



Department for
Business, Energy
& Industrial Strategy

NEONATAL LEAVE AND PAY

Good Work Plan: Proposals to Support
Families

Government Response



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Good Work Plan: Proposals to support families - Chapter 2 Neonatal Leave and Pay

Territorial extent:

This applies across Great Britain.



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Contents

Ministerial Foreword	4
Background to the Consultation	5
Next Steps.....	6
Summary of responses and proposals for Neonatal Leave and Pay	7
Annex A - Analysis of Consultation Questions	13

Ministerial Foreword

The UK has a strong tradition of supporting working families and the Government is proud that overall our parental leave system is generous and flexible. We are committed to making the UK the best place in the world to work – including for people who are planning to start or grow their family.

Our current parental leave and pay arrangements allow working parents to balance work with the needs of their family, particularly in the first year of their child's life. They are intended to cater for a variety of circumstances that expectant mothers and new parents may find themselves in. For example, in the case of premature births, there is some flexibility in when fathers and partners can choose to take their Paternity Leave and Pay. But we know that some parents need additional support to enable them to deal with events which are difficult to anticipate and plan for.

We have already laid Regulations in Parliament which, subject to Parliamentary approval, will implement our commitment to give employed parents a statutory minimum right to time off work in the devastating circumstances where they lose a child. These are part of a raft of reforms which will make the United Kingdom the best place in the world to work. As announced in the Queen's Speech, we will bring forward an Employment Rights Bill which will deliver the greatest reform of workers' rights in over 20 years. The new measures which we will introduce through the Bill include a new entitlement to Carer's Leave and additional protections which ensure that parents returning from family-related leave receive greater protection from redundancy. This publication sets out how the Bill will also create a new right to paid time off work for parents of children who have spent at least a week in neonatal care.

Neonatal care is the type of care that a baby who is born prematurely or sick receives in hospital. Children in neonatal care often have significant health or development issues that require specialist medical attention. This period is of course incredibly worrying and stressful for parents. They will naturally want to be with their babies, and yet may have concerns about their ability to do this and keep their jobs.

We are aware, through our consultation on Neonatal Leave and Pay and discussions with parents, employers and groups representing them, that some mothers are forced to delay their return to work, reduce their hours of work or give up work completely because their child was too fragile or too sick to be left in child care at the time that they were due to return to work. We have also heard that some fathers and partners are forced to take sick leave or unpaid leave because they are unable to work, or unwilling to work, when their child and the mother of their child need them most.

We committed in our Manifesto to a new entitlement to Neonatal Leave and Pay, which will allow parents to take additional time off work where their child is in neonatal care, ensuring they are no longer in the impossible position of having to choose between keeping their job and spending time with their baby. These reforms will also help businesses because employers who embrace family-friendly policies are likely to see greater employee loyalty, commitment and motivation.

As we have now left the European Union the Government is committed to building on workers' rights, leading the way on putting in place significant reforms to support working families.

Background to the Consultation

The UK has a range of policies in place that support employees to balance work with family life and other personal commitments and responsibilities. These include: a right to request flexible working; generous family-related leave and pay entitlements and protections from detriment for parents who take or seek to take family-related time off work.

In July 2019 the Government published a wide-ranging consultation which sought views on a number of proposals to support families in balancing their work and personal lives. Policies which enable parents to participate in the labour market, and to succeed and progress in work, not only benefit individual employees, but also give employers access to a bigger pool of talent. Employers who embrace family-friendly policies, such as flexible working and enhanced parental leave and pay policies, are likely to see greater employee loyalty, commitment and motivation; a reduction in staff turnover and recruitment costs; lower absenteeism; and increased productivity.

Chapter 2 of the consultation sought views on proposals for a new entitlement to Neonatal Leave and Pay. This policy is intended to support parents who face distinct, often significant, challenges in combining work with caring for a child who requires or received neonatal care. We know that parents of children who are or have been in neonatal care can experience numerous challenges, particularly in cases where their baby or babies have been in hospital for several weeks or months.

The Government acknowledges that current leave and pay entitlements do not adequately support parents in circumstances where their child is born sick or prematurely and requires neonatal care. We will therefore give additional support for parents in these circumstances through the provision of statutory Neonatal Leave and Pay.

The consultation sought views on the design of this new entitlement; associated practical considerations; and the implications for employers and employees. Specifically, the consultation asked about:

- Eligibility and qualifying conditions.
- The length of entitlement and when the entitlement can be taken.
- Notice and evidence requirements.
- Employment protections and parents' right to return to the same job.

Next Steps

Government is committed to providing parents with an entitlement to take extended leave for neonatal care, to support those new mothers and fathers who need it during the most vulnerable and stressful days of their lives.

Following the responses to the consultation, we will:

- introduce leave for parents of babies in Neonatal Care;
- introduce statutory pay for parents of babies in Neonatal Care;
- legislate to implement the entitlement and the relevant commitments we are making in the forthcoming Employment Bill.

We will also respond to the remaining chapters of the Good Work Plan: Proposals to Support Families consultation in due course.

We are grateful to Bliss, The Smallest Things and TAMBA for their input which help to inform the consultation's proposals, and to all the parents, employers, business representative groups, and organisations that responded to the consultation.

Summary of responses and proposals for Neonatal Leave and Pay

In July 2019, the Government consulted¹ on proposals to support working families. Chapter 2 of this consultation set out our proposals for new entitlements, and associated employment law protections, for parents of babies who require neonatal care.

In the UK, of the 60,000 babies who are born prematurely each year (before 37 weeks) around two thirds require neonatal care. A further 60,000 babies who are born full term are admitted to neonatal care each year².

The Neonatal Leave and Pay consultation closed on 11 October 2019. There were 1,364 responses in total, of which: 1,238 (91%) were from individuals, 48 (3.5%) were from employers who identified themselves as either a large, medium, small or micro business. 16 (1%) were from organisations who identified themselves as a business/trade representative group, 6 (0.4%) were from organisations who identified themselves as a legal representative group, 14 (1%) were trade or staff unions; and 42 (3%) were from individuals/organisations who classified themselves as 'other' (e.g. charities and not for profit organisations).

This section provides a summary of the responses to the consultation and the Government's response, grouped thematically.

Should parents of babies in neonatal care have access to additional Leave and Pay? (question 2 of the consultation)

Over 99% of all respondents agreed that parents of babies who are admitted into neonatal care should have access to additional weeks of Leave and Pay.

Currently, parents of a baby or babies in neonatal care rely on their existing statutory leave entitlements to enable them to be off work while the baby is in hospital. This means that parents spend a proportion of their Maternity Leave or Paternity Leave with the baby in hospital.

As a result, these parents are unable to spend time bonding with their child outside of a medical environment for at least a proportion of their Maternity Leave or Paternity Leave. Where the baby has been in neonatal care for a prolonged period, fathers and partners often rely on annual leave or unpaid leave in order to be with the mother and baby in hospital after their entitlement to statutory Paternity Leave and Pay has elapsed.

To support parents of babies requiring neonatal care Government will bring forward legislation to create an additional entitlement to statutory Leave and Pay.

¹ Good Work Plan: Proposals to support families: <https://www.gov.uk/Government/consultations/good-work-plan-proposals-to-support-families>

² NDAU, (2017). NDAU 2016 Report. Available at: [www.imperial.ac.uk/media/imperial-college/medicine/dept-medicine/infectious-diseases/neonatology/NDAU-2016-Report-v1.1-\(002\).pdf](http://www.imperial.ac.uk/media/imperial-college/medicine/dept-medicine/infectious-diseases/neonatology/NDAU-2016-Report-v1.1-(002).pdf)

Should the entitlement to Neonatal Leave and Pay be restricted to the individuals who would have had the main responsibility for caring for the child following birth, had it not been admitted to neonatal care? (question 1 of the consultation)

84% of all respondents agreed that the policy should be restricted to:

- the mother of the baby or babies;
- the father of the baby or babies;
- the mother's spouse; civil partner; or a partner who will be living with the mother and baby that is in neonatal care in an enduring family relationship;
- the intended parents in a surrogacy arrangement (where they are eligible for and intend to apply for a Parental Order); and
- the intended parents in cases of adoption, where the intention was that the baby or babies would be placed with the individuals that they have been matched with at birth or shortly after birth.

