

02 December 2025

## **Injury allowance for work related stress or Mental health conditions**

**1: The number of employees within Belfast Health and Social Care trust who, since 1 January 2020, have been considered under or availed of Section 14.10 of the Agenda for Change Terms and Conditions Handbook (i.e., discretionary continuation of pay or "half pay extension" provision) during a period of sickness absence.**

Response:

**For Clarity: Section 14.10 of the NHS Terms and Conditions Handbook covers the following:** Reinstatement of sick pay should continue until the final review meeting has taken place. Reinstatement of sick pay is not retrospective for any period of zero pay in the preceding 12 months of continuous absence.

Due to the potential to make those persons identifiable, and in line with Section 40(2) of the Freedom of Information Act 2000, the Belfast Health & Social Care Trust reserves its right not to release the number of staff who have been considered under or availed of Section 14.10 of the Agenda for Change Terms and Conditions Handbook since 01 January 2020.

**2. If available, please provide a breakdown by staff group (e.g. nursing, medical, administrative, support staff) and by year.**

Response:

Please see above response to number 1.

**3. Please also confirm whether a policy exists setting out how the Trust decides to apply Section 14.10, and if so, please provide a copy.**

Response:

The Belfast Health & Social Care Trust does not have a separate policy in place in relation to Section 14.10 of the Agenda for Change Terms and Conditions Handbook.

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**1: For the period 1 January 2020 to present, the number of staff, a breakdown of staff groups would be helpful who have applied for Injury Allowance under Section 22 of the Agenda for Change Terms and Conditions Handbook where the stated reason for absence was work- related stress, anxiety, depression, or another mental health condition.**

Response:

**For Clarity Section 22 of the NHS Terms and Conditions Handbook covers the following:** Provision for an injury allowance to be paid to eligible employees who, due to a work related injury, illness or other health conditions are on authorised sickness absence or phased return to work with reduced pay or no pay. It also makes provision for the protection of pay in certain circumstances.

For the period 1 January 2020 to present, the number of staff, who have applied for Injury Allowance under Section 22 of the Agenda for Change Terms and Conditions Handbook where the stated reason for absence was work- related stress, anxiety, depression, or another mental health condition was **27 employees**.

Due to the potential to make those persons identifiable, and in line with Section 40(2) of the Freedom of Information Act 2000, the Belfast Trust reserves its right not to release a break down by staff group of Temporary Injury Applications where the stated reason for absence was work- related stress, anxiety, depression.

## **2. Of those applications**

- **How many were approved, and**
- **How many were rejected, and**
- **How many remain under consideration.**

Response:

Due to the potential to make those persons identifiable, and in line with Section 40(2) of the Freedom of Information Act 2000, the Belfast Trust reserves its right not to release the number of Temporary Injury Applications from the 01 January 2020 to present where the stated reason for absence was work- related stress, anxiety, depression, or another mental health condition that have been approved, rejected and remain under consideration.

**3. If recorded, please also provide the criteria or guidance documents used by the Trust when determining eligibility for Section 22 injury Allowance in cases involving psychological or stress-related illness.**

Response:

Please find attached the current Temporary Injury Allowance Protocol for the Belfast Health and Social Care Trust. There is no separate Temporary Injury Allowance protocol for cases involving psychological or stress-related illness.

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**4. Please provide any internal reports, reviews, or statistical summaries (if available) that refer to the number or percentage of Section 22 claims arising from mental health conditions.**

Response:

The Belfast Health & Social Care Trust does have a data base containing information on employees who have applied for Temporary Injury Allowance in relation to mental health conditions. This information cannot be shared in response to this FOI for data protection reasons. The information that can be shared with the requester from this data base for Temporary Injury Allowance has been shared above.