

A New chapter for families: Reflecting on the first month of the introduction of neonatal care leave

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This April marked the beginning of a long awaited change for parents of premature or sick babies: the introduction of neonatal care leave and pay.

Changes, which came in to effect from 6 April 2025, are part of the Government's wider efforts to support working families and enhance employment rights. It is a step forwards in helping parents whose babies need specialist care after birth.

In these early weeks we're already seeing the policy open up much needed conversation about support, flexibility and how we respond when things don't go to plan.

A summary of the new entitlement can be found here: [Neonatal care leave and pay right for thousands of new parents](#).

Parents of newborns who are admitted for neonatal care within the first 28 days of life and have a continuous hospital stay of at least seven full days are eligible for this benefit. Eligible parents can take up to 12 weeks neonatal care leave, which is in addition to maternity and paternity leave entitlement.

Our team

We welcome this new entitlement which aims to provide crucial support during what can be an incredibly challenging time for families. Our specialist maternity team sees firsthand how critical, early, compassionate support for families can be. The introduction of neonatal care leave offers parents vital time to navigate the challenges of having a baby who is receiving neonatal care, without the added pressure of work. This new entitlement aligns with the wider NHS goals of improving patient and family experiences.

We are committed to assisting NHS Resolution with delivering on their strategy to improve maternity outcomes. Please do get in touch to discuss how we may be able to help your organisation.

Browne Jacobson's [maternity resources hub](#) also provides resources and information about our specialist team and includes our contact details.

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