

# مِيْدِهِ مِهْ بُجُودِ مَهْ دَضِهِم تَكُدُ جُكَ بَدِ جَدِدٌ يَدِيَهُ بَي بَدِ جَدِدٌ هَا كُنِيَّ مَهُ دَفِيْكِ مِنْ دَضِهِم تَكُدُ جُكُ بَدِ جَدِدٌ يَدْيَهُ بَا بَهِ جَدِدًا

### حذرب بسكف كيبهف قتبهف

هېمەققى دېروم بېدۆەدە، قېتى سەقى يەدىي بى ھېقى دېنى ئېھىرە دىد بىك قودىدى دىھىبمە، بىدىمە، كە. يى قىدى يا ئىمۇر 2023، ئىمۇمەدە، بىلى يا ھىمۇر ئىمۇر ئىمۇرگىرى ئىمۇرگىر

- Parental Leave Pay عُن جُک 90 مَوْجَعُ، بِي 18 عُجِهٰ جِک مِب عُجِهٰ کَهُ جِفْکَهُ جِفُوکُمُنْهُ جِ 5 مَوْجَعُ
  - Dad and Partner Pay عُجِهٰ کِيْ، ہِے ہُک 2 عُجِهٰکِيْ، اِللّٰهُ Dad and Partner Pay

 $\frac{1}{4}$  جَدِدُه جَهُ مِلْمَ وَدِيْمْ بَي هَبِهُمْ وَبَيْمْ هِي 1 جُمور 2023، جَموهُه جَهُمْ فَوَدِيْمْ بَي مَعْتَمْ بَي عَمَوْمُ وَكَدُمْ فَعَيْمُ الْمُعَامِّ وَكَا عَمْوُهُمُوهُ وَكَدُمْ فَعُ الْمُعَامِّ وَكَا عَمْوُهُمُوهُ وَكَدُمْ فَعُ الْمُعَامِ 2023 كُلُمْ مَا كُلُمْ وَكُمْ وَكَدُمْ مَا جُمُوهُ 2023.

ڡوڏکيۂ ڊ Parental Leave Pay و Parental Leave Pay عبد بنه فوڍکيۂ حبّ جوت بُهُمُهُ بُهُدُن حوت تيهُ دُن الله عبد الله عب

# کودگته د Parental Leave Pay ی جُبدُه جن کیم کودگته د کو

٩ المحروبية Parental Leave Pay چڼښت څذونځمومد

- سَدِّدَ كِدِّتْهُ فِصِيْتَكُمْ و Paid Parental Leave ﴿ كُوْ كُمْ يَعْمُونُ لِمُعَالِمُ مُصَيِّدٌ فَوَخِدِيْهُ
  - 30 تەختە د Flexible Paid Parental Leave.

 $\lambda$ نه کویت د Flexible Paid Parental Leave کیندگا د Flexible Paid Parental Leave کیندگا د جاری تاریخی کویت کیده با تاریخ با کا تاریخ با ت

- خوريجېهه ، حمه ، بك يحميد و Paid Parental Leave ججيموجه .
  - جەكىسىمەر كەن, تىبد كۆتى ئىيدىمى بخسمى ئىدەجەر.
- خەجبەن، كەن، قال بىد جەھەتالا دەكلا ئىرى ئەدبىتالا دېئەدن، قال دەكلىد كەن، دەكىتالا دارىكەن، ئىلى ئەدبىكارىن، ئىلى ئەدبىكى ئەدبىكى ئەدبىكى ئەدبىكى ئەدبىكى ئىلى ئەدبىكى ئىلى ئەدبىكى ئە

 $\frac{1}{2}$  χτικό, εφεζωικό, Δοό, ποδύσξό, τλε δέι, δυμκό, φεζωικό, Δοό, φι άξτι, μι τλέι με  $\frac{1}{2}$  εφος τι τος, εφεζωικό, εφεζωικό, εξωκό, εξωκό εξωκό

- ١٣٥٠ بحقجيه ديرج فخجيه دخد بخذور شجيه خخيه بح بخذور هنجه دنيه خخيه
  - نجموهد مهن کسدد نیسیمهد ددسکد
  - هِموجِد هُهُ ، كَسَدُدُ نِسَيْمُهُ دِقُوكُسُتُهُ
    - جُحوجة عه، كشنوية دكشدهن.
- $\frac{1}{2}$   $\frac{1$

