

No. 070/25

8th April 2025

To All Postal Branches

Dear Colleagues

New Neonatal Leave and Pay Act 2025

Branches should be aware that the Neonatal Care (Leave and Pay) Act came into force with effect from 6th of April 2025.

The Act aims to provide a legislative framework for Parents with responsibility for a child who is receiving Neonatal Care.

Royal Mail are supporting Colleagues who are going through these difficult circumstances and have taken the decision to go beyond the statutory requirements for Colleagues who meet the qualifying criteria.

We have included a direct link to the updated parental leave procedure which will reflect this support with the levels of Neonatal leave and pay that is available. [You can access the procedure here.](#)

Royal Mail have also finalised a communication to go out to Employees via their normal channels and we have reproduced this below for your information:

What does it mean?

With effect from 6 April 2025, if you are a parent who has responsibility for a child who is receiving neonatal care (this includes both birthing and non-birthing parents), you will be entitled to time off and pay should you meet the qualifying criteria.

Please note any parent who has responsibility for a child receiving neonatal care born before 6 April 2025 will not be entitled to receive neonatal leave or pay.

Need to know - From 6 April 2025:

Neonatal leave is a day one employment right.

You will be entitled to take time off where your child receives neonatal care. Neonatal care is where your child receives certain specified medical or palliative/end of life care that:

- Starts within 28 days of the child's birth; and

- lasts for a minimum period of seven consecutive full days (commencing the day after neonatal care starts).

Neonatal Leave & Pay:

- Neonatal leave will last for between one and 12 weeks, depending on how long your child receives neonatal care. Neonatal leave is based on full weeks only (e.g. each period of seven consecutive full days, not counting the day the neonatal care starts). *For example, if your child receives neonatal care for 18 days after the day the neonatal care starts – i.e. two full weeks and four days – you will be eligible to receive two weeks of neonatal leave.*
- Qualification for statutory Neonatal Leave Pay is 26 weeks service at the expected week of childbirth (EWC) or the week in which an adoption agency notifies you of an adoption match.
- Royal Mail wants to help and support colleagues in these difficult circumstances and has taken the decision to provide enhanced full pay (rather than statutory) providing you have 26 weeks' service at the expected week of childbirth (EWC) or the week in which an adoption agency notifies you of an adoption match.
- If you have less than 26 weeks' service at the expected week of childbirth (EWC) or the week in which an adoption agency notifies you of an adoption match, you will be entitled to neonatal leave but not entitled to neonatal leave pay.
- Neonatal leave and pay are in addition to other entitlements such as maternity/adoption/shared parental leave and pay, therefore any neonatal leave you take will usually commence after other types of leave have been taken.
- The neonatal leave must be taken within 68 weeks of the child's birth or adoption.

Any enquiries in relation to this LTB should be addressed to the PTCS Department, email address khay@cwu.org or hmaughan@cwu.org

Bobby Weatherall

Acting Assistant Secretary