is high and cutting this money will precariously affect my household. Also it will affect staff numbers at work as this may lead to regular shortage of staff on duty, thereby affecting patient's care and safety.

I believe that this change is going to have a detrimental effect on safe staffing and patient care. Maternity services are already stretched and suffer with staff shortages without the bank pay being cut so I cannot imagine what it's going to be like after March. I believe that no person should be paid less than what they originally earn to work over time shifts. No other occupation gets paid less or the same as their normal wage to complete overtime.

I feel it's a ridiculous idea, and it means increase workload on the regular staff, as this might affect getting staff to fill in when short, which can affect patient care.

I understand the financial pressures that the trust faces and the rationale for the decrease. However, families like myself are struggling financially to provide basic needs at home, whilst working additional hours, short staffed and risking burnout.

This is more than an insult to hard working skilled individuals. Constantly as a profession we have to fight with poor staffing, poor pay, long days and a wage that doesn't represent the current cost of living. I do bank shifts in a highly specialist inpatient hospice setting delivering complex symptom control and end of life care. It's one thing my trust is so short sighted to cut bank shift capacity and now with cutting the pay rate of bank it's like we're being told we're worth less than before.

It's disgusting, I am a band 2 and am unable to do bank in my trust due to job role, and even then I no longer have a sliding scale despite having 6 years seniority in post. But to expect trained members of staff, seeing the most vulnerable people and then cut their pay by as much as £6 per hour is absolutely ridiculous. No other profession in the country works overtime for LESS than their base rate, and often overtime pays time + 1/3. Completely blind decision made by people who have no in job experience pushing numbers on a spreadsheet around all day.

Further pressure on staff already working to maximum.

Disgusting attempt to pinch pennies in the most inappropriate way. Service users will suffer as shifts are mostly in negative acuity on regular basis that's with current levels of staffing including bank staff. You have further damaged staff morale as efforts to help are unappreciated and it demonstrates a lack of insight and care for the staff working on shift that require bank staffing. Why would I come to perform extra shifts for LESS money than I get for my substantive one? Expect sickness rates to rise as you expect burnt out staff due to poor staffing which you will then have to supplement with agency.

Nurses rely on bank shifts to accommodate flexibility to allow better work/life balance and to support local trusts with adequate nursing levels to ensure patient safety is a must. Would reconsider total change of career or work in a private sector of nursing.

I think that it is such a debilitating act. There are many of my colleagues, with double, treble the amount of experience I have, work higher bands to support the team and are facing an even further cut to their pay. Their hard work, determination, further skills, management roles, are all expected to be utilised -only at a band 5 entry level bank rate?

The NHS is worked to the bone, money is spent elsewhere to ensure that boxes are ticked, yet the main core of the NHS (staff) aren't looked after. Yet we're expected to exhaust ourselves daily to vigorous tasks at hand, and the pay scale does not come close to match our efforts. I think as a trust, it should be disgusted and ashamed of this decision, other areas need to be reviewed in order to support staff and give us the fair pay we deserve. It cannot claim to be a supportive trust for mental health and wellbeing, yet turn their heads at staff worries and concerns when salary is mentioned. It is disgusting.

It is dismissive and disrespectful to people who have worked hard to gain a wealth of knowledge and experience over the years. If we do a bank at the lower rate we will still be expected to use this experience. As a result these bank shifts will be filled by very junior staff who still require a lot of support which we will still be expected to provide. Either that or we will go back to the days where units are dangerously understaffed which means that our work load will be increased and patient care quality will plummet because we are only human and can only do so much. Whichever way it goes our workload will be increased, likely to dangerous levels and the patients will inevitably suffer.

I will not be willing to work any bank hours due to the cut. In my opinion our pay does not reflect the work we do already so it definitely doesn't with the cut. I feel many people feel this way and will not be willing to do as many bank shifts, meaning being short staffed and patient care being impacted by this.

Paying bank shifts at the lowest rate is not at all acceptable. It Will have impact on my income and due to that less buying & poor, unhealthy living, eventually impact on inflation of money which impacts country's economy.

It is awful, affecting patient safety & particularly staff health. Sickness is high & staff are full of anxiety & stress. Managers are clearly upset and being blamed and are trying to support. The ICB have a lot to answer for.

I think this is disgusting. As a nurse at the top of my pay band, why would I work extra for less money? People will stop working bank shifts and the trusts will end up having to pay out even more for outside agency staff, which will then cause further resentment in the NHS sector, meaning that the retention of staff will be even worse than it already is.

Poor staffing levels. Poor patient care. Impact on my cost of living.

People will stop picking up bank shifts and the already exhausted caseload will be hard to cover, making unsafe working and risk to patient care.

I feel that this will only cause more staff shortage which will greatly put patients at risk and staff under more pressure and stress. Also for staff that have to work bank shifts to top up their income will greatly suffer.

This is unfair considering the rates are increasing in other sectors such as council tax, water rates and gas and electricity, bank shifts help me and my family to survive.

I feel you will still be expected to work as your normal grade even though they will pay you bottom pay. Staff are already burned out with their normal shifts, not being paid adequately for a bank shift will only lead to a drop in staff wanting to work the Bank. Why should they do it for less?

Totally unacceptable this would only happen in the nursing profession and I intend to stop working altogether.

It's offensive to us and our generosity and poor service planning to fill the shortfall with more expensive agency staff.

I think it's disgusting and should be paid normal bank pay.

I think it really devalues our profession. I am a band 6 nurse and the trust that I work at will now pay me at a bottom band 5 for the bank shifts I do which does not take my knowledge, skills and experience into consideration.

I rely on bank shifts to increase my income as I am financially supporting my 18year old dependent who is in full-time education and unable to gain any funding/financial support due to both myself and husband working. Our wages do not stretch very far once our bills have been paid.

It's unacceptable.

I rarely do bank shifts as I am semi retired so have seen a lot of change in the last 40+years in the nhs and nearly 30 years at Walsall. During this time I have mainly worked in the community setting in differing roles but now only work 15 hours so would not contemplate any bank at this rate and feel very concerned that the buffer of bank shifts we have used for a number of years now due to the mass retirement and low retention of midwives, giving us a substantial shortfall in skill mix, will impact the safety of patients and the care received as the girls will not do bank. This will impact the on call system within our trust which will inevitably use the on call community midwives as the buffer or the mw in the midwifery led unit, impacting the choice for women and care received, tired midwives do not perform at their best. I have seen this money saving exercise in the past along side a reduction in band 7 specialist midwives (watch this space on this one) with disastrous consequences and the trust having to revert back. Midwives will feel more undervalued than ever at this very poor but very easy decision to reduce the rates, didn't take a lot to think of this cost cutting exercise, well thought out Black Country.

This will affect my colleagues who rely on income from bank shifts to make up their pay. It will also affect our day to day shifts as we rely on staff doing bank to cover shortfalls in staffing numbers. This will subsequently affect patient care.

I think that it is offensive to us as midwives that we are expected to work voluntary overtime to help our workplace yet be paid less than we would get paid on our regular shifts.

You pay peanuts you get .....staff that do as little as possible. Affecting patient care and putting extra pressure on regular staff to pick up the slack. It shows the value that our trust thinks of its staff. But it's ok for the people in power to make these decisions because it doesn't affect them.

Devalued, unappreciated I already work at a Band below my substantive post on the bank. It is already difficult to fill bank shifts and staff are regularly moved from substantive area leaving them short to bolster areas where bank has not filled. I lead a team where staff are required to have a specific skill set linked to role progression in their substantive post putting them at top of their band. I am reliant on these same staff to work bank to cover sickness or annual leave. Staff have already expressed they will/have cancelled future bank shifts leading to vacancies in the roster which will directly impact on service delivery, patient flow and patient safety.

Unsafe staffing, staff won't want to come in and work over their hours for less pay and more work, this will lead to areas/units being unsafe. I personally wouldn't do bank if I was getting paid less than my normal wage at least, when I could be the most senior on shift and have to take charge, to get paid less than other staff on or less skilled.

I believe a lot of people will not pick up the shifts, putting shifts at minimum staff, making it unsafe and not being able to give quality patient care. If the trust are struggling financially why not pay cut the higher salaries to pay for staff that work on the front line



who actually provide the care, have lives at risk. Give them the insensitive to come to work on their days off. Why would I face the commute I already have for less pay and the position regardless of band for the same responsibilities? This is the worst possible response to cut bank pay. I will not be banking and will source either another trust who look after their staff and source another option of income.

Not good as staff do bank to help out financially.

This pay cut will affect me severely -I've loved working on the bank enjoying flexibility and doing a job I know well. I was being paid at very top of my bank -now it will be the very lowest! I will have no choice but to look elsewhere now which I really don't want to do. I have a mortgage & bills to pay -I've been with the trust since 2008 substantive role till 2021 then I got a new part time role but kept on with bank shifts usually doing 25 hours a week -am very experienced so this means they will lose a hardworking experienced staff member -who didn't get sick pay/maternity leave. Am astonished they have done this.

It is demoralising particularly for experienced staff members to not be paid at the same level as substantive shifts. As a shift leader reliant on bank during high levels of sickness (which is frequent with a high number of staff on the rota (90)) it is a risk to patient safety and I am significantly concerned for when this comes into effect.

I complete bank shifts on top on my normal shifts to enhance my pay. This allows me to be able to pay my bills better and cope with the cost of living today. Without it, it's going to affect my financial circumstances and put me into a crisis no doubt. It will affect my mental health also.

I think it's disgusting. We are skilled practitioners and would be completing the same work as normal for less pay. That is criminal. It will stop people picking up shifts and cause more staffing issues.

Bank rates were cut before and people stopped doing it so it was reversed.

It will affect staffing which is already poor. Almost every shift we are understaffed and many persons have reduced the amount of shift they do which is affecting. Myself is looking for something else with better pay I will do when this reduction takes effect.

Why are we being punished?

The impact it will have on patient care is my concern, some teams already run on bare minimum staff and rely on the regular bankers to meet patient needs. It will make working unsafe, impact staff morale, increase already heavy work loads and be detrimental to patient safety.

I don't work bank shifts but I have worked in the NHS for many years and understand that without bank shifts the wards cannot be staffed safely. I have band 6 colleagues that work band 5 shifts to support the ward and still take charge of the ward, nursing very acutely ill patients and emergencies. This change to pay will mean that these staff will have to choose to leave the ward short staffed or work as senior band 6 but get paid as a junior band 5. Yet again it is another example of management not caring about patient safety or purely ticking a box to say that they have the number of staff rather than encouraging experience and quality! Hard working staff are exhausted and now looking for jobs outside the NHS. Don't continue down this slippery slope of poor quality!

Bank shifts should be paid at minimum of current pay band, if weekends, short notice and out of hours should be top of band.

It is a disgrace to the skills and knowledge of the practitioner. But also a disgrace to the care of patients. That the trusts are not willing to pay an appropriate rate to ensure patient safety.

It is no fair. We already struggle to cope with our capacity at present with bank staff helping out. Our patient care will be affected as staff will not work for less money.

Nurses will stop working bank shifts, patient care will suffer and nursing caseloads will increase.

A kick in the teeth for hard working staff. Goodwill out of the window which will result in the Trust having to spend money on agency staff to cover shifts which is going to cost more than paying loyal workers at the top of PayScale rates. Very short sighted. I rely on bank shifts to boost my salary as a lone parent!

It's disgusting. I'm a band 6 and the trust already doesn't pay me at my band. I cannot afford to survive without working bank so I am seeking agency work.