 $\dot{i}$ ωΛό,  $\dot{j}$ Αέ $\dot{j}$  δοιΛό,  $\dot{j}$ Λο  $\dot{j$ 

 $\frac{1}{2}$   $\frac{1$ 

- قدليهه ، شد سمعتنا
- نسيبهه، بد جعيده، دبد جيدد
  - ټښونهه سوټتن ډيهيم
- ۲۵۶۰۸۵۰ ٥۴۵۸۸۵۰ ک۵ دود دیکتی
  - جديوبهه ، سدِّد هَذِيكِمْ •
- فديوبهه ، مد قكم تدهقوده ، قد مدخده دلاهموهوده ، مع بدو ككد
  - جمعهو، سڌ تمريك تمريكي تمريكي دمنيك دمنيك المارة وحويد
    - γαγλό, οαγκλικό, απικοιλοκό, ΕρΔπίκι.

# کودکته ج همور Parental Leave Pay یہ جندہ کومہ کے جند کومور 2023 کے جند کومور 2023

جَمهُهُهُهُ فَي مَا قَدَا أَنَ مُكَا يَا مُكَا يَهُ اللَّهُ اللَّا اللَّا اللَّا اللَّهُ اللَّهُ اللَّهُ اللَّهُ اللَّهُ اللَّهُ اللَّهُ اللَّهُ اللَّهُ الل

100 نَوْتَ بَهُ بَا بَاتُوْمُ سَدِّتُنَا، هَيِهُ مَنْ قَلْمُوْ مِنْ 100 نَوْتَ بَا دُوْمُ يَوْمُ يَا Parental Leave Pay بَالْمُوْ بَا بُهُ مُوْمُ اللَّهُ اللَّاللَّا اللَّهُ اللَّهُ اللَّهُ اللَّهُ اللَّا اللَّهُ اللَّهُ اللَّا اللَّا

PAGE 2 OF 13 Services Australia

قىب قىي4 قىي4 كەودكت4 جاھەد Parental Leave Pay قىي4 كەمدى قىي4 كېمور كەمدى كەمدى كەمدى كەمدى كەمدى كەمدى كەمدى كەمدى كالمامدى كالمامدى كەمدى كالمامدى كام

قع متىگە جەودكتە جېجەدە، يوكەندە Parental Leave Pay، كۈك ئېھە، ۋەبھە، ھەمھە تىك كېخەدە، يودى ئېجەد ئى مېھە تىلىدى ئېدە ئىلىدى ئىلىدى

- يقدل تدنيكم ديكبدك كندور تدير ببدكم
  - بندید دیشر شدسته
  - تت تنه که کِت جَبِدًا
  - بنديدهم وتشر شهده لامريم وببدد
    - تت مبقد حبت جبددًد
  - بندخ دَبْجُهُمْ هَبْهُمْ حَبْمُ دَبْحَدُهُ •

بْسمه، نُك بُذِك هِعِصبهه، كَمَكِّبُهُم بْيِرْ دِجِرْهُمْ مِتْلِ:

- سَدِّد غِسغِيكُمْ دِدِسكُ
- سڌِد نِسنِ، گڏ ڊهو کيٽ
  - فدفتا جحقدها.

 $rac{1}{2}$ ، که همهنه کیسیْمهٔ جهوکشنه، که شجحهٔ نُهونگهٔ جبگنیهٔ جکتهٔ بُسبٔ بخدیٔ سبّهٔ پسیْمهٔ هخبتهٔ جمهریک همیکهٔ المبتهٔ المب

 $rac{1}{2}$  المحكومة والمجتمعة المجتمعة المجتمعة المحتمدة والمحتمد المحتمد المحتمد المحتمد المحتمد المحتمد والمحتمد والمحتمد المحتمد والمحتمد والمحتمد المحتمد والمحتمد والمحتمد والمحتمد المحتمد والمحتمد والم

نِسهه ، تعبيهه ، تعبيهه ، كهودكته و Parental Leave Pay دديموه ، نِسم بد مع دِنْه ديدهم مثه:

- سڌِد ڊُههَا ڊِٽهُ •
- جُميَّۃ وَحَمَٰدِ حَكَٰدِ اللّٰهِ (مُحَمِّدَةً) جَمْحَتِ اللّٰ
  - مُفَكِّتُهُ سَجُنْتُهُ
- سَدِدُ سِبْدِهُمْ دِدُهِهُمْ وَحُفَدِدُ مَعْفَتُمْ سَدِثَتُهُ.