The respondents who disagreed called for the consideration of other care givers (kinship carers) and for single parents to be able to nominate another care giver (such as grandparents) in the absence of a second parent.

The definition of a Neonatal Parent

The Government will consider further the question of which care givers should be entitled to Neonatal Leave and Pay. We will carefully consider the pros and cons of extending the policy to other groups before defining 'neonatal parent'.

Eligibility and qualifying conditions (questions 3 - 5)

The Government proposed in the consultation that access to Neonatal Leave and Pay should be restricted to parents whose baby or babies have been in neonatal care for two weeks or more (a 'minimum stay'). Almost half (47%) of all respondents supported this proposal. However, 47% of all respondents disagreed: with many calling for the minimum stay to be removed entirely, or if there was to be a minimum requirement that a one-week stay should be considered.

When proposing a reduction in the qualifying period some respondents drew attention to the fathers/partners who are not eligible for Paternity Leave and Pay. These parents would have no statutory entitlement to paid time off from work and would have to wait until their child had been in hospital for 2 weeks before becoming eligible for Neonatal Leave.

Some respondents also raised the circumstances in which babies experience several short admissions to hospital, suggesting these parents should also have access to the entitlement, as their child's overall length of stay could add up to same qualifying 'minimum stay' proposed in in the consultation.

Eligibility for Neonatal Leave and Pay

Parents of babies which are admitted into hospital as a neonate (28 days old or less) will be eligible for Neonatal Leave and Pay if the admission lasts for a continuous period of 7 days or more.

This will ensure that the policy focuses on those most in need of additional support, as it targets parents of babies who experience prolonged stays in hospital (weeks of admission) as opposed to those who face short stays (days of admission). Given that other existing family-related entitlements are paid in blocks of one or more weeks, this approach will be familiar to employers when administering. Parents will also be better able to understand their eligibility if the qualifying criteria focuses on the age of the baby and the length of their stay in hospital.

Whilst this does not resolve all the difficulties that parents experience whilst their baby is in neonatal care, parents of children who spend a matter of days in hospital are less likely to face the same challenges in taking time off from and returning to work as those whose babies spend a prolonged period in hospital.

Further circumstances raised for consideration by respondents were:

- cases where neonatal care is provided via outreach programs (outside of hospital); and
- cases where the baby is transferred to into palliative care.

The definition of Neonatal Care

The Government will seek further evidence before defining ‘neonatal care’ with consideration given to those neonatal babies who are transferred into palliative care and into neonatal outreach services.

93% of all respondents supported the proposal for a right to Neonatal Leave from the first day of employment in a role, and more than half (56%) of all respondents supported a qualifying period of service for entitlement to statutory Neonatal Pay (this is consistent with other entitlements to family-related pay).

Qualifying criteria for Neonatal Leave and Pay

Neonatal Leave will be available to an employee³ from the first day of employment in their job.

Entitlement to Statutory Neonatal Pay⁴, like other family-related pay rights, will be available to those employees who meet continuity of service⁵ and minimum earnings⁶ tests, to provide both consistency and ease to employers who will administer the entitlement.

³ Neonatal Leave and Pay will be an entitlement for employees. The consultation focussed on additional support for employed parents, as employees do not have the same level of flexibility and autonomy over the time they take off as self-employed people do. The Government is not ruling out providing further support for self-employed parents in the future. We continue to keep differences in treatment between self-employed and employed people under review

⁴ Employers will reclaim the statutory payment from the government by reducing their national insurance contributions. Large employers will be able to reclaim 92% whilst small employers (those who have paid £45,000 or less in gross national insurance the preceding tax year) will be able to recover 103%.

⁵ 26 weeks' continuous service with their employer as at the relevant date

⁶ The Lower Earnings Limit (LEL) is the amount of earnings required to allow an employee to qualify for certain state benefits. The lower earnings limit is set each tax year by the government. For 2019-2020 the LEL is set at £118 per week.

Length of the entitlement and when it can be taken (questions 6 – 11).

The consultation proposed that parents of babies admitted to neonatal care following birth should receive a week of Neonatal Leave and Pay for every week that their baby is in neonatal care. This was to ensure that the support provided by the new entitlement is proportionate to the length of time that the baby spends in hospital.

The consultation proposed that the potential length of Neonatal Leave and Pay should be capped at a maximum number of weeks. The length of time that babies spend in neonatal care varies according to their gestational age and the severity of their condition. The majority of babies admitted to neonatal care stay in hospital for a relatively short period of time. Of babies admitted in 2018, the majority (69%) of babies spent less than a week in hospital before being discharged home⁷. As the length of stay increases the proportion decreases. Of those babies who stay in neonatal care for 7 days or more, 96% of them will be discharged by the end of the 12th week after their admission.

- 67% of all respondents (and 49% of employers & business representative organisations) did not support capping the amount of Neonatal Leave available to parents (question 8):
 - Of those who provided a response to question 8a) - the optimal amount of leave - the most popular proposal selected was a cap of 12 weeks (29% of respondents).
- The majority of all respondents (81%) felt that the maximum number of weeks of Neonatal Leave should be the same as the maximum number of weeks for statutory Neonatal Pay (question 9).
- Of those who provided a response to the question on Neonatal Pay (question 10) - the optimal maximum number of weeks of Neonatal Pay - 37% said that the maximum number of weeks should be 12. The 53% who selected 'other' for this question called for no maximum cap.

The length of the entitlement

We have concluded that the total amount of statutory Neonatal Leave and Pay available to parents should be capped at a maximum of 12 weeks. This maximum amount balances the needs of business (planning for their employee's absence) alongside the needs of parents.

We accept that some parents (4%⁸) will have children in neonatal care for more than 12 weeks. These parents will, in most cases, also be eligible for Maternity Leave (mothers), Paternity Leave (fathers and partners), Shared Parental (both parents) and Unpaid Leave (both parents). Taken together with the existing entitlements to family-related leave and pay, Neonatal Leave and Pay of up to 12 weeks should be sufficient to cater for the needs of the vast majority of these parents.

More than half of all respondents supported Neonatal Leave and Pay being taken in a continuous period at the end of existing entitlements (for example, at the end of any Maternity and Paternity Leave and Pay).

⁷ Information based on data obtained from the [National Neonatal Research Database](#) covering neonatal units in England and Wales in 2018.

⁸ Information based on data obtained from the [National Neonatal Research Database](#) covering neonatal units in England and Wales in 2018.

When a mother is entitled to maternity leave, this will start automatically on the day after childbirth if it has not already started and must be taken in a single continuous block. The Government does not wish to depart from this framework, which is already understood and administered by employers.

When and how the entitlement can be taken

Government will ensure that Neonatal Leave will be taken after Maternity Leave through prescribing a set period in which Neonatal Leave and Pay must be taken. This provision will also enable fathers and partners to take their Neonatal Leave after their Paternity Leave if they so wish.

We anticipate that Neonatal Leave would normally be required to be taken in a continuous block of one or more weeks, and we are exploring how the entitlement will work where a parent is due to take another form of Parental Leave (for example Paternity Leave and Shared Parental Leave).

Notice and evidence requirements (questions 12 – 16)

Of the respondents who answered what could constitute a reasonable notice period for Neonatal Leave and Pay (question 14) they told us:

- that mothers should provide notice to their employer as soon as the baby is discharged from neonatal care (28% of all respondents) or at the point that the baby is admitted into neonatal care (28% of all respondents).
- that fathers and partners should provide less than a week's notice (35% of all respondents) or one week's notice (19% of all respondents) to their employer at the end of their Paternity Leave.

Respondents supported communication between the employee and employer being light-touch and only when new information is available (63% of all respondents).

Respondents also supported employers having a right to request evidence to the entitlement from fathers and mothers (over 70% of all respondents).

Notice requirements for Neonatal Leave

The Government will further consider how to make provision for notice requirements but intends to take a two-tiered approach:

- 1. Very short, informal, notice will be acceptable for Neonatal Leave taken very soon after the date of the neonate's admission to hospital. This will apply for a set period and recognises that, in many cases, the baby's admission to neonatal care is a sudden, unexpected event which parents are unable to plan for.**
- 2. A longer period of notice will be required where the Neonatal Leave begins at a stage where the child has not been recently admitted into neonatal care. In this instance, we propose that the employee will be required to give at least one week's notice to their employer before taking Neonatal Leave.**

Notice requirements for Statutory Neonatal Pay

Employees will be required to give written notice to their employer for the period in which the employee is claiming Statutory Neonatal Pay.

