



育儿休假支持须知

面向新生儿家长或刚刚领养孩子的家长所提供的育儿休假支持。

Parental Leave Pay

本津贴旨在帮助家长人士通过离职休假，对新生儿或新近领养子女提供主要照护。

如果符合条件，可最多领取 18 周 National Minimum Wage 费率的津贴。Parental Leave Pay 为应税收入。如果同时领取 Parenting Payment 等收入补贴，Parental Leave Pay 会被计算在收入评估之中。换言之，如果领取 Parental Leave Pay，收入支持津贴额度可能会减少或停发。

谁可以领取？

如果属于以下情况，则可获得 Parental Leave Pay：

- 是新生儿或新近领养儿童的主要照顾者
- 在上一个财政年度，收入低于\$150,000 澳元
- 在孩子出生或被领养前的 13 个月中，有 10 个月都是在工作，或者获得条件豁免
- 满足居住期的规定

欲领取整整 18 周的 Parental Leave Pay，则必须从孩子出生或被领养之日起休假或不工作，直到 Paid Parental Leave period 结束。在某些情况下，即使返岗工作或已在工作，仍可领取 Parental Leave Pay，但仅出于认可的原因，其中包括：

- 死产或婴儿死亡
- 如果孩子出生后需要立即住院，并且您在孩子出生后 14 天或更长时间内要重返工作岗位
- 如果需要遵守法院的传票
- 如果您是国防军或执法人员，被强制召回工作
- 如果您是医务专业人员、应急服务人员或其他关键工作者，应对州、领地或国家紧急情况。

如果满足以下任一条件，则为关键工作者：

- 具备应对紧急情况所必需的特定技能
- 为应对紧急情况，参与生产所必需的商品或提供服务。

如果和雇主达成一致，则可与工作单位保持工作联系，同时不失去 Parental Leave Pay。这可能是出于参加会议或者提升技能的原因。您最多可以保持 10 天的工作联系。

如果您是个体经营者，则可偶尔做些工作查看生意的情况，以确保自己的个体生意保持运营。您可以这样做，同时不会失去领取 Parental Leave Pay 的权利。

如果无法获得 Parental Leave Pay，则可获得 Newborn Upfront Payment 和 Newborn Supplement。如果目前已在领取 Family Tax Benefit Part A，则可能会领到 Newborn Upfront Payment 和 Newborn Supplement。

何时可以领取？

申请 Parental Leave Pay 津贴时，会选择一个津贴领取开始日期。这个开始日期不能早于孩子的出生日期或领养日期。

可指定孩子的出生或领养日期作为领取津贴的开始日期。为此，在大多数情况下，需在孩子出生或领养后 4 周内完成以下两项：

- 提交申请
- 提供孩子的出生或领养证明。

如果没有这样做，津贴的开始日期只能从提交申请的日期开始计算。如果使用延长工作评估申请，则可指定出生或领养日期作为开始日期。即使提出申请或提供出生证明超过 4 周后，也是如此。然而，如果指定过去某个日期为开始日期，则可能导致福利金超额发放。如果在同一时期，您或您的伴侣出现以下任何一种情况，就可能发生这种情况：

- Family Tax Benefit
- Parenting Payment 等收入支持福利金。

如果发生这种情况，那么可能导致您欠我们钱，而且您必须偿还这笔钱。

您也可以指定一个较晚的开始日期。

要获得整整 18 周的 Parental Leave Pay，则需申请并指定一个津贴领取开始日期。但这一办理期不得超过：

- 孩子出生或领养后 34 周（如果孩子是在 2020 年 7 月 1 日之前出生或被领养）
- 孩子出生或领养后 40 周（如果孩子是在 2020 年 7 月 1 日或之后出生或被领养）

您将您指定的领取津贴开始日期后获得第一笔津贴。

如果获得 Parental Leave Pay

Parental Leave Pay 最多支付 18 周。津贴支付所涵盖的天数为 90 天。

如果孩子是在 2020 年 7 月 1 日之前出生或被领养，Paid Parental Leave 发放期限将为长达 18 周的连续时间段。

如果孩子是在 2020 年 7 月 1 日或之后出生或被领养，Parental Leave Pay 将包括以下两项：

- 长达 12 周的连续 Paid Parental Leave，为期 60 天
- 30 天 Flexible Paid Parental Leave

如果孩子是在 2020 年 7 月 1 日或之后出生或被领养，您可通过多种方式使用 Flexible Paid Parental Leave。您可以：

- 将 Flexible Paid Parental Leave 与 Paid Parental Leave 假期串连起来
- 稍后在适合的时间使用，一次休一天或多天的假期
- 将 Flexible Paid Parental Leave 给予您的伴侣等其他人员，以便其在照顾孩子的日子里使用。

您可以在以下情况下获得 Flexible Paid Parental Leave：

- 照顾孩子时
- 休假或不工作时
- 满足居住期的规定。

根据个人情况，雇主或我们将向您支付 Parental Leave Pay。

如果是雇主支付 Parental Leave Pay，您将在通常的工资周期内获得该津贴。我们会和您的雇主做好安排。

如果没有从雇主那里获得 Parental Leave Pay，或者您是个体经营者，我们将每两周直接向您支付 Parental Leave Pay。

我们可在孩子出生或被领养后的 104 周内支付 Flexible Paid Parental Leave。我们将支付您未在 Paid Parental Leave 期间享受的任何 Flexible Paid Parental Leave。