PAGE 3 OF 13 Services Australia

# قىنىتى بىئى يى بىسەن، كى سەن، يىئى ئىدىنىڭى بى بېتەن بېدىنى ھىنى دېكىدىمەر.

يقر خديدتم به بنجور هبقر دبير دهر جكره خوههم هدبق هدبور دبيد كهدبور جموره وموركور بدوكور به وموركور بخوره كوركور بكوره بالمورك بالمو

ۿۣڎۄڹۿۄڿ؋؞، ڹٛڛۿ؋؞ ڡێڞؠٛ ۻڂڎێڹۿؠٛ۩ڋڮۿ۪ڝڝؠۿ؋؞ڮۺۼۺۿؠڎڡۅڬۺؽ؞ؽٞۿؠٛڟ؉ۣڿڝڐ؞ڹڹڛۿ؋؞ڝۿ؞ ڹۺٷؠڟؠۻۿڂڹؿؠٛڿڂڎؽ۫ڹڹؽڛۿ؋؞ڿڝۄڝؠڝۿ؞ڞڟ؞ڮۮڛڿڿڿڎؠڝۿۿػٞۊ؋ػۿڮۿؠڰڎڽڋ؞

### المِخْرِ صَعِيمَهُ ، فِحَكْمِهُ ، كُودَكُتُهُ وَ Parental Leave Pay

- جمومع عمل کی کی وہ جدید
- بهه ، حجيكتن بركز مهه ، فكنن
  - جمومی ۱۸۵۰ کفیه دی دیده ۱۸۵۰ کفیه از ۱۸۵ کفیه از ۱۸ کفیه از ۱۸۵ کفیه از ۱۸ کفیه از ۱۸۵ کفیه از ۱۸ کفیه از ۱۸۵ کفیه از ۱۸۵ کفیه کفیه از ۱۸ کفیه از ۱۸ کفیه از ۱۸ کفیه از ۱۸ کفیه کفیه از ۱۸ کفیه از ۱۸ کفیه از ۱۸ کفیه از ۱۸ کفیه کفیه از ۱۸ کفیه از ۱۸ کفیه از ۱۸ کفیه از ۱۸ کفیه کفیه از ۱۸ کفیه کفیه از ۱۸ کفیه از ۱۸ کفیه از ۱۸ کفیه کفیه از ۱۸ کفیه کفیه کفیه از ۱۸ کفیه کفیه از ۱۸ کفیه کفی از ۱۸ کفیه کفیه کفی کفیه کفی کفیه کفی کفی کفیه کفی کفیه کفی کفیه کفی کفی کفی کفی کفیه کفی کفیه

نيهه ، وَكُذِ مُعِيهُ ، فَتِيهُ ، كَافِودُكُنْ و Parental Leave Pay ، خَتِدُودِه ، تَذِيدُ مَيْهُ ، مَيهُ ، مُ

Parental Leave Pay جَدِهُمْ. بُسنِ نُك جِهْ سَحَدِنَهُ وَ المَا Parental Leave Pay جَدْهُمْ. بُسنِ نُك جِهْ سَحَدِنَهُ وَ Parental Leave Pay جَدْهُمْ وَدُسْكُمْ وَمُعْمُومُ وَمُعُمْمُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُعُمْ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعُمْمُ وَمُعْمُومُ وَمُعُمْمُ وَمُعْمُومُ وَمُعْمُعُمُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعُمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُومُ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعْمُعُمْ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعْمُعُمُ وَمُعُمْعُمُ وَمُعُمْ وَمُعْمُعُمُ وَمُعُمْعُمُ وَمُعُمُعُمُ وَمُعُمْ وَمُعُمْعُمُ وَمُعُمْعُمُ ومُعُمُعُمُ وَمُعُمْعُمُ وَمُعُمُعُمُ وَمُعُمُعُمُ وَمُعُمُعُمُ ومُعُمُعُمُ وَمُعُمُعُمُ وَمُعُمُعُمُ وَمُعُمُعُمُ وَمُعُمْعُمُ ومُعُمُعُمُ وَمُعُمُعُمُ وَمُعُمُعُمُ وَمُعُمُعُمُ وَمُعُمُعُمُ ومُعُمُ وَمُعُمُ وَمُعُمُعُمُ وَمُعُمُعُمُ وَمُعُمُ وَمُعُمُعُمُ و