I have been qualified for 15 years I hold two degrees and a specialist practitioner qualification I am currently a mid point band 6. I have already had my bank pay cut approx two years ago and only get paid top 5 when I do bank shifts but are expected to still work as a band 6 and wear the same band 6 uniform I do bank regular to top up my wages as I can not afford to live of my substantive pay alone , I have milled taken away from me and I can not simply afford to live and provide for my family as a sole provider. I am currently seeking alternative work and are considering leaving the profession all together we are being asked to deliver more and more our case loads are ever increasing our patients are being managed by staff doing bank to aim towards safe staffing , staff will not bank for these reduced rates it's just another kick in the teeth this is compromising patient care and safety.

I work way over my contracted hours doing bank to help out my team and sometimes other teams, that is my own time, my day off! To expect me to do the same work for less than my rate I am entitled to is a absolute insult. I have studied for 3 years which I am still paying for plus my pin every year which is not taken into account. I am a band 6 community nurse who has high responsibility when on duty who already gets paid band 5 for bank shifts. This means I will be paid the same rate as a newly qualified member of the team even though if something goes wrong I am the one responsible to support the issue. I don't think it's fair or acceptable to cut our rate of pay due to our skills, experience and knowledge and I will not be filling any bank shifts until the pay is reconsidered and I will join an agency if needed.

I feel this disgusting and feel very strongly that by cutting the pay band to my Lowest rate when I have worked for the trust nearly 20 years and making me feel like I am greatly not appreciated!.. I feel this is going to make a major impact of the NHS as it is as we need extra staff at the moment and this is majorly going to impact on patient care as it going to make me not want to help the trust due to the major pay cut for myself. I currently work for the community and already work at of extra hours at the moment as I feel strongly about my patients, however by dropping my pay by over 3 pound per hour is abusing and taking advantage of our good will.

I work part time as a band 5, and have no choice but to work bank to pay my bills. After Covid I started struggling with my mental health which caused me to stop working bank in other departments/hospitals. I wish I could refuse to do bank but I can't afford to do it.

I work extra shifts due to the service putting on extra clinics to catch up on backlog and feel the staff will not continue to do this at a lower rate as we're paid lower rates than the drs that are doing these shift as most are locum drs that do them.

This will have a massive financial impact on myself. I believe it will affect staff morale and make staffing levels suffer further than they do currently. I am really disappointed and feel undervalued with this decision.

It will have an impact on my financial wellbeing. It will also impact staffing levels as less nurses will be inclined to take shifts with the trust. This will in turn negatively impact patient care and safety.

The only reason I haven't yet worked any bank shifts is because I am still quite new to the trust only joining 8 months, I was hoping to work some extra bank shifts in the near future due to struggling to make ends meet at home on my current rate of pay. I think that it is an insult to hard working healthcare professionals who have trained/studied extremely hard to get to where they are currently, whatever point of each band they are working in. They should be paid in accordance to what they are qualified to do plus extra when choosing to work bank as overtime as a thankyou for having no choice but leave family/children at home to go out to work extra just to be able to afford the huge expense of living. Employees will now have to make the difficult decision to make cut backs at home to make ends meet or pick up extra bank shifts and get paid less than they earn on a standard contracted shift. This is going to impact hugely on people's mental health. I will not be choosing to work any bank shifts as it will only cover the cost of childcare for that particular shift so no extra wages will be left over to put towards household bills so pretty pointless unfortunately.

I work 1-2 bank shifts month. Top band 6 but only pay bottom band 5 pay. I will not be working anymore bank shifts as they would still expect me to work to my band 6 experience/role.

This will put doubt on everyone's minds, they won't want to work for less money. The patient care will suffer as visits will be cancelled due to reduced amounts of staff to care for them. I stopped banking a while ago as I work enough overtime in my normal shifts. I don't get paid overt so why give up my days off to bank. Won't even offer anymore if the pay is being cut, will cost me more to get round patients than what I would earn.

The trust is in financial difficulties and needs to take action.

I think it's very undermining and as a substantive member of staff makes you feel very unappreciated. I can not think of any workforce that works extra hours for less money!! I am looking to leave nursing after 20 years service as I am feeling very undervalued, unsupported and over worked.

It's not fair as wards always short staff and most staff not willing to do any bank shift for lower rate. It will impact on income also patient care.

I'm a widowed single mother of 3. If I don't bank, I will struggle financially.

Will not help at all in my daily expenses.

Unfair, especially as it will not reflect the experience that member of staff has which supports the trust.

This seems unfair because the higher pay rates were an attractive incentive to pick up more bank shifts. Especially when the ward is short and you are asked to help covering a shift last minute. The incentive works both ways.. I help the ward and in turn the ward also helps me with a incentivised amount.

This is an absolute disgrace. I have 25 years nursing experience and I am being completely de valued. Patient care outcomes will deteriorate. Shifts will be unfilled resulting in added pressures and a down turn of staff health and well being. Simply pay

us our normal rates of pay nothing above just our normal rate at our incremental point. To pay below your incremental point is a disgrace.

A lot of staff will not work for this pay rate which will impact on patient care. This is not acceptable.

It is totally unfair! Majority of staff will no longer work bank shifts which will also leave shifts short and unsafe. Some staff have also said if they do pick up a bank shift, they will refuse to look after complex HDU patients as required by a top band 6 midwife for example.

Lower pay for Bank shifts will result in shifts not being filled. Staff have voiced they will bank at other trusts or join agencies to get the money they need and deserve. I will have more stress and physical workload due this change. It will have a huge impact on staff morale and patient safety.

The decision is having a massive impact on safe staffing.

It is degrading. There are so many jobs out there that get paid much more than we do even on our current substantive posts. We provide the public with personal care, attending to their hygiene needs and cleaning up bodily fluids (in addition to so much much more), I think it is disgraceful that the trust are wanting to pay us even less money but they will expect the same standard of care. We all have the patients best interest at heart, wanting to provide the highest standard of care ensuring their dignity is maintained but I can't help thinking it will be much easier to do additional work away from nursing with much less responsibility and the same pay if not more. I already know that a lot of staff have stated they will no longer do bank shifts which will impact my department massively. We are understaffed and rely on 3-4 bank staff daily. This will impact the patients because they will not be able to receive the care that they need.

I think the NHS is not holding on to the core of patients safety as this will reduce the nurse-patients ratio in work area and in turn decrease patients safety. It will increase my workload and this may lead to errors or omissions doing my Job.

I do not provide any different level of care whether on a substantive or bank shift. I utilise all the same skills and work equally hard. Why should I be penalised for this?

Every shift is now short staffed because nobody will pick up bank shifts. Group chats are constantly filled with pleas for staff. This will affect patient safety no doubt!

Disgusting! Kick in the teeth. We already are penalised at the moment with not getting TOIL back, no wear and tear for our cars when working in the community, working over our limits every day! Majority of staff do not want to work more then contracted hours but we have to to survive. I will refuse to do bank but it will be a financial blow out of protest.

I think it's very disappointing and really tarnishes the hard work of nurses to commit to being punctual at the trust to earn the pay progression. It's exhausting that nurses and other colleagues are experiencing these conditions when the people in more corporate positions still get their high wages and bonuses every year. It completely contradicts the whole idea of budget cuts. If the people who actually kept the hospital functioning (healthcare professionals) got paid the correct wage we wouldn't have half of these problems.

It may not worth having a bank shift or work to a private agencies. Not sure what happened to the trust because I always work bank shift in every other ward, they always need bank staff. Unless they are prepared to have a short staff and giving pressure to the permanent staff to work more loads, then staffs will take a lot of sick leave etc.

This is a step back in the NHS. Patient care will be effected most. The NHS is not run by 'angels' were normal people. I work to earn a living and if this was any other sector there would be outrage.(Who get paid bonuses) If i am being paid less for a shift i chose to pick up on addition to what i already do i wont pick it up.

Staff are feeling under appreciated, I am band 6 with 15 years experience and will lose £6-7 per hour. My experience, skills and knowledge are worthless. I feel very disfranchised by this step.

I think that it will be detrimental to patients care because nurses deserve to be paid at what their normal pay is not at the lowest rate. People are not going to want to bank anymore so Care is going to be jeopardised and it's not fair on staff or patients. I will never be banking again Where I work because I think it's disgusting but they can have senior management who do not work wards have pay rises and jobs that don't help the ward. I am going further a field and looking for a new job because of this.

Think it's insulting to expect the same level of work in high pressured areas especially during the current pressure the NHS is facing. The trust is going to experience levels of short staffed shifts, which will adversely affect patient safety.

Financial implications. Feel worthless. Not appreciated.

I have already left the Wolverhampton trust for permanent shifts and I'm on the bank but as it's become lower pay rate, I don't intend to work bank shifts anymore.

I think it's terrible, we should at least be paid at our current rate. I do bank to help raise money for luxury things like holidays etc, but loss of money will mean to do more bank shifts to achieve money I would like, and I already have a full time contract with my trust.

Our team is already short staffed, heavily reliant of bank staff due to recruitment freeze. Bank staff will not want to work and get paid on the lowest point of pay. Therefore patient safety will be at risk. For being qualified over 25 years, top band 6, if I do a bank shift and get paid lowest pay band of a 5, is a kick in the teeth and unfair.

What would be the point of working an extra shift, considering that I get taxed 40% for any bank shift, and I would be paid the bottom of my banding? The answer is relatively straightforward -there's no point.

This will have a financial impact on myself and my family. As a band 6 that has taken further study for my skills what are always required for the patients that I see, to then be paid as a bottom band 5 (as already set out within trust) is unacceptable, and I will be unable to do bank for them moving forward.

Not fair, the training and experience I have put in to move further up the band should reflect the pay I receive, regardless of bank shift or substantive. It will impact me because I will no longer work bank shifts, therefore earning will decrease.

The nhs trusts depend highly on bank staff to cover sickness etc by reducing the rate it will burn out staff and put patients at increased risk which is what the nhs is not about. The nhs runs a lot of the time on goodwill. Not having breaks etc and instead of being rewarded we are being penalised. The government should make cuts to there own wages first before targeting the nhs.

It is unfair and inappropriate to pay staff lower than their normal rate of pay for working extra hours to support the service. I feel that many people will feel disheartened by this change and it may mean they don't work as many bank shifts as they normally would, if any at all. I am aware of many staff members already cancelling shifts because of this change. This is going to worsen the difficulties we already have with being short staffed.

It will also have a significant financial impact on staff who rely on working bank shifts to cover living costs.

bank shifts are vital for wards to run smoothly. the covering of sickness and staff shortages are so important within the NHS. the cutting of money is appalling for staff, working unsociable, long days/nights. this should not come into action.

this is not sustainable to nurses, given the high rise of inflation and cost of living. NHS TRUST SHOULD BE LOOKING AT INCREASING BANK PAY AND NURSING SALARIES. we nurses are suffering and tired of living in debts. this is 2025 we should be looking at better pay otherwise people would be living to other professions that pay them more and are able to make a honest living. the nhs will be short of staffs.

It's totally disgusting. The general public are led to believe that nurses have had a big pay rise. They are robbing Peter to pay Paul. I am losing abt £500 a month because of hourly pay rate. Wards are already running on Amber staffing. It will get worse now.

Unfair on more experienced members I've staff i.e. on a higher pay point as they will get less money by coming in to support with bank than their normal shifts. Also unfair on staff who still be on shifts which are now going to be under staffed due to no one wanting to pick to the shifts.

Not only does reducing bank pay have an impact on the staff that are banking but it affects the moral of those on shift and potentially the safety of the patients. People are taking time out of their personal lives and away from their families to help the unit and it feels as though they don't appreciate this aspect. Most of us that bank yes bank because the money is needed but also bank because we know that our colleagues need us, the unit needs us and the patients need us.

I will not do any more bank shifts until pay structures are reinstated.

It is degrading, we deal with people lives and we haven't got the increase that we are due and now pay cuts on the nurses bank. I don't blame why some nurses left the profession.

I think it's a really disheartening move. Our trust relies heavily on bank due to sickness etc and to then be prepared to pay less than current wage when we are working to not only benefit our selves but to help wards when they are seeking urgent support is disgusting. These jobs are hard and can be mentally and physically challenging and the pay doesn't mirror that responsibility.

