



## Alîkarî bo day-û-bavên nû yê li tatîla ji kar

Alîkarî bi te re, ger tu wek day yan bav, bo demekê dest ji kar berdidiye bo miqayitiya li zarokê/-a nû ji day bûye yan nû hatiye tebennîkirin.

### Parental Leave Pay

Dayîna van pereyan alîkariya dayê yan bavê dike, ger wek miqayitkrê serek li zarokê/-a nû, demekê ji karê xwe bi dûr keve.

Ger mafdar bî, pereyên 18 hefteyan bo te dihên dayîn, ligor radeya herî nizm ya mûçeyan (meaşan) National Minimum Wage. Bac (derîbe) li ser pereyên wek Parental Leave Pay dihên bidestxistin heye. Van pereyan dikevin ser destkevitiyên te yê diravî jî, dema niherîna li wan (income test), ger tu alîkariyeke diravî (bi pere) ya wek Parenting Payment bi dest dixiye. Yanê, ger tu pereyên Parental Leave Pay bi dest dixiye, heye ku pereyên income support payment bo te werin kêmkirin yan rawestandî.

### Kî dikare bi dest xe?

Heye ku tu pereyên Parental Leave Pay bi dest xî ger tu:

- miqayitkarê serek bî li zarokê/-e nû ji day bûye yan nû hatiye tebennîkirin
- kêmtir ji \$150,000 di sala aborî ya par de bi dest xistiye
- di nav 13 mehên (heyvên) pêş jidaybûna yan tebennîkirina zarokê/-a xwe de 10 mehan di kar de bûye
- mayîna te li welêt qanûnî be.

Bo bidestxistina pereyên Parental Leave Pay yê 18 hefteyan bi tevahî, divêt di dema Paid Parental Leave de yan li tatîlê bî yan kar nekî.

Ger nikaribî Parental Leave Pay bi dest xî, heye ku bikaribî alîkariya bi navê Newborn Upfront Payment yan Newborn Supplement bi dest xî. Heye ku bikaribî bi dest xî ger tu Family Tax Benefit Part A bi dest dixiye.

### Dema dikarî bi dest xî

Tu dê dema destpêkirina dayîna vê alîkariya diravî bo te roja xwaztina wê bibijêrî. Roja destpêkirinê navêt pêş jidaybûna yan tebennîkirina zaro be.

Dikarî roja jidaybûna zaro yan tebennîkirinê wek roja destpêkê deynî. Bo kirina vê yekê, divêt van her du mercan di nav 4 hefteyên li dû jidaybûnê yan tebennîkirinê de bi cîh bikî:

- dayîna daxwaznameyê (claim)
- dayîna îspata jidaybûnê yan tebennîkirinê.

Ger weha nekî, roja destpêkirinê dikare tenê ji roja dayîna daxwaznameyê be.

Dikarî herweha rojê paş wê wek roja destpêkirinê deynî.

Bo bidestxistina pereyên Parental Leave Pay yê 18 hefteyan bi tevahî, dayîna daxwaznameyê û danîna roja destpêkê divên. Navêt bicîhkirina wan li dû bêtir ji:

- 34 hefteyên li dû jidaybûna yan tebennîkirina zarokê/-ê be, ger ev pêş 1/07/2020 be.
- 40 hefteyên li dû jidaybûna yan tebennîkirina zarokê/-ê be, ger ev ji roja 1/07/2020 û şûn ve be.

Dayîna pereyan ya yekemîn bo te dê li dû xuyakirina roja destpêkê cîh bigire.

## Tu dê pereyên Parental Leave Pay çawa bi dest xî

Paid Parental Leave bo demeke ta 18 hefteyan dihên dayîn. Ev digihê 90 rojên bo wan pere dihên dayîn.

Ger roja jidaybûna yan tebennîkirina zarokê/-a te pêş 1/07/2020 be, dema pereyên te yên Paid Parental Leave dê yekcar û bo 18 hefteyên berdewam be.