Government will further consider how notice for pay will operate on an ongoing basis as a baby's length of stay in neonatal care is unlikely to be known at the point of giving notice. We will also further consider what notice period is appropriate.

Evidence requirements for Statutory Neonatal Pay

The Government intends to require the employee to provide a written declaration confirming that they meet the eligibility requirements for statutory Neonatal Pay.

We will consider further whether any additional evidence will be required beyond the written declaration.

Employment protections and right to return to the same job (questions 17 – 18)

The consultation proposed that a parent who is on Neonatal Leave should have equivalent employment protections as a parent would have under the current right to other forms of parental leave. This would include the right to not be treated unfavourably, or to be dismissed because they are taking, or are seeking to take, Neonatal Leave.

The consultation also proposed that employees taking Neonatal Leave should have rights to return similar to those that apply to employees returning from other forms of parental leave. This means that in certain circumstances, an employee may have the right to return to the same job they were employed in before their absence.

90% of individuals and 81% of employers and business representative organisations agreed that parents taking Neonatal Leave should have the same protections, and right to return to work as those employees taking other forms of parental leave.

Employment rights and protections

Parents who qualify for Neonatal Leave will be afforded the same employment rights and protections as parents taking other relevant family-related leave. This means that they will be protected from detriment or discrimination arising from them taking, or seeking to take, Neonatal Leave.

In line with arrangements for other relevant family-related leave, employees who are eligible for Neonatal Leave will also have a right to return to the same job after a period of Neonatal Leave or a combined period of Neonatal and other forms of family-related statutory leave if they are absent from work for a total period of 26 weeks or less (excluding periods of Unpaid Parental Leave of up to 4 weeks).

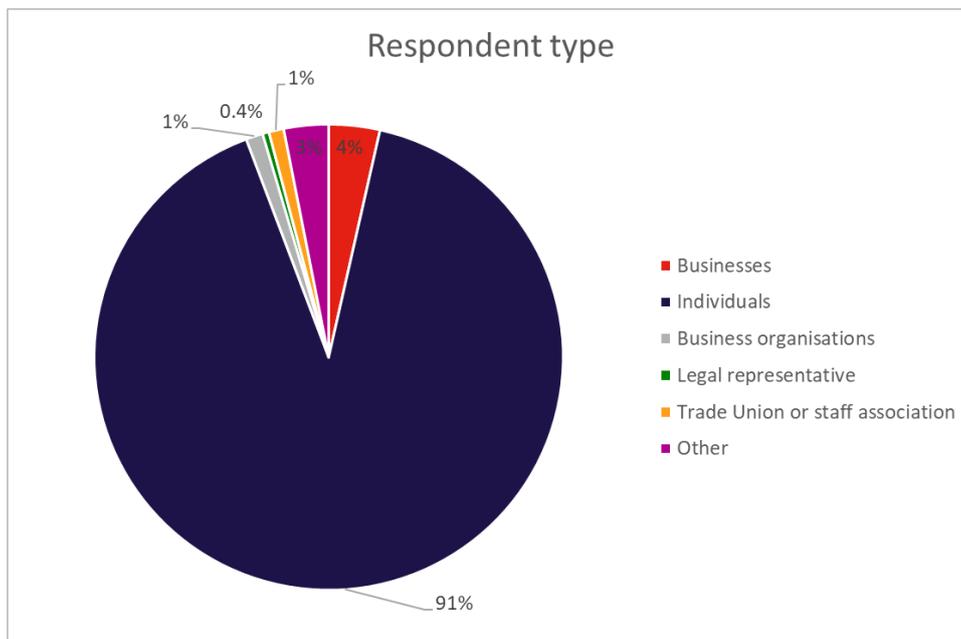
Annex A - Analysis of Consultation Questions

Overall, the campaign received 1364 responses. 91% (1,238) were individuals, 3.5% (48) identified as either a large, medium, small or micro employers, 1.2% (16) as a business/trade representative group, 0.4% (6) as a legal representative group, 1% (14) were trade or staff unions and an additional 3.1% (42) respondents classified themselves as 'other' (e.g. charities and not for profit organisations).

In most questions there was little difference between the 'all respondents' group and 'individual' respondent type, as the vast majority of responses were from individuals (91%). Therefore, we have typically focused our analysis on the 'all respondents' group.

Where there is notable difference between all respondents and business and/or employer responses, a comparable breakdown has been provided.

Unless otherwise stated, the "neutral response" incorporates those who responded with either "neither agree nor disagree" or "don't know", or where respondents did not answer the question.

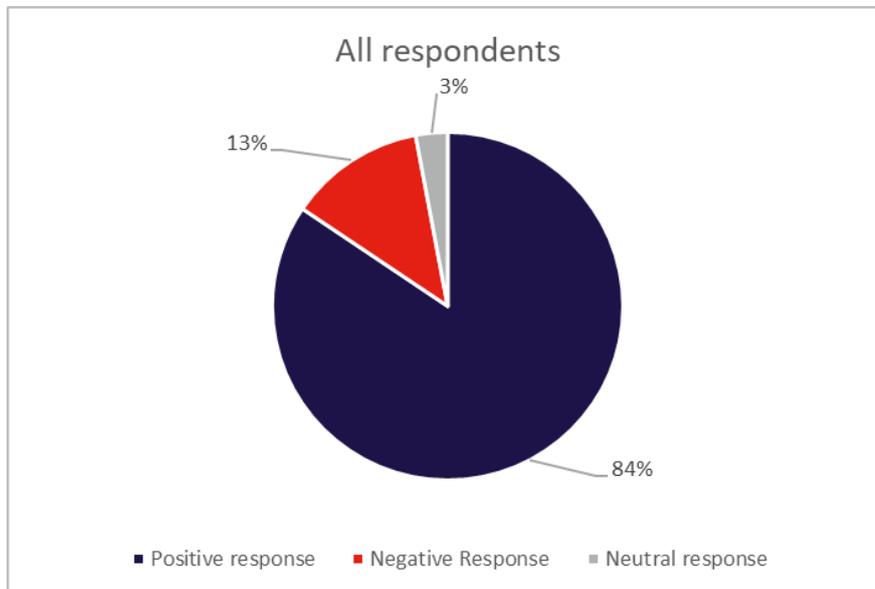


Section 1: Eligibility for Neonatal Leave and Pay

Question 1: Do you agree with the principle that entitlement to Neonatal Leave and Pay should be restricted to the individuals who would have had the main responsibility for caring for the child following birth, had it not been admitted to neonatal care? If you disagree or disagree strongly, please specify who else you think should be entitled.

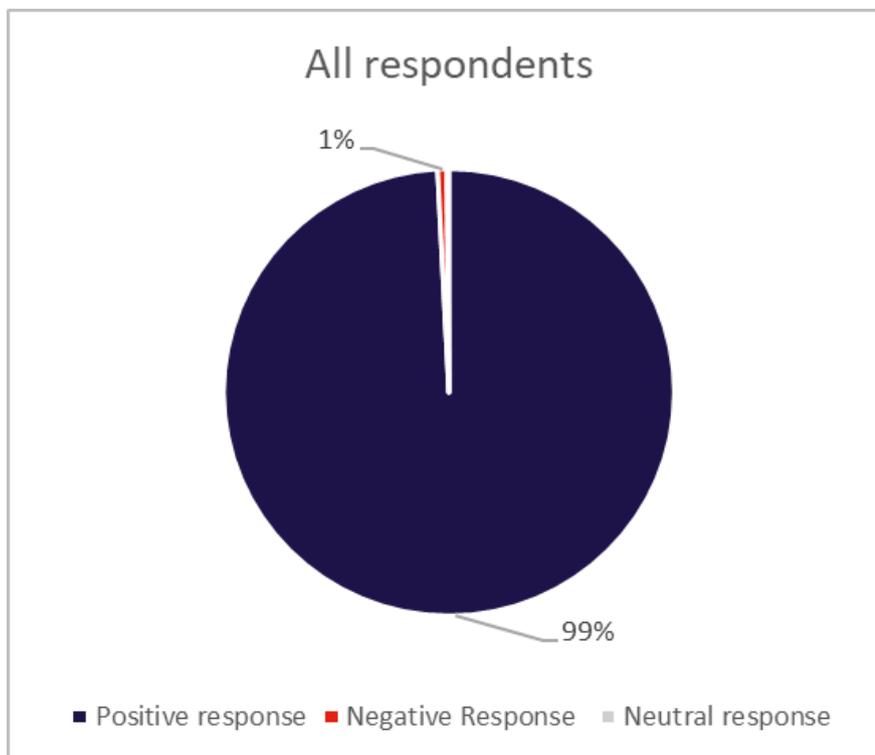
Government Response: Neonatal Leave and Payments

84% of all respondent types agreed with the principle that entitlement to Neonatal Leave and Pay should be restricted to the individuals who would have had the main responsibility for caring for the child following birth, had it not been admitted to neonatal care.



