

Ref: FOI / 6364

13th May 2026

Freedom of Information Act 2000 Request - Paternity Leave

I refer to your FOI request and respond as follows:

- 1. A copy of your current paternity-leave policy, including any variations depending on employee status (e.g. full-time, part-time, length of service). Please clearly state the standard entitlement (number of weeks) and the rate of pay (full pay, statutory pay, enhanced pay, etc.) across that entitlement.**

Paternity leave and pay are provided in line with statutory Northern Ireland provisions.

To qualify for paternity leave, you must be working with your employer for at least 26 weeks by:

- The end of the 15th week before the start of the week when the baby is due
- The end of the week you are notified you are matched with your child

Eligible employees may take either one week or two consecutive weeks of paternity leave. The entitlement is the same regardless of whether the employee works full-time or part-time, and regardless of length of service beyond statutory qualifying requirements.

Statutory Paternity Pay is paid for one or two consecutive weeks at the rate of £194.32 per week or 90% of the employee's average weekly earnings, whichever is lower.

Statutory paternity leave and pay apply equally to full-time and part-time employees, provided statutory eligibility criteria are met.

Derry

C/o Council Offices
98 Strand Road
Derry
BT48 7NN

Strabane

C/o Council Offices
47 Derry Road
Strabane
BT82 8DY

+44 (0) 2871 253 253
info@derrystrabane.com
www.derrystrabane.com

f Derry City & Strabane District Council
@dcscouncil

2. For the most recent three financial years (or calendar years) for which data is held:

a. The number of employees who took paternity leave

24

b. The average number of weeks taken per employee

1.5 weeks

c. if available, a breakdown of take-up by type of pay (e.g. full pay vs statutory pay):

- 18 took 2 weeks (1 week full pay plus 1 week statutory pay)
- 2 took 2 weeks (1 week 9/10th pay plus 1 week statutory pay)
- 1 took 2 weeks (2 weeks full contractual pay)
- 3 took 1 week (1 week full pay)

3. The median (or mean) gross pay of all council employees

The median figure for the Council for the 2526 year is £38,697.50.

If you are dissatisfied with our response, you have rights of review and appeal; these rights consist of two review processes.

Firstly our internal review procedure is available by contacting:

John Kelpie
Chief Executive
Derry City and Strabane District Council
98 Strand Road
Derry BT48 7NN
Tel: 028 71253253 or email john.kelpie@derrystrabane.com

Secondly, you can appeal directly by contacting the Information Commissioner at:

Information Commissioner

Wycliffe House

Water Lane

Wilmslow

CHESHIRE SK9 5AF

Tel: 0303 123 1113 (local rate) or email: casework@ico.org.uk

I would advise however, the Information Commissioner has indicated that a review will not be undertaken unless the Council has first had an opportunity to re-consider its decision.

Yours sincerely

Paula Donnelly

Head of Human Resources