Ger roja jidaybûna yan tebennîkirina zarokê/-a te li dû 1/07/2020 be, pereyên te yên Parental Leave Pay dê van herduyan têxe nav xwe:

- dayîneke berdewam ya pereyên Paid Parental Leave bo 12 hefteyan ku dike 60 rojên bo wan pere dihên dayîn.
- dayîna pereyên bo 30 rojên wek Flexible Paid Parental Leave dihên binavkirin.

Ger roja jidaybûna yan tebennîkirina zarokê/-a te 1/07/2020 yan li dû vê rojê be, dikarî rojên xwe yên wek Flexible Paid Parental Leave dihên nasîn bi awayên cuda bi kar wî. Dikarî:

- wan têxî nav dema pereyên xwe yên Paid Parental Leave
- wan dû re di demeke bo te guncav (munasib) de bi dest xî
- wan bidî kesên din, wek mêrê/jina xwe (partner) bo bikarhanîna wan di rojên ew tê de miqayitîyê li zaro dîkin.

Dikarî preyên bi navê Flexible Paid Parental Leave bi dest xî, di rojên tu tê de:

- miqayitîya li zarok dikiye
- li tafilê yî yan kar nakiye
- ger mayîna te li welêt qanûnî be.

Şûna karê te, yan em, dê pereyên Parental Leave Pay bidin te, ligor rewşa te.

Ger şûna kar (employer) bide te, tu dê pereyên xwe di demên adetî de bi dest xî. Em ê tevdêra wê bi şûna karê te re bikin.

Ger tu pereyên xwe yên Parental Leave Pay ji şûna kar nagiriye, yan ger tu ji xwe re kar dikiye, em ê rasterast her du hefteyan carê bidin te.

Em dikarin wan pereyan di nav 104 hefteyên jidaybûna yan tebennîkirina zarok de bidin. Em ê pereyên ji rojên Flexible Paid Parental Leave mabin jî bidin, ger te ew nexistibin nav pereyên dema Paid Parental Leave.

## Dad and Partner Pay

Dad and Partner Pay pereyên bo demeke ta 2 hefteyan dihên dayîn in. Ew alîkariya bavan û hevjinan (partners) dîkin da ku bo demekê dest ji kar berdin û miqayitîya li zarokê/-a xwe yê/ya nû bikin.

Ger tu mafdar bî, dikarî pereyên bo demeke ta 2 hefteyan bi dest xî ligor radeya National Minimum Wage. Em ê wan bi hev re rasterast têxin hesabê te. Bac ji pereyên Dad and Partner Pay tê girtin.

Dikarî pereyên Dad and Partner Pay her dema di nav 52 hefteyên jidaybûna yan tebennîkirina zarokê/-a xwe de bi dest xî.

## Kî dikare bi dest xe?

Heye ku bikaribî pereyên Dad and Partner Pay bi dest xî ger ji van mercan yek bo te di cîh de be:

- bavê biyolojî yê zarok bî (bavê resen bî)
- hevjinê (partner) daya zarok jê bûye bî
- te zarokek tebennî kiribe, yan hevjinê/-a kesê/-a zarokek tebennî kiriye bî
- miqayitiyê li zarokekî/-ê dikiye, ku ligor peymaneke bikarhanîna rehma jineke din ji day bûye (caring for a child born of a surrogacy agreement).

Divêt herweha xwediya/-ê hemî van mercan bî:

- miqayitiya li zarokekî/-e nû ji day bûye yan nû hatiye tebennîkirin bikî
- kêmtir ji \$150,000 di sala aborî ya par de bi dest xistibe
- di dema girtina pereyên Dad and Partner Pay de ne li kar yan tatîla ji kar bî
- mercên 'work test' bo te di cîh de bin
- mayîna te li welêt qanûnî be.

## **Mercên 'work test' bo pereyên Parental Leave Pay û Dad and Partner Pay**

Bo bidestxistina pereyên Parental Leave Pay yan Dad and Partner Pay, pêdivî bi wê yekê heye ku mercên 'work test' hatibin bicîhkirin. Divêt te bi kêmasî 330 saetan kar kiribe, dora hefteyê rojekê. Divêt te karê van saetan di nav 10 mehên ji 13 mehan de kiribe:

- pêş jidaybûna yan tebennîkirina zarokê/-a xwe, ger xwaztina pereyan bo Parental Leave Pay be
- pêş roja destpêkirina pereyên Dad and Partner Pay.

