

1. Purpose

Statom Group recognises that having a baby in neonatal care can be a challenging and stressful time for families.

This policy sets out employees' entitlements to Neonatal Care Leave and Pay in accordance with the Neonatal Care (Leave and Pay) Act 2023 and related UK employment legislation, effective from April 2025.

The aim is to provide support and flexibility for employees whose babies require hospital neonatal care shortly after birth.

2. Scope

This policy applies to all Statom Group employees (regardless of length of service) whose baby is admitted to hospital for neonatal care within the first 28 days after birth.

3. Definitions

Neonatal care: Specialist medical care provided to a newborn baby who is admitted to a hospital's neonatal unit.

Qualifying baby: A baby aged 0–28 days who is admitted to hospital for neonatal care and stays for at least 7 continuous days.

Relevant parent: Includes the biological parent, the partner of the mother, or another person with parental responsibility for the baby.

4. Entitlement – Neonatal Care Leave

Duration: Up to 12 weeks of statutory neonatal care leave.

Start date: Neonatal care leave can begin immediately after the end of another period of statutory leave (such as maternity, paternity, or adoption leave) or during that leave, depending on circumstances.

Notice: Employees should inform HR/Line Manager as soon as reasonably practicable after the baby is admitted to neonatal care. Written confirmation and evidence from the hospital will be required.

Eligibility: Available from day one of employment.

Neonatal Care Leave is in addition to existing parental leave entitlements (e.g., maternity, paternity, adoption leave).

5. Neonatal Care Pay

Eligibility:



Employee must have 26 weeks' continuous service with Statom Group by the start of the leave, and Average weekly earnings must be at or above the Lower Earnings Limit for National Insurance contributions.

Rate of Pay:

Statutory Neonatal Care Pay will be paid for up to 12 weeks at the same rate as Statutory Maternity Pay (currently £184.03 per week or 90% of average weekly earnings, whichever is lower – rates reviewed annually).

Payment method: Paid through normal payroll and subject to tax and National Insurance deductions.

6. Combining with Other Leave

Neonatal Care Leave can be taken immediately after maternity, paternity, or adoption leave without breaking continuity.

Holiday continues to accrue during neonatal care leave.

Pension contributions and other contractual benefits continue during paid neonatal care leave.

7. Notice and Evidence Requirements

Employees must provide:

- The date the baby was admitted for neonatal care.
- The baby's date of birth.
- The expected duration of the stay (if known).
- A medical or hospital certificate confirming the admission.
- Notification should be made in writing to HR at the earliest opportunity.

8. Returning to Work

Employees returning after 26 weeks or less of combined statutory parental and neonatal care leave are entitled to return to the same job.

If more than 26 weeks' combined leave is taken, the employee will be entitled to return to the same job or, if not reasonably practicable, to a suitable alternative role on no less favourable terms.

9. Protection from Detriment

Employees taking or requesting neonatal care leave must not be treated less favourably or suffer any detriment for exercising their statutory rights.

Any concerns should be raised with HR under the Statom Group Grievance Policy.



SIGNED:



Martina Oyite
Human Resources Director
Statom Group Limited
REVIEW: Annual
DATE: 01/06/2025
NEXT REVIEW: 01/06/2026

SIGNED:



Paul Whelan
Managing Director
Statom Group Limited
REVIEW: Annual
DATE: 01/06/2025
NEXT REVIEW: 01/06/2026