

## **CLYDESDALE HOUSING ASSOCIATION LIMITED**

**Policy:** Neonatal Care Leave & Pay Policy

**Date:** 11 June 2025

**Lead Officer:** Management Team

**Review Date:** June 2028

### **Standard 5 The RSL conducts its affairs with honesty and integrity.**

#### **Guidance**

- 5.1 The RSL conducts its affairs with honesty and integrity and, through the actions of the governing body and staff, upholds the good reputation of the RSL and the sector.
- 5.2 The RSL upholds and promotes the standards of behaviour and conduct it expects of governing body members and staff through an appropriate code of conduct. It manages governing body members' performance, ensures compliance and has a robust system to deal with any breach of the code.
- 5.3 The RSL pays due regard to the need to eliminate discrimination, advance equality and human rights, and foster good relations across the range of protected characteristics in all areas of its work, including its governance arrangements.
- 5.4 Governing body members and staff declare and manage openly and appropriately any conflicts of interest and ensure they do not benefit improperly from their position.
- 5.5 The governing body is responsible for the management, support, remuneration and appraisal of the RSL's senior officer and obtains independent, professional advice on matters where it would be inappropriate for the senior officer to provide advice.
- 5.6 There are clear procedures for employees and governing body members to raise concerns or whistleblow if they believe there has been fraud, corruption or other wrongdoing within the RSL.
- 5.7 Severance payments are only made in accordance with a clear policy which is approved by the governing body, is consistently applied and is in accordance with contractual obligations. Such payments are monitored by the governing body to ensure the payment represents value for money. The RSL has considered alternatives to severance, including redeployment.
- 5.8 Where a severance payment is accompanied by a settlement agreement the RSL does not use this to limit public accountability or whistleblowing. The RSL has taken professional legal advice before entering into a settlement agreement.

**Clydesdale Housing Association will provide this policy on request at no cost, in large print, in Braille, in audio or other non-written format, and in a variety of languages.**

## **Introduction**

Employees are entitled to neonatal care leave (if they meet the eligibility criteria) for a baby born on or after 6<sup>th</sup> April 2025 and the baby has received medical or palliative neonatal care for at least 7 consecutive days within the first 28 days after birth.

Clydesdale Housing Association (CHA) understands that if an employee is considering the use of this policy, they will be going through a difficult and stressful period. The organisation is committed to supporting our employees to both be able to be with their baby and look after their own wellbeing throughout this period.

## **Scope of Policy**

This policy and procedure applies to all employees.

## **Legislation**

This entitlement has been introduced through the Neonatal Care (Leave and Pay) Act 2023 and comes into effect on 6<sup>th</sup> April 2025.

## **Definition**

Neonatal care means:

- medical care received in hospital
- medical care received in any other place where:
  - the baby was an inpatient in hospital and the care is received upon the baby leaving the hospital
  - the care is under the direction of a consultant
  - the care included ongoing monitoring by, and visits to the baby from, a healthcare professional arranged by the hospital where the baby was an inpatient
- palliative or end of life care

## **Eligibility**

### **Neonatal Care Leave**

An employee will have the right to neonatal care leave if they meet the following criteria:

- At the date of birth they are the baby's parent, intended parent (under a surrogacy arrangement) or the partner of the baby's mother.
- At the date of birth, they are the baby's adopter or prospective adopter or the partner of the adopter or prospective adopter (including children adopted from overseas).
- Have or expect to have the responsibility for the upbringing of the child.
- Take the leave to care for the baby who has received neonatal care.

## Neonatal Care Pay

Employees with 26 weeks continuous service by the end of the relevant week, who earn above the lower earnings limit and who are entitled to neonatal care leave are also entitled to statutory neonatal care pay. The rate for statutory neonatal care pay is set by the government and reviewed annually in April.

The relevant week is deemed to be:

- For births, the week preceding the 15<sup>th</sup> week before the expected week of childbirth.
- For adoption, the week in which the adopter is notified of being matched with the baby.
- For any other cases, the week immediately before the week in which the neonatal care starts.

## **Leave Entitlement**

If an employee meets the eligibility criteria detailed in this policy, they have the right to one week of neonatal care leave for every week their baby is in neonatal care, up to a maximum of 12 weeks. An employee can take one week's leave for every uninterrupted week that the baby is receiving neonatal care.

Neonatal care leave must be taken within 68 weeks of the baby's birth.

Neonatal care leave and pay is additional to statutory rights for other types of family leave such as maternity, adoption, paternity and shared parental leave.

Where 2 or more babies from the same pregnancy require neonatal care, the following points apply:

- If the babies receive neonatal care at same time the leave will accrue once.
- If the babies receive neonatal care at different times the leave accrues for each baby.
- The number of weeks leave available remains at the maximum of 12 weeks.
- The 68 weeks within which the leave must be taken is based on the date of birth of the first baby.

## **Types of Leave**

Neonatal care leave can be taken in 2 ways:

- **Tier 1**  
This begins when the baby receives neonatal care and ends on the seventh day after the baby is discharged. Neonatal Leave in tier 1 can be taken in a continuous block or a non-continuous block of one week at a time and up to 12 weeks.
- **Tier 2**  
This begins once the tier 1 period has ended and must be taken within 68 weeks after the birth. Tier 2 leave must be taken in one continuous block. This type of leave is most likely to apply to employees who are already on maternity or adoption leave as they will exhaust their maternity or adoption leave first.

## **Requesting Leave**

Employees are encouraged to speak to their line manager as soon as possible if they may be taking neonatal care leave, this will help us to provide appropriate support and information regarding these entitlements.

To apply for leave employees should complete the form at appendix 1 which covers the required information to process the leave request.

We understand that it may be difficult to comply with notice periods, however, where possible we would ask that the following notice is provided:

- For tier 1 leave we require 15 days' notice for each period of absence.
- For tier 2 leave we require 28 days' notice.

## **Cancelling Leave**

An employee can cancel leave which falls under the category of tier 2 leave. They should provide 15 days' notice for one weeks leave and 28 days notices for longer periods of leave.

## **Contractual Benefits**

All terms and conditions in your contract, apart from salary, continue to apply during the leave period.

## **Support for Employees**

We encourage employees to seek support from their line manager and agree the best way to communicate throughout periods of leave.

CHA offers a free employee counselling service which employees can self-refer to. The service can be accessed by calling Crisis Counselling or emailing [info@crisiscounselling.co.uk](mailto:info@crisiscounselling.co.uk) Further details can be found at [www.crisiscounselling.co.uk](http://www.crisiscounselling.co.uk)

## **General Data Protection Regulations**

The organisation will treat your personal data in line with our obligations under the current data protection regulations and our own Privacy Policy.

## **Review of Policy**

We will review the Policy every three years or sooner if required by statutory, regulatory or best practice requirements.



# Neonatal Leave Request Form

<ul style="list-style-type: none"> <li>• Baby's date of birth</li> <li>• Date of adoption placement</li> <li>• Date the baby entered the UK for overseas adoption</li> </ul>	
Date(s) that neonatal care started	
Date neonatal care ended (if appropriate).	
Date you request your neonatal care leave to start.	
How many weeks neonatal care leave are you applying for?	

I request to apply for the Neonatal Care Leave as detailed above.

I can confirm I have read and understood the Neonatal Care Leave Policy and meet the criteria as set out within the policy.

Employee name:	
Employee sign:	
Date form submitted:	

Manager name:	
Manager sign	
Date request received:	