



# Msaada kwa wazazi wapya kwenye likizo kutoka kazi

Msaada ikiwa wewe ni mzazi unayechukua muda mbali ya kazini ili kwenda kumtunza mtoto mchanga au mtoto aliyegasiliwa hivi karibu.

## Parental Leave Pay (Malipo ya Likizo ya Mzazi)

Malipo hayo yanasaidia wazazi kuchukua muda kazini ili kuwa mlezi mkuu wa mtoto mpya.

Ikiwa unastahiki, unaweza kupata hadi malipo ya wiki 18 kwa kiwango cha National Minimum Wage (Mshahara wa Kiwango cha Chini cha Kitaifa). Parental Leave Pay yatozwa ushuru. Tunayahesabu pia katika kipimo cha mapato ukipata malipo ya msaada wa mapato, kama vile Parenting Payment. Hii inamaanisha ikiwa ukipata Parental Leave Pay ndipo malipo yako ya msaada wa kipato yanaweza kupunguza au kuisha.

## Nani anastahili kuipata?

Unaweza kupata Parental Leave Pay kama wewe:

- ndiye ni mlezi mkuu wa mtoto mchanga au mtoto aliyegasiliwa mpya
- umepata chini ya \$150,000 katika mwaka uliopita wa kifedha
- umefanya kazi kwa miezi 10 ya 13 kabla ya kuzaliwa au kuasili kwa mtoto wako
- umetosheleza masharti ya makazi.

Ili kupata wiki 18 kamili ya Parental Leave Pay, unapaswa kuwa likizoni au kutofanya kazi wakati wa kipindi chako cha Paid Parental Leave.

Ikiwa huwezi kupata Parental Leave Pay, unaweza kupata Newborn Upfront Payment (Malipo ya Mwanzo ya Mtoto Mchanga) na Newborn Supplement (Malipo Ziada ya Mtoto Mchanga). Unaweza kupata hiyo ikiwa unapata Family Tax Benefit Part A (Posho ya Ushuru wa Familia Sehemu ya A).

## Wakati unapoweza kuyapata

Wakati unapodai utateua tarehe ya kuanza. Tarehe yako ya kuanza haiwezi kuwa kabla ya tarehe ya kuzaliwa au kuasili mtoto.

Unaweza kuteua tarehe ya kuzaliwa au kuasili kama tarehe ya kuanza. Ili kufanya hivi, unahitaji kufanya ifuatayo katika wiki 4 baada ya kuzaliwa au kuasili:

- kuwasilisha dai lako
- kutoa uthibitisho wa kuzaliwa au kuasili.

Ikiwa hufanyi hivi, tarehe yako ya kuanza inaweza tu kutoka tarehe ya ulipowasilisha ombi lako.

Unaweza pia kuteua tarehe ya kuanza ya baadaye.

Ili kupata wiki 18 kamili ya Parental Leave Pay, unahitaji kudai na kuteua tarehe ya kuanza. Unahitaji kufanya hivi isiyozidi:

- wiki 34 baada ya kuzaliwa au kuasili kwa mtoto, ikiwa hii ni kabla tarehe 1 ya Julai 2020
- wiki 40 baada ya kuzaliwa au kuasili kwa mtoto, ikiwa hii ni kwa au baada ya tarehe 1 ya Julai 2020.

Utapata malipo yako ya kwanza baada ya tarehe ya kuanza uliyochaguliwa.

## Jinsi utakavyopata Parental Leave Pay (Malipo ya Likizo ya Mzazi)

Parental Leave Pay hulipwa kwa hadi ya wiki 18. Hizi ni siku 90 za kulipwa.

Ikiwa kuzaliwa au kuasili kwa mtoto wako ni kabla ya tarehe ya 1 Julai 2020, kipindi chako cha Paid Parental Leave (Likizo ya Wazazi wa Kulipwa) kitakuwa muda moja unaoendelea wa hadi wa wiki 18.

Ikiwa kuzaliwa au kuasili kwa mtoto wako kunatokea siku ile au baada ya tarehe 1 Julai 2020, Parental Leave Pay yako itajumisha yote:

- kipindi kinchoendelea cha Paid Parental Leave hadi ya wiki 12 ambacho ni siku 60 za kulipwa
- siku za 30 Flexible Paid Parental Leave (Likizo ya Wazazi ya Kulipwa yenye Kubadilika Rahisi).

