

FOI Disclosure

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Information requested:

I would please like to know:

- 1) Your parental leave policies, including paternity leave and pay and maternity leave and pay. If you have different policies for medical and non-medical staff, please include all different policies.
- 2) In the last three years for which you have data, how many staff members were eligible for paternity leave?
- 3) In the last three years for which you have data, how many staff members took paternity leave, and for how many weeks on average?
- 4) In the last three years for which you have data, what was the average salary for staff who were eligible for paternity leave? (If it is not possible to provide this, please provide the average salary for all the trust's staff instead)

For queries 2 - 4, please provide separate data for medical and non-medical staff, but if this is not possible, please provide combined data for both instead.

Response:

1. Our parental leave policy can be accessed at [New Parent Support Policy | NHS Scotland](#) and is therefore reasonably obtainable without submitting a Freedom of Information request (FOISA Section 25).
2. All staff who meet the criteria outlined in the policy are eligible. However, the organisation does not maintain eligibility data unless an application has been made.
3. In the last three years, 11 non-medical staff members and 0 medical staff members took paternity leave. The average duration was 13.5 days.
4. The average salary of staff who took paternity leave was £48,424. This figure is calculated using annualised salaries, as this is the format in which the information is recorded.