



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

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...

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...

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...