Ikiwa kuzaliwa au kuasili kwa mtoto wako kunatokea siku ile au baada ya tarehe 1 Julai 2020, unaweza kutumia siku zako za Flexible Paid Parental Leave kwa njia chache. Unaweza:

- kuunganisha na kipindi chako cha Paid Parental Leave
- kupata baadaye kwa wakati unaofaa kwako
- kumpa mtu mwingine kama vile mwenzi wako, ili atumie kwa ambazo anamtunza mtoto.

Unaweza kupata Flexible Paid Parental Leave kwa siku ambazo wewe:

- unatunza mtoto wako
- yupo kwenye likizo au kutofanya kazi
- unaridhi masheria za makazi.

Mwajiri wako au sisi tutalipa Parental Leave Pay yako, kulingana na hali yako.

Ikiwa mwajiri wako anakulipa, utapata malipo yako katika mfuatano wa kawaida ya malipo yako. Tutafumbua hii pamoja na mwajiri wako.

Ikiwa hupati Parental Leave Pay yako kutoka kwa mwajiri wako, au ikiwa unajijiri, tutakulipa moja kwa moja kila wiki mbili.

Tunaweza kuwalipa katika wiki 104 ya kuzaliwa au kuasili kwa mtoto wako. Tunalipa siku zozote za Flexible Paid Parental Leave ambazo hujaunganisha na kipindi chako cha Paid Parental Leave.

## Dad and Partner Pay (Malipo ya Baba na Mwenzi)

Dad and Partner Pay ni malipo kwa hadi ya wiki 2. Inasaidia baba au wenzi kuchukua muda mbali ya kazi ili kumtunza mtoto mpya wako.

Ikiwa ukistahili, waweza kupata hadi ya malipo ya wiki 2 kwa kiwango cha National Minimum Wage (Mshahara wa Kima cha Chini cha Kitaifa). Tutakulipa moja kwa moja kwenye akaunti yako ya benki ulioteuliwa kwa malipo moja. Dad and Partner Pay yatozwa ushuru.

Unaweza kupa Dad and Partner Pay wakati wowote katika wiki 52 ya kuzaliwa au kuasili mtoto wako.

## Nani anaweza kuyapata?

Unaweza kuyapata Dad and Partner Pay ikiwa wewe ndiye yeyote:

- baba halisi ya mtoto
- mwenzi wa mama wa kuzaliwa
- mzazi wa kuasili au mwenzi wa mzazi wa kuasili

- mtu anayetunza mtoto aliyezaliwa kwa njia ya makubaliano ya mama mbadala kubeba mimba.

Pia unahitaji kutosheleza yote yafuatayo:

- hutoa ulezi kwa mtoto mchanga au mtoto mpya aliyeasiliwa
- umepata chini \$150,000 katika mwaka uliopita wa kifedha
- hufanyi kazi au unachukua likizo la kulipwa wakati wa kipindi chako wa Dad and Partner Pay
- unatosheleza kipimo cha kazi
- unatosheleza masharti ya makazi.

## **Kipimo cha kazi kwa Parental Leave Pay (Malipo ya Likizo ya Mzazi) na Dad and Partner Pay (Malipo ya Baba na Mwenzi)**

Ili kupata Parental Leave Pay au Dad and Partner Pay, unahitaji kutoshelea kipimo cha kazi. Lazima umefanya kazi angalau masaa 330, karibu siku 1 kwa wiki. Lazima umefanya kazi masaa haya katika 10 ya miezi ya 13 yoyote:

- kabla ya kuzaliwa au kuasili kwa mtoto wako, kwa Parental Leave Pay
- kabla ya tarehe ya kipindi chako cha Dad and Partner Pay kinaanza.

Ikiwa kuzaliwa au kuasili kwa mtoto wako ni kabla ya tarehe ya 1 Januari 2020, huwezi kuwa na pengo zaidi ya wiki 8 kati ya kila siku ya kazi.

Ikiwa kuzaliwa au kuasili kwa mtoto ni kwa au baada ya tarehe ya 1 Januari 2020, huwezi kuwa na pengo zaidi ya wiki 12 kati ya kila siku ya kazi.

Baadhi ya mambo ya pekee yanatumika kwa kuzaliwa mapema mno na ugonjwa pamoja na hali ya tata unaohusishana na ujauzito.

Kwa Parental Leave Pay kuna utoaji wa Dangerous Jobs (Kazi za Hatari). Hii ni ikiwa kuzaliwa au kuasili kwa mtoto wako kulitokea tarehe au baada ya tarehe ya 1 Januari 2020. Hii itatumika ikiwa unahitaji kuacha kwa sababu kulikwa na hatari kwa ujauzito wako. Bado utahitaji kutosheleza kipimo cha kazi ili kupata Parental Leave Pay.