I think it is disgusting that they want to pay staff the lowest point of pay when the pay is not that great in the first place for all the work we do and how we are treated at times. The trust want to make these cut backs, how about the managers have their pay cut to help out. Patient care and safety will be greatly affected by the cut as people will not pick up shifts anymore.

It's very unfair as being paid at our highest point means we have more experience and are more competent with our skills so it's just proper to be paid more and doing extra shifts with less pay is not fair. This will impact us as staff won't pick up shifts anymore and end up with shortage and more workload for us

It will affect safe staffing and ultimately may result in harm

Its absolutely ridiculous and time for us to stop allowing ourselves to be taken for granted. I will not work a single shift at the lower rate and i know several colleagues who feel the same. The trust are going to be in serious trouble when they destroy the goodwill of those of us that work here as their not going to have anyone to cover their shifts.

Reducing bank payments will deter staff from taking on additional hours. Staffing levels are already low as is morale. It is unjust to expect people to work for lower levels of pay and not acknowledge experience.

Staff will more than likely look for additional work outside of the trust and possibly nursing. This proposal demonstrates how little nursing is valued in healthcare today and will be another deterrent to recruitment and retention of staff.

Disrespectful

Staff working bank shifts are working in excess of their contracted hours. Paying a lower rate reduces morale, exhibits the Trusts' value of staff as worth less, and will tip people into debt, particularly those in a single income household where bank is relied upon. Staff are being punished for overspending, bad management and insufficient government funding.

Completely unfair and disincentivises working bank shifts.

I believe that the imposed change in pay for bank shifts within the trust will discourage staff from working any bank shifts. My current ward often struggles to cover shifts and I'm positive the ward would struggle even more if bank rates are cut. I personally would not be willing to work extra for less than my current rate.

Paid less to do what you will be doing on a different shift that is contracted, when these shifts are short and need help your paid less to help out. Everyone will stop doing bank shifts and it's the patients who will be impacted by this due to even shorted staffed shifts.

People will not work them for lower pay therefore staffing levels may become unsafe.

I think it's terrible considering we are working above our banding anyway and short staffed every shift.

This will impact staff who rely on bank such as single parents trusts really need to reconsider as staff will leave to go to another trust.

I think it is unfair for more senior staff of that band to be paid the lowest and same rate as the junior members of staff.

I think it is shortsighted and ill thought out in the face of financial restraints that staff are facing. We already don't have matched inflation rates vs pay as nurses. The trust is on a vacancy freeze so those that work bank in the lower bands are unable to progress to earn more money. There are band 8+ jobs being created and filled, but the little people are the ones who suffer. Managers of managers of managers. PAs of managers that already have deputies. Those are the areas to cut. Not the people on the floor where quality of care is already suffering. Check the employment and juggling of posts in the higher bands in the trust. Band 9s getting shifted sideways because they don't perform but still being paid and then their jobs getting filled internally.

I think that this will affect patient safety as people will be put off booking bank shifts if they are being paid less than their normal rate. More shifts will be uncovered as staff feel under valued and less likely to pick up the shifts. Staff moral will go down as we feel under valued.

Myself and all other members of staff spoken to will not work bank shifts for pay which is lower than our regular wage. Staffing is already short at our trust. This decision will worsen this situation and compromise patient safety, reduce staff morale and increase the rates of staff sickness.

We already have staffing issues in our department, bank enhancements encourage and are an incentive for people to book extra shifts. Without this people will stop. Pressures in nhs are extremely tough right now and we feel like we're just being knocked down and down with no support from our trust, they need to look after the staff they have!

People will stop picking up bank. Making it harder for shifts to be filled. So it will be even more short staffed than it is now. Absolute chaos it will be for the NHS.

I think that shifts won't be covered on the wards, which will affect patient safety and increased pressures on staff. For myself, I am middle band, to pick up an extra bank shift and get paid less than my normal wage would not be worth it. I am also concerned that week day shifts with no enhancements in particular will be the shifts that will not get covered when put out to bank, which is the busiest shifts in acute emergency environments.

Leaving the unit short staffed, when nurses are already burnt out from exhaustion and are being spread so thinly across the trust. We need to ensure that our patients needs are met and nurses are in a safe working environment.

We do bank to give us a better life. Being paid lower than my level will almost certainly stop me doing bank.

Staff take bank shifts usually for multiple reasons mainly. To support shortages on the ward therefore making it safe for patients. To help make ends meet because we do not earn enough. To help boost income or start saving for special occasions. People who are full time employees that also do bank are doing over there contracted hours and should be compensated as such as we only put bank shifts out for shortages or pressures to pay less is a disservice and an insult to the hours they work. The Dudley group has banned agency which that should mean own staff should be paid more. Also look at doctors locum rates when they have a shortfall they can earn up to 90 pound and hour yet your considering dropping nursing pay? Maybe look at that!

Why would I work for the lowest pay rate of my bank when I'm top of my pay rate it doesn't make sense it's degraded and we as nurses are burnout as it is for us to come and over time it's killing us and now u wanna pay us less.

There will be shortages of staff if majority decide to stop working banks or move to other areas where banks rate is higher also the trust will have to pay higher rates for agency workers.

I expect a significant drop in bank shifts being filled -this is obviously going to further deplete the workforce and increase the risk of harm on service users. Agency workers are already leaving local trusts because of issues of safety -in speciality areas like the one I work for this is going to mean significant gaps particularly in nurses with enhanced skills.

It is unfair for bank shift to be paid at the lowest point of each paid, what is been paid present does not reflect the work we put in just managing it and bringing it to the lowest paid is inhumane. This will reduced the number of people doing bank and more workload on the staff on each shift. Eventually, agency staff will fill the vacuum and cost more for the trust which they should have used to motivate their staff. Most bank shift will rather joined agency and work for 12-20 hours and get better pay than stay back and do bank with ridiculous pay.

It's undermining us as professionals and shows that the trust has no respect for their employees. I will certainly have to make cuts on my day to day living expenses with the lower rates being introduced. I think the trust will suffer as there is a lot of unrest amongst employees at the moment and moral is at an all time low. The trust are going to



suffer a lot more staff shortages as nurses will just not work days off and longer shifts as there is just no incentive to do this 🙄

It doesn't have an effect on me personally however it does have a significant effect on the department that I'm working that carries a high vacancy rate and therefore is heavily reliant on bank. Lowering the bank rate will affect bank uptake and compromise patient safety.

I think it devalues us as a profession, why would I take overtime for less money than my actual main wage?

I will not bank now, I will find alternative work elsewhere, unfortunately this will have a massive impact on the service as certain areas actually run on predominantly bank workers! This is also going to impact colleagues as each shift will be so short as people will not pick up the bank shifts now.

Paying nursing staff at the lowest rate possible completely undervalues the staff. You would not be able to walk into a supermarket and pay less for your groceries. There are a number of my colleagues who rely on working bank shifts to pay the mortgage and to eat. Nursing pay is already disgusting and if I had my time again would definitely choose another career path, one that values its people.

It is unfair for the staff members and patients care will be affected.

It will reduce the effectiveness and number of shifts covered which will be detrimental to patient outcomes.

Unsafe staffing levels as lots of agency have already taken up substantive work elsewhere due to cuts so they will be relying on bank more than ever and no one will do overtime for less than their normal rate of pay.

I think it's an unfair idea to reduce bank rate to the lowest point of each pay band because in the saddest realities, the same trust pays agency staff way way higher, sometimes up to £38 per hour for an A&E LD shift, not even to talk about the night shift rate which would definitely be higher than LD Shift. This act is clearly an unjust act upon the trust's substantive staff who are willing and ready to work even more overtime IF THE PAY IS INCREASED.

If bank shifts are payable only at the lowest point of each band, less people will do bank shifts and the short staffing still continues. In other words, patient's safety will not be achieved. Also there will be pressure on the available staff thereby staff safety will be compromised too.

I think it's appalling. Banding is based on experience and knowledge. Regardless of what shift a nurse is covering they still have that same amount of knowledge, expertise and skill set and should be paid as such. There are huge staffing deficits now because people are refusing to work bank making it unsafe.

I am a skilled nurse and I'm dedicated to trying to ensure my department is safely staffed, of course I would rather be at home with my family, however I will be more swayed to not doing an extra shift as this devalues our skills and our dedication to our team and department.

Like many I have no choice but to do bank shifts. It's unfair to do the same level of work for less pay

This reduction in bank pay will reduce substantially the amount of bank staff that are willing to work for that rate, which in turn will lead to a dramatic reduction in patient care. It will also add more stress to the nurses who are prepared to work at this low rate, which

in turn would lead to higher sickness rate, drug errors and leavers. Practicalities aside, it is a huge insult to the hard work nurses give their patients and trusts.

Will leave normal shifts short as it is as no one will want to cover shortages. Doing bank shifts at a lower rate doesn't make u feel appreciated for doing extra work. We may also get others coming to cover who are not familiar with the wards instead of the more expertised colleagues which will have an effect on the workload for the staff and the care for the patients.

It shows what our trusts think of nurses. A complete slap in the face for all we did through Covid.

Not good.

I currently work roughly 2 bank night shifts a week due to short and unsafe staffing. I now rely on this extra income as a single parent and will look to work elsewhere if necessary.

It will have a huge impact on staffing, patient will be waiting longer to be seen, breach rates will increase, patient safety will be compromised.

1. This will affect mainly ethnic minority because you can research it 90% of bank staff are black or ethnic minority at Russells Hall Hospital. Discrimination. 2 unfair pay for the work nurses do especially frontlines nurses. 3 post holders at band 7 onwards rarely do bank shift and therefore wont be affected and it so happens that at Russells Hall hospital post holder of band 7 and above are white English. 4 with the way of life and current economical crisis the UK is in price of everything has gone up fuel, interest rate, rent, food etc... it is unreally for the Dudley nhs group to just cut staff pay. 5 This is discouraging and standard of care will be affected because the expectation of work standard and work load remains the same yet pay goes down. 6 It is insulting to nurses and sad that our managers and directer see us as not worthy to be paid appropriately. 7 This will cause more shortage of staff on the floor and patient safety will be compromised.

Stressful and dehumanising.

Not have the staff we need that is helping us survive heavy wards. So we are going to end up with shorter staff levels.

On myself-my team ANP are being pulled from our role to cover short staffed ward as no one wants to work on bank anymore. Then our job isn't being done. On patients-leading to less staff on ward. No one to review sick patients, delays in treatment, discharge. Poor patient management/journey. Trust -will lead to more complaints.

As pay is so low anyway, I do bank shifts to boost income. I will look for works elsewhere.

An insult to the Nursing profession. Makes me feel undervalued and unappreciated at work. When pay is low, it can be interpreted as a reflection of how much the organization values the work we do.

The cuts to bank pay will make a huge impact on nurses and midwives who rely on working extra shifts to increase household income. This, alongside the cost of living increases will cause serious financial distress for many nhs staff members over the trusts that have implemented the bank pay cuts. It may make it not financially viable for many essential staff, with many wards or services not being able to run safely without the extra shifts work as bank by staff. Staff uptake for bank shifts are going to be dramatically reduced due to this and therefore this is going to cause serious safety concerns for wards and services that are already stretched beyond breaking point, this will be a risk to the lives of hundreds if not thousands of patients who access these services.

My fear is that staff will no longer pick bank shifts up as why would any employee accept lowest pay point for additional work when conditions are so challenging in the current climate. Most NHS organisations currently have recruitment freezes and are facing additional scrutiny with posts not being advertised due to financial constraints. Yet Trusts are expecting 100% of the performance as usual. How will paying bank staff the lowest pay on their banding for bank help incentivise staff to work additional hours and in return, maintain performance. The truth is, it isn't going to.

