

26 September 2025

Managed under Capability Procedure and/ or Supporting Performance Improvement Policies

- 1. The number of staff members who have been managed under the Belfast Trust's capability procedure and/or supporting performance improvement policies during the last 24 months.**

The Human Resources, Employee Relations Team are aware of 55 staff members who have been managed under the Trust Capability Policy and/ or the Supporting Performance Improvement Policy within the Belfast Health and Social Care Trust, during the last 24 months (the above figure relates to the period from 01 September 2023 until 31 August 2025).

- 2. Please provide a breakdown of these figures by staff banding and/or occupational group (whichever is available or most appropriate).**

Please find the breakdown as follows*:

Agenda for Change Banding*	Number of staff
Band 3	7
Band 5	30
Band 6	10

Occupational Group*	Number of staff
Administrative and Clerical	7
Nursing and Midwifery	36
Professional and Tech	6

*We are not able to provide all of the all the information requested in relation to Agenda for Change pay bands and occupational groups break down at this time, on account of the low numbers. We consider that individuals could potentially be identified and disclosure of this information would breach the first data protection principle, which relates to the fair and lawful processing of personal data. Therefore, we have concluded that this information is exempt from disclosure under FOI Act Section 40 (2) Personal Information.

- 3. If possible, I would also appreciate clarification on whether the figures include both clinical and non-clinical staff.**

The above figures include both Clinical and Non Clinical Staff within the Belfast Health and Social Care Trust.