

تمتم سوزته چستنع مله 2 موتخبه مته بختیم متانم متهز

- Parental Leave Pay •
- .Dad and Partner Pay •

قِلْتِنَى الْفَلْتِى مَى خَلْمُ الْحِدَى، فَى بَدِ فِمْمَى الْحِدَى، فِلْتِى اَحِنَتِى، فِلْتِى بَمِحَيْ، فِلْتِى مَمْلِيَى (حَمَالَةُ حَلَّيْ) مَمْرِ الْمَالِيَّى الْمَالِيَّى الْمَلْتِى الْمَالِيَّى الْمَلْتِى الْمَالِيَّى الْمَلْتِى الْمَلْتِى الْمَلْتِى الْمَالِيَّى الْمُنْكِى الْمَالِيَّى الْمُلْتِى الْمَالِيَ الْمُنْكِى الْمَالِيَّى الْمُنْكِى الْمَالِيَّى الْمُنْكِى الْمَالِيَّى الْمُنْكِى الْمَالِيَّى الْمُنْكِى الْمَالِيَّى الْمُنْكِى الْمُنْكِمِ الْمُنْكِى الْمُنْكِمِ الْمُنْكِمِينَ الْمُنْكِمِينَ الْمُنْكِمِينَ الْمُنْكِمِينَ الْمُنْكِمِينِي الْمُنْكِمِينَاكِمُ وَلْمُنْكُمِينَاكِمِين

لاینمه مکر حمامی دینکر

Paid Parental Leave ، ختف مع حتقبة حتى بند ملباطل جي ملسة

قِلَمَ مِن خِلْتَ اللَّهُ عِيْمُ مِن اللَّهُ عَلَى اللَّهُ عَيْمُ اللَّهُ عَلَى اللَّهُ اللَّهُ اللَّهُ اللَّه اللَّهُ Dad and Partner Pay نِه Parental Leave Pay.

خسن جلکہ بقانجسلیہ Parental Leave Pay سَدُنِ عَہ فَلْسَمِدَم . نَجْسَن جِد جُسِجْن الْمِدَم ہِی کِ بُسلُمُ ہِ اسْمَان کی کہ کہ اللہ کا اللہ ک

برید کرنے یہ تعمیر Parental Leave Pay کے بنہ فالنہ:

- مجبعه بند مبد المناه منه ملقل عب معل مهدده •
- وهلبت ملم فكالمجن في لك تعرفته هي 12 بتيب هي قدر حدث وحمالت بي وسعبحمال والمكالم
- - متا به محتساء م
 - تعبعتلا من محبنتلا محبد في الله عدم الله الله عدم عنه الله عدم الله عدم

کے کے محصیقہ کے شام کے مختم Australian Business Number (ABN) کے کے محتم مختم مختم کی محتم کے محتم محتم کے محتم

کے فلتممنے کہ ملم چعلکہ لغترلیہ صحبتہ حیلا، کہ علم معبدتلا محبدتلا محتمد کے متمحبلان لیم

Parental Leave Pay. بَسِنَ جِدَ قَاخِسلِم سِنَوْتِک عَہ فِلْسَہ، ہُنِہ مِنْ مِنْ ہِوَنِہُ مِنْ ہِ ہِنَہ ہِ ہُون تحے بلاؤے تہ خدیلاؤے تتصحیلاؤے لِم عَہ فِلْسَمِدَہ ۔