### Parental Leave Pay ۽ کمونگٽا ۽ Parental Leave Pay

٤٫ ﻣၴἔ، ﺟﻪﻭﮐﺸﻨؠ ﺟڊښﻪﺟﻪ٫ ﻗၴڍਣ ﮐﻪﺟﻪﺭ، ﺑﻨﺴﻤﻪ, ټݚ ﻓﺒﺘﮑﺒﻤﻪ٫ ﮐﻪﻭﺫﮐﺘﻪﺟﻪﺭ, ﺗﻴﺨﻨﻨﻢ ﺣﻨﺨﻨﮑﻨ ﺟﺤﮏ ﻣﻴﻨﺮ ﭘﺘﺒﻪﮐﯿﻨ, ﺑﺴﻨﮯ ټډ ﺧﻨﺒﺴ ﮐﺮﻪ ﺗﻔﻨ ﻫﻨﺪﺝ ﺑﻌﺮ ﻣﻨﺪ، ﺟﻪﻭﮐﺸﻪﺟﻪﺭ.

 $rac{1}{2}$ , کے جہ  $rac{1}{2}$   $rac{1}{2}$   $rac{1}{2}$  Parental Leave Pay جہنہ ہے کہ محتی جہنہ ہو کہ کے جہنہ ہے کہ ہے کہ جہنہ ہے کہ ہے کہ جہنہ ہے کہ جہنے کے کہ کے کہ جہنے

### Dad and Partner Pay

نمنے جد قذکس کے مودکتے دوہوں، کہ محدثے کی سمحتے جندہ کو سمحتے جندہ کو سمحتے جندہ کو سمح فید کو سمح محدثے کی سمح محدث کی محدث

قىيھە، قىيھە، كەودكتى د Dad and Partner Pay حدك يېتى دەمىي كە مەھىد د 52 ئىدەكى مىسەمدى دېتىدەردە، كېتى مەھى يەنى بى مېھىدى دېتىدەردە، كېتى مەھى يەنى بى مېھىدىدىنى بىلىدىدىنى بىلىدىنى بىلىدىدىنى بىلىدىدىن بىلىدىدىن بىلىدىدىن بىلىدىدىن بىلىدىن بىلىدىدىن بىلىدىن بىلىدىدىن بىلىدىن بىلىدىدىن بىلىدىن بىلى

PAGE 4 OF 13 Services Australia

#### کنب کیا قیا فودکتا ج Dad and Partner Pay

جَدَدْمْ مَا مِحْمْ مَا مَحْمَدُ جَدَدُمْ مَا Dad and Partner Pay جَدَدُمْ مَوْمَ اللَّهُ مَا مَعْ  $\zeta$  مَا مَحْمَدُ مَا مَعْمَا مَا مُعْمَا مَا مُعْمَا مَا مُعْمَا مَا مُعْمَا مَا مُعْمَا مُعْمِعُم مُعْمِعِمُ مُعْمِعُم مُعْمِعُم مُعْمَا مُعْمِعُم مُعْمِعُمُ مُعْمِعُمُ مُعْمِعُم مُعْمِعُم مُعْمِعُم مُعْمِعُم مُعْمِعِمُ مُعْمِعُمُ مُعْمِعُم مُعْمُعُم مُعْمِعُم مُعْمُعُم مُعْمِعُم مُعْمُعُم مُعْمُعُم مُعْمُعُم مُعْمُعُم مُعْمُعُم مُعْمُ مُعْمُعُم مُعْمُعُم مُعْمُعُم مُعْمُعُم مُعْمُعُم مُعْمُعُم مُ

- تت تنه که کن جبد د
- خدخه درها محددتها
- نُجُمُرُ هَمِهُمْ حَنِيرٌ بَي جُدَمِدُمْ دِسُدِ نُجُمُرُ هَمِهُمْ حَنِيرٌ
- فخوفقا دخههوها مله شكا بك بد بجدقا جدتا هر سق هوكدوها ددشهها دخددكا حدد.
  أسماه ، قال كفال جههوها مله كالمحادة بالمحادة ب
  - صرودبهه، بعضعها دير به بخدي خديا شدها ٢٠ بد بخدي صبها دبيا شدها
    - هِموهِد عهه ، كسدِّد عِسعُمه دوسك
- - جُحوجِد عَمَٰ کَسَدِّد غِسْغِمَٰ دِفَوَکَسُتَدْ
    - هموها هه، کشویا دکشدها.