## **Jinsi ya kudai Parental Leave Pay au Dad and Partner Pay**

1. Pata Customer Reference Number (CRN) (Nambari ya Marejeo ya Mteja)

Utahitaji kuthibitisha kitambulisho chako ili kupata CRN. Ikiwa unayo moja tayari na umeshathibitisha kitambulisho chako, itumia hii kuunganisha akaunti yako mtandaoni ya Centrelink kwa akaunti yako ya myGov.

2. Weka dai yako kwa kutumia akaunti yako ya mtandaoni ya Centrelink kwa kupitia myGov

Unaweza kufanya hivyo hadi miezi 3 kabla ya tarehe ya kutazamia kuzaliwa au kuasili kwa mtoto wako.

3. Tupe uthibitisho wa kuzaliwa au kuasili kwa mtoto wako

Utahitaji kuwasilisha uthibitisho wa kuzaliwa au kuasili kwa mtoto wako katika wiki 4 ya huyo kuingia ulezi wako. Ikiwa hufanyi, huwezi kulipwa kuanzia tarehe yake ya kuzaliwa au kuasili.

Baada ya kuzaliwa kwa mtoto wako utapata fomu ya Newborn Child Declaration (Azimio ya Mtoto Mchanga) kutoka hospitali au mkunga wako. Unaweza kupakia fomu hii mtandaoni.

Utahitaji pia kusajili kuzaliwa na Births, Deaths and Marriages Registry (Usajili wa Kuzaliwa, Vifo na Ndoa) katika jimbo au wilaya yako.

## Haki za Likizo ya Mahali pa Kazi

Parental Leave Pay and Dad and Partner Pay hayatabadilisha haki zozote za likizo za mahali pako pa kazi.

Ili kupanga likizo, utahitaji kuzungumza na mwajiri wako. Unapaswa kujaribu kufanya hivi angalau wiki 10 kabla unakusudia kuchukua likizo.

Unaweza pia kuwa na haki ya likizo ya mzazi bila malipo. Hii ni kama umefanya kazi zilizoendelea kwa mwajiri wako kwa miezi 12 au zaidi.

Ili kujifunza zaidi kuhusu ustahili wako wa likizo ya mahali pa kazi katika Kiingereza:

- enda kwa [fairwork.gov.au](http://fairwork.gov.au)
- piga simu kwa Fair Work Ombudsman (Mchunguzi Mkuu wa Kazi yenye Usawa) kwenye **131 394**
- enda kwa [supportingworkingparents.humanrights.gov.au](http://supportingworkingparents.humanrights.gov.au)

## Kwa habari zaidi

- Piga simu kwa malipo yako ya kawaida na utujulishe unahitaji mkalimani. Tutapanga moja bure. Kwa orodha ya nambari zetu za simu, enda kwa [servicesaustralia.gov.au/phoneus](http://servicesaustralia.gov.au/phoneus)
- Pigia simu **131 202** ili kuongea nasi kwa lugha yako kuhusu malipo na huduma za Centrelink.
- Pigia simu kwa Translating and Interpreting Service (TIS National) kwenye nambari ya **131 450** ili kuongea nasi ili kwa lugha yako kuhusu malipo na huduma za Medicare na Child Support.
- Nenda kwa [servicesaustralia.gov.au/yourlanguage](http://servicesaustralia.gov.au/yourlanguage) ambapo unaweza kusoma, kusikiliza au kutazama habari kwa lugha yako
- Nenda kwa [servicesaustralia.gov.au/parentalleavepay](http://servicesaustralia.gov.au/parentalleavepay) au [servicesaustralia.gov.au/dadandpartnerpay](http://servicesaustralia.gov.au/dadandpartnerpay) kwa habari zaidi katika Kiingereza.
- Tembelea kituo cha huduma.

**Kumbuka:** simu kutoka simu yako ya nyumbani kwenda nambari za '13' kutoka popote nchini Australia zinatozwa kwa kiwango kamili. Kiwango hicho kinaweza kutofautiana kutoka bei ya simu ya mtaa na kinaweza pia kutofuatiana na watoaji huduma ya simu. Simu za nambari ya '1800' kutoka simu yako ya nyumbani hazina malipo. Simu kutoka simu za umma na za mkononi zinaweza kupimwa kwa muda wao na kutozwa kwa kiwango cha juu zaidi.

## Kanusho

Habari iliyomo kwenye chapisho hiki kimekusudiwa tu kama mwongozo kwa malipo na huduma. Ni jukumu lako kuamua ukitaka kuomba kwa malipo na kufanya ombi kulingana na hali yako fulani.



# 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.