



Paid Parental Leave (Ni Hlawh Pek in Fale Zohkhenhnak Khunh) timhtuahnak: hringtu nulepa a si ka mi pawl nih riangeitu sin in khunh laaknak kong thawngthanh

Australia Cozah nih Paid Parental Leave (Ni Hlawh Pek in Fale Zohkhenhnak Khunh) timhtuahnak in a tlingmi nulepa pawl caah tangka bawmhnak a pek. Nau chuakka asiloah mah fa ah nai te in cawmmi ngakchia pakhat zohkhenh ding ah rian aa dinmi nulepa cu hi timhtuahnak nih a bawmh hna.

Hi timhtuahnak ah rian a `uan lio mi nulepa caah bawmhnak phun 2 in a pek:

- Parental Leave Pay
- Dad and Partner Pay.

Parental Leave Pay cu a hmasa bik ngakchia zohkhenhtu caah a si. Nulepa pawl nih ni hlawh hmuh mi khunh cu zarh 18 tiang lak khawh a si. A herh ah cun, na rian`uantu sin i pek awk ah Parental Leave Pay khonmi tangka zong kan in pek ko lai. A caan ah cun, kanmah nih rian`uantu pawl sin ah dairek in kan pek tawn.

Dad and Partner Pay (Pa le Aa Ummi Tangka Bawmhnak) cu rian`uantu pa le pawl asiloah nulepa pawl an si i, mah fa ah aa cawmmi nulepa le ngeihkhat aa um mi pawl zong aa telchih ve. Cu pawl nih zarh 2 tiang hmuh khawh a si. Dad and Partner Pay cu kanmah nih rian`uantu pawl sin ah dairek in kan pek hna.

Parental Leave Pay le Dad and Partner Pay cu caan tling rian`uantu pawl, caan karlak rian`uantu pawl, lakhruak rian`uantu pawl, khuacaan ning in rian`uantu awl, biakam hrennak in a `uanmi pawl le mah pumpak rian a `uanmi pawl caah ngah khawhmi a si.

Rian`uantu pakhat nih a thi in nau a hrin asiloah nau aa rawh ahcun hi bawmhnak pawl co le hmuh khawh `hiam`hiam a si rih.

Timhtuahmi ah na `uanvo

Paid Parental Leave timhtuahmi ah `uanvo tampi na ngei.

Nau chuakka asiloah mah fa ah nai te in cawmmi ngakchia pakhat zohkhenh ding ah na rian`uantu pakhat nih na sin ah khunh an hal kho men i, Parental Leave Pay asiloah Dad and Partner Pay sok a duh kho men.

Kanmah sin in Parental Leave Pay sok le nangmah sin ah khunhhalnak kong tawlrel le ruakhnan`i ding cu na rian`uantu cungah aa hngat. Parental Leave Pay hmuh ding ah, na rian`uantu nih tahfung chung langhter mi vialte a tlinh dih a herh.

Parental Leave Pay cu na rian`uantu sin ah kanmah nih kan pek kho men. Rian`uantu sin ah Parental Leave Pay cu nangmah nih pek a herh mi a si ahcun, kanmah nih kan in theihter lai. Na rian`uantu sin ah pek dingmi Parental Leave Pay khonmi tangka zong pek na si fawn lai.

Rian`uantu pakhat sin ah Parental Leave Pay pek a herhmi cu:

- nau chuakka asiloah nai tein cawm mi ngakchia a ngeimi
- nau chuah hlan asiloah i cawm hlan ah a tlawm bik thla 12 chung na sin ah rian a `uan cangmi
- Paid Parental Leave caan a dih hlan tiang na sin ah rian`uantu a si lai
- Australia ah a um lai



- a tlawm bik ah zarh 8 chung Parental Leave Pay laak aa timmi

Hi timhtuahmi chung ah aa telmi na si ding ah na chawleh chawhrawl cu Australian Business Number (ABN) (Australia Chawleh Chawhrawl Nambar - ABN) a ngeimi a si lai.