Disgusting. I do bank shifts to afford to live as my pay doesn't cover it for me. Now I will have to live off even less with bills forever rising and I'm terrified of what my future looks like.

I agree it is wrong and an insult. I know colleagues who rely on bank financially and will be in financial difficulties as a result. It is totally unfair when compared to other NHS professionals who have been awarded large pay increases.

I think the shifts will struggle to cover which impacts the other staff due to being short staffed. There is no bonus of doing bank shifts, a lot of people do them because the money is so worth it but not now.

I have recently joined the staff bank at my Trust -RWT-but I haven't done any shifts yet. I'm a registered paediatric nurse and wanted to work in the Paediatric dept. I have done a "bootcamp" to refresh my paediatric skills and shadowed a substantive nurse for 5 hours on the ward. However, in my substantive role I am on the second paypoint of a band 6. If I do bank shifts I will be on the bottom paypoint of a band 5 salary. This has put me off doing any bank shifts.

I feel it's inhumane and unfair as most people rely on the extra income for their upkeep as the main salary is barely enough to sustain a family especially for immigrants who are just finding their footing in the country. I work in a special unit and don't get paid enough for that and now they expect one to be okay with a band less than ones normal salary? It's just ridiculous.

Staffing levels on the wards are already below the agreed levels and it is already difficult to cover vacant shifts. This will mean even more shifts won't get covered meaning working on unsafe levels and putting patients at risk. Staff are stressed, worn out and ready to quit. Sickness is rising week on week. The trust does not seem to care and say find new ways of working.

That is man inhumanity to man. I will look for bank pay that is higher.

After our salary not being able to meet our expectations with the high cost of living and high rent in this current economy, the only source that help us with this high standard of living was the bank shift and now with this current reduction it will be very hard for me to do any bank shift as the workload at work does not deserve the salary they intend to give us. I feel is a disgrace to the noble profession.

It is disgusting that all staff will be paid as bottom band 5. Lots of our nurses and myself have advanced skills that have taken years of dedication to build up and develop. I am a band 8a clinical lead for my trust, I do my bank shifts as a band 7 and I am happy with that as recognise I do not do my full substantive role whilst on bank shifts. I have worked in the Trust for 12 year and have dedicated myself to develop my skills to the standard they are now. I manage a department I will not be able to safely staff the unit in terms of skill mix and numbers. We often have very high acuity patients and with a great workforce I can draft extra staff at short notice if required. We have been working under immense pressure for far too long reduced staffing numbers. It is NOT the nursing work forces fault that the Trust has financial difficulties. There are NOT the same penalisations been applied to the Drs, staff are worn out, stressed and now utterly

demoralised. It is an insult to expect them to work for less than the band they have achieved. this move has made a mockery of the nursing profession and needs to be addressed.

I believe that it's an act of discouraging hard working staff and which will still leads to shortage of staff.

Will definitely cause more pressure and stress on staffs working. Increase in errors and patient safety. Staff shortage. Increase risk of patient deterioration and falls. Increase staff absence and sickness. More bank shift with no one to pick it further leading the trust to more financial detriment by having to start looking for agency to cover shifts.

I believe it will have an impact on patient safety and will cause staff to seek employment else where. It will also affect team moral and staff mental health. Nursing wage alone is not sufficient and many of my colleagues have no option but to do bank aswell as their contracted 37.5hrs a week. Staff within the Dudley trust often work under extreme pressures with staff shortages and we always endeavour to deliver and maintain patient safety. This just feels like another blow to the nursing profession. Nursing is a caring, compassionate and rewarding career however, due to wages and lack of support I feel it is no longer appealing to the next generation.

1 it devalues staff and shows how little management respect the nursing workforce and what they do. 2 regular staff will not pick up shifts going elsewhere to be paid at better rate 3 Lead to more agency booking which is much more expensive and therefore increasing financial burden.

I won't do banks anymore and it would affect the staffing.

Not a good idea.

More people will stop taking bank shifts, the main reason of taking bank shifts is because the current regular pay is not enough, especially when you are Band. 5-6 and work needs travel, and have car via NHS lease scheme and after all deductions, you have barely any money left to support family, such as bills, mortgage, food. Kids supplies, medicine. I'm always short of money even after living within my needs. Bank shifts was the only way to survive, by getting some good money on top of regular hours, 1-2 shifts a week, made everything bit easier, after the cuts, that will barely help, meaning I will look out for something else, somewhere else with better pay, maybe at a care home. This will only stretch the existing staffing issues and the crises will be bigger, this will impact patient outcomes.

Think it's disgusting for the work we do. And not accept to drop pay for how busy and hard we work.

I will not be able to meet up some financial obligations. The safety of patients and staff will be at risk as workload will be more could lead to burn out and stress on the part of staff members.

It is not fair on us working like an elephant and eating like an ant. It will make most nurses stop working bank shifts which will lead to short staffing and staff burnout.

It literally doesn't make sense because my trust still uses agency whom they pay at the rate of £38 per hour and the permanent staff are subjected to a decrease to the lowest pay in their band. It is not a fair judgement.

People just will not pick bank shifts and will end up seeking work elsewhere, leaving the wards short staffed and causing staff burn out.

It is unfair to the staff, staff no longer do bank shifts as usual making the work load more for staff on shift.

It will cause serious staffing issues.

This will decrease the income we get but we have to pay the same amount for bills. in the hospital nobody is willing to work bank with low rate this will reduce the number of staff working in the bank shift and will affect patients care.

Since nurse-patient ratio is already compromised, making nurses work more than required, this will further compromise patient care as more nurses will stop banking due to low rates.

It's insulting to those who have worked hard to gain the skills and experience to offer bottom of band.

I know that I will still be required to do the exact same role whilst on bank, getting paid less, than if I worked my substantive shifts. Many experienced nurses will not be banking for the trusts which will hugely impact patient safety as the skill mix ratio is already below par.

Shortage of staff workload and stress level will be more for each staff on duty. Sickness level will be increased. Poor quality of care will impact the trust.

Staff who work bank shifts will now join agency instead. No incentive to work bank.

I believe this does not take into consideration the knowledge and experience of the staff on duty. I have had staff withdraw their offer of covering shifts due to the lower rate of pay, as they feel undervalued for the specialist role performed in theatres.

Lowering the pay on bank shifts is unfair and I feel it will stop people from helping out when we need staff.

I think it's absolutely awful, as nurses our pay is not great at all. So for Trusts to do this is absolutely unacceptable and frankly unfair. We work so hard and are understaffed and unappreciated, the least they could do is pay us for how hard we work in such unsafe working conditions!

For the type of job I do ,you need experience and knowledge. A newly qualified nurse would struggle to do job. I would leave if paid at entry rate.

It is not fair to pay bank rates lower to Band 5 and band 6 staffs.

I think this is disgusting. We are already tired and worn out and now being taken advantage of again. They stopped agency staff in order to save money lol, leaving us with less staff and are now doing this too. Disgusting. Cost of living is already so high, there is no point doing extra bank to pay to put kids in nursery to cover a bank shift. May as well not work it. Patients will suffer and staff will not want to work. This government is a joke.

Makes you feel that your level of skill is not worth what they are paying! Cutting money from the nurses as always where the patient care lies.

I am a senior manager within the trust but still do bank shifts. Thanks to my banding I do not need to do bank shifts from a financial point of view but i do them to increase and retain my knowledge and clinical competencies. I would go elsewhere as i purely think that this is so wrong, i feel undervalued, underappreciated and would rather work in a trust that would appreciate their staff and reflect that in their pay. I have had nurses crying to me in the last few weeks because they are already struggling to pay their bills and then on top they asked the Trust to support them and advise what they can do and they responded with "attend a foodbank, wellbeing services if struggling mentally" and

also advised on a loan company for staff, this has really offended my staff and other nurses.

Morale will plummet if this happens. Staffing is already insufficient

Disgusting. The Trust is already running staffing at well below agreed levels. If we lose bank to other Trusts they won't come back even when desperate. Levels are unsafe & staff are stressed & struggling physically & mentally.

I believe it is detrimental to the safety of patients and staff in the affected trusts and shows how little nursing staff are thought of by management.

Nurses can get better by doing litigation work outside their contracted hours. There are also nurse agencies that pay higher rates. The opportunities for nurses are vast. Therefore shifts will not be covered. Sickness will increase. Plus nurses will consider other opportunities outside the NHS. This will affect patient care ultimately. Wards will need to close so planned surgical procedures will have to be stood down if delays in cancer treatment. If working a band 5 shift experience is valuable it should be recognised. The extra already affects your tax etc so why would you want to work a bank shift.

If staff don't want to work for that rate of pay that is a personal decision, but some staff may need to be putting them in a very difficult position. Very difficult financial decisions are being made currently, and if a drop in bank pay means the risk of workforce head count dropping would reduce and reduce potential redundancy, I would be accepting of this as I would prefer to ensure the longevity of my substantive post and hope as the financial position improves Trusts will revisit this and review the pay structure.

I feel it is a decision to pay less for efficient and effective services. The decision is unfair and I believe the trust can get other ways of cutting down expenditure without involving staff bank pay.

There is already in are staffing levels most shifts and we rely on our own staff doing bank shifts to make the unit safe, this lowering in pay will result in nurses not picking up shifts to be paid less than they would normally to be burnt out. This will lead to the team getting further burnt out and long term sickness leading to further unsafe staffing and this will impact on patients care and safety - they are cutting money in the wrong places - the numbers of patients vary day by day and we rely on people picking up extra to manage when the unit is busy - this needs to be revoked immediately.

The work load will drastically increase as many people will pull out of nursing job or stop banking as the stress doesn't worth it.

Most of the NHS employees rely on bank shifts for bills payments! A cut back would mean majority of staff will find this income elsewhere hence shortage of staff in hospitals.

It is already a struggle to fill day shifts when we are short staffed, staff have told me they will be even less likely to pick up day shifts if they are going to be paid less.

In previous years enhanced bank rates have been available to encourage staff to pick up extra shifts and now to cut them is a slap in the face. Staff already don't want to come in for extra shifts because we are burnt out from our regular shifts. Cutting bank pay just makes staff feel even less valued than we do already. Patient care will be affected because there won't be enough staff to give the care we want to.

It is a disgrace some nurses really rely on bank money I don't work that much bank. It is making nurses feel worthless and day time bank shifts are not filling.

It's a very unfair decision to staffs and it will definitely dampen staff morale.

There are massive staffing shortages on my ward due to sickness and maternity etc. Bank will now not fill these shifts due to the pay cut. This will lead to poor and unsafe care for patients. Burnout and declining mental health of staff.

It is unfair to be paid less and the Trust and employees will struggle with the shifts covering.

It is discouraging.

It's an unfair decision on Nurses. We have bills to pay which our salary is unable to take care of our need.

It is ridiculous.

It's disappointing to hear that this is the proposal. Staff work so hard and it's difficult already with the role and the demands let alone being paid less. People won't want to come to work at the trust and it will make others leave, meaning we wouldn't be able to care for patients properly. I think it's disgusting that this is being considered and it means that the local authority and senior members of DGFT have no idea what it's like on the wards. Staff are having much more work put onto them and aren't being recognised for their hard work. Cutting the pay rates is shocking and given the current cost is living, people have families, children etc-I just think it shows that these people don't care about the staff who work tirelessly every day and night. The seniors get paid a substantially larger sum of money per year than nurses and csw's already and they don't work on the front line. I mean, where is the fairness and equality in that?

It's not right.