Question 2: Do you agree that parents of babies who need to spend time in neonatal care should have access to additional pay and leave? If you disagree or strongly disagree, please provide a reason for your answer in the box below.

Almost all of the respondents believed that parents of babies who need to spend time in neonatal care should have access to additional pay and leave.

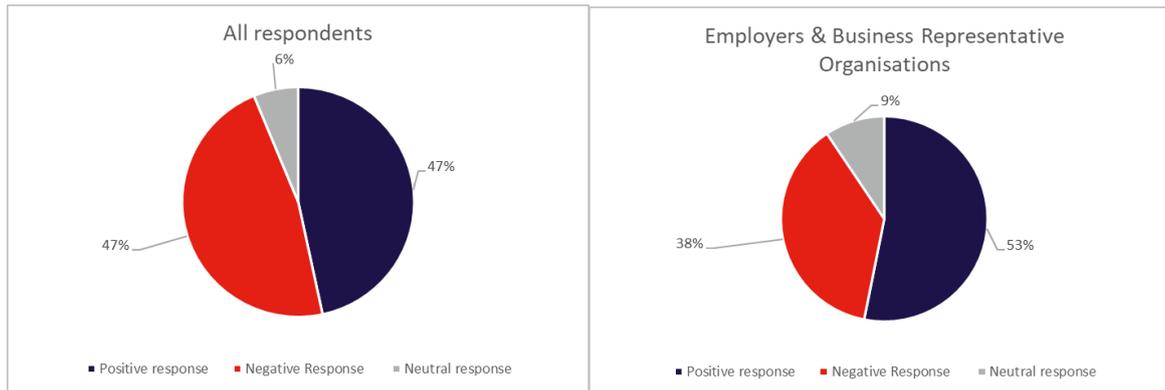


Question 3: Do you agree that access to Neonatal Leave and Pay should be restricted to parents whose children have spent a minimum of 2 weeks in neonatal care, i.e. are

seriously ill or likely to be in hospital for an extended period of time? If you disagree or disagree strongly, please specify who else you think should be entitled.

47% of all respondent types agreed that Neonatal Leave and Pay should be restricted to parents whose children have spent a minimum of 2 weeks in neonatal care. The same percentage disagreed with this.

When looking only at the employers and business representative organisations group there was a slight difference in that 53% of respondents agreed and only 38% disagreed.



Question 4: If you agree that access to Neonatal Leave and Pay should be restricted to parents whose babies are most seriously ill, after what length of time in neonatal care should the parents’ entitlement to Neonatal Leave and Pay crystallise?

36% of all respondent types agreed that the parents’ entitlement to Neonatal Leave and Pay be subject to a minimum stay of 2 weeks. Only 6% of respondents thought the minimum stay should be 4 weeks.

38% of all respondents, however, gave the “other” response. A large proportion of these respondents believed that the parents should be entitled to Neonatal Leave and Pay immediately their baby is admitted or after a week’s stay in neonatal care.

For employers and business representative organisations, a greater proportion (42%) of respondents believed the minimum stay should be 2 weeks.



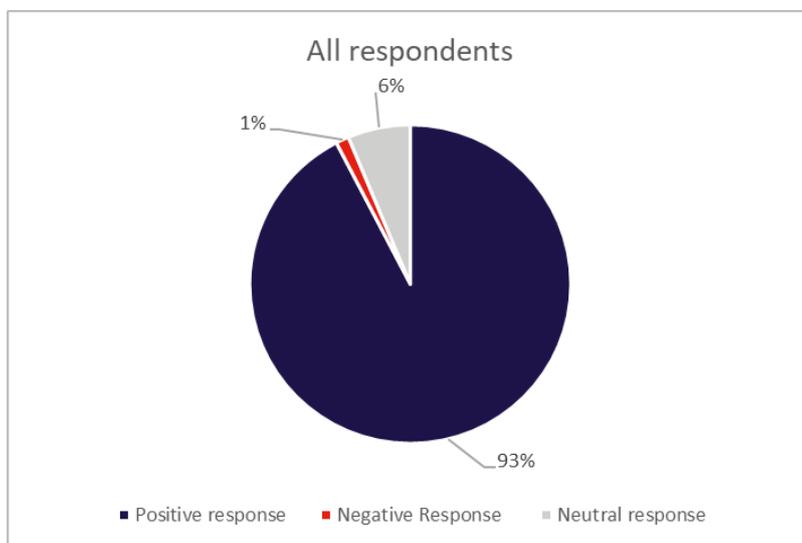
Question 5: Are there other circumstances that you think should be considered for inclusion within the scope of Neonatal Leave and Pay? What are they?

The common themes that arose from the responses provided to this question were:

- Extending a paid entitlement to self-employed parents with babies in neonatal care.
- Special consideration to be given when a parent or baby has a disability.
- Special consideration for those with babies that have been readmitted to hospital.
- Additional support for parents of twins or multiples, often with respect to when one baby dies, during a multiple pregnancy.

Question 6: Do you agree that Neonatal Leave should be a ‘day one right’ in line with Maternity Leave, Adoption Leave and Parental Bereavement Leave?

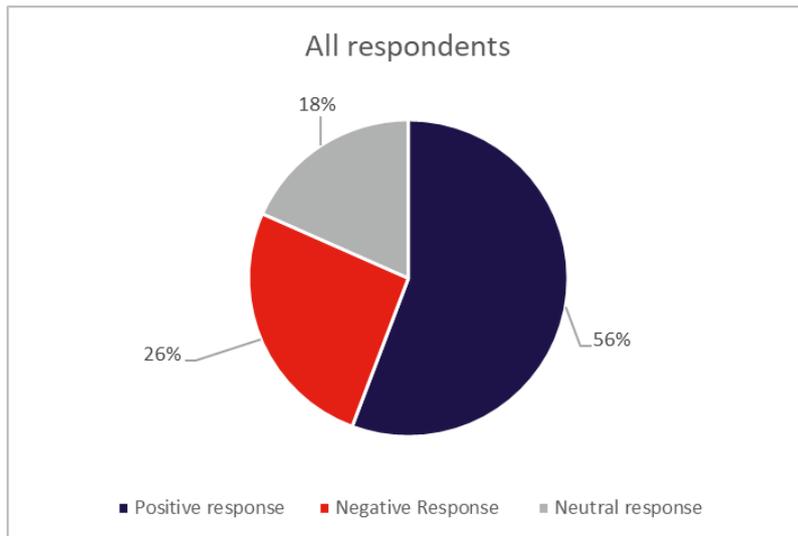
93% of respondents agreed that Neonatal Leave should be a ‘day one right’ (i.e. available to parents who have recently changed jobs) in line with Maternity Leave, Adoption Leave and the Government’s proposal for Parental Bereavement Leave.



Question 7: Do you agree that the qualifying period of service for Statutory Neonatal Pay should mirror the qualifying period Statutory Paternity and Shared Parental Pay?

56% of respondents agreed that the qualifying period of service for Statutory Neonatal Pay should mirror the qualifying period of service for Statutory Paternity and Shared Parental Pay. 18% of respondents gave a neutral response, the majority selecting “neither agree nor disagree”.

Of those who disagreed (265) respondents called for no qualifying period of service for Statutory Neonatal Pay.