Na rian`uantu pakhat nih a cunglei tahfung chung langhter mi pawl a tlin lo ahcun, Parental Leave Pay pek a herh lai lo. Kanmah nih kan pek hna lai. Sihmanhsehlaw, kaphnih hnatlak a si ahcun, na rian`uantu sin ah nangmah nih na pek khawh.

Kan sin ah khonmi tangka na hmuh hlan tiang cu, na rian`uantu sin ah Parental Leave Pay pek a hau lai lo.

Na rian`uantu sin ah Dad and Partner Pay zong pek a herh lai lo. Ni hlawh pek lo khunh lak ding ah na rian`uantu pakhat nih khun an hal kho men tiah na theih a herh. Rian`uantu pawl hal mi cung ah dothlatnak kan tuah lai i a tling mi an si ahcun, kanmah nih Dad and Partner Pay kan pek lai.

Nulepa khunh laknak kong ah na rian`uantu he biaruhnak

Na rian`uantu nih nau ngeih ding asiloah mah fa ah i cawm ding aa timh ahcun, hi tinhmi pawl kong ah tuan deuh te in biaruhnak ngeih ding a si.

Aa telmi tlangtar cheukhat pawl:

- Parental Leave Pay (tahchunhnak, ni hlawh pek asiloah pek lo khunh) cu caan khat chung ah hmuhkhawh mi khunh hal ningcang
- na rian`uantu nih khunh lak a duh caan le rian luh `han ding ah aa ruahchan mi caan
- rian luh `han ding ah rian`uantu pawl duh ningcang (tahchunhnak, caan karlak rian`uan ding ah luh `han)
- rian`uantu pawl nih Parental Leave Pay an hal tik ah na chawleh chawhrawl konglam zong na rian`uantu nih a kan pek a herh.

Khunh covo pawl fehternak

Hi timhtuahnak nih na rian`uantu pawl sinah khunh laknak covo a pe lo. Rian`uantu pawl nih nangmah he ruahkhan`i hrimehrim ding a si. Na rian`uantu i Parental Leave Pay asiloah Dad and Partner Pay nih a um cia mi khunh covo pawl cung ah zehmanh a thlen lai lo.

Fair Work Act 2009 (Aa Tluk tein Rian`uannak Phunghram 2009) tang ah na sin ah caan saupi rian`uantu pawl nih ni hlawh pek lo khunh cu a tlawm bik in thla 12 chung fale zohkhenhnak khunh an lak kho. Cun, ni hlawh hmuh loin a hlei in thla 12 an lak khawh `hiam`hiam rih. Na chawleh chawhrawl rian`uannak ah thla 12 asiloah cu nakin caan sau deuh a `uan cang mi rian`uantu pakhat cu caan saupi rian`uantu tiah kan auh.

Na rian`uantu cu nuleva ah aa kop mi an si ahcun, National Employment Standards (Rampi he a Pehtlaimi Rian`uannak Tahfung) chung bantuk in an pahnih tein ni hlawh hmuh lo fale zohkhenhnak khunh an la kho ve. Hi zawn ah cun, na caah i ralrin ding a dangtein a tlawm bik covo pawl zong an um kho men.

Tahchunhnak ah, caan khat chung ah an pahnih tein ni hlawh hmuh lo khunh cu zarh 3 tiang an lak kho i, nau chuah dih asiloah mah fale ah i cawm dih hnu ah a si. Hnatlaknak na ngei ahcun, nau chuah hnu asiloah mah fale ah i cawm dih hnu ah a hmasa bik zarh 6 chung ah khunh an lak khawh. A karlak ah nihnawh pek loin thla 24 zong khunh a laak khawh `hiam`hiam.

Rian`uannak sehzung hnatlak mi asiloah phung chung ah aa tel ve mi a si ahcun, fale zohkhenh ding ah ni hlawh hmuh mi khunh asiloah fale zohkhenh ding ah khunh covo cu na al kho lo. Hnatlaknak asiloah phung a nunnak zong ah aa pehtlaih mi a si.

