

Date 26/06/2025
Your Ref
Our Ref 10166

Enquiries to Richard Mutch
Extension 35687
Direct Line 0131 465 5687
loth.freedomofinformation@nhs.scot
richard.mutch@nhs.scot

Dear

FREEDOM OF INFORMATION – PARENTAL LEAVE

I write in response to your request for information in relation to parental leave.

Question:

1. The total number of employees eligible for shared parental leave (SPL) in each of the past five calendar years (or financial years, if easier to report).
2. The number of employees who applied for, and the number of employees who were approved, shared parental leave in each of those years, along with the length of leave applied for and approved, broken down by: gender; pay band or grade (if possible)

Answer:

This information is not held in a centrally extractable format. Under the Freedom of Information Act NHS Lothian is not required to create new records to enable it to respond to your enquiry. This information is not collated or held in aggregate form and it would be necessary to review all case files relating to staff over the period you have requested to assemble the information you seek. Even if NHS Lothian did this – and there would be significant cost implications in doing so – it would be unable to respond in full to your request. The information requested is therefore exempt under section 12.1 – Cost.

Question:

3. In the same period (broken down by year if possible), the number of employees who took:
 - Maternity leave
 - Paternity leave

Answer:

Headcount of staff taking at least one day of maternity or paternity leave

	2022/23	2023/24	2024/25
Maternity Leave	1,045	1,166	1,236
Paternity Leave	121	164	156
All Leave	1,166	1,330	1,392

Headquarters
Mainpoint
102 West Port
Edinburgh EH3 9DN

Chair Professor John Connaghan CBE
Chief Executive Professor Caroline Hiscox
Lothian NHS Board is the common name of Lothian Health Board

Question:

4. Any internal policy documents or guidance issued to staff regarding shared parental leave entitlement, including any updates in the past five years
5. Any surveys, evaluations, or assessments conducted internally on the take-up or impact of shared parental leave (including barriers to uptake).
6. whether enhanced pay is offered during shared parental leave, and if so, how it compares to maternity and paternity leave packages.

Answer:

4.	The guidance on Shared Parental Leave is included in the NHS Scotland Policy on Shared Maternity and Shared Adoption Leave and this is the policy that all NHS Boards in NHS Scotland use.
5.	None undertaken
6.	Details are included in the NHS Scotland Shared Maternity and Shared Adoption Leave, Maternity Policy and New Parent Support Policy. These policies can be accessed on the NHS Scotland website at the following link - NHS Workforce Policies NHS Scotland

Notes:

System data only goes back 3 FY therefore information from April 2022 - March 2025 is provided.

Includes all staff taking maternity or paternity leave for a minimum of one day.
Counting staff once in every FY they had maternity or paternity Leave.

I hope the information provided helps with your request.

If you are unhappy with our response to your request, you do have the right to request us to review it. Your request should be made within 40 working days of receipt of this letter, and we will reply within 20 working days of receipt. If our decision is unchanged following a review and you remain dissatisfied with this, you then have the right to make a formal complaint to the Scottish Information Commissioner within 6 months of receipt of our review response. You can do this by using the Scottish Information Commissioner's Office online appeals service at www.itspublicknowledge.info/Appeal. If you remain dissatisfied with the Commissioner's response you then have the option to appeal to the Court of Session on a point of law.

If you require a review of our decision to be carried out, please write to the FOI Reviewer at the email address at the head of this letter. The review will be undertaken by a Reviewer who was not involved in the original decision-making process.



FOI responses (subject to redaction of personal information) may appear on NHS Lothian's Freedom of Information website at: <https://org.nhsllothian.scot/FOI/Pages/default.aspx>

Yours sincerely

ALISON MACDONALD
Executive Director, Nursing
Cc: Chief Executive