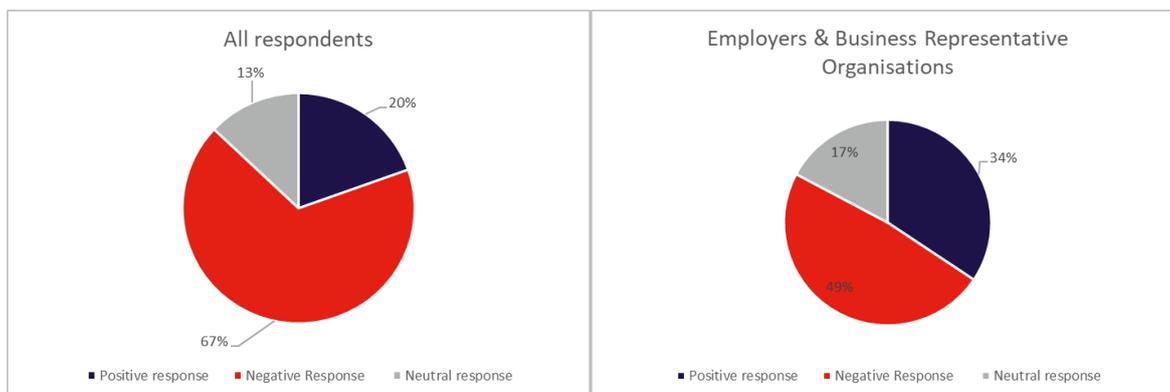
Section 2: The Leave and Pay

Question 8: Do you agree that the entitlement to Neonatal Leave should be capped?

67% of all respondents did not agree that entitlement to Neonatal Leave should be capped.

Within the employers and business representative organisations responses, 49% did not support capping the leave entitlement, with 34% agreeing the leave should be capped and 17% selecting a neutral answer.

Of the individuals who responded to the consultation, 69% did not agree that Neonatal Leave should be capped, 19% did, and 12% provided a neutral response.

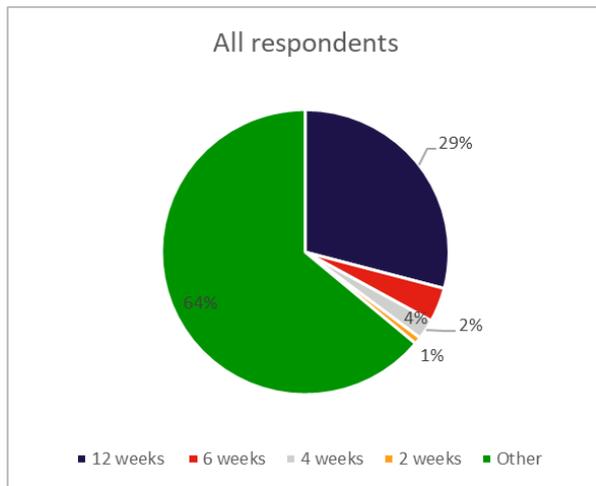


Question 8a: If you agree that the number of weeks of Neonatal Leave that are available to parents should be capped, what is the optimal maximum number of weeks of leave that should be available?

Due to 55% of respondents not answering this question, the 'not answered' response type has been filtered out in order to analyse responses from those respondents who provided an answer.

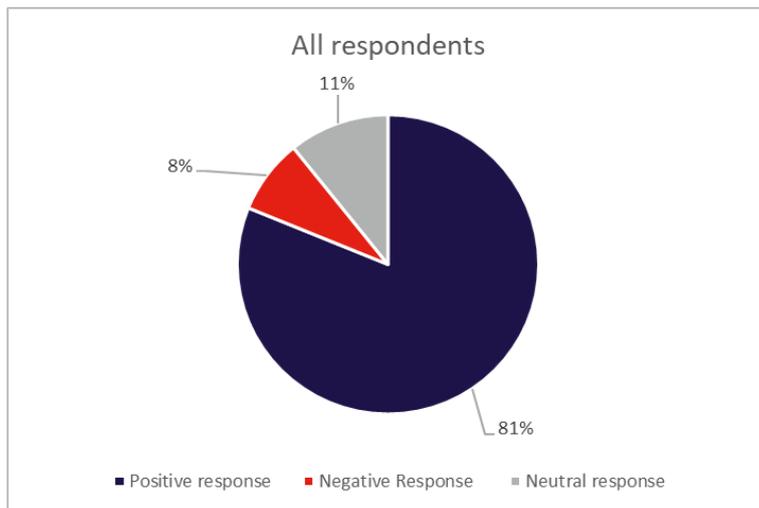
The most selected proposal for the optimal amount of leave was "other", yet many respondents who selected "other" gave the reason that 'leave should not be capped'.

Of the remaining proposals available for respondents to select “12 weeks” was the most favoured proposal amongst all respondent types - with 29% of those who answered this question selecting this response.



Question 9: Do you agree that the maximum number of weeks of Neonatal Leave should be the same as the maximum number of weeks of Neonatal Pay in order to ensure eligible parents can receive pay throughout their leave period?

81% of respondents agreed that the maximum number of weeks of Neonatal Leave should be the same as the maximum number of weeks of Neonatal Pay.



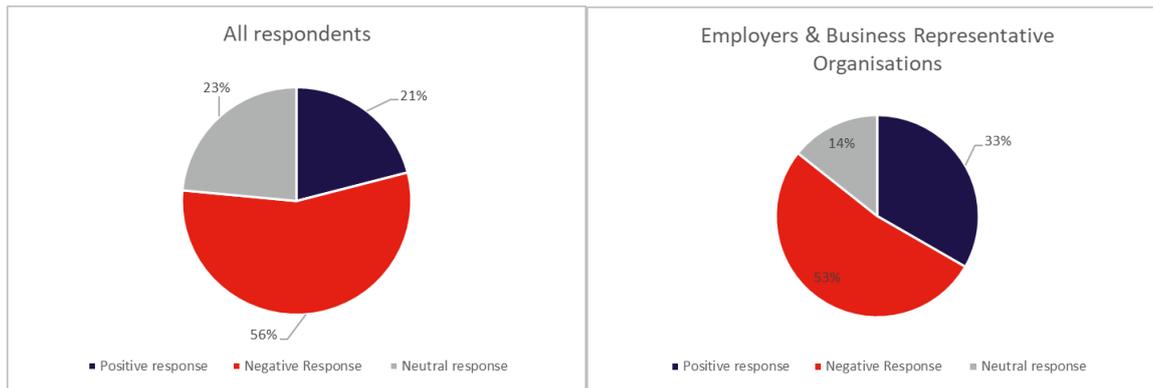
Question 9a: If you disagree with question 9 do you agree that the number of weeks of Statutory Neonatal Pay that is available to parents should be capped?

A significant proportion (68%) of respondents did not answer this question, the ‘not answered’ response type has been filtered out in order to analyse the responses from respondents who provided an answer.

33% of employers and business representative organisations agreed that Statutory Neonatal Pay should be capped, and this was also supported by 21% of individual respondents.

More than half of all respondents disagreed with the cap, and neutral responses were split between “neither agree nor disagree” or “don’t know”.

Government Response: Neonatal Leave and Payments

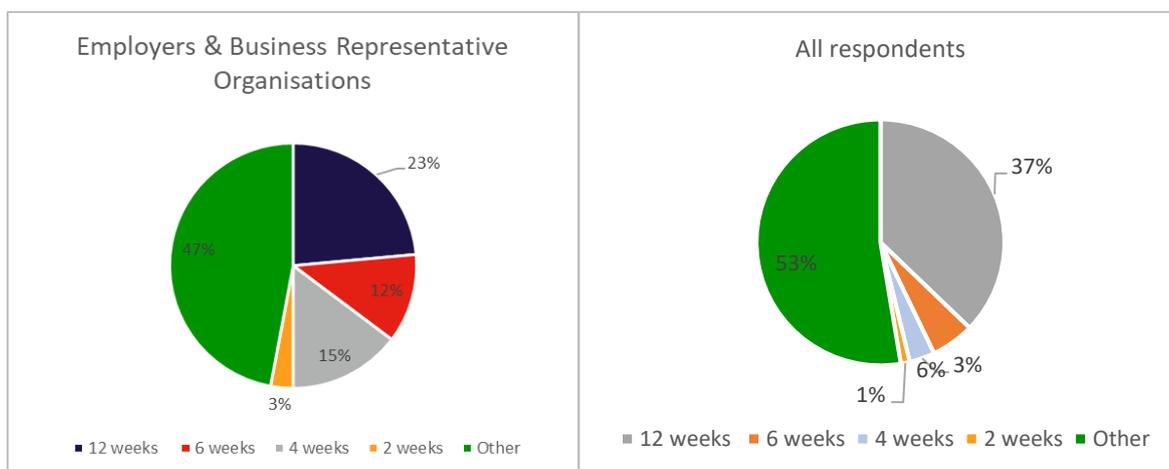


Question 10: If you agree that the number of weeks of Statutory Neonatal Pay that is available to parents should be capped, what is the optimal maximum number of weeks of pay?

