

FOI 2284

28/03/2024

FREEDOM OF INFORMATION ACT 2000 – INFORMATION REQUEST

**Please supply a copy of the SHSCT policy for employing staff including registered Midwives on a Retire and Return basis.
If there is no specific Retire and Return policy, please provide a copy of any policy/policies where this information is contained.**

With regards to the Trust policy on employing staff, the Trust adheres to the Regional Health and Social Care Recruitment and Selection Framework as well as directly employing Nursing and Midwifery staff via the Southern Health and Social Care Trust Nurse Bank.

Southern HSC Trust does not have a specific “Retire and Return” policy, however does have a Flexible Working Policy most recently updated in December 2022, with the previous version of this policy being in effect from June 2019. The Trust also has a Retirement Guide & FAQ for staff since 2015.

For retired midwives, in terms of the method of re-entry into Trust employment, following retirement and termination of the postholder’s substantive post and contract of employment, the staff member will sign on to the Nurse Bank. A range of staff have in recent years come back to avail of a 16 hour arrangement that service management has facilitated enabling these retired staff to join the bank and receive the block booking and a bank contract modification letter outlining the associated terms.

Please see attached documents:-

Work Life Balance Policy – Attachment 1

HSC Recruitment & Selection Framework – Attachment 2

Retirement – Employee Guide – Attachment 3

Flexible Working Policy – Attachment 4

Protocols for SHSCT Bank Principles & Practice – Attachment 5

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