

Freedom of Information Act 2000

The Royal Cornwall Hospitals NHS Trust Response to Information request

Date Request Received: 11th July 2025

FOI Ref No 29536

Requested Information:

1. The total number of employees who took shared parental leave (SPL) in the last five financial years:
 - 2020/21
 - 2021/22
 - 2022/23
 - 2023/24
 - 2024/25.
2. In the same period, the number of employees who took:
 - Maternity leave
 - Paternity leave
3. Any internal policy documents or guidance issued to staff regarding shared parental leave entitlement, including any updates in the past five years.
4. Whether enhanced pay is offered during shared parental leave, and if so, how it compares to maternity and paternity leave packages.

Response:

1. Please note that the whole-time equivalent can only be reported (not headcount):

Financial Year	Shared Parental Leave	Maternity Leave	Paternity Leave
2020-2021	0.64	124.21	0.54
2021-2022	1.14	140.6	1.21
2022-2023	0.86	146.32	1.92
2023-2024	2.12	162.99	2.07
2024-2025	2.3	145.92	2.1

2. Please see above.
3. The attached policy, appendix one, is currently going through a review. Extracts from the attached policy linked to parental leave are as follows:
 - An employee who has 12 months continuous NHS service at the beginning of their partner's or surrogate's expected week of childbirth or at the beginning of the week in which they are notified of having been matched with a child for

adoption, shall be entitled to two weeks New Parent Support Leave during which they will receive full pay

- An employee who has at least 26 weeks continuous NHS service prior to the fifteenth week before their partner's or surrogate's expected week of childbirth or prior to the week in which they are notified of having been matched with a child for adoption, shall be entitled to two weeks New Parent Support Leave during which they will receive Statutory Paternity Pay or 90% of their normal salary, whichever is the lesser.
- An employee who has less than 26 weeks continuous NHS service prior to the fifteenth week before their partner's or surrogate's expected week of childbirth or prior to the week in which they are notified of having been matched with a child for adoption, shall be entitled to two weeks unpaid New Parent Support Leave.

Parental Leave entitlement

18 weeks Parental Leave can be taken for each qualifying child in a family by each parent e.g. where there are two children, each parent will get 36 weeks leave. If you are part-time then the leave will be calculated on a pro-rata basis. Although legislation states that leave must be taken in blocks of one week and no more than 4 weeks in a year, this restriction does not apply for NHS employees

4. Please see above extract

Attachment(s):

Appendix One – FOI Ref 29536 Parental Entitlement Policy

Date Response sent: 19th August 2025