Konglam tandeu theih na duh ahcun, fairwork.gov.au ah kal asiloah Fair Work Ombudsman (Aa Tluk tein Rian`uannak Ombudsman) ah **131 394** in chawn hna:

- rian`uannak he aa pehtlai mi covo pawl
- rian`uannak hmun ah zulh ding `uanvo pawl
- Fair Work Act 2009
- Fair Work Ombudsman rian`uannak

Tangka pek ningcang

Kan sin in khonmi tangka na hmuh hlan tiang cu, Parental Leave Pay pek na herh lai lo. Sining tawn in na rian`uantu hlawh pekmi an phih hlan ah nangmah thim mi bank cazin chung ah khonmi tangka kan rawn lai.

Na chawleh chawhrawl min cazin khumhnak

Paid Parental Leave timhtuahnak chung ah nangmah i tel ding ah, kan sin ah na chawleh chaw hrawl min cazin khumh a herh. Parental Leave Pay pek a herh lo mi rian`uantu pawl zong pek lo ding ah duhthimnak na ngei. Na rian`uantu pawl nih kan sin ah halnak an tuah hlan ah na tuah a herh.

Paid Parental Leave timhtuahnak ah min cazin khumh a fawi bik lam cu chawleh chawhrawl caah online rian`uannak ah khumh le `ial ding a si. Kan ngeihmi online rian`uannak pawl ka hman lai lo tiah na thim ah cun, asiloah maivan (internet) na ngei lo ah cun, Mirang holh in **131 158** ah rak kan chawn law min cazin khumh khawh a si fawn.

Timhtuahnak nih na chawleh chawhrawl le nulepa pawl a bawmh ningcang

Paid Parental Leave timhtuahnak nih nangmah an bawmh:

- na rian`uantu pawl nih nulepa an si tik ah na rian`uannak hmun he pehtlaih zungzal ding in thazaang pek le forhfiaw law man a ngei mi le rian a thiam mi rian`uantu pawl kha rian`uanter zungzal hna
- Parental Leave Pay ah nangmah pumpak tangka khon piak hau lo tein innchungkhar dawtmi le bawmhmi rian`uan hmun pakhat sersiam
- saupi caah aa um ka mi nulepa pawl caah rian`uannak thazaang `hanter law karhter.

Timhtuahnak nih nulepa pawl a bawmh ningcang:

- nau chuak thar zohkhenh ding ah nulepa pawl nih khunh an lak lio ah tangka bawmhna a pek
- nu le pa karlak i ruannak le i khahnak thazaang a pek. Rian le innchungkhar khuasaknak aa tluk tein a chiah.

Thawngthanhmi tamdeuh hmuh khawh caah

- Mirang ca in thawngthanhmi tamdeuh theih duh mi caah, humanservices.gov.au/pplemployers ah kal
- nangmah holh in thawngthangmi rel, ngaih asiloah zoh a duh mi caah humanservices.gov.au/yourlanguage
- Centrelink tangka peknak le rian`uannak pawl kong ah nangmah holh in **131 202** ah rak kan chawn

- Translating and Interpreting Service (TIS National) (Calehnak le Holhleh Rian`uannak (TIS Ramchung)) chawn duh ah cun **131 450** ah chawn law, Medicare (Ngandamnak lei zohkhenhnak) le Child Support (Ngakchia Bawmhnak) tangka bawmhnak le rian`uannak kong ah nangmah holh in rak kan chawn
- Rian`uannak zung ah rak kan leng.

Fianternak: Australia ram chung in khuazei hmun paohpaoh in man khiah ning tein na umnak inn`13` nambar ah chawn khawh a si. Telefon rian`uannak tawlreitu pawl karlak ah ram chung i chawnbiaknak man khiah cu pakhat le pakhat aa thleng kho men. `1800` nambar he na umnak inn in na kan chawnh ah cun man lo tein chawn khawh kan si. Mibu le kutput (mobile) fon in chawn tik ah caan khiah a um i man khiah mi zong a tam deuh kho men.

Alnak

Hi cachuahmi chung i aa telmi thawngthanhmi cu tangka bawmhnak le rian`uan piaknak lei lamhuhsaknak bantuk ca lawng ah tinhmi a si. Na caah thil sining le umtuning kong ah tangka bawmhnak pakhat le soknak pakhat sok na duh le duh lo biakhiah ding ah nangmah `uanvo a si.



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 humanservices.gov.au/yourlanguage 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.