

15 November 2024

Workforce Policy HSC (AfC) (2) 2024 Agenda for Change

Under the Freedom of Information Act 2000, I would like to request the following information with reference to workforce policy HSC (AfC) (2) 2024 Agenda for Change Recognition of Previous Service For Starting Point, Incremental Date and length of time before moving to next pay step, can you provide the following information:

- 1 Has this policy been used by any females upon starting employment with the Belfast Trust to start at the top incremental pay point of Bands 5 and 6?**

Circular HSC (AfC) (2) 2024 has been applied to all Agenda for Change new starts uniformly since its implementation date of 20 February 2024.

- 1a If yes can you provide some examples (professions / job titles) at Band 5 and 6 where this has been the case?**

All new start posts at all bands have had this circular uniformly applied.

- 2 Has this policy been used by any males upon starting employment with the Belfast Trust to start at the top incremental pay point of Bands 5 and 6?**

Yes, all new start posts at all bands have had this circular uniformly applied.

- 2a If yes can you provide some examples (professions / job titles) at Band 5 and 6 where this has been the case?**

All new start posts at all bands have had this circular uniformly applied.

We do not record new starters' point of scale, as this is applied retrospectively when the requisite information is received and Human Resources assimilate the information.

- 3 Prior to the implementation of workforce policy HSC (AfC) (2) 2024 have any females (with relevant experience) upon starting employment with the Belfast Trust been started at the top incremental pay point of Bands 5 and 6?**

Prior to the implementation of this circular, Belfast Trust applied the AFC guidance to all new starts, as provided for in the AFC Circular HSS AfC (9) 2006. This circular capped incremental credit for Non-NHS previous service at the second gateway, until use of the second gateway was removed by instruction of the Department of Health with effect from 1 April 2023.

Those with NHS commensurate experience could be placed at the top point of scale.

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- 3a If yes, can you provide some examples (professions / job titles) at Band 5 and 6 where this has been the case and provide in writing the applicable policy that was used.**

All new start posts at all bands have had the relevant circular uniformly applied.

- 3b If no, what was the maximum incremental pay point in Bands 5 and 6 that a female has been appointed upon starting employment with the Belfast Trust? Can the applicable policy that was used in this instance be provided in writing and along with some examples (professions / job titles) at Band 5 and 6 where this was used?**

Please refer to the response to Question 3.

- 4 Prior to the implementation of workforce policy HSC (AfC) (2) 2024 have any males (with relevant experience) upon starting employment with the Belfast Trust been started at the top incremental pay point of Bands 5 and 6?**

Prior to the implementation of this circular, Belfast Trust applied the AFC guidance to all new starts, as provided for in the AFC Circular HSS AfC (9) 2006. This circular capped incremental credit for Non-NHS previous service at the second gateway until use of the second gateway was removed by instruction of the Department of Health with effect from 1 April 2023

Those with NHS commensurate experience could be placed at the top point of scale.

- 4a If yes, can you provide some examples (professions / job titles) at Band 5 and 6 where this has been the case and state the applicable policy that was used?**

All new start posts at all bands have had this circular applied.

Circular HSS AfC (9) 2006 (attached in separate document) was applied to all posts prior to updated guidance being received.

- 4b If no, what was the maximum incremental pay point in Bands 5 and 6 that a male has been appointed upon starting employment with the Belfast Trust? Can the applicable policy that was used in this instance be provided in writing and along with some examples (professions / job titles) at Band 5 and 6 where this was used?**

Circular HSS AfC (9) 2006 (attached in separate document) was applied to all posts prior to updated guidance being received.