



Paid Parental Leave တၢ်ရဲၣ်လီၤကျဲၤလီၤ-တၢ်ဂ့ၢ်တၢ်ကျိၤလၢ တၢ်မၤကစၢ်သ့ၣ်တဖၣ်အဂီၢ်ဘၣ်ဃးမိၢ်ပၢ်ဖိဆံးအိၣ်ဖျဲၣ်ဖိသီအ တၢ်ဟံးန့ၣ်ခွဲးလၢတၢ်ဖိးတၢ်မၤ

ကီၢ်အိၣ်စၢ်ထွဲလံာ်ပဒိၣ်အံၤဟ့ၣ်လီၤကျိၣ်စ့တၢ်ဆိၣ်ထွဲမၤစၢ်ဆူမိၢ်ပၢ်လၢအကြၢးအဘၣ်သ့ၣ်တဖၣ်ခိဖျိ Paid Parental Leave တၢ်ရဲၣ်လီၤကျဲၤလီၤန့ၣ်လီၤ.တၢ်အံၤမၤစၢ်မိၢ်ပၢ်သ့ၣ်တဖၣ်လၢကဟံးန့ၣ်ခွဲးလၢတၢ်ဖိးတၢ်မၤဒ်သိးကအံးထွဲကွၢ်ထွဲဖိအိၣ်ဖျဲၣ်သီမ့တမ့ၢ်ဖိလၢအဘၣ်တၢ်ကွၢ်လုၢ်ဖိအီၤဖဲတယံာ်တမိၢ်အတီၢ်ဖိအဂီၢ်လီၤ.

တၢ်ရဲၣ်တၢ်ကျဲၤအံၤအိၣ်ဒီးတၢ်ဟ့ၣ်အဘူးအလဲ 2 ခါလၢမိၢ်ပၢ်လၢအမၤတၢ်သ့ၣ်တဖၣ်အဂီၢ်လီၤ-

- Parental Leave Pay
- Dad and Partner Pay.

Parental Leave Pay အံၤမ့ၢ်လၢပုၤလၢအအံးထွဲကွၢ်ထွဲဖိသ့ၣ်အဂီၢ်လီၤ.မိၢ်ပၢ်သ့ၣ်တဖၣ်အံၤဒီးန့ၣ်ဘၣ်ခွဲးပၢ်တုၤ 18 နွံသ့ဝဲလၢအအိၣ်ဒီးတၢ်ဟ့ၣ်ဘူးဟ့ၣ်လဲအီၤန့ၣ်လီၤ.တၢ်မ့ၢ်လိၣ်ဘၣ်အီၤဒီး,ပကဟ့ၣ်လီၤ Parental Leave Pay ကျိၣ်စ့တၢ်မၤစၢ်ဆူန့ၣ်လၢနကဟ့ၣ်လီၤအီၤဆူန့ၣ်ပုၤမၤတၢ်ဖိအဂီၢ်လီၤ.တဘျီတခါန့ၣ်ပကဟ့ၣ်လီၤအဝဲသ့ၣ်လီၤလီၤန့ၣ်လီၤ.

Dad and Partner Pay အံၤမ့ၢ်ဝဲလၢပၢ်သ့ၣ်တဖၣ်မ့တမ့ၢ်မၤဝဲသ့ၣ်တဖၣ်အဂီၢ်လၢအအိၣ်ဃုာ်ဒီးမိၢ်ပၢ်လၢအကွၢ်လုၢ်ဖိတၢ်တဖၣ်ဒီးပိာ်မုၢ်သကိးပိာ်မုၢ်န့ၣ်ပိာ်ခွါသကိးပိာ်ခွါအဲၣ်လိာ်သးသ့ၣ်တဖၣ်န့ၣ်လီၤ.အဝဲသ့ၣ်ဒီးန့ၣ်ဘၣ်တၢ်ဟ့ၣ်အဘူးအလဲပၢ်တုၤ 2 နွံသ့ဝဲန့ၣ်လီၤ.ပဟ့ၣ်လီၤ Dad and Partner Pay ဆူပုၤမၤတၢ်ဖိတဖၣ်အအိၣ်လီၤလီၤန့ၣ်လီၤ.