Dad and Partner Pay

Dad and Partner Pay 是一种长达 2 周的津贴，旨在帮助父亲或其伴侣请假照顾新生儿或新领养的孩子。

如果符合条件，则可领取最多 2 周 National Minimum Wage 费率的津贴。我们将一次性直接支付到您指定的银行账户。Dad and Partner Pay 是应税津贴。

您可在孩子出生或被领养后的 52 周内随时领取 Dad and Partner Pay。

谁可以领取？

如果属于以下任何一种情况，则可领取 Dad and Partner Pay：

- 孩子的生父
- 孩子生母的伴侣

- 孩子养父母或其伴侣
- 照顾经代孕所生孩子的人。

您还需要满足以下所有条件:

- 为新生儿或新领养儿童提供照护
- 在上一个财政年度, 收入低于\$150,000 澳元
- 在 Dad and Partner Pay 津贴领取期间不工作或休带薪假
- 满足就业评估要求
- 满足居住期要求。

Parental Leave Pay 和 Dad and Partner Pay 的就业评估要求

要领取 Parental Leave Pay 或 Dad and Partner Pay, 则需要通过就业评估。您必须满足工作至少 330 小时的要求, 即大约一周工作 1 天的时间。您需要在以下任一种情况的 13 个月内, 用 10 个月的时间里达到这一工作小时数:

- 在孩子出生或被领养之前 (Parental Leave Pay)
- 在 Dad and Partner Pay 支付期开始之前。

请注意, 我们将 10 个月算作 295 天, 13 个月算作 392 天。

任一临近工作日之间的间隔不得超过 12 周。

对于早产和妊娠相关疾病和并发症的工作评估存在一些例外情况。如果新冠疫情 (COVID-19) 影响了您的工作, 则在申请时可延长工作评估期。如果符合条件, 我们将把您的工作评估期从 13 个月延长到 20 个月。当满足以下两个条件时, 则可延长工作评估期:

- 就业情况因新冠疫情 (COVID-19) 受到了影响, 不能满足标准的工作评估要求
- 孩子的出生或收养日期在 2020 年 3 月 22 日至 2021 年 3 月 31 日之间。

对于 Parental Leave Pay 有一项有关 Dangerous Jobs 的规定。该规定适用于因怀孕有相关风险而不得不停止工作的情况, 但您仍需通过就业评估才能领取 Parental Leave Pay。

如何申请 Parental Leave Pay 或 Dad and Partner Pay

1. 申办 Customer Reference Number (CRN)

需要确立身份才能获得 CRN。如果已有 CRN 并已确认身份, 则请使用 CRN 将 Centrelink 在线帐户链接到 myGov 帐户。

2. 通过 myGov 使用 Centrelink 在线帐户提出申请

可在孩子出生或被领养前 3 个月内办理。

3. 向我们提供孩子的出生或领养证明

在孩子出生后，您将从医院或助产士那里获得一份 Newborn Child Declaration。您可在线上传此表格。

还需在所在州或领地的 Births, Deaths and Marriages Registry 登记孩子的出生信息。

工作场所休假权利

Parental Leave Pay 和 Dad and Partner Pay 不会改变您的任何工作场所休假权利。

若要安排休假，则需找雇主商谈。您应在打算休假前至少 10 周尝试与雇主协商

您可能有权享受不带薪的育儿假。如果您已经为雇主连续工作了 12 个月或更长时间，就可享受该项权利。

欲了解更多关于工作场所休假权利的英文信息，则请：

- 浏览 fairwork.gov.au
- 致电 **131 394**，联系 Fair Work Ombudsman
- 浏览 supportingworkingparents.humanrights.gov.au

更多信息

- 致电您惯常使用的福利金信息热线，并告知需要口译服务。我们会免费安排一名口译员。欲查看相关联系电话，请参见 servicesaustralia.gov.au/phoneus
- 致电 **131 202**，用中文咨询 Centrelink 相关福利金和服务的信息。
- 致电 **131 450**，联系 Translating and Interpreting Service (TIS National)，用中文咨询 Medicare 和 Child Support 相关福利金和服务的信息。
- 浏览 servicesaustralia.gov.au/yourlanguage 获得中文版文本、音频或视频信息。
- 浏览 servicesaustralia.gov.au/parentalleavepay 或 servicesaustralia.gov.au/dadandpartnerpay 了解更多英文信息。
- 前往 Centrelink 服务中心

注意：从澳大利亚任何地方用座机拨打“13”打头的电话号码，费用固定。该费率可能因本地电话价格而异，也可能因电话服务提供商而异。用座机拨打“1800”开头的电话号码免费。用公共电话和移动电话致电可能以较高的费率按时计费。

免责声明

本出版物中包含的信息仅作为福利金和服务指南之用。您有责任决定是否要申请某项福利金，并根据个人具体情况提出申请。



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.