Since 62% of respondents did not answer this question, the 'not answered' response type has been filtered out in order to analyse the respondents who answered this question.

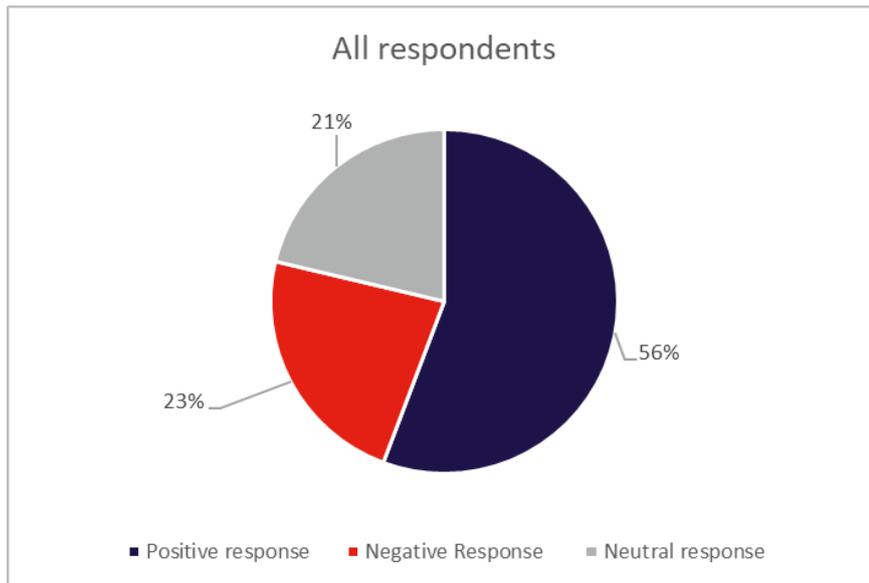
The most selected proposal for the optimal amount of pay was "other", but many respondents who selected "other" gave the reason that 'pay should not be capped'.

Of the remaining proposals available for respondents to select "12 weeks" was the most favoured proposal amongst all respondent types.



Question 11: Do you agree that Neonatal Leave and Pay should be taken in a continuous period at the end of existing entitlements to family-related leave and pay, e.g. Maternity or Paternity Leave?

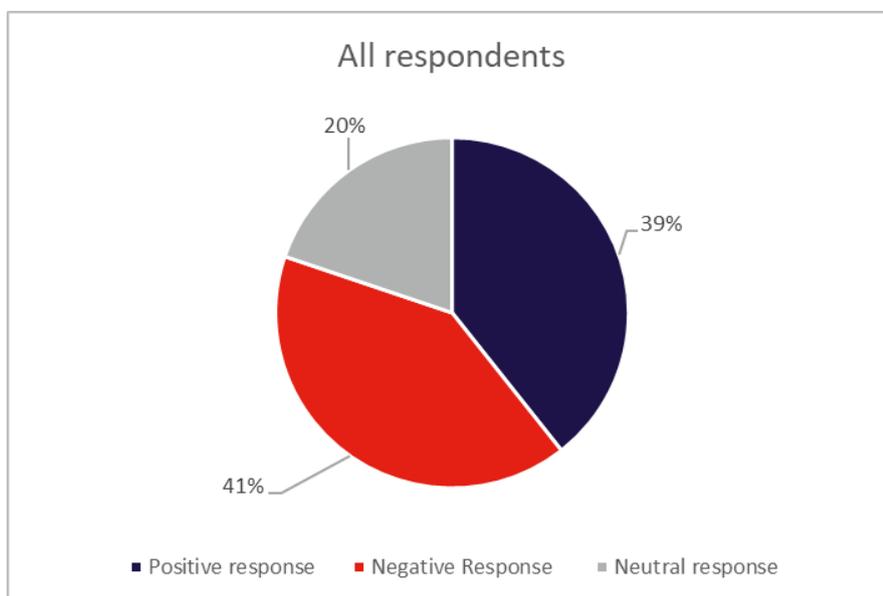
56% of respondents agreed that Neonatal Leave and Pay should be taken in a continuous period at the end of existing entitlements to family-related leave and pay. Those who disagreed called for Neonatal Leave and Pay to be taken in discontinuous blocks of leave.



Section 3: Notice and Evidence requirements

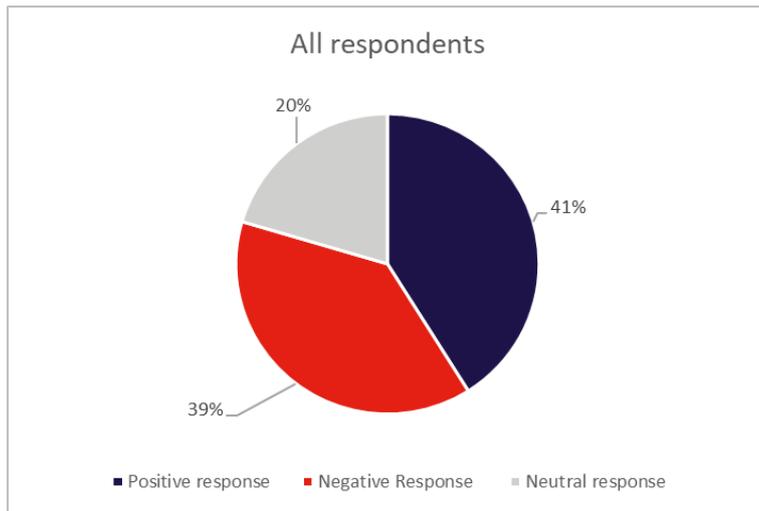
Question 12: Do you agree that a father/partner should be required to give notice in advance of the end of their other statutory leave entitlement to Paternity Leave in order to take Neonatal Leave?

Respondents were split over whether a father/partner should be required to give notice in advance of the end of their other statutory leave entitlement to Paternity Leave in order to take Neonatal Leave, with 39% agreeing with the proposal and 41% disagreeing.



Question 13: Do you agree that a mother should be required to give notice in advance of the end of her other statutory leave entitlement to Maternity Leave in order to take Neonatal Leave?

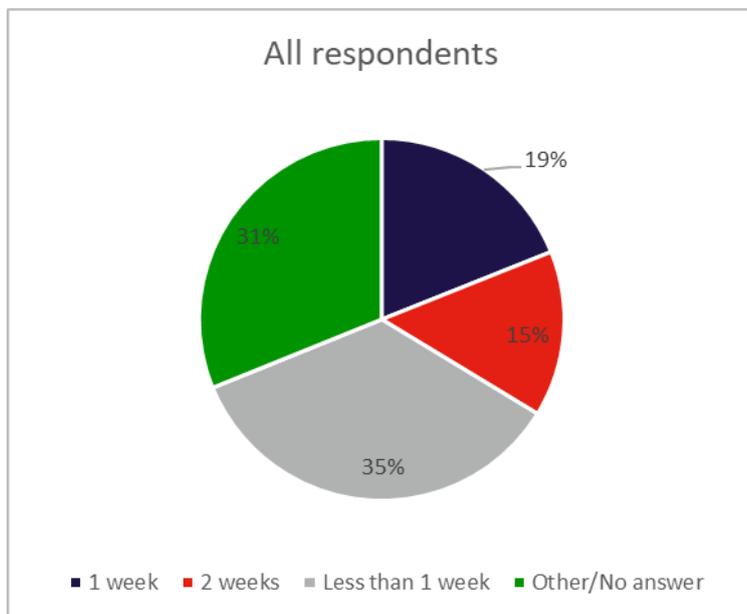
Respondents were split over whether a mother should be required to give notice of Neonatal Leave before the conclusion of Maternity Leave, with 41% agreeing with the proposal and 39% disagreeing.



