



# Neonatal Care (Leave and Pay) Act 2023

## CHAPTER 20

### NEONATAL CARE (LEAVE AND PAY) ACT 2023

- 1 Neonatal care leave and pay
- 2 Power to make consequential provision
- 3 Extent, commencement and short title

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#### SCHEDULE — Neonatal care leave and pay

##### PART 1 — NEONATAL CARE LEAVE

- 1 The Employment Rights Act 1996 is amended as follows.
- 2 After section 80EE insert— CHAPTER 5 Neonatal care leave Neonatal...
- 3 In section 236(3) (orders and regulations subject to affirmative procedure),...

##### PART 2 — NEONATAL CARE PAY

- 4 The Social Security Contributions and Benefits Act 1992 is amended...
- 5 After section 171ZZ15 insert— PART 12ZE Statutory neonatal care pay...
- 6 In section 176(1) (instruments subject to affirmative procedure), in paragraph...

##### PART 3 — FURTHER AMENDMENTS TO DO WITH NEONATAL CARE LEAVE AND PAY

#### *Social Security Act 1989*

- 7 In Schedule 5 to the Social Security Act 1989 (employment-related...

#### *Finance Act 1989*

- 8 (1) Section 182 of the Finance Act 1989 (offences relating...

*Status: Point in time view as at 24/05/2023.**Changes to legislation: There are currently no known outstanding effects for the Neonatal Care (Leave and Pay) Act 2023. (See end of Document for details)**Social Security Contributions and Benefits Act 1992*

- 9 The Social Security Contributions and Benefits Act 1992 is amended...
- 10 In section 1 (outline of contributory system), in subsection (5),...
- 11 In section 4 (payments treated as remuneration and earnings), in...
- 12 In section 4AA (limited liability partnerships), in subsection (2), for...
- 13 In section 4C (power to make provision in consequence of...

*Social Security Administration Act 1992*

- 14 The Social Security Administration Act 1992 is amended as follows....
- 15 In section 5 (regulations about claims for and payments of...
- 16 In section 122AA (disclosure of contributions information etc by HMRC),...
- 17 In section 150 (annual up-rating of benefits), in subsection (1)(j),...
- 18 In section 163 (general financial arrangements), in subsection (1)(d), for...
- 19 (1) Section 165 (adjustments between the National Insurance Fund and...

*Employment Rights Act 1996*

- 20 The Employment Rights Act 1996 is amended as follows.
- 21 In section 27 (meaning of “wages”), in subsection (1), after...
- 22 In section 47C (leave for family and domestic reasons), in...
- 23 In section 75I (rights during and after shared parental leave),...
- 24 (1) Section 80C (rights during and after paternity leave) is...
- 25 In section 80EB (rights during and after bereavement leave), in...
- 26 (1) Section 88 (liability of employer to pay employee during...
- 27 (1) Section 89 (effect of notice of termination: employments without...
- 28 In section 99 (leave for family reasons), in subsection (3),...
- 29 In section 235 (definitions), in subsection (1)—

*Social Security Contributions (Transfer of Functions, etc.) Act 1999*

- 30 The Social Security Contributions (Transfer of Functions, etc.) Act 1999...
- 31 (1) Section 8 (decisions by officers of Revenue and Customs)...
- 32 In section 11 (appeals against decisions of officers of Revenue...
- 33 In section 14 (matters arising as respects decisions), in subsections...

*Finance Act 1999*

- 34 (1) Sections 132 and 133 of the Finance Act 1999...

*Employment Act 2002*

- 35 The Employment Act 2002 is amended as follows.
- 36 (1) Section 7 (funding of employers’ liabilities as regards certain...
- 37 In section 8 (regulations about payment), in subsections (1) and...
- 38 In section 10 (powers to require information), in subsections (1)...
- 39 In section 11 (penalties for failure to comply), in subsection...
- 40 In section 12 (penalties for fraud or negligence), in subsections...
- 41 In section 13 (supply of information held by His Majesty’s...
- 42 In section 14 (supply of information held by the Secretary...
- 43 In section 15 (use of information by His Majesty’s Revenue...

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44 In section 55 (short title etc), in subsection (8)—

*Proceeds of Crime Act 2002*

45 (1) Section 323 of the Proceeds of Crime Act 2002...

*Income Tax (Earnings and Pensions) Act 2003*

46 The Income Tax (Earnings and Pensions) Act 2003 is amended...

47 (1) Section 660 (taxable benefits: UK benefits - Table A)...

48 (1) Schedule 5 (enterprise management incentives) is amended as follows....

*Commissioners for Revenue and Customs Act 2005*

49 In Schedule 1 to the Commissioners for Revenue and Customs...

*Income Tax Act 2007*

50 The Income Tax Act 2007 is amended as follows.

51 In section 186A (enterprise investment schemes: the number of employees...

52 In section 257DJ (seed enterprise investment schemes: the number of...

53 In section 257MH (tax relief for social investments: the number...

54 In section 297A (venture capital trusts: the number of employees...

*Welfare Reform Act 2007*

55 (1) Section 20 of the Welfare Reform Act 2007 (relationship...

*Pensions Act 2008*

56 In section 13 of the Pensions Act 2008 (qualifying earnings),...

*Corporation Tax Act 2009*

57 In section 1058B of the Corporation Tax Act 2009 (PAYE...

*Finance Act 2013*

58 In Schedule 45 to the Finance Act 2013 (statutory residence...

**Status:**

Point in time view as at 24/05/2023.

**Changes to legislation:**

There are currently no known outstanding effects for the Neonatal Care (Leave and Pay) Act 2023.