The decision to pay bank shifts only at the lowest point of each pay band i feel disrespects mine and my colleagues skills and experience, but it also undermines the value of the hard work we consistently contribute to help cover shifts and support our team when they are short staffed. Financially, this will significantly affect earnings redeemed from picking up an extra shift, something that is meant to provide additional support and reward for taking on extra work outside of regular hours. If anything pay should be increased to provide an incentive and reward to come to work outside of normal hours to increase staff morale and motivation to capture a more engaged workforce. The reduction in pay will limit people's ability to meet personal financial goals and might even force people to reconsider whether taking on bank shifts is worth the sacrifice of working extra hours for reduced pay. This approach also reflects poorly on the trust's ability to fairly compensate and retain valuable employees. I am concerned that this will lead to people not picking up extra shifts, leaving the team short staffed, or leaving the trust with no option but to employ agency, which they would then be paying more for anyway so would not be financially viable. If they decline agency and the team remain short staffed this can negatively impact staff morale and most importantly patient care. Supporting and encouraging our own staff to pick up bank shifts for appropriate pay would likely mean less incidents and more efficient team work as it would be staff that regularly work here. I highly disagree with the decision to reduce the rate and this would prevent me from picking up shifts that would no longer be worth my time financially.

I personally think it's not a good move with the current increase in living wages.

It's unfair as it is only nurses who are getting that pay cut and no other professional within the NHS i work at.

It also means there is no incentive for me to pick any bank shift.

It's an insult to be paid at a lower rate than you would be paid for your normal shift pattern. Why would you do it!! It'll end up costing the trust more as staff will not work for less money and they may have to resort to agency which is significantly more costly. Direct impact on safe staffing and patient care if shifts are not covered.

I work in a neonatal unit as a senior nurse. I personally will not do Bank shifts at lower pay as the level of responsibility is so great and the specialist skills deserve a higher rate of pay.

Is an insult. Is not worth working bank shifts.

Staff will be reluctant to give up their days off to do shifts for less pay. They already feel under valued.

Reducing the pay will reduce the amount of skilled staff they need to ensure staff staffing numbers on the unit and those with specific skills will look for shifts at other trusts who recognise their skill set.

I rely on bank shifts to pay bills as my wages don't cover all my bills. I will be working for external agencies or another trust for bank.

Doesn't consider skills and experience of staff which would be higher than lowest point of band. Less incentive to work bank shifts on my day off. Will impact patient care as less staff will be willing to do bank.

This wouldn't be fair, as it means people would be paid differently for offering the same service. On me as an individual, it may mean not taking on shifts as before, thereby affecting me economically. For the trust, I envisage staff will be overworked, when people don't pick bank shifts, making staff to call in sick more often and the cycle goes on and on.

We are still in the throes of winter pressures and a national credit crunch with fuel costs rising and food prices higher than ever. I believe that paying this lowest rate of pay to our bank staff makes them feel undervalued and will mean that many do not do bank shifts. All areas have high sickness rates and are reliant on bank staff to function effectively for our patients.

I am a top band 6 and a bank shift would see me paid as a bottom band 5. However I would be expected to use my band 6 job description on these shifts. This would have, and is currently having a huge impact on staffing levels, causing unsafe numbers. Patient care, staff morale and safety is being impacted. Complaints and anger towards staff are increasing. I work in the community as a district nursing sister so complaints are in person.

RWT are refusing to authorise bank shifts without a very complex and time consuming justification process.

However they are allowing a retired nurse to work at least 2 shifts a week as a band 6 in a "teaching " role. This includes weekends and bank holidays. This is unfair to is substantive band 6s.

Staffing levels are already low and reducing the bank rate to lowest level of banding is already having an effect as staff do not want to work extra for lower money. In my trust and the dept I work for, bank has already been stopped completely so staff are having to seek bank from other depts.

Walsall healthcare trust is extremely low on staff in general without the cuts to bank!! This will major pressure on the staff workload which is unfair and unsafe.



Patient safety is going to fall even lower than now and it's not the greatest. Some wards have just csws on and physically can't care for patients and there being left wet and soiled, malnourished as not enough staff to feed them. Nurses can't mentally and physically do their role any more.

it should be paid at rate as you still fulfil your role with knowledge and skills as bank staff. If you chose to come in on your day off you should be rewarded for this.

It is very unfair and we will be accepted to work as the band we are employed at eg a band 6 but if we pick up a shift we're there is already a nurse in charge we will be paid bottom band 5 but still have hdu patients or our recognised as epals trained etc for emergency situations.

It's unfair move from management, now a days living cost in Uk it's increasing; it's very hard to live in Uk as an international nurses. It's make us to think move out of nursing field or country.

I have recently retired but still being asked to work shifts as a shift lead (band 6) but I was only paid at my grade (band 5) but as it was at my substantive rate that was fine. I will refuse to work as shift lead for the lower rate.

Staffing is already unsafe with myself (current managers) in the numbers and I think we will see a massive impact to patient care and staff leaving NHS. I have put in my notice since being a ward manager as the stress has caused me so much anxiety that I'm considering leaving nursing after 12 years which makes me very sad.

It will affect the outcome, patients care and staff shortage.

Reducing bank pay rate will discourage staff from picking bank shifts.

This will discourage some colleagues from picking bank shift and will consequently put more staffing pressure on the substantive staff. This will cause an increase in nurse-patients ratio and negatively impacting patients safety and quality of care being delivered.

Less money for staff. More staff shortage. More demand on work due to staff shortage.

Many nurses feel used and underpaid, as a result the of this, many will not be motivated to pick extra shifts which will eventually increase the workload on the general staffing and reduce the quality of care the patients receive.

We will struggle to get staffing through bank as many will look elsewhere.

A lot of people wil not work any or go elsewhere where rates are higher. Which means our levels of trained nurses would be so low patient care would suffer, staff will get stressed and either go off sick or leave.

It is unfair. In my opinion, NHS should take courage to stop temporary staffing or pay a high scale salary for staff. I know this pay is aiming for vulnerable staff who looks after their family or those who don't want to work permenantly in wards due to racism and discrimination etc. When I do pick a shift on a ward I do more than a permanent staff do on the ward. These reasons NHS should pay the high scale salary. Also it's good to stop temporary bank staff and invest to invite and train more Young British generation to take up the Job with an attractive wages.

In my opinion paying staff on the lower rate of their band will reduce the morale to come in for the shifts and this will in turn affect staffing on all shifts. At present it's hard for my trust to fill bank shifts during long day vacancy to bank staff and this in turn will affect the safety of patients. Its a boomerang effect waiting to happen.

I manage a day case and we rely on bank workers as my trust has put a block on recruiting currently. There are no enhancements on the shifts that our ward require, therefore I believe staff will be less likely to pick up shifts, leading to detriment to the service we provide. For staff to get paid less than their substantive hourly rate for bank shifts is insulting.

I think it's an insult to work bank at a lower rate than your contracted for. Especially when it's the same department and job role. You do exactly the same job for lower pay than your substantive position which is a joke.

I feel cheated as the Trust does not recognise my skills, knowledge and contribution.

Workload in my trust is higher than usual currently due to winter pressure, so it is laughable that the Trust is not looking forward towards compensating their staff who are working hard already and having extra patients despite being short staffed but have decided to reduce bank rates. I am definitely not working a short staffed shift anymore, and I am more than happy to go to an area where their nurses are better compensated for all the hard work they do.

No incentive. Most people do bank shifts to help with their low earnings.

Will have great impact on my income, motivation, effort and every thing that is attached to my income. The hours committed will be reviewed further. The trust may experience high turnover as per bank employee.

My view of this is disgusting, Surely there are other cut down of costs that can be made throughout the trust rather than the staff that are dealing with short staffing and high acuity patients and we are working as dogs as it is due to these issues. On one shift per day there are at least 1-2 bank staff per shift and just because it is a bank shift does not mean we are doing less work than someone that is on a substantive shift so why punish and cut the pay for banking? I think this is a terrible decision.

It will only demoralise staff from picking bank shift.

I used to do bank shifts for theatre at New Cross hospital. They dropped the rate of pay to the lowest point of band 5. As a result I stopped working for them and now work for PRH Telford on the bank. Closer to home and higher rates of pay.

If the bank shifts are being paid at the lowest point, it will definitely affect the work as staff available for bank duty will be less especially during day. Also, it will affect my financially as I rely on bank shifts to pay off my mortgage.

Nurses deserve a lot better than this.

I have never looked at the level of pay for bank, I have taken on shifts to keep my department at safe staffing levels. As a result of lower pay I can see birthing centres closing to accommodate central labour ward staffing levels during night shifts when non clinical midwives are unavailable to relocate. Worrying times ahead.

Absolutely disgusting - makes us feel under valued.

Will make the work force low & stretched.

I think it's disrespectful to us health care professionals. We work numerous hours per week extra which is unpaid such as clinics running late, answering emails and home, non existent lunch breaks. We are asked to cover extra shifts to help with capacity but you want to pay us less than our substantive pay to do it? Yet other health professionals such as medics get paid waiting list initiatives. Just the same during the cover we provided for

the junior doctor strikes, no additional pay not to mention which is a disparity compared to what our consultant colleagues were given. We are not valued, the RCN should have a stronger voice in supporting our nursing colleagues who are often working for less than what they deserve.

Our team relies heavily on bank staff I'm a band 6 top end and would be doing the same job having the same responsibility however getting a top end band five to do this also our top end band 5 would be doing senior duties for the pay of a start off band 5 who has no experience. It's really not fair. We will struggle with getting back staff and we are all burned out as it is.

I will not be picking any more bank shifts up once the rate of pay has dropped.

Financially there will be a massive impact on my family life and ability to continue funding childcare for my children. Professionally, I am very concerned that we will have poorly covered shifts, and less experienced nurses will be attracted to pick up shifts out of their usual area in practice leading us to be staffed by lower skilled nurses. We work in ED which is very fast paced, and required high levels of skill. Nurses who work in this area are going to reduce to work there for less money and this will lead to poor patient care.

Disgusting. I would be expected to be nurse in charge which is normally a band 8 but they are offering lowest level of band 7. No way would I work bank shifts.

It's terrible and makes nurses not feel appreciated. Less staff will do bank shift and more shifts we have staff shortages and more burn out.

People should be paid at their pay point to make shifts worth it will impact waiting lists and patient care if nurses are not remunerated fairly.

Disgraceful & once again nurses bearing the brunt of management issues! Wards already working on amber levels & this will affect coverage, managers need to start valuing nurses, already issues on recruitment & retention. Poor deal in pay deal - Drs did much better.

Working on the bank over five years this seem like a joke as they cut our pay rates. Some staff is thinking to go outside the trust because of this, this will make a big impact on patients care. Because of patients care NHS should provide a better pay scheme.

It's an insult to the nursing staff. Management do not care about staffing levels, all they care about is bed state and they keep pushing patients down to the wards even if you are red on staff. They don't think about getting staff to cover the shift.

It's unfair and dangerous to patients and staff. They have not only cut the pay rates but have completely stopped all bank shifts due to building the new midland met hospital so now trying to get money back by stopping all bank. It is unsafe for patients and staff. Staff are burnt out and going off sick due to this. In all my 16 years I have never known such unsafe measures.

It will increase the short staffing levels we are currently experiencing and will put our patients and the staff at risk.

Disgraceful, and an insult to our profession. How can your time and expertise be valued and paid at one rate during substantive hours but worth less when supporting the service outside of the substantive contracted hours, this should not be legal.

I don't work bank shifts but I think it's unfair to only be paid at lower rate. People do bank shifts cause they need the money and most people need it to survive. Staff should be paid what they deserve.

Bank shift provide additional financial income, cutting it down would affect income and limit expenditure

I think some staff especially those further up their pay band will stop doing bank, there will always be some staff that will work bank regardless as they need the money but staffing will suffer. Many of my colleagues who are top of their pay band have said that they will stop doing bank shifts. A cost cutting step too far that will affect patient safety sadly!

I think the trust is already short staffed anyway, and this will cause the staffing to be even worse, they are already struggling to get bank staff now, due to bank staff choosing to work in certain areas, then being redeployed to areas they did not choose to work.

