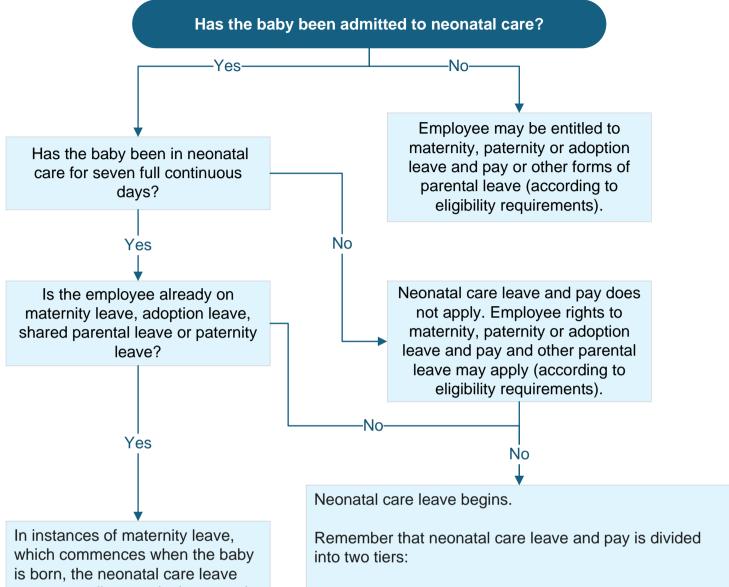
## <u>Understanding if neonatal care leave applies</u>



accrues until maternity leave ends.

For other forms of statutory leave (eg paternity, adoption or shared parental leave), the employee can request Tier 1 leave while the baby is still in neonatal care, subject to notification requirements. Otherwise Tier 2 leave can apply to the end of statutory leave and/or be taken in one continuous block of week/s before the end of 68 weeks after birth.

Tier 1 is when the baby is still receiving neonatal care, and including one week after the care has ended. Tier 1 leave can be taken in an unlimited number of blocks to allow the employee to stop work at short notice to care for their baby in neonatal care.

Tier 2 is the period outside the Tier 1 period and before the end of 68 weeks from the date of the child's birth. Tier 2 leave will be taken in one continuous block.

Please note that paternity leave and shared parental leave can be taken flexibly around neonatal care leave. Maternity leave and adoption leave need to be taken first before neonatal care leave. For example, in Tier one a parent can choose to take their paternity leave before neonatal care leave but they can't do this for maternity or adoption leave.