

Dear Employer,

Bliss is the leading UK charity for babies born premature or sick. We are writing to you on behalf of your employee to share some important information about how you can support them while their baby is in neonatal care.

Having a baby born premature or sick is an extremely traumatic time for parents. Having flexibility and support from employers is crucial to ensure parents can be by their baby's side. We know that babies have the best developmental outcomes when both their parents can deliver hands-on care, be involved in decision making, create close bonds and advocate for their baby. This has the added benefit of supporting parents' mental health.

On 6 April 2025, a statutory entitlement to Neonatal Care Leave and Pay came into force. This is great news for parents and their employers, and is expected to support around 60,000 parents each year.

To play your part to support your employee during this difficult time, we ask you to [read our Employer's briefing](#) which shares advice on how to navigate the Neonatal Care Leave and Pay entitlement, and ideas on how to go one-step further and offer enhanced levels of Neonatal Care Leave and Pay.

This document not only offers more details on Neonatal Care Leave and Pay, but provides real-life examples and practical tips for understanding what this means for you as an employer – as well as ways to signpost your employees to other support that Bliss offers directly for them including through our website [www.bliss.org.uk](http://www.bliss.org.uk).

Please do get in touch with any questions you have, we are happy to work with you to support your employees and their families. Contact details can be found within our Employer's briefing.

Yours sincerely,



Caroline Lee-Davey  
Chief Executive