به حزحته جر فلتمحف حوله جنبسته بخميته م عولست

- حتہ جنبستہ ہے۔ جہد حتہ جنبستہ جہ مہلتہ ہے۔ میں Parental Leave Pay (کے کہ جنبستہ جے مہلتہ حقوبہ کے ۔)
- کبخے فلشمجہ حدمت ملی تخبیسلاک جے مولشک غذت مکبخے چھکٹک کے تدخیر لعولشک
- تَحْجِر دِدَخْتُهُ مَهُ وَحَدُرَالُمُ وَخَدُولُمُ وَعَدُولُمُولِمَتُهُ (فَعَ لِمُوقِعُهُ، وَخَرِ لِقَلْقَهُ فَعَ بَوَ فِمُحَى وَجَدُنُهُ)
- حفة وعلى المجمد على المجمد على المجمد على المجمد على المجمد المجد المجمد المجد المجمد المجدد المجمد المجمد المجدد المجمد المجمد المجمد المجمد

كه خل بهموتی افدولی مونخت دچتک دهمها مخبسته م مولست

ܐܡܘܐ ﺳﻪﻧﺘܐ ﻟﻚ ﻣﻠﯿﻪ ﭼﺘﻪﺗﻪ ၹ઼ﻤﻪﺗﻼܐ ﺗﻪ ﻓﺒﻠﺘﻪﺗﻪﻝ ﺗﻮﻟﻠﺮ ݠݞݞܐ ﺗﺨﻨﺒﯩﺘﻼܐ ﺟﻪ ﻓﻪﻟﯩﺘﻪ. ﺗﯩﺮ ܓܪܓ ﺗـ ﺗـــــ ﺗﻮﻟﺪﯨﺪﻩ ﻣﻐﯩﺮ ﻳﻨﺮ ﺧﺨﻪﻟﻪﻝ ﺣﻪﻟﻪ ﺧﺘﻨﺘﻼﺏ ﻗﻪ ﻋﻘﻠﻼﺏ ﺗﺨﻨﺒﯩﺘﻼﺏ. Parental Leave Pay ﻧﯥ Dad and Partner Pay ﺗﻘﻠﺘﻪﻟﻪﻝ ﺗﻘﻠﺘﻪﻟﺪﻩﻝ ﻟﻴﻪ غىللىلمەﻥ ﺟﻪﻣﻪﺗﻼﭖ ﺗﺘﯩﺮ ﺗﻘﻪﺗﺒﻪ ﻛﯩﺒﻪﻟﻠﻤﻪﻝ ﻟﻔﺪﻩﻟﻚ ﺧﻨﺒﯩﺘﻼﭖ ﺟﻪﻟﯩﺘﺘﻪ.

فِلْسَمَةِمَ وَمَّهُ بَنِهُ حِمْتُهُ بَنِيْكُ حَيْ وَفِطْرِ لَكُ حَيْ وَأَنَّهُ جَعْ 12 بَتِيهُ وَجَنِيبُهُ هُ هُولِيَنُهُ وَلَيْنُهُ وَلَا يَتَيْهُ وَمَا يَكُمُ حَمْوَةً وَلَا يَتَيْهُ وَمَا يَوْنُونُ بَعْ فَعْ وَمِلْيَكُمْ وَمَا يَتَكُمُ حَمْوَةً وَمَا يَوْنُونُ وَمَّهُ وَمُولِيْكُمْ وَمُ وَلَا يَتِيهُ وَمُونُ وَمَّا يَتَيْهُ وَمُونُ وَمُعْ وَمُلِيهُ فِي وَقَى وَقَلْمُ مِلْوَ مَهُ وَمُونُ وَمَّ مُولِونُ وَمُعْ وَمُونُ وَمُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُؤْمُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُؤْمُ وَمُونُ وَمُؤْمُ وَمُونُ وَمُونُ وَمُونُ وَمُونُ وَمُعُمُ وَمُونُ وَمُونُ وَمُونُ وَمُعُونُ وَمُونُ وَمُونُ وَمُؤْمُ وَمُعُونُ وَمُعُمُ وَمُنْكُمُ فَيُونُ وَمُونُ وَمُ وَمُونُ وَمُونُونُ وَمُونُ وَمُونُ وَمُونُونُ وَمُونُ وَمُونُ وَمُونُ وَمُونُونُ وَمُونُ وَمُونُونُ وَمُونُ وَمُونُونُ وَمُونُونُ وَمُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُ وَمُونُونُ وَمُونُونُونُ وَمُونُونُ وَمُونُونُ ونُونُ وَمُونُونُ وَمُونُونُ وَمُونُونُ وَمُونُ وَالْمُونُونُ وَال

