



Alîkarî bo day-û-bavên nû yên 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 dikan, da ku demekê dest ji kar berde bo miqayitiya li zarok.

Ger mafdar bî, pereyên 18 hefteyan bo te dihên dayîn, ligor radeya herî nizm ya pereyên National Minimum Wage. Bac (derîbe) li ser pereyên wek Parental Leave Pay dihên bidestxistin heye. Van pereyan dikevin ser destkevtiyên te yên diravî jî 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?

Pereyên Parental Leave Pay bi dest dikevin ger tu:

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

Bo bidestxistina pereyên Parental Leave Pay bo 18 hefteyan divêt yan li tatîlê bî yan kar nekî, ji roja jidaybûna zarok yan tebennîkirinê ta dawiya dema dayîna pereyên Paid Parental Leave period. Hin caran heye ku mirov pereyên Parental Leave Pay bi dest xe, heta ger vegere kar yan di kar de be. Ev tenê ji bo demên rê bo wan hatiye dayîn e, wek:

- ger zaro mirî ji day bûbe yan bimire
- ger li dû jidaybûnê mayîna zaro li nexweşxaneyê pêwîst be û tu li dû jidaybûnê bi 14 rojan yan bêtir biçî kar
- ger çûna kar ligor fermaneke ji dadgehê pêwîst be
- ger di hêzên berxwedanê yan karekî wek yên polîsan de di kar de bî û vegera li kar ji te were xwaztin
- ger karê te di warê tenduristiyê, xizmetên hawarê, yan karekî din yê grîng de be û tu bi encama daxwaza ji hukûmeta federal yan ya herêmê li kar vegeerî

Karê te yekî grîng e ger tu:

- xwedîyê meharetêke taybet bî û bo haletêke zerûrî werî xwaztin, yan
- di çêkirina tiştên grîng de rolgir bî, yan di xizmetêke gîhandina tiştên bo rewşêke zerûrî grîng de xwedî çalakî bî.

Ger tu û şûna karê xwe li hev bikin, dikarî peywendîya bi şûna kar re bidomînî, bêyî wendakirina mafê bidestxistina Parental Leave Pay. Ev dikare bo beşdarîya di kombûnekê de yan bo baştirkirina meharetên te be. Mafê te bo 10 rojên weha heye.

Ger xwedîyê/-a karê xwe bî, dikarî carine di hinek çalakîyan de beşdar bî bo tehqîbkirina karsazîya xwe û misogerkirina ku berdewam e. Dikarî wan bikî bêyî jidestçûna pereyên Parental Leave Pay.

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 van bi dest xî ger tu Family Tax Benefit Part A bi dest dixiye.

Dema dikarî bi dest xî

Tu dê dema daxwaza vê alîkarîyê roja destpêkirinê bibijêrî. Roja destpêkirinê navê pêş jidaybûna yan tebennîkirina zaro be.

Dikarî roja jidaybûna zaro yan tebennîkirinê wek roja destpêkê deynî. Pirraniya caran, divêt bo vê yekê 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.

Ev weha ye heta ger tu daxwaza xwe yan îspata jidaybûnê bêtir ji 4 hefteyan dû re bidî. Lê ger tu rojê ji dema li paş mayî wek roja destpêkirinê deynî, heye ku me ji mafê te bêtir pere dabin te. Ev dikare biqewime ger di heman qonaxa demî de te, yan jina/mêrê te, ji van yek bi dest xistibe:

- Family Tax Benefit (qezenca ji bacê bo malbatê)
- Alîkarîyeke bi pere ya bi navê "income support payment," wek pereyên bi navê "Parenting Payment."

Ger weha bibe heye ku tu bibî deyndarê/-a me û divêt tu wî deynî bidî.

Dikarî her weha rojêke destpêkirina dereng bidî.

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

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

Dayîna pereyan ya yekemîn bo te dê li dû xuyakirina roja destpêkirinê be.

