



Belfast Health and Social Care Trust

caring supporting improving together

Paper Ref. Num. P194-2026

Note:- To be completed by HQ meeting organiser

Belfast Health & Social Care Trust Meeting Template Sheet (v11.25)

Purpose of paper

For Oversight

If other purpose, please specify

Please enter text here

Meeting TB Public

If other meeting, please specify

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Presenter

Gillian Somerville

Date of meeting

05.03.2026

Title of paper (Maximum of 300 characters)

Attendance Scorecard November 2025

Background (Maximum of 1500 characters)

The cumulative absence rate for the Trust increased in November 25 to 9.13%, which compares to 9.04% for the same period last year.

A system change request has now been approved and is expected to support improvements in RTWI compliance. Notably, the number of staff absent for 12 months or more has reduced from 197 in October to 189 in November.

A Mental Health Symposium is being held (February 2026) to shine a spotlight on the leading cause of staff absence across the organisation. Bringing together clinical experts, operational leaders, trade unions and frontline staff, the event will explore the pressures impacting workforce wellbeing and share practical approaches to early intervention and support. The symposium aims to strengthen our collective response, promote open conversations, and equip managers with the tools needed to foster a healthier, more resilient workplace.

An Absence Workshop is being convened, modelled on the success of the recent Finance Summit, to bring leaders and teams together with a renewed focus on reducing sickness absence across the Trust. The session will explore the underlying drivers of absence, share practical actions that are already delivering improvements, and identify where targeted investment may be required to genuinely change the tide. By combining collaborative problem-solving with a clear view of resource needs, the workshop aims to build a more consistent, sustainable and effective Trust-wide approach to improving attendance.

Date considered at Exec Team (If Applicable)

Options for consideration (Maximum of 1500 characters)

N/A

Recommendations (Maximum of 1500 Characters)	
N/A	
Proposed Onward Consideration	Remove from Agenda
If other	