Belfast Health and Social Care Trust
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FOI/37949

9 October 2026

Amendments to the Attendance Management Policy V4 (2026)

I would be grateful if you could provide the following recorded information:

1. **Any change log, briefing paper, approval paper, meeting record or other document recording the reasons for the substantive changes made between the previous Attendance Management Policy (V3) and the 2026 Attendance Management Policy (V4).**

   The 2026 Management of Sickness Absence Policy is a regional policy. Belfast Trust does not hold any recorded information explaining the substantive changes between Versions 3 and 4 of the policy. Therefore, under Section 1(1)(a) of the Freedom of Information Act 2000, the Trust confirms that the requested information is not held.

2. **Any document or record explaining the rationale for how V4 classifies or treats absence attributed to work-related stress.**

   Belfast Trust does not hold any recorded information specifically explaining the rationale for how Version 4 of the Management of Sickness Absence Policy classifies or treats absence attributed to work-related stress.

   For assistance, and as it may be relevant to the subject of work-related stress, the Trust's Policy and Procedural Arrangements relating to the Management of Stress, Health and Wellbeing is attached (37949 - Amendments to the Attendance Management Policy V4 (2026) – Attachment 1).

   This document is provided for background information only and does not constitute a record explaining the rationale referred to in your request.

3. **Any document or record evidencing the agreement, approval or endorsement of V4 by any trade union, including the identity of the union(s), the date, and the nature of that agreement, approval or endorsement.**

   The Trust holds records relevant to this request. The Regional Management of Sickness Absence Policy and Procedure was presented locally to the Workforce, Governance Policy Review Sub Committee Meeting on Thursday 5th February 2026, which is co-chaired by the HR Co-Director and a Trade Union Side UNISON representative. Please refer to 37949 – Amendments to the Attendance Management Policy 4 (2026) – Attachment 2.

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The document proceeded to the Policy and External Guidance Assurance Committee Executive Team Meeting on 18th March 2026. Please refer to 37949 – Amendments to the Attendance Management Policy 4 (2026) – Attachment 3, was launched on 1 April 2026.

As a regional document, it was also approved by the Regional Joint Negotiating Committee on 7th October 2025 Please refer to 37949 – Amendments to the Attendance Management Policy 4 (2026) – Attachment 4.

Where information falling within the scope of this request is contained within a larger document, I am content for the Trust to provide the relevant extract.

If no recorded information is held for any of the above points, please confirm this separately for each numbered point.

The attached minutes comprise the information held by the Trust falling within the scope of this part of your request. The relevant information is contained within these minutes, which are provided in full.

Please refer to:

37949 – Amendments to the Attendance Management Policy 4 (2026) – Attachment 2.

37949 – Amendments to the Attendance Management Policy 4 (2026) – Attachment 3.

37949 – Amendments to the Attendance Management Policy 4 (2026) – Attachment 4.