

Trident Lifting Solutions



Policy Statement - Trident Lifting Solutions Limited ("Trident", "the Company")

Trident Lifting Solutions Limited is committed to high standards of professional conduct, integrity and accountability. As a specialist lifting and crane solutions provider operating in safety-critical environments, we recognise that the behaviour and standards of our people are fundamental to building a strong, respectful culture and protecting our reputation as a trusted industry leader.

We expect everyone working for or on behalf of the Company to act with professionalism, respect and responsibility at all times, reflecting our values and supporting a positive working environment. Clear standards of behaviour are essential to ensure safety, quality and effective collaboration across our projects and teams.

1. Purpose

Trident recognises that having a baby in neonatal care can be a challenging and stressful time for families.

This policy sets out employees' entitlements to Neonatal Care Leave and Pay in accordance with the Neonatal Care (Leave and Pay) Act 2023 and related UK employment legislation, effective from April 2025.

The aim is to provide support and flexibility for employees whose babies require hospital neonatal care shortly after birth.

2. Scope

This policy applies to all Trident employees (regardless of length of service) whose baby is admitted to hospital for neonatal care within the first 28 days after birth.

3. Definitions

- **Neonatal care:** Specialist medical care provided to a newborn baby who is admitted to a hospital's neonatal unit.
- **Qualifying baby:** A baby aged 0–28 days who is admitted to hospital for neonatal care and stays for at least 7 continuous days.
- **Relevant parent:** Includes the biological parent, the partner of the mother, or another person with parental responsibility for the baby.

4. Entitlement – Neonatal Care Leave

- **Duration:** Up to 12 weeks of statutory neonatal care leave.
- **Start date:** Neonatal care leave can begin immediately after the end of another period of statutory leave (such as maternity, paternity, or adoption leave) or during that leave, depending on circumstances.
- **Notice:** Employees should inform HR/Line Manager as soon as reasonably practicable after the baby is admitted to neonatal care. Written confirmation and evidence from the hospital will be required.

- **Eligibility:** Available from day one of employment.
- *Neonatal Care Leave is in addition to existing parental leave entitlements (e.g., maternity, paternity, adoption leave).*

5. Neonatal Care Pay

Eligibility

- Employee must have 26 weeks' continuous service with Trident by the start of the leave, and
- Average weekly earnings must be at or above the Lower Earnings Limit for National Insurance contributions.

Rate of Pay

Statutory Neonatal Care Pay will be paid for up to 12 weeks at the same rate as Statutory Maternity Pay (currently £184.03 per week or 90% of average weekly earnings, whichever is lower – rates reviewed annually).

Payment method: Paid through normal payroll and subject to tax and National Insurance deductions.

6. Combining with Other Leave

- Neonatal Care Leave can be taken immediately after maternity, paternity, or adoption leave without breaking continuity.
- Holiday continues to accrue during neonatal care leave.
- Pension contributions and other contractual benefits continue during paid neonatal care leave.

7. Notice and Evidence Requirements

Employees must provide:

- The date the baby was admitted for neonatal care.
- The baby's date of birth.
- The expected duration of the stay (if known).
- A medical or hospital certificate confirming the admission.
- Notification should be made in writing to HR at the earliest opportunity.

8. Returning to Work

Employees returning after 26 weeks or less of combined statutory parental and neonatal care leave are entitled to return to the same job.

If more than 26 weeks' combined leave is taken, the employee will be entitled to return to the same job or, if not reasonably practicable, to a suitable alternative role on no less favourable terms.

9. Protection from Detriment

Employees taking or requesting neonatal care leave must not be treated less favourably or suffer any detriment for exercising their statutory rights.

Any concerns should be raised with HR under the Trident Grievance Policy.

AUTHORISED AND SIGNED

SIGNED



Chris Conway
Director

Review: Annually
Date: 28/08/2026
Next Review: 28/08/2027

SIGNED



Martina Oyite
Chief People Officer

Review: Annually
Date: 28/08/2026
Next Review: 28/08/2027