Parental Leave Pay ဒီး Dad and Partner Pay သ့ၣ်တဖၣ်အံၤတၢ်ဒီးန့ၣ်အီၤသ့ၣ်ခိဖျိပုၤလၢမၤအတၢ်ဆၢကတီၢ်ပုၤ,မၤတၢ်နံၤတဝၤ,ပုၤမၤတၢ်ဖိလၢတမၤတၢ်လၢတၢ်မၤလီၤပုၤ,ပုၤမၤတၢ်လၢတၢ်ဆၢကတီၢ်လီၤလီၤဆီဆီ,မၤတၢ်လၢလံာ်တၢ်အၢၣ်လီၤအဖိခိၣ်ဒီးပုၤမၤတၢ်ဖိလၢမၤအနီၢ်ကစၢ်တၢ်မၤလၢအကြၢးအဘၣ်သ့ၣ်တဖၣ်အဂီၢ်လီၤ.

ပုၤမၤတၢ်ဖိအံၤကဒီးန့ၣ်ဘၣ်ဒီးတၢ်ဟ့ၣ်အဘူးအလဲသ့ၣ်တဖၣ်အံၤဖဲလၢအဖိမ့ၢ်သံလၢဒါလီၢ်ပုၤမ့တမ့ၢ်ဖိသ့ၣ်အိၣ်ဖျဲၣ်သီမ့ၢ်သံအခါဒၣ်လဲာ်န့ၣ်လီၤ.

နမူဒါဖဲတၢ်ရဲၣ်လီၤကျဲၤလီၤအံၤအပူၤ

နအိၣ်ဒီးမူဒါလၢအကါဒိၣ်ဖဲ Paid Parental Leave တၢ်ရဲၣ်လီၤကျဲၤလီၤအံၤအပူၤန့ၣ်လီၤ.

နပုၤမၤတၢ်ဖိအံၤဘၣ်သ့ၣ်သ့ၣ်ကဃုခွဲးလၢကကွၢ်ထွဲဖိသ့ၣ်အိၣ်ဖျဲၣ်သီမ့တမ့ၢ်ဖိသ့ၣ်လၢအကွၢ်လုၢ်ဖိဝဲတယံာ်တမိၢ်အတီၢ်ပုၤ,ဒီးကအဲၣ်ဒီးပတံထီၣ်လၢ Parental Leave Pay မ့တမ့ၢ် Dad and Partner Pay န့ၣ်လီၤ.



တၢ်အံၤဒီးသန့ထီၣ်အသးလၢနပှၤမၤတၢ်ဖိအဖီခိၣ်ဒ်သိးကပတံထီၣ် Parental Leave Pay ဒီဖျါလၢပဝဲသ့ၣ်ဒီးတၢ်ပီၣ်တၢ်ပီၣ်တၢ်ဟ့ၣ်ခွဲးအတၢ်ရဲၣ်တၢ်ကျဲၤယုၣ်ဒီးန့ၣ်လီၤ.ဒ်သိးကဒီးန့ၣ်ဘၣ် Parental Leave Pay အဂီၢ်,နပှၤမၤတၢ်ဖိအံၤကဘၣ်တုၤထီၣ်ဘးလၢတၢ်ဟံၣ်ပနီၣ်ခဲလၢန့ၣ်လီၤ.