قہ لمہوقتہ، تمبر ہتے بہ تعملر ہل 3 عجہ چہ جنبسلام ہے فہلنتہ تکہ حفرہ عتکہ ہو، حشر چتکہ، ہدیعتہ ہے کلا، ہملتہ ن بعیجہ آلمہ، کی نہسلانی ہر کہ ایک ملانی، کمبر ہتے بہ تعملیات نجتہ جنبسلام ہے فہلنتکہ حجائنتک ، 6 عجہ بحث ہدیتہ ہ کلا، ہمالتہ نے بعیجہ آلمہ، کمبر کمف ہتے بہ تعملر 24 بتیب جنبسلام نکتہ ملام ہے فہلنتکہ تک حفرہ تکہ جو لائونیا ہمر،

ئىسلەن كە خى بىلەن ، تقادىبلەن كە ھەمەللە، دىنە قىلىتە لەدەكە ھققە دەنىسلام ئەدەنىلە ئى دەنىسلام ئەتەنىلە، جى ھەلىكە ئى ئەتە ھەمەللە ھېغىلە كە ھەبدىلە ھەبدىلە ھەدىكە ئەنە ھەدىكە ئى دىنە ئىدەنكە. ئەتە ھەمەللە قىقىلات كە قە خىس يېكە دىنېئە دەھەدىكە ئى دەندەنكە.

ختت جميع خير Fair Work Ombudsman حق منه ب <u>fairwork.gov.au جتة بهما</u>ير مقمعا معمية

131 394 لمتت جمد حبولا، حولا:

- همه تلک دهه ستک
- چعنه ۲۳ تو تا د فاتمیا د په دو ت
 - Fair Work Act 2009 •
- Fair Work Ombudsman ، جنّع ه

بنب تهجر چه قنجسلمجن

کہ علق کہنت تھ مہر ماہ کے Parental Leave Pay کے قدر دنی سائی موظیس ماہ روز کے بوز کے بینے جہ مختب کے مختب کے ا حفید لماہ روز کہ لکہ فاہ سمعتدم کی دختک دنی سائی دعیجہ ماہ کی جم قدر سمائیک اندر سمائی کے فاحالا کی دروختک اندا افغالت مورد کے معمود کی دوروں سمود کی کی دروز کی دروز

حفجلته ويعمنهمجن

قە تىخى بەنى تىغەنلەنى كە سەنتە تە Paid Parental Leave، كۆك تىخفىكلىدانى كە چەنبىقەدى بىخى. ئىلى بەنى تىكىدىدانى تەندىدانى لىھ Parental Leave Pay ئىلى تىكى بەنى ھىبچە تەندىدانى لىمنى. ئىنقىتاكى ئىلەن تىكىدىدانى لىھ ئىھى چىدر جى قەتىر تەندىرىدىدانىكى ئىلدانىدى ئىلىكى.

ق, کوئتک دوم قفتبر لحفیکولفی چهبیقومی که سوئتک به Paid Parental Leave بای بخدیده کی عمفی کی عمفی کی کوه کو کی کیلمهٔ فتک بیلخِنْ که که چهبیقک جل کیرهٔ بیمهٔ کی قبلحبهٔ فی بتک خواسبهٔ فی لدفی بیلخِنْ بخک کیرهٔ بیمهٔ کی لمه کومفی بیلخِنْ که بخفلسهٔ که بیرهٔ بیسهٔ فی قبلک کی به فی بره فی المخالط کی بیالی کی کیرانی کا کی بیالی کا 131 131 158