Question 14: What would be a reasonable notice period for Neonatal Leave?

A) For fathers/partners taking Neonatal Leave at the end of Paternity Leave?

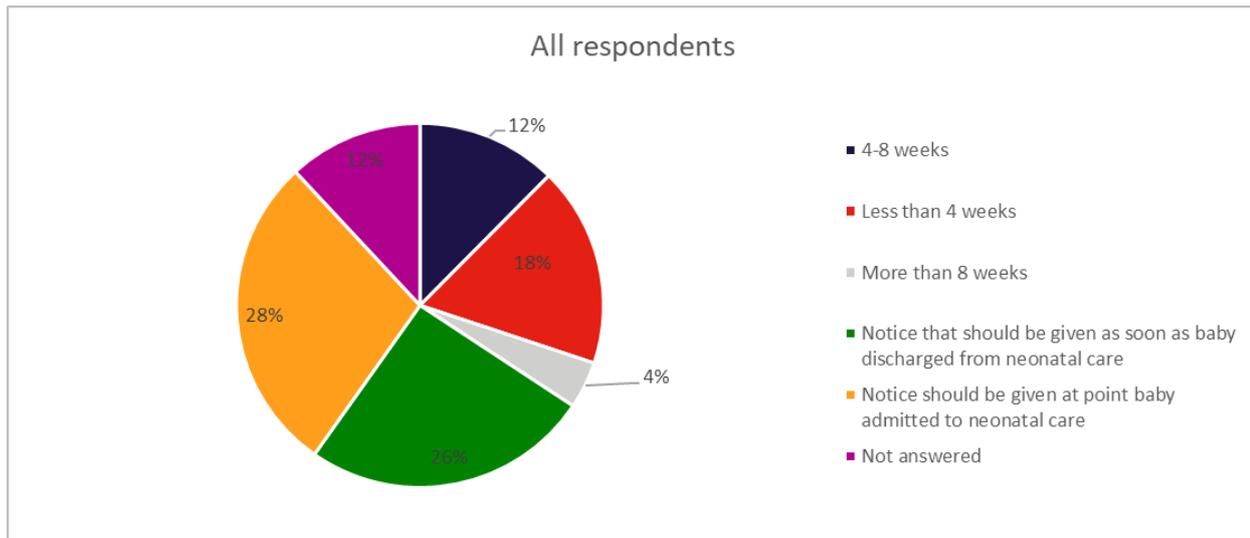
35% of all respondents believed that less than one week would be a reasonable notice period for fathers/partners taking Neonatal Leave at the end of their Paternity Leave. This was the most common proposal selected by all respondent types.



B) For mothers taking Neonatal Leave at the end of Maternity Leave?

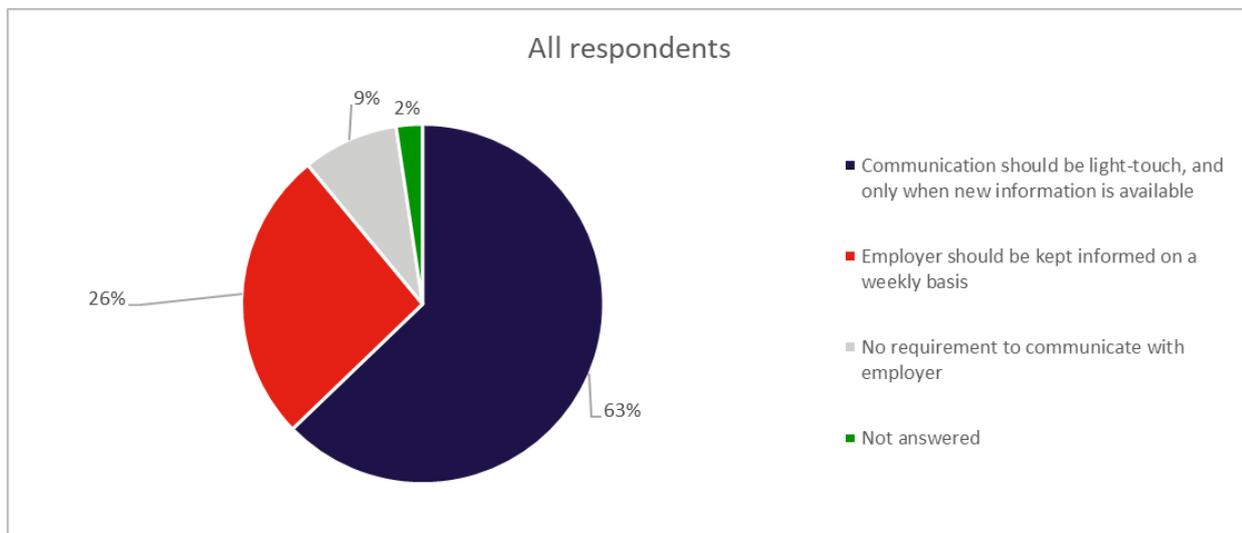
28% of all respondents thought that notice should be given as soon as the baby is discharged from neonatal care for mothers taking Neonatal Leave at the end of their Maternity Leave.

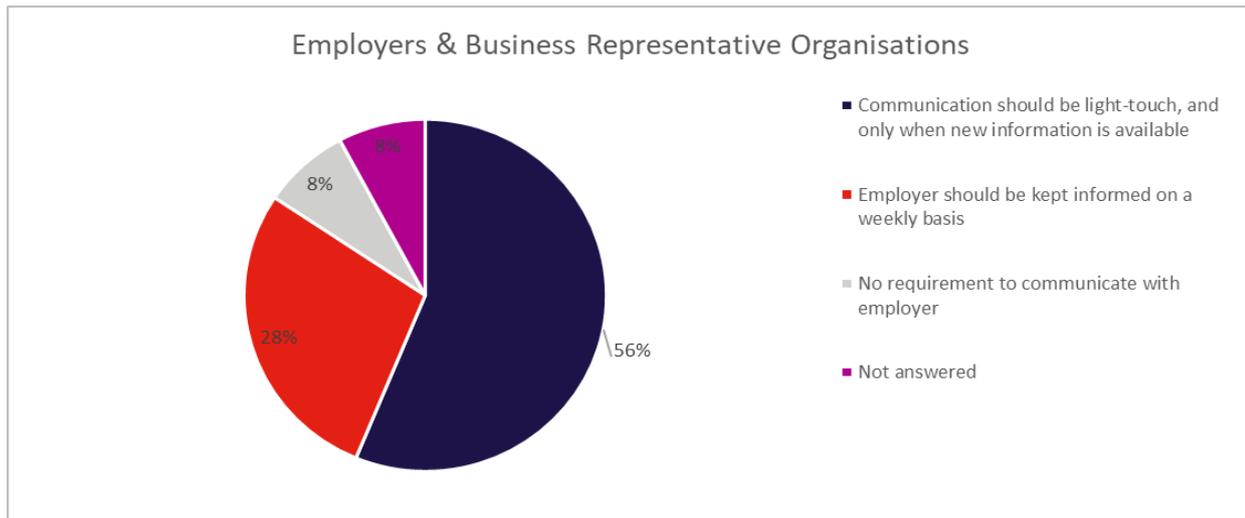
26% believed notice should be given at the point that the baby is admitted into neonatal care.



Question 15: What level of communication could be expected between a father/partner wishing to take Neonatal Leave at the end of their Paternity Leave on a week-to-week basis while the baby is in hospital?

63% of respondents believed that communication between father/partner and their employer should be light-touch and only when new information is available. 26% thought that employers should be kept informed on a weekly basis. For employers and business representative organisations, 56% believed the employer should be kept informed on a weekly basis.