ဘၣ်သ့ၣ်သ့ၣ်ပကဟ့ၣ်လီၤ Parental Leave Pay ဆူပှၤမၤတၢ်ဖိအအိၣ်လီၤလီၤန့ၣ်လီၤ.နမ့ၢ်ဘၣ်ဟ့ၣ် Parental Leave Pay ဆူပှၤမၤတၢ်ဖိအအိၣ်ဒီးပကဒုးသ့ၣ်ညါန့ၣ်လီၤ.ပကဟ့ၣ်လီၤန့ၣ်စ့ၢ်ကီး Parental Leave Pay ကျိၣ်စ့တၢ်ဆီၣ်ထွဲလၢနကဟ့ၣ်လီၤနပှၤမၤတၢ်ဖိအဂီၢ်လီၤ.

နကဘၣ်ဟ့ၣ်လီၤ Parental Leave Pay ဆူပှၤမၤတၢ်ဖိလၢ-

- အိၣ်ဒီးဖိသ့ၣ်အိၣ်ဖျဲၣ်သီမ့တမ့ၢ်ကွၢ်လုၢ်ဖိသ့ၣ်လၢတယံၣ်တမိၢ်အတီၢ်ပူၤ
- မၤတၢ်လၢနတၢ်မၤလီၢ်အစ့ၤကတၢ် 12 လၢတချုးလၢဖိသ့ၣ်အိၣ်ဖျဲၣ်မ့တမ့ၢ်ကွၢ်လုၢ်ဖိအမ့ၢ်န့ၣ်မ့ၢ်သီလၢတၢ်တယံၣ်ကွၢ်အီၤ
- ကမ့ၢ်နပှၤမၤတၢ်ဖိပၢ်တုၤ Paid Parental Leave အဆၢကတီၢ်ကတၢ်တစု
- အိၣ်ဆိးဖဲကီၢ်အိၣ်စ့ၣ်လံၤယါ
- မ့ၢ်လၢလၢကဒီးန့ၣ်ဘၣ် Parental Leave Pay အစ့ၤကတၢ် 8 န့ၣ်.

နပနံၣ်ကၤတၢ်မၤအံၤကဘၣ်အိၣ်ဒီး Australian Business Number (ABN) ဒ်သိးကပပံၣ်ယုၣ်လၢတၢ်ရဲၣ်တၢ်ကျဲၤအံၤအဂီၢ်န့ၣ်လီၤ.

နပှၤမၤတၢ်ဖိအံၤမ့ၢ်တတုၤထီၣ်ဘးလၢတၢ်ဟံၣ်ပနီၣ်လၢထးသ့ၣ်တဖၣ်ဘၣ်ဒီး,တလိၣ်လၢနကဟ့ၣ်လီၤ Parental Leave Payဘၣ်.ပကဟ့ၣ်လီၤအီၤလီၤလီၤန့ၣ်လီၤ.ဘၣ်ဆၣ်သန့က့ၤသ့မ့ၢ်အၢၣ်လီၤခံၣ်လၢနဒီး,နယုထၢလၢနကဟ့ၣ်လီၤနပှၤမၤတၢ်ဖိသ့ၣ်ဒီးဝဲန့ၣ်လီၤ.

တချုးလၢနဒီးန့ၣ်ဘၣ်ကျိၣ်စ့တၢ်ဆီၣ်ထွဲမၤစၢၤလၢပအိၣ်ဒီးဘၣ်န့ၣ်,တလိၣ်လၢနကဟ့ၣ်လီၤ Parental Leave Pay ဆူပှၤမၤတၢ်ဖိဘၣ်.

တလိၣ်လၢနကဟ့ၣ်လီၤ Dad and Partner Pay ဆူပှၤမၤတၢ်ဖိဘၣ်.နကဘၣ်သ့ၣ်ညါလၢနပှၤမၤတၢ်ဖိအံၤဘၣ်သ့ၣ်သ့ၣ်ကယုခွဲးလၢအအိၣ်ဒီးတၢ်ဟ့ၣ်အဘူးအလဲဒ်သိးအဝဲသ့ၣ်ကဒီးန့ၣ်ဘၣ်ခွဲးအဂီၢ်လီၤ.ပကသမံသမိးကွၢ်အတၢ်ယုထီၣ်ဒီးဟ့ၣ်လီၤအဝဲသ့ၣ် Dad and Partner Pay ဆူပှၤမၤတၢ်ဖိအိၣ်လီၤလီၤဖဲအဝဲသ့ၣ်မ့ၢ်ကြးဝဲဘၣ်ဝဲအခါန့ၣ်လီၤ.

