

## What is neonatal care leave?

Leave for parents of babies receiving neonatal care for seven days or more. The leave is paid if employees meet eligibility criteria.



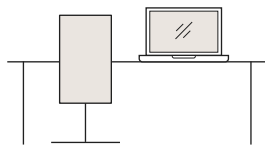
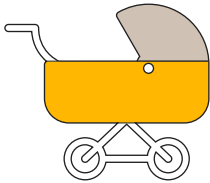
## Key points

The leave is a day-one right

## How much leave can people take?

One week of leave for each seven full consecutive days child receives neonatal care.

Maximum of 12 weeks.



## Who can take neonatal care leave?

- ✓ Child's parents
- ✓ Partner of the child's mother
- ✓ Intended parent in cases of surrogacy
- ✓ Child's adopter or prospective adopter
- ✓ Overseas adopter
- ✓ Partner of adopter or partner of prospective adopter
- ✓ Partner of overseas adopter.

## When can they take the leave?

Following neonatal care that:

- Lasts for seven full consecutive days
- Starts within 28 days of the child's birth.

Parents can take leave in:

### Tier 1

Tier 1 period is when the baby is still receiving neonatal care, and including one week after the care has ended. Tier 1 leave can be taken in an unlimited number of blocks to allow the employee to stop work at short notice to care for their baby in neonatal care.

### Tier 2

Tier 2 period is any period outside the Tier 1 period and before the end of 68 weeks from the date of the child's birth. Tier 2 leave will be taken in one continuous block.

## Who is entitled to neonatal care pay?

Employees who:

- Have at least 26 weeks continuous employment
- Earn Lower Earnings Limit.



## How much pay do they receive?

Statutory neonatal care pay is paid at the same rate as other family related payments, so either the current statutory rate or 90% of weekly earnings, whichever is lower.



## What should HR do to comply with this new law?

- Review any systems used to track leave and absence. This will help you understand how much entitlement an employee has accrued and used.
- Create a neonatal care leave and pay policy.
- Update contracts or issue amendments to cover this new right.
- Inform employees of this new right.



## When does this new right start?

6 April 2025 in England, Wales and Scotland.