This action will stop nurses doing extra within healthcare. Why have all the stress and unsociable that comes with healthcare for less pay than before. Trusts are struggling as it is and staff wont work the same for less therefore shifts will be more unfilled and patient care put at jeopardy.

I will no longer take charge of a shift, therefore they will have to try and supply other staff which I know they are finding it hard to do.

Huge pay cut for those who only work on the bank, trust will still expect staff to work to their designated role for less pay. Staff will be declining bank shifts as will not be financially viable unless night shift or weekend. I work in specialist team and we do bank in order to keep up with workload -this won't be achievable in the future.

The bank pay should not lower, work is hard at times as it is.

Dudley community teams have staffing currently at catastrophic on the risk register. Teams are not fully staffed leading to the requirement of using bank staff to stabilise teams but ultimately ensure they are safe. The first concern is that if staff refuse to do bank shifts this will have a severe negative impact on the community services and its delivery to the public. The second concern is that due to the bank pay being paid at lowest point. Staff who are more experienced will be paid less for extra hours picked up than they would for their substantive shifts. This highlights that if bank shifts were being picked up by staff whose pay is not impacted (such as band 5 prior to 2 years service) this would also have a negative impact on the teams skill and experience mix. Teams would lose senior band 5, band 6 and band 7 nurses from picking up shifts. Thus again impacting on the service delivery.

As I only work bank due to having a young family I feel like I'm being forced out of nursing.

Other colleagues are now unprepared to work bank shifts, this is going to impact on patient care as we rely on bank staff.

I'm at the top of my band so banking at a lower rate isn't something I will personally be doing as it defeats the purpose. I'm not going to bank at a lower rate than what I earn already. We are already short staffed so there will be less people picking up bank understandably due to the pay cut of it which will make the hospital struggle even more than it already is.

We are not valued.

I think it's demotivating as the salaries for nursing staff already is contentious considering the work we do. Many colleagues have decided to boycott bank shifts if this idea is implemented despite the increased workload due to enormous staff shortages. I think the organisers of this idea should have a second thought as this decision will have detrimental effects on the NHS as a whole and individual trusts included.

I think it's quite appalling this has happened, especially to the band 6 sisters and charge nurses I work with. To cut their bank hours and put them to the bottom of the pay scale is quite offensive.

I am an 8a. If I do bank shift it was as a band 6 I would do this (although unfair) to support the team and maintain clinical credibility. I have never lowered the level of my work and always been there as a senior nurse when working as a band 6. From 1st March when it goes to bottom of band 5 I will no longer do. This is a shame as it was a good way of supporting and having understanding of shop floor issues. However being paid bottom band 5 is insulting to my 25 yrs experience.

I think it's an absolute insult to all of the dedicated staff who work above and beyond their regular hours. Departments will struggle to maintain safe staffing levels, nurses will be overstretched and the potential for devastating harm to our patients cannot be overestimated.

I think there's should be a balance between saving cost in NHS and punishing hardworking workers.

I feel the work the staff are putting on are not appreciated with massive shortage of staff, this has impacted gravely to the standard of care been rendered.

It will affect staff level and patient care.

Fair equal pay is what needs to be carried out for us all, does it make sense being paid lower going overtime than I would for my substantive position.

It's disappointing they expect staff to work at the barely more than their standard wage. Where is the incentive?

I think it's disrespectful and is a reflection of the true lack of appreciation that the trust has for dedicated, skilled nurses. They know that this will result in less nurses working bank shifts, and that this will in return lead to wards being more understaffed and patient care being compromised. Ultimately, they are prioritising saving money over patient and staff safety. As a nurse on an acute care ward that relies a lot on bank staff, it concerns me greatly.

I don't think this is a good idea to cut down on the bank shift rate as I am doing bank shift on top of working full time is only because I need to pay my mortgage. So I won't be earning enough money on top of that lots of tax being deducted at the end of each month.

It is unfair and it will reduce my interest in picking up banks as there will be no reasonable reward for hard work.

It is unjust, unfair and disrespectful to the nursing profession.

It is inconsiderate especially considering the recent increased cost of living standards. It will have a significant impact on cost of living. It could also jeopardize standards of care and patient safety.

Less staff will pick up bank meaning that staffing levels will become unsafe and therefore have a negative impact on patient care and patient flow in the hospital.

I feel it is a disgrace to the nursing profession and we are not valued.

The intended reduction of bank shift will affect the Trust so badly because many bank staff will opt out of bank shift. This invariably will affect the efficiency of care to our patients because there will be shortages in the wards which will affect the nurse/patient

ratio. Nurses will not give the required and necessary time and attention to individual patient. This on the other hand will portray a bad image to the hospital in general. Bank staff go a long way to help with shortages in all the wards. If people stop picking bank shifts, the Trust staffing levels and patient care will be affected and the Trust should be prepared to receive series of complaints from patients and relatives.

An insult to staff that have substantial experience and knowledge within their field.

Nonsensical.

I think it is selfish and unreasonable for the trust to attempt to do that because it would increase the staff shortage and reduce work force which would in turn increase nurse-patient ratio causing insufficient or lacking care because staff would burnout more easily and patient care would decline, possibly increasing mortality rate.

Just another example of how under valued the staff in the Black Country are.

Staff are already tired, stressed and demoralised. Lowering their extra work pay (on top of how much they already go above and beyond and how flexible they are), I feel, will feel like a kick in the teeth and will seriously impact their willingness to do extra shifts. It is my view that the one positive element to bank shifts is a financial boost and with current conditions for working, is the last remaining incentive to take on additional shifts. I am not prepared to work extra for such little pay, therefore, I find it a struggle to ask this of more junior staff. I would prefer to revise my personal finances to save money and if needs be, look to pick up work elsewhere including the private sector or even something unrelated to my profession. For me individually, it impacts my sense of loyalty to a Trust to be so poorly appreciated which is upsetting, but I feel that nurses have been exploited for so long that inadvertently, we may have contributed to our poor pay and conditions. I feel the approach to consistently targeting nursing provisions to reduce outgoings has almost become embedded at the highest levels in our NHS and appears to be the go to option for cost cutting but I feel we are at a critical point where there is potential for this to really start negatively impacting patient care and possibly patient safety at a much more significant level than it already does. I am also concerned that this will further act as a detriment to our young people from entering the profession in the first instance as again, what is the incentive to enter the profession in its current climate.

It's frustrating to not be paid according to the value you give, the NHS is really understaffed and it's a lot of work and no one would like to be paid less. It will make staff not want to book any bank shift and this will further impact the staffing leading to more shortage of staffs, and unhappy workers.

This decision is quite unfortunate and will have a significant impact on me, as I rely on bank shifts to support myself financially, especially with the rising cost of living.

I feel this impacts most at B5 staff nurse level as the difference in skill between a newly qualified and a senior B5 is significant. If senior staff nurses no longer do bank shifts, they will only appeal to newly qualified staff and dilute the skill mix. Unfair to patients and the junior staff who will have less support around them.

I will not do bank shifts if the rate is as proposed. I will lose over £1 an hour from my substantive rate.

This will leave the area I work in unsafe for patients.

The bank shift would impact patient care and short staffing would be alarming on all shifts thereby causing more burn out to nurses which would impact on the nursing profession in the long run...many nurses would rather quit their jobs for other profession leading to red zone nursing work force.

Our paediatric ward is mainly ran by bank and agency staff. A lot of people will leave to join agency as they get paid twice as much for a shift.

Would be able to bank as much as I do now. Love doing bank only for my trust but this act will push me away to seek alternative bank shift somewhere else.

I feel like for us staff need to be paid a bit higher for bank shifts as we are low in staff and struggle

I would not likely pick a bank shift, which would result in low staffing level and also increase work load for the staff.

I think it's disgraceful, staff work hard. Their substantial shifts and take bank shift to make up money or get a little bit more as nursing wages are quite poor anyways. I think it will have an impact of less staff taking on bank shifts which will leave wards short leaving staff more tired and exhausted, which maybe suit in more staff leaving.

Our trust has bought in reduction that equates to nearly £2 less an hour. Many staff do this regularly to top up their income. International nurses have to earn a certain amount per year i think and now that means they will have to work more bank shifts, which will exhaust and burn out staff. They are more likely to join agency and bank elsewhere rather than on units that need their staff. Not only are they worse off financially this will no doubt affect mental health due to the stresses that comes with change. My staff have already started joining agencies.

Royal Wolverhampton have implemented this already. I have cancelled upcoming shifts and will be coming off the bank. It is an insult and surely goes against the whole concept of the agenda for change pay scales??

My friends who do bank shifts said that they would not do banks. This will greatly impact the safety of the patients due to staff shortage.

A terrible thing, no recognition of experience. Not being able to recruit to vacant posts, then being informed to be paid on lowest pay band 5, when a top band 6. This cannot be right?

Nursing staff are paid poorly anyway within the NHS and to do this with shifts that we work outside of our normal hours is degrading for our nursing teams. I will not be doing bank shifts when this comes into play which is a shame as the trust is under staffed anyway and this will leave the clinical areas even shorter which will impact patient safety.

SWBH have announced today that bank shifts will be paid at midpoint rates going forwards. This is a small drop but not as large as the lowest pay point. I need to work bank shifts in addition to full time hours to meet my monthly outgoings so unfortunately will need to do this regardless of the pay rate. Sadly many colleagues are in similar or worse financial positions so will continue to work regardless of the rate. By reducing the rate the Trust are taking advantage of hard working staff and given the currently financial climate, the Trust will know that people will have no choice but to work.

I think less people will do bank which will potentially put patients at risk, or numerous KPIs won't be met due to the availability of staff.

I feel it shows the disregard for safe staffing levels and are trying emotionally blackmail nurses in taking on additional duties at lower pay rather than leaving colleagues on duty short staffed.

It is disheartening and heartbreaking and will affect finances in all ramifications.

1. It doesn't make sense at all. 2. Despite the short staffing and low income of NHS workers compared to other careers other than NHS, it's expected that Trusts will do everything to make staffing levels safe and encourage staff to want to cover outstanding shifts. 3. Those that made this decision don't really care or are not affected cause they earn so much money that they don't even survive on bank shifts.

Degrading and no point being a nurse or loyal to the NHS -time to go to private sector. With a specialised speciality my trust has degraded staff. I will go to agency work I have no choice and the NHS made this choice yet they want more work and extra shifts covering. Waiting times will grow!

Pay rates in nursing are lower as it is compared to other jobs such as in Supermarkets. Moral will be negatively affected. Many wards will be understaffed resulting in staff being overwhelmed by new staff patient ratios.

Ultimately affects patient care provided staff don't want to do bank, bank staff slacking with duties.

I think it is an insult to nursing staff. They are not paying the lowest point of each band they are paying all bands bottom band 5 however expect those nurses with additional skills to continue to perform at their level for half the price.

I feel that recently staffing across the trust has really improved which has made a difference to staff morale and the quality of the patient care nursing staff can offer, This has been due to most shifts being covered and wards being fully staffed. Pressure on NHS has been relentless in recent years with no signs of this improving, We are working at full bed capacity 99% of the time. Staff are tired and at risk of burn out. Many staff pick up bank shifts to help out their teams and prevent shortages. However the main reason why staff pick up bank shifts is the need to boost their income, with ongoing increases in the cost of living. Many staff including myself can be put off from working bank shifts already due to the tax that we have to pay, once the rates are reduced it will hardly be worth leaving the house. I work as a site manager and have already seen deficits in staffing with the initial bank rate cuts.

Staff will stop doing them.

It will be a disaster to me and my family as well as my trust.

So disappointed as two out of three members of my team only had bank shifts, they have been stopped so left one member of staff working in whole of Tobacco Dependency Service for 13 wards in hospital.

Staff not valued, already paid unfairly, further insult, more pressure on staff when shifts not covered, impact in patient safety and CARE.

