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You requested the following information:

1. In 2012, 2013 and 2014 how many parents went on maternity or paternity leave?
2. What was the average length of this maternity or paternity leave?
3. For those who went on leave in 2012 and 2013 how many parents changed their hours or the way in which they worked (i.e part time, using flexi time or job share) within 12 months and 24 months of returning?
4. How many parents left their job after maternity leave within 24 months of returning and what were their reasons for leaving?
5. What flexible working options does your department provide?
6. What HR and growth costs has the department incurred as a result of loss of talent within this demographic, this includes the time it takes for a new employee to get to optimum efficiency level which Oxford Economics anticipates to be 28 weeks worth of wages.

We have handled your request under the Freedom of Information Act 2000.

**A1.** The number of staff who went on maternity or paternity leave between 2012-2014 is shown in the table below

Year	Maternity Leave	Paternity Leave
2012	2	None
2013	None	1
2014	1	None

**A2a.** The average length of maternity leave was eight months.

**A2b.** The average length of paternity leave was 3 weeks.

**A3.** None.

**A4a.** Two staff left their jobs after maternity leave.

**A4b.** One left for a new role and the other for a career break.

**A5.** The **Wales Office is not an employer in its own right. Staff at the Wales Office are subject to Ministry of Justice (MoJ) employment policies. The MoJ flexible working policy includes:**

- part year working
- term-time working
- reduced hours
- compressed hours
- job-sharing

**A6.** The Wales Office does not hold this information.