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| [REDACTED] | Area G-GOAGVictoria QuayEdinburgh EH6 6QQDate 29/07/15 |

Dear [REDACTED]

**Freedom of Information Request**

Thank you for your email of 27 July 2015 requesting information under the Freedom of Information Act 2000 (FOIA).  You asked:

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.”

I can confirm that the Office of the Advocate General (OAG) does not hold the information you have requested. OAG does not directly employ staff. All our staff are on secondment from other Government departments, primarily the Scottish Government and the Ministry of Justice and therefore any requests for information on maternity or paternity leave should be made directly to them. Their email addresses for FOI requests are:

ceu@scotland.gsi.gov.uk

<https://www.justice.gov.uk/information-access-rights/foi-requests/make-an-foi-request-online>

You may, if dissatisfied with the treatment of your request, ask the Office of the Advocate General to conduct an internal review of its decision.  The internal review will be conducted by someone other than the person who took the initial decision.  Requests for internal review should be addressed to the Information Officer, Office the Advocate General, Victoria Quay, Edinburgh, EH6 6QQ.

If following the internal review you remain dissatisfied with the treatment of your request by OAG then you may take your complaint to the Information Commissioner, whose address is Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.  Details of the complaints procedure can be found here:

<http://www.ico.gov.uk/complaints/freedom_of_information.aspx>

Yours sincerely

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