STATUTORY INSTRUMENTS

2025 No. 41 (C. 1)

TERMS AND CONDITIONS OF EMPLOYMENT

The Neonatal Care (Leave and Pay) Act 2023 (Commencement No. 2) Regulations 2025

Made - - - - *16th January 2025*

The Secretary of State makes these Regulations in exercise of the powers conferred by section 3(3) of the Neonatal Care (Leave and Pay) Act 2023(**a**).

Citation and extent

1.—(1) These Regulations may be cited as the Neonatal Care (Leave and Pay) Act 2023 (Commencement No. 2) Regulations 2025.

(2) These Regulations extend to England and Wales, Scotland and Northern Ireland.

Provisions coming into force on 17th January 2025

2. The day appointed for the coming into force of section 2 (Power to make consequential provision) and in so far as not already in force the Schedule to the Neonatal Care (Leave and Pay) Act 2023 is 17th January 2025.

Justin Madders
Parliamentary Under Secretary of State
Department for Business and Trade

16th January 2025

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations are the second commencement regulations made under the Neonatal Care (Leave and Pay) Act 2023 (c. 20) ("the 2023 Act").

These Regulations bring into force, on 17th January 2025, the provisions of the 2023 Act not already in force.

Section 3 of the 2023 Act (Extent, commencement and short title) came into force on 24th May 2023 on Royal Assent.

(**a**) 2023 c. 20.

NOTE AS TO EARLIER COMMENCEMENT REGULATIONS

(This note is not part of the Regulations)

The following provisions of the Neonatal Care (Leave and Pay) Act 2023 have been brought into force by commencement Regulations made before the date of these Regulations.

Provision	*Date of Commencement*	*S.I. No.*
Section 1 (partially)	21st August 2023	2023/904
Paragraph 49 of the Schedule	21st August 2023	2023/904

© Crown Copyright 2025

Printed and published in the UK by The Stationery Office Limited under the authority and superintendence of Saul Nassé, Controller of His Majesty's Stationery Office and King's Printer of Acts of Parliament.

ISBN 978-0-34-826800-3

9 780348 268003

£5.78

http://www.legislation.gov.uk/id/uksi/2025/41