يكخر سوبي حو باغض حو بتف بح دريف المادي

نرميمة بين حي Paid Parental Leave ع حرتنميه

- دښتنه ، فلني لېخنې محصبتي حدښفه له بهر ، تقيم فلنه قالم ده ، تابر چه تابر چه تابر چه تابر چه کې کېښې
- - حجابة للم وغه المعالم والمحترض المعالم على المعالم المعالم على المعالم على المعالم على المعالم المعا

سەديك خى بەنتىك بىلىنىكى:

- حشجة بمر به بخته معقدته خد تمر جعقله منه جنسته جم مولسته لخصوص قلم لبند العلم بندتهم

مح حوع تمتح جمدخمتم

- متشاكرير مزقياء مالمتمتاع معتمد معتما humanservices.gov.au/pplemployers معتمة معتمانة فيمانية معتمدة معتمدة المتعالمين المعتمدة المتعالمين ا
 - نَسهَ عِهِ لَعْهُ کَ اَنْهُ بِهِ اَنْهُ بِهُ کَ بَهُ خِهِ اَنْهُ خِهِ مَالَمُ کَ اَنْهُ خِهِ مَالَمُ اَنْهُ بَالَمُ عِمْهُ اللهُ عَلَى اللهُ عَلَى
 - منه بلجناني 131 202 لفهداوچه جنج حلعتمده مواتعيه مسلجناني مسلجناني Centrelink منه جند منه مسلجناني Centrelink
 - منن کے Translating and Interpreting Service (TIS National) جد جستک
 - Child Support م Medicare مراحة مراحة مراحة حوم هوة عني ميراحة المناطقة الم
 - مسيده لنبه ميلاه مسيده

معذفختك

ىغە تىخەت كىدۇللە سجىغىلە كە ئېتە ھابىھىلەك بايە تىنسچىر ھەتەت ئېمە ئىد ھىۋىتىكە ھە ھەت كىيە مىللانۇسى. ھەنەكىلە تەنەكە تىنە كىلىدۇللەك ئىلىدۇللەك ئىلىدۇللىك ئىلىدىلىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدىلىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدۇللىك ئىلىدىلىك ئىلىدۇللىك ئىلىدىلىك ئ



The Paid Parental Leave scheme: Information for employers about new parents on leave from work

The Australian Government gives financial support to eligible parents through the Paid Parental Leave scheme. This helps parents take time off work to care for a newborn or recently adopted child.

This scheme has 2 payments for working parents:

- · Parental Leave Pay
- Dad and Partner Pay.

Parental Leave Pay is for the child's primary carer. Parents can get up to 18 weeks' paid leave. If needed, we will pay the Parental Leave Pay funds to you to pass onto your employee. Sometimes we will pay them directly.

Dad and Partner Pay is for working dads or partners, including adopting parents and same-sex couples. They can get up to 2 weeks' payment. We pay Dad and Partner Pay directly to employees.

Parental Leave Pay and Dad and Partner Pay are available to eligible full time, part time, casual, seasonal, contract and self employed workers.

An employee may still get these payments if there is a stillbirth or infant death.

Your role in the scheme

You play an important role in the Paid Parental Leave scheme.

Your employee may ask to take leave to care for a newborn or recently adopted child, and want to apply for Parental Leave Pay or Dad and Partner Pay.

It is up to your employee to apply for Parental Leave Pay through us and negotiate leave arrangements with you. To get Parental Leave Pay, your employee must meet all criteria.

We may pay Parental Leave Pay directly to your employee. If you have to give Parental Leave Pay to an employee, we will let you know. We will also give you the Parental Leave Pay funds to pay your employee.

You will need to give Parental Leave Pay to an employee who:

- · has a newborn or recently adopted child
- has worked for you for at least 12 months before the expected date of birth or adoption
- will be your employee until at least the end of their Paid Parental Leave period
- lives in Australia
- is expected to get at least 8 weeks of Parental Leave Pay.

