



Plana Paid Parental Leave: Agahdarî bo kardêran (employers) derheqê day-û-bavên bi pere li karberdanê li dû zarokekî nû

Hukûmeta australî alîkariya aborî dide day-û-bavên mafdar ligor Plana Paid Parental Leave. Ev dibe alîgir da ku day yan bav dest ji kar berdin bo miqayitiya li zarokên nû ji day dibin yan zarokên bo xwedîkirinê nû dihên bidestxistin.

Vê planê 2 babetên peredayîne hene bo day-û-bavên karker:

- Parental Leave Pay
- Dad and Partner Pay.

Parental Leave Pay bo lênihera/-ê serek yê zaro ye. Day-û-bav dikarin bi dirêjîya 18 hefteyan derkevin karberdana bi pere. Ger pêdivî hebû em ê pereyên Parental Leave Pay bidin te da ku tu wan bidî karkerên xwe. Hinek caran em ê rasterast bidin wan bi xwe.

Dad and Partner Pay bo bavên karker yan yarên wan e (partners), her weha bo day-û-bavên yan zo-jinên/zo-peyayên (same-sex couples), ewên zaro bo xwedîkirinê bi dest xistine. Ew dikarin bo 2 hefteyan pereyan bi dest xin. Em pereyên Dad and Partner Pay rasterast didin karkeran.

Pereyên Parental Leave Pay û Dad and Partner Pay ji bo karkerên mafdar yê herdemî, beşdemî, casual, mewsimî, yê bi kontrakt û yê karkerên bo xwe ne (self employed).

Hemî karker maf hene van pereyan bigirin ger zaro mirî ji day bibe yan bi dergûşî bimire jî.

Rola te di vê planê de

Rola te di Plana Paid Parental Leave de grîng e.

Heye ku karkereke/-î te karberdanê (leave) bixweze bo niherîna li zarokekî nû bûyî yan li zarokekî pêş kurtedemekê bo xwedîkirinê hatî bidestxistin, û meraqê li daxwaza Parental Leave Pay yan Dad and Partner Pay bike.

Karkerên te, ger bixwazin, dikarin bi rêya me daxwaza Parental Leave Pay bikin û bi te re derheqê dema karberdanê de li hev bikin. Bo bidestxistina Parental Leave Pay grîng e hemî mercên pê ve girêdayî ji aliyê karker ve bihên bicîhkirin.

Dibe ku em pereyên Parental Leave Pay rasterast bidin karkera/-ê te. Ger yê pereyên Parental Leave Pay bide tu bî, em ê te agahdar bikin. Em ê her weha pereyên Parental Leave Pay bidin te bo tu bidî karkera/-ê xwe.

Divêt tu pereyên Parental Leave Pay bidî karkera/-ê ku:

- xwedî zarokek nûbûyî ye yan pêş kurtedemekê zarokek bo xwedîkirinê bi dest xistiye
- bi kêmasî 12 heyvan (mehan) bo te kar kiribe, pêş dema çaverêkirina jidaybûnê yan bidestxistina zaro bo xwedîkirinê
- wek karkera/-ê te bimîne, bi kêmasî ta dawiya dema Paid Parental Leave
- li Australya bijî
- çaverê dihêt kirin ew ê bi kêmasî 8 hefteyan Parental Leave Pay bigire.

Shûna karê te divêt bi Australian Business Number (ABN) be ji bo beşdariya di vê planê de.



Ger karkera/-ê te ne xwediyê mercên li jor be, tu ne neçar î Parental Leave Pay bidî. Em ê rasterast bidin wan. Lê ger bi qayîliya te û wan be, tu dikarî bi xwe bidî wan.

Tu ne neçar î Parental Leave Pay bidî karker pêş bidestxistina pereyan ji me.

Tu ne neçar î Dad and Partner Pay bidî karkerên xwe. Tenê divêt bizanibî dibe ku karker karberdana bêpere ji te bixwaze, da ku wê bi dest xe. Em ê li daxwaznameya wê/wî binihêrin bo Dad and Partner Pay bidin wan ger mafdar bin.

Axaftina bi karkera/-ê xwe re derheqê karberdana day-û-bavê (parental leave)

Ger karkera/-ê te li benda zarobûnê yan bidestxistina zaro bo xwedîkirinê ye, zûdem derheqê tevdêrên wan de bi wan re biaxafe.

Hinek ji mijarên tevaxaftonê ev in:

- Çiqa dema karbedanê (leave) heye û çawa dikare di demekê de wek Parental Leave Pay bihêt girtin (bo nimûne karberdana bi pere û ya bêpere)
- Karker dixwaze kengê dest bi karbedanê bike û kengê vegere kar
- Çawa dê li dû vegeerê karê xwe bike (nimîne, vegera li kar wek part time)
- Agahiyên ku divêt karkera/-ê te derheqê şûna karê te de bide me, dema pêşkêşkirina daxwaznameya bo Parental Leave Pay.

Bandor li ser mafê karberdanê

Ev plan mafê karberdanê nade karkerên te. Divêt derheqê karberdanê de bi te re li hev bikin. Parental Leave Pay û Dad and Partner Pay bo karkerên te bandorê li dema karberdanê ya bo wan berê heye nake.