Ger jidaybûna yan tebennîkirina zarokê/-a te pêş 1/01/2020 be, navêt di navbera karê rojekê û yê rojê de valahiyeke bêtir ji 8 hefteyan hebe.

Ger jidaybûna yan tebennîkirina zarokê/-a te roja 1/01/2020 yan li dû wê rojê be, navêt di navbera karê rojekê û yê rojê de valahiyeke bêtir ji 12 hefteyan hebe.

Hinek istîfna hene bo jidaybûna pêşdemî û nexweşiyên yan kêşeyên dema avisbûnê (ducaniyê/hamîlebûnê).

Bo Parental Leave Pay alîkariya bi navê Dangerous Jobs provision heye. Ev ger zarokê/-a te roja 1/01/2020 yan li dû vê rojê ji day bûbe yan hatibe tebennîkirin. Ew ji bo wê yekê ye ger tu neçar bibî kar rawestîni ji ber tehlûkeya li avisbûnê. Bo bidestxistina Parental Leave Pay bicîhkirina mercên 'work test' her dimîne.

## **Çawa Parental Leave Pay yan Dad and Partner Pay bixwazî**

1. Jimara bi navê Customer Reference Number (CRN) bi dest xe

Bo bidestxistina jimara CRN pêdivî bi îspatkirina nasnameyê heye. Ger jimara te berê heye û te nasnameya xwe îspat kiriye, wê bi kar wîne bo girêdana hesabê xwe yê înternêti di malpera Centrelink de bi hesabê xwe yê înternêti di malpera myGov de.

2. Daxwaznameya xwe bi rêya xwegîhandina hesabê xwe di malpera Centrelink de bi cîh bike, li dû derbasbûna di malpera myGov re

Dikarî daxwaznameya xwe bi qasî 3 mehan pêş jidaybûna yan tebennîkirina zarokê/-a xwe bidî.

3. Îspata jidaybûna yan tebennîkirina zarokê/-a xwe bide me

Divêt îspata jidaybûna yan tebennîkirina zarokê/-a xwe di nav 4 hefteyên dikevin bin miqayitiya te de bidî me. Ger tu nekî, pereyên ji roja jidaybûna yan tebennîkirina wan nikarin bo te werin dayîn.

Li dû jidaybûna zaroyê/-a te nexweşxaneyê te yan pîrika te (midwife) dê belgeheke bi navê Newborn Child Declaration bide te. Tu dikarî wê li ser înternê dagirî (upload).

Divêt herweha jidaybûna zaro li nik Births, Deaths and Marriages Registry ya wîlayeta/herêma xwe qeyd bikî.

## Mafdarîyên tatîlgirtina ji şûna kar

Tatîlgirtina ji kar dema Parental Leave Pay û Dad and Partner Pay mafên te bo tatîlên din (leave) ji kar naguhere.

Bo danîna dema tatîlgirtinê (leave), bi berpîrsê şûna karê xwe re biaxafe. Baştir e bi kêmasî 10 hefteyan pêş dema dixwazî ji kar derkevî tatîlê be.

Heye ku te mafê tatîlgirtina bêyî pere bo miqayitiya li zaro (unpaid parental leave) hebe. Ev maf dikare hebe ger te 12 mehan berdewam li şûna karê xwe kar kiribe.

Bo bêtir agahdarî bi Înglîzî derheqê mafê tatîlgirtina ji şûna kar de:

- vê malperê veke: [fairwork.gov.au](http://fairwork.gov.au)
- telefone Fair Work Ombudsman bike: **131 394**
- vê malperê veke: [supportingworkingparents.humanrights.gov.au](http://supportingworkingparents.humanrights.gov.au)