Tu dê pereyên Parental Leave Pay çawa bi dest xî

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

Ger roja jidaybûna yan tebennîkirina zarok pêş 1/07/2020 be, dema pereyên te yê Paid Parental Leave dê yekcarî be û bo 18 hefteyên berdewam be.

Ger roja jidaybûna yan tebennîkirina zarok roja 1/07/2020 yan şûn ve be, pereyên te yê 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 zarok roja 1/07/2020 yan şûn ve be, dikarî rojên xwe yê Flexible Paid Parental Leave bi awayên ji hev cuda bi kar wî. Dikarî:

- wan bi ser dema Paid Parental Leave xî
- wan dû re di demeke bo te guncav (munasib) de bi dest xî, carê rojê yan çend rojan bi hev re
- wan bidî kesên din, wek mêrê/jina xwe bo bikarhanîna di rojên ew tê de miqayitîyê li zaro dikin.

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

- miqayitiya li zarok dikiye
- li tafîlê yî yan kar nakiye
- mayîna te li welêt qanûnî ye.

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 yê Parental Leave Pay ji şûna kar nagiriye, yan ger tu ji xwe re kar dikiye, em ê rasterast her du heftean carê bidin te.

Em dikarin pereyên te yê Flexible Paid Parental Leave di nav 104 hefteyên jidaybûna yan tebennîkirina zarok de bidin. Em ê çî pereyên ji rojên Flexible Paid Parental Leave ku te nexistine nav dema Paid Parental Leave jî bidin.

Dad and Partner Pay

Pereyên Dad and Partner Pay bo demeke ta 2 hefteyan in. Ew bo alîkarina bavan û hevjinan (partners) in da ku bo demekê dest ji kar berdin û miqayitiya 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 (a child born of a surrogacy agreement).

Divêt herweha xwediyê/-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 tafîla ji kar bî, karê bo sedemeke qebûlkirî ne tê de
- 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, divêt mercên 'work test' bo te di cîh de bin. Divêt te bi kêmasî 330 saetan kar kiribe, dora hefteyê 1 roj. Divêt te karê van saetan di nav 10 mehên ji 13 mehan de kiribe, yan:

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

Haydar be ku bo me 10 meh (heyv) 295 roja in û 13 meh 392 roj.

Navê di navbera karê te yê rojekê û yê rojêke din de valahiyeke bêtir ji 12 hefteyan hebe.

Hinek istîsna hene bo jidaybûna pêşdemî û nexweşiyên yan kêşeyên dema avisbûnê (ducanîyê). Ger vîrosa korona (COVID-19) bandor li karê te kiribe, heye ku bikaribî daxwaza dirêjkirina dema work test bikî. Ger mafdar bî, em ê dema work test bo 13 ta 20 mehan dirêjtir bikin. Ew ê bi dest te keve ger van her du mercan di cîh de bin:

- mercên adetî yê work test bo te ne di cîh de ne ji ber ku COVID-19 bandor gîhandiye karê te
- jidaybûna yan tebennîkirina zarokê/-a te di navbera 22yê Adara sal 2020 û 31ê Adara sal 2021 de bûye.

Bo Parental Leave Pay alîkariya bi navê Dangerous Jobs provision heye. Ew ji bo wê yekê ye ger tu neçar bibî kar rawestî 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 Customer Reference Number (CRN) bi dest xe

Bo bidestxistina jimara CRN pêdivî bi îspatkirina nasnameyê heye. Dikarî wê bi rêya înternêta yan bi telefonê bikî. Ger jimara ta ya CRN berê heye, wê bi kar wîne bo girêdana hesabê xwe yê înternêti di malpera Centrelink de bi hesabê xwe yê 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 ta 3 mehan pêş jidaybûna yan tebennîkirina zarokê/-a xwe bidî.