Your business must have an Australian Business Number (ABN) to be part of the scheme.

If your employee does not meet the above criteria, you do not need to give Parental Leave Pay. We will pay them directly. However, if you both agree, you can still choose to give it to your employee.

You do not have to give Parental Leave Pay to your employee before you get the funds from us.

You do not have to give Dad and Partner Pay to your employee. You just need to know that your employee may ask you about taking unpaid leave so they can get it. We will assess their claim and pay them Dad and Partner Pay directly if they are eligible.

Talking to your employee about parental leave

If your employee is expecting or adopting a child, talk to them early about their plans.

Some topics to cover are:

- what leave is available and how it might be taken at the same time as Parental Leave Pay (for example, paid or unpaid leave)
- when your employee would like to start their leave and when they expect to return to work
- how they would like to manage their return to work (for example, returning part time)
- information your employee needs to give us about your business, when they lodge a claim for Parental Leave Pay.

Effect on leave entitlements

The scheme does not give your employees an entitlement to leave. They must negotiate leave arrangements with you. Your employee's Parental Leave Pay or Dad and Partner Pay does not change any of their existing leave entitlements.

Your long term employees can get a minimum of 12 months unpaid parental leave under the *Fair Work Act* 2009. They can also ask for an additional 12 months unpaid leave on top of this. A long term employee is someone who has worked for your business for 12 months or more.

If your employee is part of a couple, both may get unpaid parental leave under the National Employment Standards. In these cases, there are other minimum entitlements you need to be aware of.

For example, they can take up to 3 weeks of unpaid leave at the same time, immediately after the birth or adoption. If you agree, they can take it any time in the first 6 weeks after the birth or adoption. They can also take 24 months unpaid parental leave between them.

You cannot deny entitlement to paid maternity or parental leave if it is part of an industrial agreement or law. This applies for the life of the agreement or law.

Go to fairwork.gov.au or call the Fair Work Ombudsman on 131 394 for information about:

- · employment entitlements
- workplace obligations
- the Fair Work Act 2009
- the role of the Fair Work Ombudsman.

How we will pay you

You do not have to give Parental Leave Pay before you get the funds from us. We will transfer funds into your nominated bank account before your employee's usual pay cycle cut off.

Registering your business

To be part of the Paid Parental Leave scheme, you need to register your business with us. You can opt in to give Parental Leave Pay to employees you do not need to give it to. You need to do this before they submit their claim to us.

The easiest way to register for the Paid Parental Leave scheme is by logging on to our online services for businesses. If you choose not to use our online services or you do not have access to the internet, you can also register by calling us in English on **131 158**.

How the scheme helps your business and parents

The Paid Parental Leave scheme helps you:

- keep valuable and skilled staff by encouraging them to stay connected with your workplace when they become parents
- · create a family friendly workplace without having to fund Parental Leave Pay yourself
- increase workforce participation for new parents in the long-term.

The scheme helps parents by:

- · giving them financial help while they take time off work to care for a new child
- promoting equality between men and women and balance between work and family life.

For more information

- go to humanservices.gov.au/pplemployers for more information in English
- go to <u>humanservices.gov.au/yourlanguage</u> where you can read, listen to or watch information in your language
- call 131 202 to speak with us in your language about Centrelink payments and services
- call the Translating and Interpreting Service (TIS National) on **131 450** to speak with us in your language about Medicare and Child Support payments and services
- visit a service centre.

Note: calls from your home phone to '13' numbers from anywhere in Australia are charged at a fixed rate. That rate may vary from the price of a local call and may also vary between telephone service providers. Calls to '1800' numbers from your home phone are free. Calls from public and mobile phones may be timed and charged at a higher rate.

Disclaimer

The information contained in this publication is intended only as a guide to payments and services. It is your responsibility to decide if you wish to apply for a payment and to make an application with regard to your particular circumstances.