ကတိၤသကိးတၢ်ဒီးနပှၤမၤတၢ်ဖိဘၣ်ဃးတၢ်ကဲမိၢ်ကဲပၢ်အတၢ်ဟ့ၣ်ခွဲး

နပှၤမၤတၢ်ဖိအံၤမ့ၢ်တယံၣ်ဝဲလၢကအိၣ်ဒီးဖိအိၣ်ဖျဲၣ်သီမ့တမ့ၢ်ကွၢ်လုၢ်ဖိဒီး,ကတိၤဆိတၢ်ဒီးအဝဲသ့ၣ်ဘၣ်ဃးအတၢ်တီၢ်ကျဲၤတဖၣ်တက့ၢ်.

တၢ်ဂ့ၢ်ခိၣ်တီတနီၤလၢနကဘၣ်ကတိၤအီၤတဖၣ်န့ၣ်မ့ၢ်ဝဲ-

- တၢ်မၤအခွဲးမနုၤသ့ၣ်တဖၣ်အိၣ်လဲၣ်ဒီးတၢ်ဟံးန့ၣ်ခွဲးအံၤအဆၢကတီၢ်တကတီၢ်ဃီဒီး Parental Leave Pay ကသ့ၣ်လဲၣ်(အဒိ,အခွဲးလၢတၢ်ဟ့ၣ်အဘူးအလဲမ့တမ့ၢ်တၢ်ဟ့ၣ်အဘူးအလဲ)
- နပှၤမၤတၢ်ဖိအံၤအဲၣ်ဒီးဟံးန့ၣ်ခွဲးစထီၣ်အခါဖဲလဲၣ်ဒီးအဝဲသ့ၣ်တၢ်ဟံးလၢကဟဲက့ၤန့ၣ်လီၤတၢ်မၤအခါဖဲလဲၣ်
- အဝဲသ့ၣ်အဲၣ်ဒီးရဲၣ်ကျဲၤအတၢ်ဟဲက့ၤန့ၣ်လီၤမၤတၢ်မၤဒဲလဲၣ်(အဒိ,ဟဲက့ၤမၤတၢ်မၤလၢနံၤတတ်)
- တၢ်ဂ့ၢ်တၢ်ကျိၤလၢနပှၤမၤတၢ်ဖိကဘၣ်ဟ့ၣ်ပှၤသ့ၣ်တဖၣ်ဘၣ်ဃးနပုၣ်န့ၣ်ကၤတၢ်မၤဖဲအဝဲသ့ၣ်ဆိုးထီၣ်တၢ်ဃုထီၣ်လၢ Parental Leave Pay အခါ.

တၢ်ဂ့ၢ်တၢ်ကျိၤလၢတၢ်ဟံးန့ၣ်ခွဲးအတၢ်ခွဲးတၢ်ယၢ်တဖၣ်အဖီခိၣ်

တၢ်ရဲၣ်တၢ်ကျဲၤအံၤတဟ့ၣ်နပှၤမၤတၢ်ဖိသ့ၣ်တဖၣ်တၢ်အခွဲးအယၢ်လၢကဟံးန့ၣ်ခွဲးဘၣ်.အဝဲသ့ၣ်ကဘၣ်တၢ်ပီၣ်တၢ်ပီၣ်တၢ်ဟံးန့ၣ်ခွဲးအတၢ်ရဲၣ်လီၤကျဲၤလီၤသ့ၣ်တၢ်ဒီးန့ၣ်လီၤ.နပှၤမၤတၢ်ဖိ Parental Leave Pay မ့တမ့ၢ် Dad and Partner Pay အံၤတဆီတလဲတၢ်ဟံးန့ၣ်ခွဲးအတၢ်ခွဲးတၢ်ယၢ်လၢအအိၣ်ဟံးသ့ၣ်တဖၣ်နီၣ်တခါဘၣ်.

