

17 December 2025

## **Attendance Management Meeting McKinney House from 2018**

### **Request with clarification**

#### **1. How many other employees have been subjected to this process through Attendance Management since 2015-2025.**

**Response:** Data in relation to the number of “Attendance Meetings” (*referred to as Absence review meetings by the Belfast Health and Social Care Trust*) held with employees is not held centrally by the Belfast Health and Social Care Trust (BHSC). It is not possible to advise how many Absence Review meetings have taken place in the period 2015 to 2025.

#### **2. How many of those employees were informed, in writing, of the pension risk associated with:**

- **Redeployment at a lower band**
- **Reduced pay**
- **Capability or medical retirement outcomes, or**
- **Prolonged periods of sickness**

**Response:** All employees are informed in writing that a medical redeployment to a lower band or reduction in hours for medical reasons may impact their pensions. See an extract from the letter that is sent to employees....

*This redeployment may impact your HSC Pension, please contact HSC Pensions on 02871 319111 for further details.*

Employees should contact HSC Pensions directly for pension advice when retiring on medical grounds.

#### **3. How many members were advised of the Mc Cloud Judgement and its relevance to pension position before being progressed to Attendance Management?**

**Response:** A HR notice was issued to Belfast Health & Social Care staff on 16 September 2024 inviting staff to attend HSC Pension Sessions which included information relating to the McCloud Judgement. This HR notice also included a link to LearnHSCNI – HSC Pensions for staff to access a place at a workshop.

**17 December 2025**

HR notices in relation to pensions were also issued most recently on 03 April 2025 and on 01 October 2025.

**4. Does BHSCCT hold any internal assessment, risk analysis, or equality screening regarding the financial deficit to 1995 pension members placed through Attendance Management? ( If yes, can you provide copies)**

**Response:** This information is not held by Belfast Health & Social Care Trust

**5. How many employees in the 1995 Section who were in the 1995 Section who were in Attendance Management subsequently experienced a reduction in pension benefits due to altered calculations.**

**Response:** This information is not held by Belfast Health & Social Care Trust

**6. Flexible retirement those on the 1995 Section is there a policy informing them that this option can be financially damaging?**

**Response:** The Belfast Health & Social Care Trust have a flexible Retirement Guidance for HSC Pension Scheme Members (December 2024) – Please see attached.

**7. Please confirm whether BHSCCT has a policy or mandatory procedure requiring staff to be informed of financial or pension consequences before Attendance Management decisions are made? (if such policy exists please provide a copy)**

**Response:** All employees are informed in writing that a medical redeployment to a lower band or reduction in hours for medical reasons may impact their pensions. See an extract from the letter that is sent to employees....

*This redeployment may impact your HSC Pension, please contact HSC Pensions on 02871 319111 for further details.*

Employees are advised to contact HSC Pensions directly for pension advice when retiring on medical grounds.

**8. How many appeals by staff on the termination on grounds by ill health? And presentations made by staff and unions on decision making process and pension?**

**Response:** Due to the potential to make those persons who have appealed termination on grounds of ill health identifiable, and in line with Section 40(2)

**17 December 2025**

Personal Information relating to a third party, of the Freedom of Information Act 2000, the Belfast Health & Social Care Trust reserves its right not to release this information.

**9. xxxxxx stated at the attendance meeting on the 04/07/24 that she worked closely with this independent panel – hence record of information sent by attendance management documentation sent to the appeal panel does it state pension deterrent? How many times has this happened?**

**Response:** The Belfast Health & Social Care Trust is unable to provide a response. Can Clarity be sought in relation to this question?

**10. Attendance management training requirements dates when xxxxxx + xxxxxx attended (I don't require the names when returning this information just the dates of below) Confirmation is suffice there will be a record under mandatory training.**

- **Monitoring of policy and operating procedures**
- **Equality and Human Rights Commission**
- **Equality Act 2010**
- **Employment rights act 1996**
- **Health and Safety at work**
- **Pension scheme rules (1995, 2008. 2015 section)**
- **Alternative formats – updating in keeping with McCloud Judgement**
- **Review of protocol**
- **Registration & verification of policy**

**Response:** Due to the potential to make those persons identifiable, and in line with Section 40(2) Personal Information relating to a third party, of the Freedom of Information Act 2000, the Belfast Health & Social Care Trust reserves its right not to release this information

**11. Union sign off of Attendance management policy affecting those employees 1995 section.**

**Response:** The current Belfast Health & Social Care Trust Management of Attendance Protocol was agreed with Trade Unions at the Workforce, Governance & Policy Review Sub Committee of the Joint National Forum on Wednesday 15 November 2017.