

17 December 2025

Staff Appointed within Belfast Trust Estates Department

For all staff newly appointed to Agenda for Change posts during the period 1 January 2020 and November 2025

The total number of newly appointed staff who were placed at the *top point of the pay band* on appointment, rather than the bottom or midpoint.

For each such case, please provide:

- (a) The Agenda for Change pay band
- (b) The point on the band they were appointed to
- (c) The job title
- (d) The date of appointment (month and year is sufficient)

Year	Staff Band Range	Number of staff in Range put to the top pay Band in the Pay Scale Range
2020	3 - 5	0
2020	6 – 8a+	0
2021	3 – 5	0
2021	6 – 8a+	0
2022	3 – 5	0
2022	6 – 8a+	0
2023	3 - 5	6
2023	6 – 8a+	<5 *
2024	3 - 5	<5 *
2024	6 – 8a+	<5 *
2025	3 - 5	5
2025	6 – 8a+	<5 *

The reason for placement at the top of the paypoint, e.g. recognition of previous relevant NHS service, recognition of previous non-NHS service, recruitment/retention considerations, market pressures, any other reason (please specify if recorded).

Please provide the relevant policy/guidance/criteria that was used that governs the salary placement point of newly appointed staff.

The starting salary for newly appointed staff is based on the attached Circulars. Based on a draft version of Circular Health and Social Care (AfC) (2) 2024, the Trust applied the removal of the previous cap of the 2nd Gateway for assimilating Non NHS

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Service from April 2023. The final circular from DoH was issued on 20 February 2024. (see attached) .

Staff appointed to the top point of the scale will have been assimilated to this point based on Non HSC/NHS Service or previous HSC/NHS Service, as outlined in the Circular.

It is however reasonable to suggest, most of the staff identified in the table above, the top point of the scale would have been based on non HSC/NHS Service.

It would not be possible to differentiate the circumstances for each new start.

To undertake this exercise would necessitate a manual interrogation of data which would involve a significant number of hours. This would exceed the costs limit specified in the FOI act.

Included are the circulars used to apply Non NHS service Pre and post 1st April 2023

*We are unable to provide an exact figure where numbers are very low. To provide this level of information would reduce numbers to discoverable limits where the patients could be identifiable.

This is exempt from release under section 40(2) Personal Information relating to a third party, of the FOI Act.

Disclosure would constitute a breach of the principles of the Data Protection Act 2018.