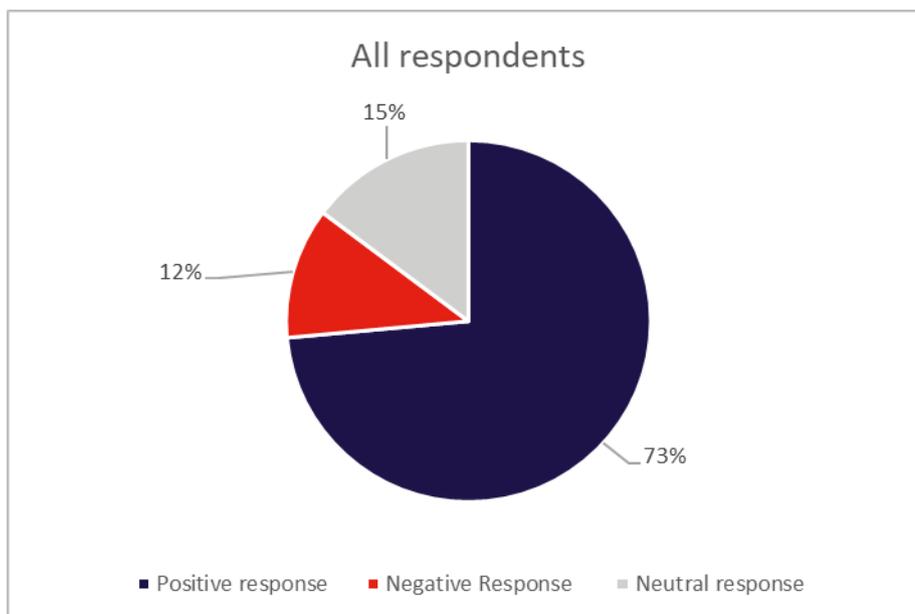
Section 4: Evidence of entitlement to Neonatal Leave and Pay

Question 16: Do you agree that employers should be allowed to ask for evidence of entitlement to Neonatal Leave and Pay:

A) From fathers and partners taking Neonatal Leave and Pay at the end of Paternity Leave?

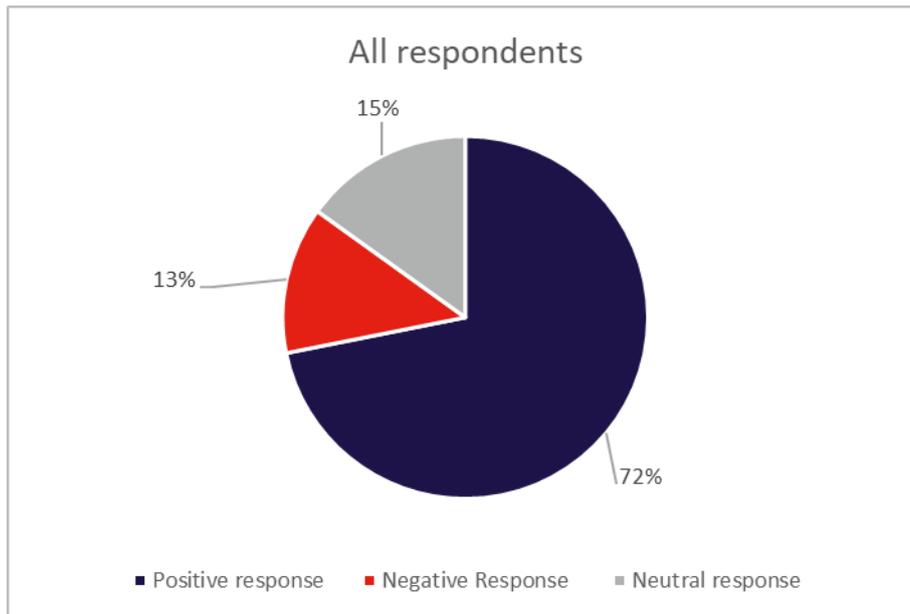
73% of all respondent types agreed that employers should be allowed to ask for evidence of entitlement to Neonatal Leave and Pay from fathers and partners taking Neonatal Leave and Pay at the end of their Paternity Leave.

This varied between respondent types, with employers and business representative organisations agreeing at 61%, and individuals agreeing at 75%.



B) From mothers taking Neonatal Leave and Pay at the end of Maternity Leave?

72% of all respondent types agreed that employers should be allowed to ask for evidence of entitlement to Neonatal Leave and Pay from mothers taking Neonatal Leave and Pay at the end of Maternity Leave.



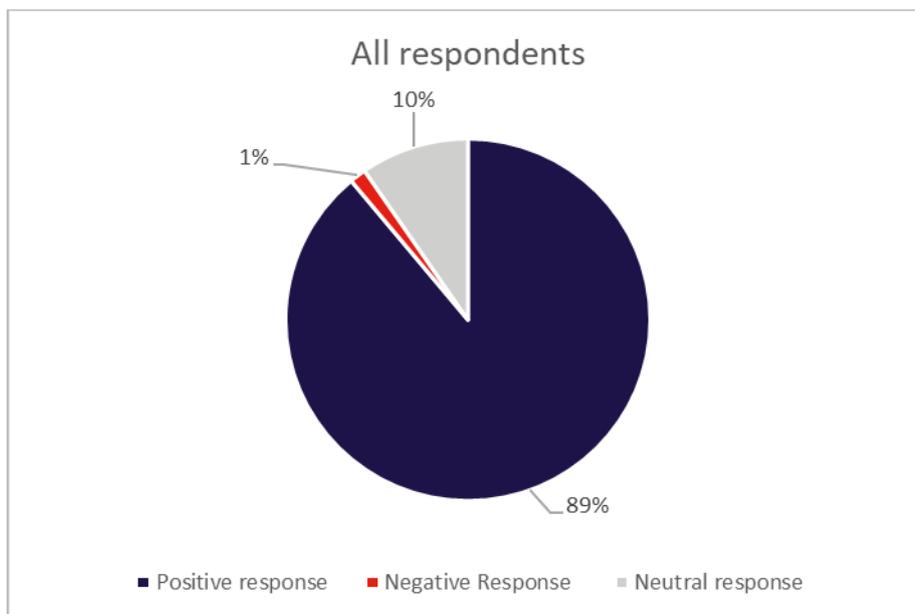
C) If you agree or strongly agree, what evidence would it be reasonable for an employer to request?

Of the respondents who answered this question many stated that a discharge note or letter from the child’s doctor would be reasonable. A small proportion of respondents called for self-certification.

Section 5: The right to return

Question 17: Do you agree that parents on Neonatal Leave should have the same protections as employees on parental leave in respect of older children?

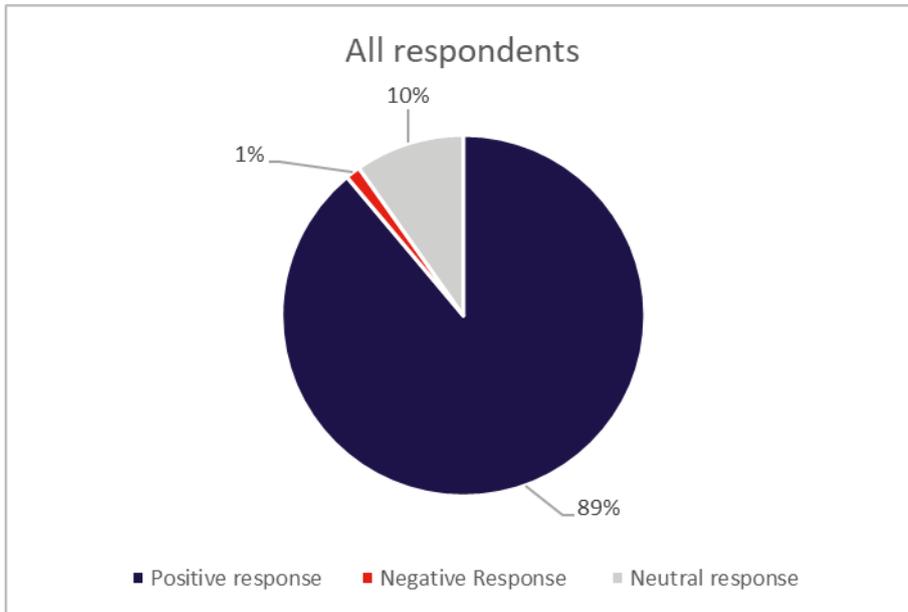
89% of all respondent types agreed that parents on Neonatal Leave should have the same protections as employees on other types of parental leave.



Question 18: Do you agree that parents on Neonatal Leave should have the same right to return to work as employees on parental leave in respect of older children?

Government Response: Neonatal Leave and Payments

89% of all respondent types agreed that parents on Neonatal Leave should have the same right to return to work as employees on other types of parental leave.



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