## Bo bêtir agahdarî

- Telefona xeta dayîna pereyên xwe ya adetî (regular payment line) bike û me agahdar bike pêdiviya te bi wergêr heye. Em ê bêpere ji te re bibînin. Bo bidestxistina lîsteya jimarên telefonên me, vê malperê veke: [servicesaustralia.gov.au/phoneus](http://servicesaustralia.gov.au/phoneus)
- Telefona **131 202** bike bo axaftina bi me re bi zimanê xwe derheqê pere û xizmetên ji Centrelink de.
- Telefona xizmetên wergerandinê Translating and Interpreting Service (TIS National) bike, li ser vê jimarê **131 450** bo axaftina bi me re bi zimanê xwe, derheqê Medicare û pere û xizmetên bi alîkirina bo zarokan ve girêdayî Child Support.
- Vê malperê veke [servicesaustralia.gov.au/yourlanguage](http://servicesaustralia.gov.au/yourlanguage) û tê de agahiyên bi zimanê xwe bixwîne, guhdar bike yan lê temaşe bike.
- Vê malperê veke [servicesaustralia.gov.au/parentalleavepay](http://servicesaustralia.gov.au/parentalleavepay) yan vê [servicesaustralia.gov.au/dadandpartnerpay](http://servicesaustralia.gov.au/dadandpartnerpay) bo bêtir agahdarî bi Înglîzî.
- Biçe navendekê (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-berpîrsî

Agahiyên di van rûpelan de tenê bi niyeta rêberîkirineke derheqê peredayînê û xizmetan de ye. Berpîrsiyariya biryargirtinê ya te bi xwe ye derheqê xwaztina peredayînê û amadekirina belgeheke (application) ligor rewş û taybetmendiyên te de.



# Support for new parents on leave from work

Help if you are a parent taking time off work to care for a newborn or recently adopted child.

## Parental Leave Pay

This payment helps parents take time off work to be the primary carer of a new child.

If eligible, you can get up to 18 weeks pay at the rate of the National Minimum Wage. Parental Leave Pay is taxable. We also count it in the income test if you get an income support payment, such as Parenting Payment. This means if you get Parental Leave Pay your income support payment may reduce or stop.

## Who can get it?

You may get Parental Leave Pay if you:

- are the primary carer of a newborn or newly adopted child
- earned less than \$150,000 in the last financial year
- have worked 10 of the 13 months before the birth or adoption of your child
- meet residence rules.

To get the full 18 weeks of Parental Leave Pay you must be on leave or not working during your Paid Parental Leave period.

If you cannot get Parental Leave Pay, you may get Newborn Upfront Payment and Newborn Supplement. You may get this if you are getting Family Tax Benefit Part A.

## When you can get it

When you claim you will choose a start date. Your start date cannot be before the date of birth or adoption.

You can nominate the date of birth or adoption as the start date. To do this, you need to do both of the following within 4 weeks after the birth or adoption:

- submit your claim
- provide proof of birth or adoption.

If you do not, your start date can only be from the date you submitted your claim.

You can also nominate a later start date.

To get the full 18 weeks of Parental Leave Pay, you need to claim and nominate a start date. You need to do this no more than:

- 34 weeks after the birth or adoption of a child, if this is before 1 July 2020
- 40 weeks after the birth or adoption of a child, if this is on or after 1 July 2020.

You will get your first payment after your nominated start date.

## How you will get Parental Leave Pay

Parental Leave Pay is paid for up to 18 weeks. This is 90 payable days.

If your child's birth or adoption is before 1 July 2020, your Paid Parental Leave period will be a single continuous block of up to 18 weeks.

If your child's birth or adoption is on or after 1 July 2020, your Parental Leave Pay will include both:

- a continuous Paid Parental Leave period of up to 12 weeks which is 60 payable days
- 30 Flexible Paid Parental Leave days.

If your child's birth or adoption is on or after 1 July 2020, you can use your Flexible Paid Parental Leave days in several ways. You can:

- connect them to your Paid Parental Leave period
- access them later at a time that suits you
- give them to another person such as your partner, to use on days that they have care of the child.

You can get Flexible Paid Parental Leave on days that you:

- are caring for your child
- are on leave or not working
- meet residence rules.

Your employer or we will pay your Parental Leave Pay, depending on your circumstances.

