

Dear Employer,

Bliss is the leading UK charity for babies born premature or sick. We are writing to you on behalf of your employee to share some important information about how you can support them while their baby is in neonatal care.

Having a baby born premature or sick is an extremely traumatic time for parents. Having flexibility and support from employers is crucial to ensure parents can be by their baby's side. We know that babies have the best developmental outcomes when their parents can deliver hands-on care, be involved in decision making, create close bonds and advocate for their baby. This has the added benefit of supporting parents' mental health.

On 24 May the Neonatal Care (Leave and Pay) Bill achieved Royal Assent. This is great news for parents and their employers. However, access to statutory neonatal leave and pay is not expected to be until April 2025. That means around 120,000 parents who would have qualified between now and implementation will miss out on this vital support.

To play your part **now** to support your employee during this difficult time, we ask you to [read our Employer's briefing](#) which shares advice on how you can implement your own neonatal leave and pay policy ahead of the statutory implementation date.

This document not only offers more details on the Neonatal Care (Leave and Pay) Act, but also shares more information about what families face while their baby is in neonatal care, why babies need their parents by their side, how introducing neonatal leave and pay benefits employers, and some frequently asked questions from employers - and our answers!

Please do get in touch with any questions you have, we are happy to support you to support your employees and their families. Contact details can be found within our Employer's briefing.

Yours sincerely,



Caroline Lee-Davey,
Chief Executive, Bliss