နပှၤမၤတၢ်ဖိလၢအမၤတၢ်ယၢ်သ့ၣ်တဖၣ်အံၤဒီးန့ၣ်ဘၣ်ခွဲးလၢတၢ်တဟ့ၣ်အဘူးအလဲအစ့ၤကတၢ် 12 လၢသ့ဝဲလၢ Fair Work Act 2009 အဖီလၢန့ၣ်လီၤ.လၢတၢ်အံၤအမဲၣ်ညါန့ၣ်,အဝဲသ့ၣ်ဃုထီၣ်ခွဲးလၢတၢ်တဟ့ၣ်အဘူးအလဲဆူညါ 12 လၢသ့ဝဲန့ၣ်လီၤ.ပှၤမၤတၢ်ဖိလၢအမၤတၢ်ယၢ်စံးတၢ်န့ၣ်မ့ၢ်ပှၤလၢအဖဲတၢ်မၤတၢ်ဖဲနပုၣ်န့ၣ်ကၤတၢ်မၤအပူၤလၢ 12 လၢမ့တမ့ၢ်အါန့ၣ်အန့ၣ်တဖၣ်န့ၣ်လီၤ.

နပှၤမၤတၢ်ဖိအံၤမ့မ့ၢ်ဒီးမၤဝၢအကျါတဂၤဒီး,အဝဲသ့ၣ်ခံၤလၢအံၤကဒီးန့ၣ်ဘၣ်တၢ်ကဲမိၢ်ကဲပၢ်အခွဲးလၢတၢ်အိၣ်ဒီးတၢ်ဟ့ၣ်ဘူးဟ့ၣ်လဲလၢ National Employment Standards အဖီလၢန့ၣ်လီၤ.လၢတၢ်အိၣ်သးအံၤအဖီခိၣ်န့ၣ်,ဖဲအံၤအိၣ်ဒီးတၢ်ခွဲးတၢ်ယၢ်အဂၤတဆံးတက့ၢ်လၢနကဘၣ်ဟံးသ့ၣ်ဟံးသးအီၤန့ၣ်လီၤ.

အဒိ,အဝဲသ့ၣ်ဟံးန့ၣ်ခွဲးလၢတၢ်တဟ့ၣ်အဘူးအလဲတကတီၢ်ဃီပၢ်တုၤ 3 နွံသ့ဝဲ,ဖဲအဝဲသ့ၣ်အဖီအိၣ်ဖျဲၣ်သီမ့တမ့ၢ်ကွၢ်လုၢ်ဖိအသီဝံၤတကတီၢ်ဃီန့ၣ်လီၤ.နမ့ၢ်အၢၣ်လီၤတူၢ်လိာ်ဒီး,အဝဲသ့ၣ်ဟံးန့ၣ်ခွဲးအံၤဖဲအဖီအိၣ်ဖျဲၣ်ဝံၤမ့တမ့ၢ်ကွၢ်လုၢ်ဖိဝံၤအဆီကတၢ် 6 နွံအတီၢ်ပူၤတကတီၢ်လၢလၢသ့ဝဲန့ၣ်လီၤ.လၢအဝဲသ့ၣ်အဘၢၣ်စၢၤန့ၣ်,အဝဲသ့ၣ်ဟံးန့ၣ်တၢ်ကဲမိၢ်ကဲပၢ်ခွဲးလၢတၢ်တဟ့ၣ်အဘူးအလဲလၢ 24 လၢသ့ဝဲစ့ၢ်ကီးန့ၣ်လီၤ.

