Belfast Health and Social Care Trust
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FOI/38635

5 November 2026

Paediatric Haematology / Oncology Pharmacist Post RBHSC 2000

I request copies of all organisational and corporate records relating to the Agenda for Change matching and evaluation of the post of Paediatric Haematology / Oncology Pharmacist (formerly D Grade Pharmacist), Royal Belfast Hospital for Sick Children.

For the avoidance of doubt, I am seeking records relating to the original Agenda for Change matching exercise and any subsequent review, rematch, reconsideration, appeal or reassessment of the post.

1. AFC Matching Documentation

Copies of:

a. The original Agenda for Change matching form submitted for the post;

Under Section 1(1)(a) of the Freedom of Information Act 2000, the Trust can confirm that it does not hold the information requested.

A form was not required for posts to proceed for banding for the implementation of Agenda for Change.

b. The completed matching report;

See attached - Appendix 1.

c. Any matching panel documentation;

See attached - Appendix 1 and Appendix 2.

d. Matching outcome reports;

See attached - Appendix 1.

e. Records showing factor-by-factor matching decisions;

See attached - Appendix 1.

f. Records showing the profile matched against;

See attached - Appendix 1.

g. Documentation showing the rationale for the profile selected.

See attached - Appendix 1.

2. Supporting Evidence Submitted

Copies of all documentation submitted in support of the matching process, including:

a. Job descriptions;
b. Person specifications;
c. Organisation charts;
d. Statements of duties and responsibilities;
e. Management submissions;
f. Evidence submitted by either management or post holder representatives (if none was submitted, please can this be noted in the response).

Responses to all parts of question 2 attached - Appendix 2.

3. AFC Appeal Documentation

For any appeal, review or reconsideration process relating to the post:

a. Appeal submissions;
b. Additional evidence submitted;
c. Management responses;
d. Panel reports;
e. Recommendations;
f. Final decisions and outcome letters.

Responses to all parts of question 3 attached - Appendix 3.

4. Factor Scores and Weightings

a. Records showing:
b. Factor-by-factor assessments;
c. Points awarded for each factor;
d. Weightings applied;
e. Any scoring sheets used during matching or appeal;
f. Comparisons undertaken against national profiles.

See Appendix 3 for panel reports.

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5. Records Relating to Duties Considered

Documentation showing the duties and responsibilities considered by the matching or appeal panels, including any records relating to:

a. Service development responsibilities;
b. Management responsibilities;
c. Clinical leadership responsibilities;
d. Regional service responsibilities;
e. Aseptic and chemotherapy responsibilities;
f. Teaching, training and research responsibilities.

No further information held by Belfast Trust. The documents relating to duties and responsibilities considered by the matching and appeals panels are included under Appendix 2 and Appendix 3.

6. Outcome Documentation

Copies of records showing:

a. The final matched profile;
b. The banding outcome;
c. Any recommendations for job review;
d. Any records indicating duties considered outside the scope of the matched profile.

Responses to all parts of question 6 attached - Appendix 4.

You will note we have redacted names and identifiers of staff who are no longer employed by Belfast Trust. This is in accordance with the Freedom of Information Act, Section 40 – Information Relating to a Third Party.

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