



NEONATAL CARE LEAVE AND PAY

Report by Chief Executive

PURPOSE

- 1.1 The purpose of the Report is to advise the Human Resources Sub Committee of the legislative changes relating to employees right to Neonatal Care Leave and Pay and seek approval for the introduction of a relating policy.

EXECUTIVE SUMMARY

- 2.1 From 6 April 2025, parents who have a baby admitted into neonatal care up to 28 days old and who have a continuous stay in hospital of 7 full days or longer may be eligible for Neonatal Care leave and pay. This includes fathers and partners of birth parents. The right to take neonatal care leave applies from the first day of work with an employer. These measures will allow eligible parents to take up to 12 weeks of leave, and if eligible, pay, on top of any other leave they may be entitled to, including maternity and paternity leave.
- 2.2 An employee can take one week of leave for every 7 consecutive full days the baby spends in neonatal care. Employees must take all leave within 68 weeks of the baby's date of birth.
- 2.3 Eligible employees may also be entitled to Statutory Neonatal Care Pay, the employee must have been employed for at least 26 weeks up to the end of the 'qualifying week'. Statutory Neonatal Care Pay is either £187.18 a week or 90% of their average weekly earnings, whichever is lower.
- 2.4 A new Policy drafted in line with legislative requirements and is attached at appendix 1.

RECOMMENDATIONS

- 3.1 **It is recommended that the Human Resources Sub Committee:**
 - (a) **note the legislative changes in relation to Neonatal Care Leave and Pay; and**
 - (b) **approve the Neonatal Care Leave policy.**

Contact Officer:	Carmen Macdonald, HR Manager
Appendix:	Neonatal Care Leave policy
Background Papers:	None



IMPLICATIONS

4.1 The following implications are applicable in terms of the Report.

Resource Implications	Implications/None
Financial	Employee may be eligible for 12 weeks of paid leave
Legal	Compliance required in line with the Neonatal Care (Leave and Pay) Act 2023
Staffing	The leave is intended to support employee's parents of babies who are admitted into neonatal care up to 28 days old and who have a continuous stay in hospital of 7 full days or longer.
Assets and Property	None
Strategic Implications	Implications/None
Risk	Failure to meet legislative requirements
Equalities/Child Rights	None
Corporate Strategy	None
Environmental Impact	None
Consultation	Corporate Management Team