တၢ်အံၤမ့မ့ၢ်ဖဲဖိကဟ့ၣ်တၢ်မၤလီၢ်အတၢ်အၢၣ်လီၤအီၤလီၤမ့တမ့ၢ်တၢ်ဘျၢသဲးန့ၣ်ဒီး,နဂ့ၢ်လိာ်အတၢ်ခွဲးတၢ်ယၢ်လၢမိၢ်ဖိဆံးမ့တမ့ၢ်တၢ်ကဲမိၢ်ကဲပၢ်အခွဲးလၢတၢ်ဟ့ၣ်အဘူးအလဲအံၤတသ့ဝဲဘၣ်.တၢ်အံၤဘၣ်ထွဲဒီးတၢ်အၢၣ်လီၤအီၤလီၤမ့တမ့ၢ်တၢ်ဘျၢသဲးအိၣ်ဝဲအဆၢကတီၢ်န့ၣ်လီၤ.

လဲၤန့ၣ်လီၤဆူ fairwork.gov.au မ့တမ့ၢ်ကိး Fair Work Ombudsman လၢ **131 394** ဒ်သီးနကဒီးန့ၣ်ဘၣ်တၢ်ဂ့ၢ်တၢ်ကျိၤဘၣ်ဃး-

- တၢ်ဖဲးတၢ်မၤအတၢ်ခွဲးတၢ်ယၢ်တဖၣ်
- တၢ်မၤလီၢ်အမူအဒါတဖၣ်

- Fair Work Act 2009
- Fair Work Ombudsman အမှုအဒါတဖန်.

ပကဟ့ၣ်န့ၣ်အဘူးအလဲၣ်လဲၣ်

တလိၣ်လၢနကဟ့ၣ်လီၤ Parental Leave Pay တချူးလၢနဒီးန့ၣ်ဘၣ်စ့ဆီၣ်ထွဲလၢပအိၣ်အခါဘၣ်.ပကဆၢန့ၣ်န့ၣ်စ့ဆီၣ်ထွဲအံၤဆူစ့တၢးစရီလၢနဟ်ဖျါထီၣ်အီၤအပူၤတချူးလၢနပုၤမၤတၢ်ဖိအံၤတၢ်ဟ့ၣ်ဘူးဟ့ၣ်လဲၣ်ညီၣ်န့ၣ်အံၤပတၢ်သးအခါန့ၣ်လီၤ.

တၢ်ဆဲးလီၤမံၤလၢနပနံၣ်ကၤတၢ်မၤအဂီၢ်

လၢနကဟ်ဖျါမၤသကိးတၢ်ဖဲ Paid Parental Leave တၢ်ရဲၣ်တၢ်ကျဲၤအဂီၢ်,နကဘၣ်ဆဲးလီၤနပနံၣ်ကၤတၢ်မၤဒီးပုၤန့ၣ်လီၤ.နယုထၢလၢနကဟ့ၣ်လီၤ Parental Leave Pay ဆူပုၤမၤတၢ်ဖိတဖၣ်လၢနတဘၣ်ဟ့ၣ်လီၤအီၤသ့တဖၣ်သ့ဝဲန့ၣ်လီၤ.နကဘၣ်မၤတၢ်အံၤတချူးလၢအဝဲသ့ၣ်ဆၢထီၣ်အတၢ်ယုထီၣ်ဆူပအိၣ်န့ၣ်လီၤ.

အကျိၤအကျဲၤအညီၤကတၢ်လၢတၢ်ကဆဲးလီၤဟ်မံၤလၢ Paid Parental Leave တၢ်ရဲၣ်တၢ်ကျဲၤအဂီၢ်န့ၣ်မ့ၢ်ဝဲတၢ်ဆဲးလီၤမံၤဖဲပအ့ထၢန့ၣ်န့ၣ်တၢ်ဟ့ၣ်မၤစၢၤလၢပနံၣ်ကၤတၢ်မၤဖဲတၢ်မၤတဖၣ်အဂီၢ်လီၤ.နမ့ၢ်တယုထၢလၢနကစူးကၤပအ့ထၢန့ၣ်န့ၣ်တၢ်ဟ့ၣ်မၤစၢၤမ့ၢ်တမ့ၢ်တအိၣ်ဒီးအ့ထၢန့ၣ်န့ၣ်ဘၣ်ဒီး,နဆဲးမံၤသ့ဒီဖျါတၢ်ကိးပုၤလၢလီၤတဲစိလၢအဲကလံးကျိၣ်လၢ 131 158 သ့ဝဲန့ၣ်လီၤ.