It shows that the Trust has no value for the work we do. It shows lack of appreciation. The pay is only an appreciation of the work we do. This will negatively affect my income and it means I have to seek alternative ways to meet up with my needs as things are very expensive now. This may have negative effect on patient care and consequently staff shortage.

It's ridiculous. Why will I come to receive a lower rate than my current pay rate for doing the same job. The workload will be a lot as a lot of people won't work bank.

I think it's a very sad reflection of the times. It's very disrespectful and demoralising. This stance de-values the contribution nurses make.



Very unfair payment scheme. I recently worked for Critical Care team. I can now bank anywhere in the trust, the same pay for less stress/work load than a critical care nurse. There is no incentive. My banding now requires me to perform duties that do not reflect the bank pay I receive. It undermines and makes staff not feel valued or welcomed. Sadly, in areas where staff bank, they are given the 'heavier' work load as well.

Disgraceful....wrong & unfair....Are drs paid less.....noooooo

This is very demeaning. It feels like a slap in the face. We are already coming in to cover because we are so short staffed, so to then be paid at a lower rate is very insulting. I do not know why we are treated so poorly. We are not even allowed to order new uniforms!!! This is no way to keep nurses in the NHS. Absolute disgrace.

This will result in unsafe staffing with a direct impact on patient care.

Currently bank is only being agreed if staffing levels are red meaning shifts are already understaffed. With the new rates staff are less likely to pick up extras. This will increase the pressures on substantive staff if shifts are not picked up which in turn increases risk of burn out and I think sick levels will increase. When staff are currently working through winter pressures the timing will greatly impact staff moral.

Loss of 21 pound per shift so 84 pound per week.

Disgusting -wards are understaffed and rely on good will of colleagues doing bank shifts who know the area they are working in -shifts will be uncovered or staff that don't know the area which will lead to unsafe staffing levels which will impact on patient safety and increase staff burnout which in turn leads to less staff.

It should not be lowering the shifts to staff.

Impacting on people's finances.

I think nurses are being taken for granted and I am to do it again, I would not study nursing. We are always short staffed and they keep moving staff to other wards to cover the shortage.

I'm unhappy with the current bank rates, and staff will struggle if they have to rely solely on income from bank shifts.

This is completely unfair and taking advantage of staff who are struggling financially, staff are already overwhelmed with attempting to provide the best possible care with high acuity levels. Standards will drop and patient care will suffer.

Need to compensate with the workload.

This indicates that our efforts are not appreciated. This will affect patients care due to shortage of staff, lead to burnout and increased absence due to sickness. This will also discourage staff from nursing careers.

Paying lowest point of each band will discourage staff to take up shifts, will eventually lead to unsafe staff patient ratio and high chances of not delivering highest standards of care.

Nurses are already under valued and expected to do more and more extra jobs, taking on doctors jobs without extra pay, the whole banding is very out dated. To not pay nurses at their current pay rate is so demoralising.

There are nurses that need to work extra hours just to make ends meet and the loss of income may mean the difference between eating. Nurses are trained to degree level and above and expected to work for just above minimum wage when qualifying. Nurses are so undervalued and are now feeling exhausted, working flat out with no reward, at times not

having a break and leaving work late without being paid for it. Trusts should not be allowed to get away with paying less to staff that work on the nurse bank.

Disgusting move to save money as usual. We're already short staffed and now they've pretty much told people that they aren't worth the money. People are angry and suggesting we collectively don't work bank shifts. It's putting people's lives in danger for the sake of a few pence. We don't see the higher management taking a pay cut, but the ones working day in day out to save lives are the ones who get paid less. No wonder people are leaving the NHS in droves, they've shown us how little they care about patients and staff by doing this.

It will definitely impact on safe care. Because at it where, we are already short staffed. We make up with bank staff. With the pay drop, most people would rather rest at home or seek higher pay elsewhere.

People are not going to pick up bank shifts and there's definitely going to be shortage which will affect the care given to patients.

I think its disgusting the trust overspend and to save money they penalise nurses money.

It's an absolute disgrace and a roller coaster we've been on before. Rates go down, bank shift uptake goes down, agency usage increases, costs go up, standards fall and then as a 'cost saving ' rates are improved again to shift the focus back to in-house staff.

I actually feel we should be paid overtime based on our substantive grades and increments with usual extra payments for unsocial hours, nights and weekends. In general I believe standards of care and pressures on beds in the NHS have never been lower and this kind of financially driven treatment of staff may be the final straw for many.

I believe it is a form of discrimination, as the Drs in the Trust are not being treated with the same financial scrutiny. The nurses who are predominantly working class female workforce vs our medical colleagues who are mainly male affluent workers. We are being treated differently. I cannot afford to work bank shifts at those rates plus it is an insult to my skills and experience.

I think it is awful. It doesn't encourage staff to want to cover bank when colleagues are sick. I don't understand why it's even been sanctioned. I understand that there many managers in the Trust being paid extremely large salaries that are too high! Perhaps those salaries could be reduced to make it fair amongst the ground workers. Ground force don't ask for over the odds in pay, just to be able to live simply and comfortably and not worry where the next penny is coming from.

Not a fair pay for experienced nursing staff with skills and knowledge. Will affect patient care.

I'm a band 8 site manager, within a small team that has a high rate of sickness and annual leave. Why should I manage an entire hospital out of hours on a Monday night for a top band 8a pay with unsocial hours pay to work a Tuesday night on bank for the lower pay of the banding, yet maintain my level of expertise, mitigate against quality and safety risks and attempt, in this climate to maintain targets. I'd prefer to work for Thornbury, where I have four ED patients, my overall pay is far greater than the trust I've been working for, for 16 years pays and I have far less reality!!!

I think it's demoralising to be paid less than what I normally get paid to do the same work and have the same responsibility to do exactly the same job.

This is horrible and it's going to impact workers that are struggling with bills.

I have taken my pension 4 years ago which is not enough to support my life style therefore I rely on bank work. I have worked two 9 hours shifts per week and so have two other nurses on our department. I don't think they will continue to work and I will look for employment elsewhere. It is an insult to experienced nurses who have worked their way to top of the band but will still the same responsibilities. We choose bank work for its flexibility and the price we pay is not receiving holiday or sick pay. I feel it will have a massive impact on our trust and once again result in staff shortages. We didn't receive the one off payment after working all through Covid yet international nurses who had been with the trust for six months did. I feel extremely disheartened with nursing and never encourage anyone to come into this profession.

We are already paid a low wage. Working bank covers home extra like food heating and clothes. It will have a big impact on the trust as people will not do overtime bank for a lower wage what the point. 12 hour shifts are bad enough as it is with the wage we earn. To be honest we work harder than the doctors and still paid less than them I really plan on changing my career in the next few years.

I think it shows how much they value their staff and their well being. Most staff depend on bank shifts pay to put food on their table and pay their mortgage. Life will be a lot harder for me and my family due to pay cut. I can not go into supermarkets and as for prices cut on extra groceries and bank shifts are extra shifts, so I don't know why we are cruelly treated.

I have already signed up for some agency shifts starting from next month, because I see no reason why I would have to come for an extra shift and be paid bare minimum. I might as well stay home.

Overall bank shifts should not be reduced.

It is inconsiderate and not fair considering agency are paid \*4 of this rates and my trust still use agency. It seems so unreasonable. Why not just pay us the usual rate which is cost effective than paying agency those higher fee.

It will make me feel undervalued.

Insufficient finances for my day to day living would be challenging as inflation rates have also gone up. I'm struggling already paying my own bills and surviving with credit cards/persistent debt. Nursing profession needs decent wages as we deserve every penny. The profession is physically and mentally draining as we work so hard, day in day out. Our wages are not enough for the jobs we do in NHS. I personally feel we are not appreciated in our profession though we serve the community and country as a whole.

Loss of interest in my profession and seek for alternative means of income.

This is unreasonable as the Trust still engage agency staff where they pay much more.

It's unfair, I give my all when caring for my patients and I shouldn't be paid lower rates.

The NHS is short-staffed and the workload is getting overwhelming for staff. As a result, staff morale is quite low. Cutting the bank rate will only make the situation worse because people won't be motivated to take shifts and work extra hours for less pay than their normal hours.

Cutting bank pay will over work staff definitely and cause many to breakdown and call in sick due to excessive work load and pressure on staff. In order to buffer, they'll steal your money if you go off sick. This is outright slavery.

Extortion is what it is. They want workers to give their best but don't want to pay them fair wages.

The use of bank is important to bridge the gap in staffing and allow your areas to work safely and maintain a high standard of care, this action will result in staffing issues and impact on patient care as well as reducing waiting times.

I think that already staff are working over and above. The hospital are needing people to do bank shifts even if they are saying they don't want to use bank staff. This means using a lot of the same staff that are already working so hard for the trust. To then pay them so little is demoralising and doesn't show the worth to anyone who is working, even if they don't have a substantive post within the trust. Less people are going to want to work here, in all positions, and will go elsewhere. We have 2 administrators who are working bank and they will go elsewhere and that will have a massive impact on the care for the public. If the trust provided more positions within teams then there would be more cover, less sickness, and less need for bank -if that is their aim to get rid of bank. I do see the flexibility of bank also important in how a hospital runs, but maybe more investment needs to go into the bank staff as well so that people were confident when bank staff were covering on wards.

It's unfair and an act of wickedness.

It is unfair, plain and simple. Thanks for allowing us air our grievances.

This is unfair.

It's not fair on people who are trying to help. Its so sad that those making this decision are not affected and they don't care about those concerned. The effect of this decision will have a rippling/domino effect because people will no longer pick bank shifts and the few staff available will be over worked leading to more staff falling sick or over stretched!

It's myopic and cruel of the captains of those organisations.

Poor staffing. Stress and burnout. Poor patient care. Frequent sick leave. Potential use of agency staff. Potential Trusts bankruptcy.

There will be huge negative impact on the care receivers because the number of staff to pick these shift would be greatly reduced, hence affecting the patients outcomes.

Vacant shifts will not be filled. Wards & services are at minimum levels at it is. Wards will be more unsafe than they already are especially at night. Other services will end up offering reduced services and sometimes no services. Staff will look elsewhere to work. Increased pressures will lead to an increase in sickness levels.

Not fair at all.

Unsafe staffing due to low bank shifts pickup. Overworked staff.

It's very unfair

It will affect badly, I used to manage children's extra curriculum fees and small trips etc with bank pay. We may have to quit tuitions, trips, swimming, music class...

It is going to be very detrimental to patients care.

It is a complete insult to the skills and experience of the nursing staff. In our department it now means nurses are doing less extra shifts so clinics are not covered and having to be cancelled. So it is having direct impact on services and patient care.

It is unfair to be paid at a lower rate than we are already paid. Agency staff are paid double the amount that what we do on bank shifts.

Undeserving and unappreciative.

I think that it's an insult and will have a detrimental effect on already understaffed wards.

I think we are under valued and it's disgusting what they are doing to us how about high paid managers being cut instead.

My view if you do bank then you need the money. So even if they drop the rate people like me who do it for the extra will be happy with what ever we get as it's just extra

I feel this will impact staffing levels in my Trust. It will therefore impact patient care and safety. I believe this action is unacceptable. Perhaps those who sit behind desks should work a 12 hour shift to see how demanding it can be. Rather than sit in their ivory towers on their grossly unfair salary.

As a team leader this is uncomfortable as I cannot get my team to do extra shifts so poor staffing levels.

This will put a lot of pressure on me, as I have lots of responsibilities and will impact my mental health as well. There will be workloads and burnout amongst staff because I work in a specialised unit and we depend on our own staff for bank so staff like myself will stop doing banks, we will be short staffed leading to greater workload and burnout and staff will end up calling in sick which will worsen the whole situation, except the trust make sure every unit is fully staffed according to NMC protocol.

