

31 October 2023

Belfast Trust Directors, Recruitment & Salaries Follow-up Questions

Please May I request a copy of said expression of interest which was circulated to the deputies and the date and copy of the email regards closing date. Particularly essential criteria.

An expression of interest was not circulated to the deputies. Section 9 of The Temporary Move to a Higher Band, Secondment Guidelines for Managers states:

In circumstances where there is not a designated ‘deputy’ within the team, or there is more than one employee who meets the essential criteria for the post, then the manager should write out / email all employees within his / her own area who are eligible to fill the post to seek their “expressions of interest in the vacancy” and asking them to detail in their response how they meet the essential criteria of the post.

On behalf of the Chief Executive, the then Co-Director of Human Resources (HR), contacted the relevant deputies for each post via telephone to determine if they were interested. The two deputy directors for Social Work were contacted for the Executive Director of Social Work and the two Co Directors for Children’s Services were contacted regarding the Director of Children’s Services post. For each post, only one party indicated they were interested, resulting in offers being made for each post.

May I request copy of emails & meeting records which resulted in decision to restrict this expression to deputies only?

Interim cover for the Director of Children’s Services and Executive Director of Social Work was initially circulated as an Expression of Interest (EOI) process (information shared previously) with no appointment made. Following this exercise, the Chief Executive decided to split the post, following discussion with Senior HR colleagues. The Chief Executive then wrote to the Permanent Secretary on 17 August 2022 advising of this decision.

The letter to the Permanent Secretary is attached in a separate document (see Attachment 1). The letter has been redacted to remove information not relevant to this FOI request.

The link provided to annual report does not provide the requested information. Can I ask again for the required information?

The current Annual Report has now been published on our website – this will give the salary range of Directors.

<https://belfasttrust.hscni.net/download/27/annual-reports/15059/belfast-trust-annual-report-22-23.pdf>

31 October 2023

May I ask for copies of all emails correspondence recordings relating to the provision of the information requests I have made relating to these matters. Maybe this will help me understand how such a short response has taken such a very long time.

Emails / correspondence / recordings relevant to this FOI request are attached in separate documents (see Attachments 2 and 3).

It is the protocol of Belfast Trust to make public names of employees of a senior standing, i.e. Band 8A and above. Those who fall below Band 8A are exempt and their names have been redacted, subject to Section 40(2) of the Freedom of Information Act 2000 – Personal information relating to a third party, i.e. this is deemed to be personal information about another individual and disclosure would breach one or more of the principles of the Data Protection Act.

It is of note that the information requested was managed by three senior staff within Human Resources who have since left the organisation, resulting in a delay in providing the information.

It is also noted that this request for information (previous reference FOI/28568) was initially received on 3 January 2023 and responded to on 20 March 2023, with a follow-up request received on 25 March 2023 and further response issued on 28 June 2023. This is the second follow-up request for additional information.

Due to leave arrangements and other work pressures, it has taken longer to respond than normal and we would apologise for this delay.