တၢ်ရဲၣ်တၢ်ကျဲၤအံၤမၤစၢၤနပနံၣ်ကၤတၢ်မၤဒီးမိၢ်ပၢ်တဖၣ်ဒဲးလဲၣ်

Paid Parental Leave တၢ်ရဲၣ်တၢ်ကျဲၤအံၤမၤစၢၤနပနံၣ်ကၤတၢ်မၤ-

- နကပၤစၢၤပုၤမၤတၢ်ဖိလၢအလုၢ်ဒိၣ်ပုၤဒိၣ်ဒီးပုၤဒီးကံၢ်စီသ့ၣ်တဖၣ်ခိဖျါတၢ်ဟ့ၣ်သဆၣ်ထီၣ်အဝဲသ့ၣ်လၢကဘၣ်ထွဲဒီးဒီးနတၢ်မၤလီၢ်ဖဲအဝဲသ့ၣ်ကဲထီၣ်မိၢ်ပၢ်တဖၣ်အခါ
- နကဒူးအိၣ်ထီၣ်တၢ်မၤလီၢ်လၢအညီၤလၢဟံၣ်ဖိယီဖိတဖၣ်ကမၤတၢ်အဂီၢ်လၢနတဘၣ်ဟ့ၣ် Parental Leave Pay စ့ဆီၣ်ထွဲမၤစၢၤလၢနနီၢ်ကစၢ်
- နကမၤဂ့ၤထီၣ်ပုၤမၤတၢ်ဖိအတၢ်ဟ်ဖျါမၤသကိးတၢ်လၢမိၢ်ပၢ်လၢအဖိအိၣ်ဖျါသီတဖၣ်လၢကတီၢ်ယံၢ်အဂီၢ်.

တၢ်ရဲၣ်တၢ်ကျဲၤအံၤမၤစၢၤမိၢ်ပၢ်သ့ၣ်တဖၣ်ခိဖျါ-

- ဟ့ၣ်လီၤအဝဲသ့ၣ်ကျိၣ်စ့တၢ်မၤစၢၤဖဲအဝဲသ့ၣ်ဟံးန့ၣ်ခွဲလၢကကွၢ်ထွဲအဖိအိၣ်ဖျါသီအခါ
- မၤဂ့ၤထီၣ်ကံၢ်စီလၢဟ်မုၢ်ဒီးဟ်ခွဲသ့ၣ်တဖၣ်အဘၢၣ်စၢၤဒီးတၢ်တၢ်ဖဲတၢ်မၤဒီးဟံၣ်ဖိယီဖိအတၢ်အိၣ်မူအတၢ်ထဲသိးတုၤသိး.

