

8 May 2026

JS/26/88

Neonatal Care (Leave and Pay) Act 2023

Dear Colleague

At the meeting of the SNCT Support Group held in March 2026 it was agreed that the entitlement to leave under the above act would be written into the SNCT Handbook when time allowed.

In advance of the required changes being made to the SNCT Handbook the SNCT Support Group also agreed that the SNCT Joint Secretaries would write to councils to highlight the provisions with the legislation.

The provisions within the legislation can be found at [Neonatal Care Pay and Leave: Overview - GOV.UK](#) with specific advice for employers being available at [Statutory Neonatal Care Pay and Leave: employer guide: Overview - GOV.UK](#).

The Joint Secretaries are aware that some councils may have local policies which go beyond the statutory provisions. In such cases the existing provisions are unaffected by the inclusion of the statutory provisions within the SNCT Handbook.

The necessary changes to the SNCT Handbook will be completed as soon as possible.

Yours sincerely

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