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STATUTORY INSTRUMENTS

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**2023 No. 904 (C. 49)**

**TERMS AND CONDITIONS OF EMPLOYMENT**

The Neonatal Care (Leave and Pay) Act 2023  
(Commencement No. 1) Regulations 2023

Made - - - - 9th August 2023

The Secretary of State, in exercise of the powers conferred by section 3(3) of the Neonatal Care (Leave and Pay) Act 2023<sup>(1)</sup>, makes the following Regulations.

**Citation**

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

**Provisions coming into force on 21st August 2023**

2. The following provisions of the Neonatal Care (Leave and Pay) Act 2023 come into force on 21st August 2023—

- (a) section 1, but only for the purpose of bringing paragraph 49 of the Schedule into force; and
- (b) paragraph 49 of the Schedule, but only for the purpose of preparatory work for the making of payments of statutory neonatal care pay.

9th August 2023

*Kevin Hollinrake*  
Parliamentary Under Secretary of State (Minister  
for Enterprise, Markets and Small Business)  
Department for Business and Trade

**Status:** This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

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## **EXPLANATORY NOTE**

*(This note is not part of the Regulations)*

These Regulations bring into force paragraph 49 of the Schedule to the Neonatal Care (Leave and Pay) Act 2023 (c. 20) for the purpose of enabling HMRC to begin preparatory work for the making of payments of statutory neonatal care pay. The Regulations also bring into force section 1 of the 2023 Act for the purpose of bringing into force paragraph 49 of the Schedule.