Karkerên te yê demdirêj dikarin bi kêmasî 12 mehên bêpere bigirin wek karberdana bo day-û-bavan, ligor benda fermî *Fair Work Act 2009*. Dikarin her weha daxwaza 12 mehên din bikin ji karberdana bêpere. Karkerên demdirêj ew kes in ku 12 mehan yan bêtir ji bo te kar kirine.

Ger karker yek ji zoyekî karkerên te be, her duyan maf heye daxwaza karberdana bêpere bikin ligor peymanana National Employment Standards. Di haletên weha de, hinek mafên wan yê din jî hene (minimum entitlements) ku divêt tu haydarê bî.

Bo nimûne, her du dikarin di heman demê de ta 3 hefteyan ji karberdana bêpere bigirin, rasterast lidû zayîna zaro yan gihîştina zaroyê bo xwedîkirinê. Ger bi qayîliya te be, her du dikarin di nav 6 hefteyên lidû zayîna zaro yan gihîştina zaroyê bo xwedîkirinê de dema bixwazin bigirin. Dikarin di navbera xwe de her weha 24 mehan ji karberdana bêpere bigirin.

Tu nikarî rê li paid maternity (peredayîna bo daybûnê) yan karberdana day-û-bavan bigirî, ger ew beşekî ji peymanana kar (industrial agreement) yan qanûnê be. Ev weha dimîne bi dirêjîya dema peymanê yan qanûnê.

Serî li fairwork.gov.au xe, yan telefone Fair Work Ombudsman bike li ser vê jimarê **131 394** bo agahiyên derheqê:

- mafên karkirinê
- erkên şûna kar
- benda fermî *Fair Work Act 2009*
- rola Fair Work Ombudsman.

Em ê çawa pereyan bidin te

Pêdivî niye tu Parental Leave Pay bidî pêş girtina pereyan ji me. Em ê pereyan têxin hesabê bankê yê te dayî pêş dema peredayîna karkera/-ê te.

Qeydkirina şûna karê te

Da ku di Plana Paid Parental Leave de beşdar bî, divêt şûna karê xwe li nik me qeyd bikî. Tu dikarî biryara dayîna Parental Leave Pay bigirî, bêyî ku tu neçare dayîne bî. Divêt weha bikî pêş ew daxwaznameya xwe didin me.

Hêsantirîn rêya qeydkirina bo Plana Paid Parental Leave ew e ku mirov xwe bigihîne malpera me ya bo şûnên kar (businesses). Ger naxwazî xizmetên malpera me bi kar wîni yan înternêta te tune, dikarî bi telefonê jî şûna karê xe qeyd bikî bi zimanê înglîzî li ser vê jimarê **131 158**.

Çawa plan bi şûna karê te û day-û-bavan re dibe alîgir

Plana Paid Parental Leave alîkariya te dike bi:

- parastina mayîna karkerên hêja û xwedîmeslek bi xweşkirina ku bi şûna karê te re peywendîgir bimînin dema dibin day-û-bav
- hîştina ku şûna karê te malbat-dostane be, bêyî bi xwe pereyên Parental Leave Pay bidî
- ziyadkirina karkerên ku day-û-bavên nû ne bi derbasbûna demê re.

Plan bi day-û-bavan re dibe alîgir bi:

- dayîna alîkariya aborî dema karberdana ji bo niherîna li zaroyeke/-î nû
- piştgiriya wekheviya peyan û jinan û balansa navbera kar û jiyana malbatî.

Bo bêtir agahdarî

- vê malperê veke humanservices.gov.au/pplemployers bo bêtir ahadarî bi Înglîzî
- vê malperê veke humanservices.gov.au/yourlanguage bo xwendina, guhlêdana yan temaşekirina li agahiyên bi zimanê xwe
- telefone **131 202** bike bo axaftina bi zimanê xwe bi me re derheqê peredayîna û xizmetên Centrelink de
- telefone Translating and Interpreting Service (TIS National) bike li ser jimara **131 450** bo axaftina bi zimanê xwe bi me re derheqê Medicare û peredayîna û xizmetên Child Support de
- biçe navenda xizmetan (service centre).

Têbinî: telefonkirina ji jimarên bi '13' dest pê dikin re li seranserê Australya ne belaş e. Heye ku pereyên bo wê ne wek pereyên bo jimareke herêmî bin û heye ku ligor nerxdanîna şirketên telefonan bin. Telefonkirina ji malê ji jimarên bi '1800' dest pê dikin re belaş e. Telefonkirina ji telefonên giştî û mobîlfonan heye ku buhatir û ligor demê be.

Haydarîkirin/Ne-berpirsî

Agahiyên di van rûpelan de tenê bi niyeta rêberîkirineke derheqê peredayîne û xizmetan de ye. Berpirsiyariya biryargirtinê ya te bi xwe ye derheqê xwaztina peredayîne û amadekirina belge-nameyeke (application) ligor rewş û taybetmendiyên te de.



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.