مَكِن مُعِيمَة ، فَتَيَمَة ، فَوَدُكُنْدُ و Dad and Partner Pay ؛ جَدِدُه دِف يَدِيْدُ عَرَيْمَ عَيْمَة بِي مُعِيمَة مُ

### پستِیکہ جعمِکستہ قبہ عمدکتہ د Parental Leave Pay معمدکتہ ج Dad and Partner Pay

قن متىگى جەمدىتى د بېلىدى ب

- حج فَجَت مُحَكَّدُهُ بَي هَبْهُم تَبْتَهُ دِجْتِدُوجِهُ ، فَهُ فَوَدَكُتُهُ دِ Parental Leave Pay
  - بختن. Dad and Partner Pay خدتن.

بْسنِي جِهِ سُعِينِينِينِ 10 بَقِيمَ بْنِي 295 مُفَعَيْدٍ هِ 13 بَقِيمَ بْنِي 392 مُفَيِّدٍ.

نِسههُ، که شیمههٔ، شمکمهٔ، زودِ مع سدِّه معبمهم د 12 شبهکِم چیک دکمِد موقع دِفوکشند.

المِم سُدِدهَا تنبوهِ تَهُمْ (تجبعه مَهُمْ) قَلْ ضِينَكُمْ دِقه كُمنَا:

• مُحەكَدُ مِي صَدِح حَدُثــ حَدُثــ ا

.Leave Pay

- خَدْکِهْ دِ Dangerous Job (یَعَیْهُ مِحَدِیْنتیّهٔ کِلحب کهودکتهٔ دِ Parental Leave Pay بُسچِہ) خَدْکِهٔ دِ Dangerous Job چَدکِهٔ دِ کُلمهٔ کِلم مَهُ عِنگُهُ جُدگِهٔ دِ Dangerous Job چَدکِهٔ دِ کُلمهٔ مِنْهُ مِنْهُمُ مِنْهُ مِنْهُ مِنْهُ مِنْهُ مِنْهُ مِنْهُ مِنْهُ مِنْهُ مِنْم

PAGE 5 OF 13 Services Australia

#### جَاجِب كَهِكَتْهُ وَ Parental Leave Pay يَا وَ Parental Leave Pay

شر محدد به به به به به به سرور المراقع المراقع my.gov.au خموت به my.gov.au خموت به شرور کثور المراقع به my.gov.au

3. وجلم ب ب موددًد (موجله) جهمه من جبده مدر وبدلام ب ممنع دبند.

نَّك يَدِ هُنَاهِهُ , دَمَهُ لِكِهُ Births, Deaths and Marriages Registry که دَوسَدُنُوهُ ، بَي كَاهُ Births, Deaths and Marriages Registry که دُم یُعالِمُهُ ، .

## جهلاته كيديه

ڍ, کڍ هيبهه, فِحکبهه, کهودکتډ ۽ Parental Leave Pay مَجْدَهُ وَوَدِ جَلَيْهُ حَدِيْمُ جَدَدُمُ وَحَدِيهُ وَحَدِي فِحکبهه، هودکتډ ۽ Stillborn Baby Payment. قَعْ هَودِکبههُ زُودِد حَلِيْتُمْ يَبِحُلِهِتَمْ، دَسَعُهِ، خَدَمَهُ کٽوفة، servicesaustralia.gov.au/stillbornpayment

άι φεκελί εψε τ $\mathcal{L}$ τί,  $\dot{\imath}$ ωλό, τε απαμλό, εφαραμλό,  $\dot{\imath}$ α αξί εδο $\mathcal{L}$ τίος  $\dot{\imath}$ ος  $\dot{\imath}$ ος τος τος εξαναμλός εξαναμλός της εξαντίς.

