

[REDACTED]

From: [REDACTED] <request-1469097-689a611c@whatdotheyknow.com>
Sent: 07 July 2026 08:57
To: PublicLiaison-SM
Subject: Freedom of Information request - Confirm actioning Formal Demand for Immediate Suspension of the 2026 Attendance Management Policy (V4)

Categories: From Requester

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Dear Belfast Health and Social Care Trust (Northern Ireland),

can you supply documented evidence that the below request has been actioned within the required timeframe?

Sent: 06 July 2026 16:00

FORMAL DEMAND FOR IMMEDIATE SUSPENSION OF THE 2026 ATTENDANCE MANAGEMENT POLICY (V4) And Trust Wide Instruction to Revert to the Previous Policy (V3)

Grounds: Conflict of Interest, Equality Breach, Governance Failure, Procedural Contamination, Legal Non Compliance

1. Immediate Suspension Required – Legal and Governance Basis ...

1.1 Conflict of Interest – Policy Authors Are Subjects of Complaints

A policy cannot be validly constituted when authored by individuals whose conduct is under investigation within the scope of that same policy.

This breaches: ...

2. Procedural Contamination – Policy Tightened in Response to My Case The 2026 policy was tightened following failures exposed by my case, including: ...

This is reactive tightening, not protective reform. It is not lawful when applied to a disabled employee.

3. Equality and Disability Law Breaches

The policy claims compliance with:

“the responsibilities outlined within the Disability Discrimination Act.”

In practice, the Trust breached:

4. Information Governance and Data Protection Breaches The Trust breached: ...

7. Formal Demands

7.1 Immediate suspension of the 2026 Attendance Management Policy (V4)

...

7.3 External review

An external investigation must be commissioned to examine: ,,,

7.4 Removal of conflicted individuals ...

A. The Belfast Trust Cannot Rewrite Policies to Remove Employee Safety Measures It is a fundamental principle of employment and equality law that internal policies cannot override statutory duties ...

SECTION 12 — FORMAL DEMAND TO RECLASSIFY WORK RELATED STRESS AS OPERATIONAL BREAKDOWN ...

Has Unison agreed to this policy?

If the policy has been signed off by Unison, can you clarify, who in Unison agreed this policy?

Please use this email address for all replies to this request:
request-1469097-689a611c@whatdotheyknow.com

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