

31 December 2025

## **Parental Leave Policies Belfast Health and Social Trust**

- 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.**

Family Policy pack – see Attachment 1.

**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.**

- 2. In the last three years for which you have data, how many staff members were eligible for paternity leave?**

All staff are eligible to apply in accordance with the policy.

- 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?**

Total over the past 3 years from December 2022 – November 2025

Agenda for Change	243
Medical & Dental	41
Total	284

On average 2 weeks where taken for each period.

- 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)**

It is not possible to provide average salary for all staff.

As requested, please find attached Agenda for Change and Medical & Dental Pay scales for 2025 (Attachments 2 and 3), which cover all staff employed within Belfast Health and Social Care Trust.