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

Li dû jidaybûna zaroyê/-a te nexweşxaneyê te yan pîrika te (midwife) dê belgeheke bi navê Newborn Child Declaration bide te. Dikarî wê li ser înternêta 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 berpirsê 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 yan bêtir bi awayekî 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**
- telefone Fair Work Ombudsman bike: **131 394**
- vê malperê veke: **supportingworkingparents.humanrights.gov.au**

Bo bêtir gahdarî

- 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 listeya jimarên telefonên me, vê malperê veke: servicesaustralia.gov.au/phoneus
- Telefona **131 202** bike bo axaftina bi me re bi zimanê xwe derheqê pere û xizmetên Centrelink de.
- Telefona 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 Child Support (alîkirina bo zarokan) ve girêdayî,
- Malpera servicesaustralia.gov.au/yourlanguage veke, dikarî tê de agahiyên bi zimanê xwe bixwînin, guhdar bikî yan lê temaşe bikî.
- Biçe malpera servicesaustralia.gov.au/parentalleavepay yan servicesaustralia.gov.au/dadandpartnerpay bo bêtir agahdarî bi Înglîzî.
- Biçe navendekê (service centre).

Têbinî: nêrxê telefonkirina ji jimarên bi '13' dest pê dikin re li seranserê Australya wek hev e. Heye ku pereyên bo wê ne wek pereyên bo jimareke herêmî bin û heye ku ligor nêrxdanîna 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 peredayînê û xizmetan de ye. Berpirsiyariya biryargirtinê ya te bi xwe ye derheqê xwaztina peredayînê û amadekirina belge-nameyê (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, or have an exception to this
- meet residence rules.

To get the full 18 weeks of Parental Leave Pay you must be on leave or not working from the date of your child's birth or adoption until the end of your Paid Parental Leave period. In some cases you may still get Parental Leave Pay even if you return to work or are working. This is only for allowable reasons, including:

- in the case of stillbirth or infant death
- if your child needs to remain in hospital straight after birth and you go back to work 14 days or more after their birth
- if you need to work to comply with a court ordered summons
- if you are a defence force or law enforcement officer working due to a compulsory recall to duty
- if you are a health professional, emergency services worker or other essential worker, responding to a state, territory or national emergency.

You are an essential worker if you either:

- have specific skills essential in responding to an emergency
- are involved in producing goods or delivering services essential in responding to an emergency.

If you and your employer agree, you can keep in touch with your workplace without losing your Parental Leave Pay. This can be for things like attending a meeting or updating your skills. You can access up to 10 keeping in touch days.

If you are self employed, you can do occasional tasks to check on your business to ensure it stays operational. You can do this without losing your entitlement to Parental Leave Pay.

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. In most cases, 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. If you claim using the extended work test, you can nominate the date of birth or adoption as the start date. This is even if you claim or provide proof of birth more than 4 weeks after. However if you nominate a start date in the past, we may have paid you too much. This can happen if, in the same period, you or your partner got either:

- Family Tax Benefit
- an income support payment, such as Parenting Payment.

If this happens you may owe us money which you will have to pay back.

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, one day at a time or in blocks of days
- 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 Parental Leave Pay will be paid by either your employer or us, 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 your Flexible Paid Parental Leave days 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 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, except if you are working for an allowable reason
- 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, which is around 1 day a week, 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.

Keep in mind, we count 10 months as 295 days and 13 months as 392 days.

You cannot have more than a 12 week gap between each work day.

There are some exceptions to the work test for premature birth and pregnancy related illness and complications. If coronavirus (COVID-19) affected your work, you may be able to use an extended work test period when you claim. If you are eligible, we will extend your work test period from 13 to 20 months. You can access it when both of the following apply:

- you do not meet the standard work test because COVID-19 affected your employment
- your child's birth or adoption is between 22 March 2020 and 31 March 2021.

For Parental Leave Pay there is a Dangerous Jobs provision. 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. You can do this either online or over the phone. If you already have a CRN, 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

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
- call the Fair Work Ombudsman on **131 394**
- go to 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
- 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 where you can read, listen to or watch information in your language.
- Go to servicesaustralia.gov.au/parentalleavepay or 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.