This will have a detrimental effect at shift level. Many shifts are employing staff on bank to bring the shift up to minimum staffing. Given the predicament that staffing is already playing in the media at present it does not encourage staff to work extra for less with the same pressures. Staff will either leave and seek employment elsewhere or simply not do bank shifts.

Lowering the bank rate doesn't make sense because the substantive shift are taxed highly which doesn't meet the cost of living. It's appalling that the trust doesn't think about its staff's cost of living and well being.

Shifts will not be filled. I believe that this will impact on patient safety.

It is an insult to the nurses who work hard. Also patient care will be affected.

Degrading to staff within agenda for change.

Not fair should pay higher to substantive staff as is overtime and staff do add extra value if. Know the role etc very difficult to get external bank to fill out role.

I think it's disgusting, our department rely on bank workers and to have our money cut is awful, I am exclusively bank, and this is going to affect my pay greatly which means I am going to have work extra hours to compensate.

I feel a lot less people will be prepared to do these shifts. Particularly midweek day shifts. There is quite a significant change in the amount on pickup. I don't think people will want to help as much as they do now because it won't be worth the wage.

It is very unfair having the rates dropped instead of increasing after getting that small percentage increment. This will also affect the patients care since many staff are not interested to continue.

It will put more pressure on staff shortages as staff won't be as keen to work bank shifts at a lower rate.

This will have a great impact on the service we can provide to our patients. I am a band 6 in my substantive post and already only get paid a band 5 when I help cover shifts on the bank. To then be paid on the lowest band 5 level is unfair and an insult to my experience and the level of care I provide. Although I need the extra income I will not be doing any further bank unless the decision is reversed which is not helpful to both my colleagues and patients.

Nurses will stop doing bank and the department will be even more short staffed.

I am concerned we will be working below safe numbers and patient care and experience will be suboptimal or even cause harm. This will deeply affect staff morale and wellbeing too.

I think it is an insult as a senior nurse I will still be expected to take on additional responsibilities that are not in my job role but currently I am happy to do to support my colleagues, I do not leave on time on bank shifts and do this without additional pay but now the trust are expecting us to work shifts at 7 pound an hour less and are unable to understand why we think this is a problem. I know this will have an impact on patient care as wards are already understaffed and staff have already said they will not be picking up additional shifts I worry that staff will be more stretched and become more stressed when shifts aren't fully staffed and patient care will decline increased falls and delays in medications being given.

I feel very bad about this considering I am at the top of the band 5, getting the lowest of the pay for same job is not rewarding at all.

Insult to the nursing profession. Treated like we are cheap labour after making the effort to contribute to society and access higher education to be unappreciated by the people who said we are invaluable. We feel lied to and unappreciated.

Many staff are voicing they will not be working bank. I find it insulting after nearly 40 years as a RN. If you are the top of your grade and skilled and work bank in the same team you work it is not right to be paid less.

I hope patient care is not compromised further as a result of this. Staffing is already at a minimum.

I think it's an unnecessary move. Hospitals are already short staffed with a lot of areas relying on bank staff and this move will jeopardise that further.

Being at the top of band 5 this will be quite a noticeable pay cut for my bank shifts. At the minute I often help out when the unit is short of staff by working bank shifts when asked by our lead nurses, but following the pay cut I probably won't be as willing to work so many bank shifts. Working on Intensive care, which should be considered a specialist area and pay should reflect this, leaves me feeling we are not appreciated for the work and responsibility we have. This pay cut will have a knock on effect for our unit, our staff and ultimately the patients. We already struggle to cover some shifts, due to the amount of sickness and maternity leave. A considerable amount of sickness is already due to stress and burnout, I feel this pay cut will add to this as well. When nurses are already feeling demoralised and under appreciated I can't understand why our trust would think this is a good step to take. I'm sure money could be saved from other areas rather than penalising the staff on the front line, who are working tirelessly to maintain a standard of care for patients which the trust are always advertising about. There seems to be more and more management posts advertised, could these not be cut instead?

As a manager of the ward I would struggle to obtain bank staff to complete the shifts. I understand that many of the current staff are seeking bank shifts in other trusts.

I am a top band 6 and will only get paid a band 5 anyway if someone else on duty can take charge. Patient care will suffer as no experienced staff will work for less money only junior nurses at the bottom of the band. We currently already work with approx 70% of the rotas being agency and some of these are very junior nurses getting significantly more money than someone very senior like myself! Just impacts on morale and high couldn't be any lower than it is. Agency rates would only be available to very senior staff with the skills to do the job. We will never improve the workforce whilst agency are being given full time shifts when they want, where they want, with this level of pay and we who go above and beyond to help cover gaps get penalised for going the extra mile. Have no heart left in nursing anymore unfortunately. Morale is rock bottom for this reason. Doctors do not come to do overtime for less pay. Agency should be banned and focus on staff who are committed to their trusts and reward them instead. Fed up with it all.

It will have impact on both myself and the trust as staff will either go elsewhere to bank or stop bank shifts altogether.

Not fair.

I think it is terrible. We already don't get paid what we deserve. Wards are always short staffed. It's a high pressure stressful job and they want to pay us less for the care we provide.

I don't think it is acceptable. I do bank to boost my current income. With a lower rate of pay I will need to do more bank shifts to make up the money meaning I have less time at home to be a mother to my 3 children.

Doesn't show appreciation of our efforts towards service delivery. It will be demoralising to the staffs. Will create further shortage of human resource as many people will not be willing to work. I think I'll stop doing any extra shift and go out.

I don't see why when my regular shifts are paid as top band 6, why I would then do the same work for less pay? It's just maddening.

I think it's ridiculous to think that you people are dropping bank rates with this economy that everything is expensive and everyone is looking for pay rise. The amount of work we put in already at work ensuring that our patients are safe always despite the work load demands something for encouragement to make us pick an extra shift not reducing bank rates. I think is very unfair and a number of us have decided that if the rates are dropping then we look for something to do outside nursing and not pick a bank shift. The workload is too much and stressful for dropping pay rates pls. This has to be reconsidered. Thank you.

For the amount of work we put in, and spending more time away from loved ones, trying to live. It's disgusting the thought of cutting bank pay.

Unfair treatment.

It is an insult to my profession. I am a shift lead and if the pay rate for bank drops I will still have to do my shift lead responsibilities that I utterly disgusting and so disrespectful to my current role.

That only newly qualified staff will be likely to take on work meaning less skilled nurses doing bank and more people will stop taking on the bank shifts and looking for jobs elsewhere increasing the amount of staff vacancies which ultimately leads to the permanent staff being burnt out and wanting to leave the NHS.

Less incentive to work and lower staffing numbers.

It degrades nurses and csw skills by not showing worth of the staff they have worked so hard for.

This is exploitation of nursing staffs and lowering the morale of all the staff who are working hard for their families.

I don't agree that everyone gets paid the same regardless of length of service and experience.

Short staffing levels and it will impact on patient care. Burn out on us substantive Staff as anyone will pick any Bank Shift due to decrease of Bank rates.

This is a bad idea. The reduction will negatively affect my sustenance.

It would make me less motivated to work as my regular pay is higher than the bank pay. I would not feel valued for my clinical skills and time. It would actually motivate and inspire my determination to leave bedside nursing altogether.

I am disgusted that we are thought of so little. Have worked years to get to the top of my band 5 pay, and now they want me to work as a newly qualified staff nurse, doing the same amount of work and responsibility as I would not working a bank shift. I shall not be doing any more bank shifts for my trust again.

It will impact the trusts values of safe and effective care, you cannot deliver safe and effective care on minimal staffing consistently as staff are burnt out morale is low, staff are working on short staffing most days with reduced breaks etc they are tired and mistakes will happen. It hugely impacts staff morale - the trust expect the same job the same performance to come in when areas are short but paying staff at a lower rate with the expectation "if you need the bank you will just do it to get some pay" as if staff are desperate. It is awful to make staff feel they are not worthy of pay to reflect their skills knowledge and experience. This decision will only affect patient care and patient safety!

I think this is absolutely ridiculous. Wards are struggling as it is, and yet the hospitals are doing everything they can to make sure nurses don't do bank. Yes, those desperate for money will still bank but if I'm currently on mid-point of band 5 and bank is at the lowest rate, minus NI, tax, pension and everything else, is it really worth the stress? I am currently looking at bank employments in nursing homes and prisons and those are at least paid fairly. I believe bank work (for contracted staff) should be treated like overtime and therefore be paid higher than even your regular contracted hours.

Unacceptable.

Shameful and penny pinching.

Although I do not work bank shifts anymore, I stopped as they changed the rate of pay. I think this will have an extremely negative impact on the trust as a whole. I think some staff will not take these shifts and the staff that will take them will become very demoralised. I believe that it will make some staff seek employment at other trusts. This will negatively impact patient care throughout the hospital.

This will discourage all staff from working bank shifts and demoralise staff further.

We are short staffed already this will worsen working conditions for staff.

I appreciate the financial crisis the Black Country ICB/Trusts are in, however the apparent willingness to suddenly affect the largest workforce who are already downtrodden is unacceptable. I fear that patients and staff will ultimately suffer, further accelerating the downward trajectory the profession is on.



It's unfair to be expected to do your normal job for less pay, your role would be the same and responsibilities the same when trying to make the service safer by increasing staffing numbers.

This is unacceptable as it is already low paying. Expecting more pay like higher pay of band 6. All nurses begin their career with band 6 not band 5. Thank you for all support.

An insult to our profession. Makes you feel undervalued.

As a senior Nurse in Critical Care I will not be working ANY bank shifts for a rate lower than my substantial rate. There needs to be an incentive for me to choose to come to work on my day off, being paid less is an insult. I am concerned that with shifts left unfilled at any band patient safety will be compromised and admitting capacity will be compromised. Nurses who have expertise skills and knowledge should not be expected to work for less than substantial rate, however should be paid top band to recognise and reward their skills and expertise.

Why is bank rate pay for each banding not national? It is also an insult when theatre staff at Russell's Hall continue to get an enhanced bank pay (??£5 per hour), therefore other specialist areas should be treated equally.

I don't understand why the ICB thinks it's acceptable to ask staff to work for less pay.

I think it's disgusting that nurses have to bear the brunt of reduced pay. Some nurses solely rely on bank shifts, and when you factor in higher costs of living, and travel it's hardly worthwhile. Also, most nurses who have a substantive post mainly work extra shifts to supplement their income, which is not worth it, especially when tax is taken out. It just sends the wrong message that nursing staff are not valued.

I would not do a bank shift, I am a midpoint band 7, and would be paid at bottom band 5 for a shift. With no change in my role/duties. I feel this is a disgrace and shows no value to my role/experience. This will have a negative impact on the trust.

I am completing the same work with the same level of competence yet being paid at a lower rate. It makes me feel devalued and unworthy. I have worked my way up the increments to not be paid what I am worth. They will lose the safer staffing levels.

It's an insult. The trust wants the experience and the goodwill from staff when areas are short and the thank you is to pay staff at the lowest point. I am sure the NHS is top heavy with managers and this could be looked at rather than take away from Patient care. I will be looking at alternative work not necessarily nursing.

Would experience difficulties in covering shifts.

I think it is an absolute insult. Would manager, AHPs or Drs be treated like this? It is causing me staffing issues and with lack of bank staff, I can no longer consistently provide safe care. The situation is causing me additional stress and is affecting my mental health, not only as a Lead Nurse but the effect it will have on my personal financial situation and those of my team.

Insulting! No incentive to work any extra, nurses seen as lowest of the low in the workforce.

We will be very short staffed. The use of agency staff will increase.

I consider this approach as being demoralising in the sense that you will still be working within the same role of responsibilities and accountability as nurse but at reduced pay. Staff may be reluctant to do these shifts for lower pay, which will impact staffing levels and ultimately providing safe patient care.