



MMD

MONDAY MORNING DISPATCH

BY Chadwick Lawrence

WEEK 9

17 MARCH 2025

[Register here](#) for our next event '**Conducting a Disciplinary on Harassment**', next Thursday 27th March, where we'll guide you through the disciplinary process step by step.

Check out our full **2025 seminars and events calendar** below, including upcoming **Mental Health First Aid courses**. Daniel's video advises how to conduct a **manual right to work check**. In the news, we take a look at a new right to **Neonatal Care Leave**. Plus, **send in your questions** for our podcast relaunch!



UPCOMING EVENTS



THE MEDIA HUB



THE LEGAL ALTERNATIVE



WHAT'S GOING ON

UPCOMING EVENTS

Seminars & Events

We're excited to share our 2025 seminar and events line-up! Our **free events** are tailored to offer something for everyone - take a look below to see what we have to offer:

[Register here](#)

UPCOMING
EVENTS



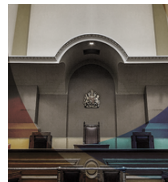
20 Mar, 4:00 PM – 7:00 PM |
The Madisson, Bradford
*Chadwick Lawrence
Corporate Charity Iftar*



27 Mar, 8:30 AM – 10:00 AM |
**Chadwick Lawrence
Wakefield Office**
*Conducting a Disciplinary
on Harassment*



2 Apr, 10:00 AM – 12:00 PM |
**Chadwick Lawrence
Huddersfield Office**
*Federation of Small
Businesses Network Event*



8 May, 8:15 AM – 11:15 AM |
Headingley Stadium Leeds
*Health & Safety Mock Trial
with Lighthouse*



15 May, 8:30 AM – 10:00 AM |
Headingley Stadium Leeds
*Creating a Culture of
Equality, Diversity & Inclusion*

Mental Health Awareness Sessions

We're partnering with **Tailored Learning Solutions** to offer accredited Mental Health First Aid courses at our **Wakefield office**:

23–24 April | 25–26 June | 24–25 September

Details & booking: [Tailored Learning Solutions](#)
For more information, email: carolgledhill@chadlaw.co.uk



➤ [Watch here](#)

THE MEDIA HUB

Conducting a manual right to work check

This video advises on how a business can conduct a manual right to work check to comply with the Home Office guidance on preventing illegal working. We cover what to look out for when reviewing documents provided and how the documents should be certified and stored.

THE LEGAL ALTERNATIVE PODCAST

New Year, New Podcast

What's New?

- New Name & Logo – A fresh new look, same content.
- Now in Video – We're going visual, so you can watch as well as listen.
- More Interactive – We want to involve you. Every episode will feature a Q&A segment, so **send in your questions**—whether it's about employment rights or you want to know Sam & Nils' favourite sports team, we're here to answer anything.



➤ [Listen here](#)

We'll be relaunching **next week**. Got a question for Sam & Nils? Please email boxhr@chadlaw.co.uk.

WHAT'S GOING ON

A new right to Neonatal Care Leave

Parents of babies in neonatal care will now be entitled to take leave to care for their children under new legislation proposed by the Government.



Under the Neonatal Care Leave and Miscellaneous Regulations 2025 and the Statutory Neonatal Care Pay (General Regulations), due to come into force for babies born after 6 April 2025, employees will now have a day-one right to take leave if their children are admitted into neonatal care within 28 days of birth. Employees with at least 26 weeks' service will also now be eligible for paid neonatal care leave.

The Government has announced that the right is expected to benefit around 60,000 new parents by enabling them to spend time with their child if it is admitted into neonatal care.

The new measures entitle parents to leave if their child is admitted into neonatal care within 28 days of birth and stays in hospital for 7 or more days. Parents can take one week of leave for each week that the baby receives neonatal care without interruption, up to 12 weeks. Leave can be taken in addition to any other family leave, including maternity, paternity and adoption leave. For example, if a baby receives neonatal care during an employee's maternity leave, they may be able to take neonatal care leave at the end of their maternity leave to account for the time that the child was in neonatal care.

To be eligible for neonatal care leave, the employee must have responsibility for the child, and they must give the required amount of notice. The notice requirement is split into two 'tiers'. 'Tier 1' is when the child is receiving neonatal care, or the week after. 'Tier 2' is neonatal care taken at any other time. 'Tier 2' is anticipated to primarily apply to cases where leave is taken at the end of additional family leave.

To be eligible for neonatal care pay, the employee must meet the requirements for neonatal care leave. They also need to have worked for the employer for at least 26 weeks and need to earn more than the 'lower earnings limit' set by the government.

Neonatal care pay is paid at either the Prescribed Rate, which is set by the Government, or at 90% of average weekly earnings, whichever is lower.

Similarly to employees who take other types of family leave, employees who take neonatal care leave are covered by employment protections. Their annual leave continues to accrue during their leave and the terms of their employment, bar their pay, remain the same.

Employees who take neonatal care leave for at least 6 continuous weeks have enhanced employee protections. They are covered by a 'protected period', which runs from when they become eligible after 6 weeks until 18 months after the child was born or placed for adoption. Employees who are covered by the protected period are entitled to return to the same job as before, have enhanced protections from redundancy and are protected from detriment.

The Regulations have been laid before Parliament, but have not yet been approved. However, they are expected to come into force from 6 April 2025. For more information on your obligations as an employer in relation to neonatal care leave, please get in touch.

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