



育儿休假支持须知

面向新生儿家长或新近领养孩子家长的育儿休假支持。

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（为期 90 天的津贴） National Minimum Wage 费率的津贴。

Parental Leave Pay 为应税收入。

Parental Leave Pay 包括：

- 长达 12 周（为期 60 天）连续发放的 Paid Parental Leave
- 30 天 Flexible Paid Parental Leave。

Flexible Paid Parental Leave 天数可有多种使用方式。如果符合条件，则可：

- 将 Flexible Paid Parental Leave 的天数与 Paid Parental Leave 的天数关联
- 以后可在合适的时间使用这些休假天数，既可一次使用一天，也可一次使用多天
- 将这些休假天数赠与他人，比如赠与伴侣，用于伴侣休假照顾孩子时使用。

Flexible Paid Parental Leave 可在符合下列条件的情况下支付：

- 照顾孩子的日子
- 休假或没有上班
- 符合居住期规定。

如果领取 Parenting Payment 等收入补助， Parental Leave Pay 将纳入收入评估计算之中。这意味着，如果领取 Parental Leave Pay，收入支持津贴可能会减少或停发。

申领资格？

如果符合以下条件，则可获得 Parental Leave Pay：

- 是新生儿或新近领养子女的主要照顾者
- 符合收入评估标准
- 在孩子出生或领养前的 13 个月中，有 10 个月都在工作，或者获得条件豁免
- 符合居住期规定。

从孩子出生或领养之日起，直到 Paid Parental Leave period 结束，必须是在休假或不工作。在某些情况下，即使返岗工作或已在工作，仍可领取 Parental Leave Pay。但这种情况仅适用于获认可的原因，其中包括：

- 死产或婴儿死亡
- 孩子在出生后需立即住院，并且在孩子出生后至少 14 天内要重返工作岗位
- 须遵守法院下达的传票

- 国防军或执法人员被强制召回工作
- 医务专业人员、应急服务人员等关键工作者在岗应对州、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，参与必要的商品生产或服务提供。

如果与雇主达成一致，则可与工作单位保持工作联系，同时不失去 Parental Leave Pay。这种情况可能包括参加会议或者提升技能。最多可使用 10 天的工作联系许可。

如果是个体经营者，则可偶尔做些工作照看生意，确保生意保持运营。这样做并不会失去领取 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，则可能会领取到 Newborn Upfront Payment 和 Newborn Supplement。

何时可以领取？

申领 Parental Leave Pay 津贴时，须明确开始领取津贴的日期。该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。如果使用延展就业评估（extended work test）申请津贴，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的时间是在该日期 4 周以后，则也是如此。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，申请人或其伴侣获得以下任何一种津贴，就可能发生这种情况：

- Family Tax Benefit，或
- Parenting Payment 等收入支持补助。或者

如果发生这种情况，可能会导致欠我们钱，而该欠款必须偿还。

此外，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，则需递交申请，并指定在孩子出生或孩子领养后不超过 40 周的某个日期作为津贴领取开始日期。

申请人会在指定的津贴领取开始日期后获得第一笔 Parental Leave Pay 津贴。

如果获得 Parental Leave Pay

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，则该津贴将在通常的工资周期内发放。我们会和您的雇主做好相关安排。

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领养后的 104 周内支付 Flexible Paid Parental Leave。我们将向您支付您未与 Paid Parental Leave 假期关联的任何 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通过休假照顾新生儿或新领养子女。

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。

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

申领资格？

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：

- 为新生儿或新领养子女提供照护
- 符合收入评估标准
- 在 Dad and Partner Pay 发放期间，不得工作或休带薪假，除非具有获准的工作理由
- 满足就业评估要求
- 符合居住期规定。

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，则需通过就业评估。申请者必须满足工作至少 330 小时的工作要求，即大约一周工作 1 天的时间，且须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：

- 在孩子出生或领养之前 (Parental Leave Pay)

- 在 Dad and Partner Pay 发放期开始之前。

请注意，我们将 10 个月算作 295 天，13 个月算作 392 天。

任何临近工作日之间的间隔不得超过 12 周。

不适用就业评估的一些例外情况：

- 早产
- 妊娠相关疾病和并发症(仅适用 Parental Leave Pay)
- 适用危险工作条款（仅适用 Parental Leave Pay）。

如果因怀孕面临风险而不得不停止工作，则适用 Dangerous Jobs 条款。但仍需通过就业评估才能领取 Parental Leave Pay。

如果新冠疫情（COVID-19）影响了您的工作，则在申请津贴时可使用延展就业评估期。如果符合条件，我们将把您的就业评估期从 13 个月延长到 20 个月。当满足以下两个条件时，则可使用延展就业评估期：

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

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。可通过网络或电话办理如果已有 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

可在孩子预期出生日期或领养日期前 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。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。您应在预期休假前至少 10 周尝试与雇主协商。

您可能有权享受带薪育儿假。如果您已经为雇主连续工作至少 12 个月，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

- 如需口译服务，请拨打普通福利金专线。我们会免费安排口译员。欲获得我们的联系电话列表，请浏览 servicesaustralia.gov.au/phoneus
- 致电 **131 202**，用中文咨询 Centrelink 相关福利金和服务。
- 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 获得中文版的文本、音频或视频信息。
- 请浏览 servicesaustralia.gov.au/parentalleavepay 或 servicesaustralia.gov.au/dadandpartnerpay 了解更多英文信息。
- 前往服务中心。

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。该费率可能因本地通话价格而异，也可能因电话服务提供商而异。使用座机拨打“1800”开头的电话号码免费。使用公共电话和移动电话致电可能产生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 (90 payable days) pay at the rate of the National Minimum Wage. Parental Leave Pay is taxable.

Parental Leave Pay includes both:

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

Flexible Paid Parental Leave days can be used in several ways. If eligible, 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.

Flexible Paid Parental Leave can be paid on days that you:

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

We also count Parental Leave Pay 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
- meet an income test
- have worked 10 of the 13 months before the birth or adoption of your child, or have an exception to this
- meet residence rules.

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:

- have specific skills essential in responding to an emergency, or
- 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 nominate 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, or
- an income support payment, such as Parenting Payment, or

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 no more than 40 weeks after the birth or adoption of a child.

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

How you will get Parental Leave Pay

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
- meet an income test
- 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:

- premature birth
- pregnancy related illness and complications (Parental Leave Pay only)
- dangerous job provision (Parental Leave Pay only).

The Dangerous Jobs provision 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.

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 was between 22 March 2020 and 31 March 2021.

How to claim Parental Leave Pay or Dad and Partner Pay

1. 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.

2. 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.

3. 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.