

Neonatal Care Leave and Pay Fact Sheet



What is neonatal care leave?

A special type of paid leave for parents whose baby is admitted into neonatal care within 28 days of birth and the neonatal care lasts for at least seven consecutive days. Both parents can take neonatal care leave.

How much leave is available?

One week of leave for each uninterrupted seven day period that your baby receives neonatal care. Maximum of 12 weeks.



Who is entitled to neonatal care pay?

Employees who have:

- ✓ at least 26 weeks continuous employment
- ✓ average earnings at or above the [lower earnings limit](#) for National Insurance contributions

How much pay will I receive?

The amount of leave and pay available to you is directly linked to how long your baby receives neonatal care. The maximum entitlement - for babies who receive neonatal care for 12 continuous weeks or more - is:

Weeks 1 – 6 Full pay (inclusive of statutory pay)
Weeks 7 – 12 [Statutory weekly rate](#)



When can neonatal care leave be taken?

This leave is usually taken after maternity, paternity, or shared parental leave. It is not possible to switch from maternity leave to neonatal care leave and then restart maternity leave. Leave must be taken within the first 68 weeks of your baby's birth.

Does neonatal care leave need to be taken in one block?

Yes, unless your baby is still receiving neonatal care. Leave can be taken in non-continuous blocks of one week at a time if your baby is still receiving neonatal care.



How/when should I apply for neonatal care leave?

For more information, including notice periods and the application form, please see our [Neonatal Care Leave Policy](#). Neonatal care leave will usually be taken after maternity, shared parental, adoption or paternity/partner leave.

If you are currently on maternity, adoption or shared parental leave, there is no rush to apply for neonatal care leave and pay as it will be taken and paid after your other leave ends.

This summary aims to provide the key points of our [Neonatal Care Leave policy](#). If you have any more questions or need further assistance, please reach out to HR Services team or your manager. The University also provides a 24-hour telephone counselling service through our [Employee Assistance Programme](#).