جَكتَهُ بُسههُ, قَمهِهُ, صَيِعتِهُ دَقىبههُ, فَمُدَّتُهُ كَا فَدَبْكُهُ دِيكِكَتُهُ دِيُجَقِهُ هِي صَدَّهُ دِفوكَسُتُمَدِهُ. يُقَهُ بِكِهُ يَى فَكَبِيّهُ مِهُهُ, فَصِبْنَهِمَ دِكَا عَكَنهُمْ فَعُ صَدَّهُ دِفُوكَسُتُمَدِهُ. فَعْ 12 بَدِّيهُ بِي وَدَدَ.

άς εχθεγκό, ποπ (οξι πολ φαράζες επγλάς εεραλές εθοδάτορο, πίχτες ειγζωτές:

- خسفته کتمقر fairwork.gov.au
- هستذه. تن Fair Work Ombudsman جَدَ مِستَدَه. •
- خسمته کتمک عنور supportingworkingparents.humanrights.gov.au

### قر محودگنوها حمد دُودًا

- خسفته کثم فنج servicesaustralia.gov.au/parentalleavepay جنم servicesaustralia.gov.au/parentalleavepay عند فنه عدم المعادية الم

PAGE 6 OF 13 Services Australia

- خسيدور 202 131 شن جۈمرمىكە كۈم تىلىندەد بوم قوتكىن مىللىكى د بالىداداندان كىلىدى بالىدادان ئىلىدى بالىدادان ئىل
- - Abono, rɨc grɨbö, cɨdɨxa.

#### هذوجئد:

τιτή επτιτής εξά Εξαλί τζο ξως ζαστή δοελτολί είζο Ετιβλί οχοϊνλί τοα Ερεχιί ομόφως. ατρίζιολοεό, ιζό επαζικό, Εραστί σι φέαλί σι Ερέχτι ολτελί έπει βχτλί τοα Εροϊχοεό, είζται.

PAGE 7 OF 13 Services Australia



# Support for parents to care for a newborn or recently adopted child

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

### What you can get

The date your child was born or adopted affects what payments you can get. If they were born or adopted before 1 July 2023, your family may get both:

- Parental Leave Pay for up to 90 days, or 18 weeks based on a 5 day work week
- Dad and Partner Pay for up to 10 days, or 2 weeks.

If your child is born or adopted from 1 July 2023, your family may get up to 100 days, or 20 weeks of Parental Leave Pay. Dad and Partner Pay is not paid for children born or adopted from 1 July 2023.

Parental Leave Pay and Dad and Partner pay are paid at the rate of the national minimum wage.

# Parental Leave Pay if your child was born or adopted before 1 July 2023

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 different ways. If eligible, you can:

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

If you choose to use your days later, you can use them before, after or while you are on paid or unpaid leave from your employer. You can use Flexible Paid Parental Leave days for either one day at a time or a number of days in a row.

Your Paid Parental Leave period can be paid within 1 year of your child's birth or adoption. To get all of your Paid Parental Leave period, you must claim within 40 weeks of your child's birth or adoption. Flexible Paid Parental Leave can be paid within 2 years of your child's birth or adoption.

# Who can get Parental Leave Pay for children born or adopted before 1 July 2023

You may get Parental Leave Pay if you:

- are the primary carer of a newborn or newly adopted child
- · meet an income test
- meet a work test
- meet residence rules.

If you don't meet the work test, in some special circumstances we may approve a different work test.

If you have a newborn, you must have registered or applied to register their birth with your state or territory birth registry.

You must be on leave or not working from the date your child was born or adopted 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 allowed for some reasons.

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. Go to **servicesaustralia.gov.au/parentalleavepay** for more information about keeping in touch days in English.

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. For example, you could do any of the following:

- pay an account
- · check on the delivery of an order
- · approve the business accounts
- · deal with ad hoc disputes
- · organise a repair
- · organise replacement staff to manage your absence
- · maintain a basic level of contact with clients
- keep your professional skills up to date.

# Parental Leave Pay if your child was born or adopted from 1 July 2023

Your family can get up to 100 days of Parental Leave Pay. This is the same as 20 weeks based on a 5 day work week. If you have a partner, part of Parental Leave Pay can be used by them. The most one parent in a couple can use is 90 days. This is even if the other parent is not eligible to get Parental Leave Pay.

If you are a single parent, you can get the full 100 days of Parental Leave Pay. If you choose, you can share Parental Leave Pay with another parent.

