

UPDATE : UNITED KINGDOM : JUNE 2023

Overview	Legal Change	Action required
Neonatal Care (Leave and Pay) Act 2023	<p>In addition to existing parental leave benefits, employed parents will be entitled to up to 12 weeks paid leave if their new born is admitted to neonatal care.</p> <p>Detailed regulations are to be published and implementation will occur before April 2025.</p>	HR should watch out for publication of the regulations.
Protection and Redundancy (Pregnancy and Family Leave) Act 2023	<p>Further regulations are to be published extending protection from redundancy to pregnancy and a period after the new parent has returned to work.</p> <p>It is likely to affect the redundancy consultation process and include a statutory obligation to offer suitable alternative roles to at risk employees for 6 months following their return to work from parental leave.</p> <p>The Act comes into force in July 2023 and the new regulations will follow.</p>	HR should watch out for publication of the regulations.

This is a high level general update only. Legal advice should be obtained on specific circumstances.