ဆူညါတၢ်ဂ့ၢ်တၢ်ကျိၤတဖၣ်အဂီၢ်

- လဲၤန့ၢ်လီၤဆူ humanservices.gov.au/pplemployers လၢဆူညါတၢ်ဂ့ၢ်တၢ်ကျိၤတဖၣ်လၢအဲကလံးကျိၢ်
- လဲၤန့ၢ်လီၤဆူ humanservices.gov.au/yourlanguage ဖဲနဖးဒိကန့ၢ်, မ့တမ့ၢ်ကွၢ်တၢ်ဂ့ၢ်တၢ်ကျိၤလၢနနီၢ်ကစၢ် ကျိၢ်သ့ဝဲအလီၢ်
- ကိး **131 202** ဒ်သိးနကကတိၤသကိးတၢ်ဒီးပုၤလၢနနီၢ်ကစၢ်ကျိၢ်ဘၣ်ဃး Centrelink အတၢ်ဟ့ၣ်ဘူးဟ့ၣ်လဲဒီးတၢ် ဟ့ၣ်မၤစၢၤတဖၣ်အဂီၢ်
- ကိး Translating and Interpreting Service (TIS National) လၢ **131 450** ဒ်သိးနကကတိၤသကိးတၢ်ဒီးပုၤလၢ နနီၢ်ကစၢ်အကျိၢ်ဘၣ်ဃး Medicare ဒီး Child Support တၢ်ဟ့ၣ်ဘူးဟ့ၣ်လဲဒီးတၢ်ဟ့ၣ်မၤစၢၤတဖၣ်အဂီၢ်
- လဲၤဟးလၢတၢ်ဟ့ၣ်မၤစၢၤလီၢ်ခါၣ်သး.

တၢ်နီၣ်- တၢ်ကိးလီၤတဲစိလၢနဟံၣ်လီၤတဲစိဆူနီၣ်ဂံၢ် '13' ဖျါၣ်လၢတၢ်လီၢ်ကိးပူၤဒဲး ဖဲကီၢ်အိးစၢၤထွဲလံၤအပူၤအံၤတၢ်ဃု အိၤအဘူးအလဲလၢ တၢ်ဟံၣ်ပနီၣ်ဃာ်အိၤန့ၢ်လီၤ. တၢ်ကိးလီၤတဲစိအဘူးအလဲအံၤ ဘၣ်သ့ၣ်သ့ၣ်ကလီၤဆီလိာ်သးလၢလီၢ် ကဝီၤတတီၤဘၣ်တတီၤ ဒီးဘၣ်သ့ၣ်သ့ၣ်ကလီၤဆီလိာ်သးလၢ လီၤတဲစိခိပနီၣ်တဖျါၣ်ဒီးတဖျါၣ်အဘၢၣ်စၢၤန့ၢ်လီၤ. တၢ် ကိးနီၣ်ဂံၢ် '1800' လၢနဟံၣ်လီၤတဲစိန့ၢ်မ့ၢ်အကလီၤန့ၢ်လီၤ. တၢ်ကိးလီၤတဲစိလၢကမျါၢ်လီၤတဲစိ ဒီးလီၤတဲစိစိစုန့ၢ်တၢ် က မၤနီၣ်ဃာ်တၢ်ဆၢကတီၢ်ဒီးဘၣ်သ့ၣ်သ့ၣ်တၢ်ကဃုအဘူးအလဲလၢအအါန့ၢ်လီၤ.

တၢ်ဂ့ၢ်ဘၣ်ဃးတၢ်တဟံးန့ၢ်မူဒါ

တၢ်ဂ့ၢ်တၢ်ကျိၤလၢအပၣ်ဃုာ်ဖဲလံာ်တၢ်ကွဲးထုးထီၣ်အပူၤအံၤ ဘၣ်တၢ်ပညိၣ်ဃာ်အိၤထဲဒၣ်လၢ တၢ်န့ၢ်ကျဲၤလၢတၢ်ဟ့ၣ်အ ဘူးအလဲဒီးတၢ်ဟ့ၣ်မၤစၢၤတဖၣ်အဂီၢ်လီၤ. နမ့ၢ်အဲၣ်ဒီးပတံထီၣ်တၢ်ဟ့ၣ်အဘူးအလဲအံၤအဂီၢ်ဒီး နမ့ၢ်အဲၣ်ဒီးမၤတၢ်ပတံ ထီၣ်ဘၣ်ဃးဒီးနတၢ်အိၣ်သးလီၤလီၤဆီဆီအဂီၢ်န့ၢ် မ့ၢ်ဝဲနမူန့ၢ်ဒါလၢနကဆၢတံာ်အိၤန့ၢ်လီၤ.



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.