# Who can get Parental Leave Pay for children born or adopted from 1 July 2023

To get Parental Leave Pay, you must be caring for your newborn or adopted child and be one of the following:

- the birth mother of the newborn child
- the partner of the birth mother
- the biological father of the child
- the partner of the biological father of the child
- the adoptive parent of the child
- the partner of an adoptive parent

PAGE 9 OF 13 Services Australia

• a person caring for a child under exceptional circumstances, including caring for a child born of a surrogacy arrangement.

You also need to meet all of the following:

- an income test
- a work test
- residence rules.

If you don't meet the work test, in some special circumstances we may approve a different work test.

If you have a newborn, you must have registered or applied to register their birth with your state or territory birth registry.

You can get your Parental Leave Pay as any of the following:

- · a single block of days
- · multiple smaller blocks of days
- · single days
- a combination of smaller blocks and single days.

To get Parental Leave Pay, at least one parent needs to claim within 52 weeks of the date the child was born or adopted. The other parent has 2 years to claim. When you claim you will need to tell us when you want to get at least one day of Parental Leave Pay. If you are not sure when you want to take the rest, you can leave it in your balance. You can then share it with another parent or use it later. You must use all of your Parental Leave Pay within 2 years of the date your child was born or adopted.

# Rules if you are not the birth mother or first adoptive parent to claim

The birth mother or the adoptive parent who claimed first needs to approve the number of Parental Leave Pay days they share with you. This does not apply if you are caring for a child under exceptional circumstances.

Both you and the birth mother need to meet the work test. This does not apply if you are the adoptive parent of the child or if you are caring for the child under exceptional circumstances.

### When you can get Parental Leave Pay

For a child born or adopted before or after 1 July 2023, you can only get Parental Leave Pay on days that you:

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

You can still get Parental Leave Pay if your child was stillborn or has died.

Parental Leave Pay is taxable. 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.

PAGE 10 OF 13 Services Australia

### How you will get Parental Leave Pay

Your Parental Leave Pay will be paid by either your employer or us, depending on your circumstances. This applies for a child born or adopted before or after 1 July 2023.

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.

## **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. You may get it if your child was born or adopted before 1 July 2023. If your child was born or adopted after this date, you may be able to get Parental Leave Pay instead.

We will pay your Dad and Partner Pay directly into your bank account in one payment. Dad and Partner Pay is taxable.

You can get Dad and Partner Pay any time within 52 weeks of the date your child was born or adopted.

#### Who can get Dad and Partner Pay

You may get Dad and Partner Pay if your child was born or adopted before 1 July 2023 and 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.

You can still get Dad and Partner Pay if your child was stillborn or has died

### 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. This applies for a child born or adopted before or after 1 July 2023.

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.

We count 10 months as 295 days and 13 months as 392 days.

PAGE 11 OF 13 Services Australia

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 (birth mothers claiming Parental Leave Pay only)
- Dangerous Job provision (birth mothers claiming 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.

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

4. Get a Customer Reference Number (CRN).

You will need to prove 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 is expected to be born or adopted.

For more information in English about myGov, go to my.gov.au

6. Give us proof of the date your child was born or adopted.

After the birth of your child 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.

#### Other entitlements

If you cannot get Parental Leave Pay, you may get Newborn Upfront Payment and Newborn Supplement. You may get these payments if you are getting Family Tax Benefit Part A. For more information in English, go to **servicesaustralia.gov.au/newbornsupplement** 

If you cannot get Parental Leave Pay and your child is stillborn, you may get Stillborn Baby Payment. For more information in English, go to **servicesaustralia.gov.au/stillbornpayment** 

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 be able to get unpaid parental leave from your employer. 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

 Go to servicesaustralia.gov.au/parentalleavepay or servicesaustralia.gov.au/dadandpartnerpay for more information in English.

PAGE 12 OF 13 Services Australia

- Go to **servicesaustralia.gov.au/yourlanguage** where you can read, listen to or watch videos in your language.
- Call **131 202** to speak with us in your language about Centrelink payments and services.
- Call **132 011** for Medicare and **131 272** for Child Support. Let us know if you need an interpreter, and we will arrange one for free.
- 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's your responsibility to decide if you wish to apply for a payment and to make an application with regard to your particular circumstances.

PAGE 13 OF 13 Services Australia