

Reference:	FOI.19078.25
Subject:	Paternity leave policy
Date of Request:	9 December 2025

Requested:

1. Please provide 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. Hywel Dda University Health Board (UHB) confirms that Section 15: Leave and pay for new parents of the Agenda for Change (A4C) Terms and Conditions of Service (T&C) applies to all staff. A link to the A4C T&Cs of service has been provided below.

[NHS Terms and Conditions of Service Handbook | NHS Employers](#)

The UHB also has two (2) policies relevant to your request. The UHB has applied an exemption under Section 21 of the Freedom of Information Act 2000 (FoIA), as the policies are already in the public domain and are accessible by another means. The following policies are available on the UHB's website:

- Policy 438 – Shared parental leave policy
- Policy 1085 – Leave and Pay for New and Existing Parents Policy

For ease of reference, please click on the link provided below, which will take you directly to the policies and written control documents webpage:

[Policies and written control documents - Hywel Dda University Health Board](#)

2. The UHB does not hold the information requested as it does not record those eligible for paternity leave. The eligibility criteria is included in Policy 1085, which is available on the UHB's website; please see response to question 2.
3. The UHB confirms that one hundred and fourteen (114) employees took paternity leave, with an average length of 13.9 days absence, during the period 1 December 2022 to 30 November 2025.

4. The UHB does not hold the information requested as it does not record those eligible for paternity leave. However, the UHB can confirm that based on the one hundred and fourteen (114) employees that took paternity leave, the average salary was £43,642.00.