If your employer pays you, you will get your pay in your usual pay cycle. We will work this out with your employer.

If you do not get your Parental Leave Pay from your employer, or if you are self-employed, we will pay you directly every fortnight.

We can pay them within 104 weeks of your child's birth or adoption. We will pay any Flexible Paid Parental Leave days that you have not connected to your Paid Parental Leave period.

## **Dad and Partner Pay**

Dad and Partner Pay is a payment for up to 2 weeks. It helps fathers or partners take time off work to care for their new child.

If you are eligible, you can get up to 2 weeks pay at the rate of the National Minimum Wage. We will pay you directly into your nominated bank account in one payment. Dad and Partner Pay is taxable.

You can get Dad and Partner Pay any time within 52 weeks of your child's birth or adoption.

## **Who can get it?**

You may be able to get Dad and Partner Pay if you are either the:

- biological father of the child
- partner of the birth mother
- adoptive parent or partner of an adoptive parent
- person caring for a child born of a surrogacy agreement.

You also need to meet all of the following:

- provide care for a newborn or newly adopted child
- earned less than \$150,000 in the last financial year
- not be working or taking paid leave during your Dad and Partner Pay period
- meet the work test

- meet residence rules.

## Work test for Parental Leave Pay and Dad and Partner Pay

To get Parental Leave Pay or Dad and Partner Pay, you need to meet the work test. You must have worked for at least 330 hours, around 1 day a week. You need to have worked these hours in 10 of the 13 months either:

- before the birth or adoption of your child, for Parental Leave Pay
- before the date your Dad and Partner Pay period starts.

If your child's birth or adoption is before 1 January 2020, you cannot have more than an 8 week gap between each work day.

If your child's birth or adoption is on or after 1 January 2020, you cannot have more than a 12 week gap between each work day.

Some exceptions apply for premature birth and pregnancy related illness and complications.

For Parental Leave Pay there is a Dangerous Jobs provision. This is if your child's birth or adoption is on or after 1 January 2020. It will apply if you had to stop work because there was a risk to your pregnancy. You will still need to meet the work test to get Parental Leave Pay.

## How to claim Parental Leave Pay or Dad and Partner Pay

### 4. Get a Customer Reference Number (CRN)

You will need to establish your identity to get a CRN. If you already have one and have confirmed your identity, use it to link your Centrelink online account to your myGov account.

### 5. Lodge your claim by using your Centrelink online account through myGov

You can do this up to 3 months before your child's expected date of birth or adoption.

### 6. Give us proof of your child's birth or adoption

You will need to submit proof of your child's birth or adoption within 4 weeks of them coming into your care. If you do not, you cannot be paid from their date of birth or adoption.

After your child's birth you will get a Newborn Child Declaration form from your hospital or midwife. You can upload this form online.

You will also need to register the birth with the Births, Deaths and Marriages Registry in your state or territory.

## Workplace leave entitlements

Parental Leave Pay and Dad and Partner Pay will not change any of your workplace leave entitlements.

To arrange leave, you will need to talk to your employer. You should try to do this at least 10 weeks before you intend to take leave.

You may have an entitlement to unpaid parental leave. This is if you have worked continuously for your employer for 12 months or more.

To learn more about your workplace leave entitlements in English:

- go to [fairwork.gov.au](http://fairwork.gov.au)
- call the Fair Work Ombudsman on **131 394**
- go to [supportingworkingparents.humanrights.gov.au](http://supportingworkingparents.humanrights.gov.au)

## For more information

- Call your regular payment line and let us know you need an interpreter. We will arrange one for free. For a list of our phone numbers, go to [servicesaustralia.gov.au/phoneus](https://servicesaustralia.gov.au/phoneus)
- 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.
- Go to [servicesaustralia.gov.au/yourlanguage](https://servicesaustralia.gov.au/yourlanguage) where you can read, listen to or watch information in your language.
- Go to [servicesaustralia.gov.au/parentalleavepay](https://servicesaustralia.gov.au/parentalleavepay) or [servicesaustralia.gov.au/dadandpartnerpay](https://servicesaustralia.gov.au/dadandpartnerpay) for more information in English.
- 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.