

يهچمقد ج Paid Parental Leave فد فكيد

يهچنگ يهدُهُم حِه مِي فَوَدُكُهُم وَ Parental Leave Pay بُنب جِبِدُه بَج فَوَدُكُهُم مِيهِ فَوَدُكُهُم مَيْم وَوَدُكُهُم مَا فَعُمِم وَمُوكُهُم مُنْ مَعْمُ وَمُرْكُهُم مُنْ مُعْمَ وَمُرْكُهُم مُنْ مُعْمَ وَمُرْكُهُم مُنْ مُعْمَ وَمُرْكُهُم مُنْ مُعْمَ وَمُوكُهُم مُنْ مُعْمَ وَمُرْكُهُم مُنْ مُعْمَ وَمُعْمَ وَمُعْمُ وَمُعْمَ وَمُعْمَعُمُ وَمُعْمَ وَمُعْمَ وَمُعْمَ وَمُعْمَ وَمُعْمَ وَمُعْمَ وَمُعْمَ وَمُعْمَعُ وَمُعْمَ وَمُعْمَعُمُ وَمُعْمَ وَمُعْمَ وَمُعْمَعُمُ وَمُعْمَعُمُ وَمُعْمَعُمُ وَمُعْمَعُمُ وَمُعْمَعُمُ وَمُعْمَعُمُ وَمُعْمَ وَمُعْمَعُمُ وَمُعْمِعُمْ وَمُعْمَعُمُ وَمُعْمِعُمُ وَمُعْمَعُمُ وَمُعْمِعُمُ مُعْمِعُمُ وَمُعْمِعُمُ وَمُعْمِعُمُ وَمُعْمِعُمُ وَمُعْمِعُمُ وَمُعْمُومُ مُعْمِعُمُ وَمُعْمِعُمُ وَمُعْمُومُ مُعْمِعُمُ وَمُعْمِعُمُ مُعْمُومُ وَمُعْمِعُمُ وَمُعْمُومُ وَمُعْمُ مُعْمِعُمُ مُعْمُعُمُ مُعْمُعُمُ مُعْمُعُمُ مُعْمِعُمُ وَمُعْمُعُمُ مُعْمُعُمُ مُعْمُعُمُ مُعْمُعُمُ مُعْمُعُمُ مُعْمُعُمُ مُعْمُعُمُ مُعْمِعُمُ مُعْمُعُمُ مُعْمُ مُعْمُعُمُ مُعْمُعُمُ مُعْمُعُمُ مُعُمُعُمُ مُعْمُ مُعْمُعُمُم

Parental Leave Pay جَدِّه هِ هَفِيهُ مِّ مِنْ هِ هُكَيہُ مِنِيمُ وَدِهُ فَكَمِهُ الْمُعَامُ (full time)، قَدْ مِ هُوهُمْ (full time) وَ اللّٰهُ اللّٰهُ اللّٰهُ اللّٰهُ اللّٰهُ (casual)، وَدِيْتُهُ (contract) وَ اللّٰهُ ا

بدهجه که یهجمعد

بُسهن ، لبه کمون ببد کِدُر نُبْسَتِم کِه اِهجِمعَه دِ Paid Parental Leave.

قَكْمُوجُوْءِ جَكْمُ كَكُمْ جَعُوكُ وَهُمْ وَجُعَبِهُمْ مِن قُوكُمْ لَا يُكِتَمْ) فَهُ جَهُكُمْ جَدِ جُدِدٌ يَدَمُ هُجُمْ بَي هَبَعُمْ حَبْنُمْ وَكُمْ لَا Parental Leave Pay . حَدِثُهُمْ نَهُ عَبُكُمُ مُن عَبُمُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُمُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ عَلَيْهُ اللَّهُ عَلَيْهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ اللَّهُ عَلَيْهُ عَلَيْهُ اللَّهُ عَلَيْهُ عَلَيْهُ عَلَيْهُ اللَّهُ عَلَيْهُ عَلَيْكُمْ عَلَيْهُ عَلَّهُ عَلَيْهُ عَلَيْهُ عَلَيْهُ عَلَيْهُ عَلَيْهُ عَلَّهُ عَلَيْهُ عَلَيْهُ عَلَّهُ عَلَاهُ عَلَّهُ عَلَيْهُ عَلَّهُ عَلَيْكُمْ عَلَّهُ عَلَّهُ عَلَّهُ عَلَيْكُمْ عَلَيْكُمْ عَلَيْكُمْ عَلَّهُ عَلَّا عَلَيْكُمْ عَلَيْكُمْ عَلَّهُ عَلَيْكُمْ عَلَيْكُمْ عَلَيْكُمْ

نَهُ بَدِ قَلَمْ أَنْ وَمُعَالِمُونَ وَمُعَالِمُونَ Parental Leave Pay مُذِ فَكُمْ أَنْ أَنْ أَنْ أَنْ أَنْ أَ

- داہمچہ ہد خبدد پدند ہدکا ہے صبحہ حبد حدےتھا اُسڈیا
- علیش ملے قائدہ فی گا قیم گا ہے 12 بدیا جے قبت عبیم فی محبق بالی محبق بی دھندگی جبتی۔
 - جيد قون فكشوجة ، وَكُ ثَلَ تَهَافُدُ مِن قَدْمَهُ دِيهِ عَشَارُ وَ Paid Parental Leave جَجَبُوس
 - جچۂ شیۂ کہ اہمکڈکٹۂ
 - محبدها Leave Pay محبدها بكن ديم كن شيه دا مجر 8 محبدها بكن ديم المعالمات المعالمات

تهديقه جه به بخير Australian Business Number (ABN) عَمْ جَمُومْ بِي فِهِ هُمْ جَيْهِ عِيْهِ عِيْمَ المُعالِية

كِم سِنك كِدُودِه عِنْهِ وَنِيمَاهُ ، كَذِل مُحَدِم Parental Leave Pay مُع قَدِم وَجَ رَفِت كَمِهُ ، كَوْجُ عِنْم

ραίσχι μα Εζπορό, τρα Εδάι εραμική αι Ερζπτι είξρορλι

نى قىخىمەنى چىھىدى بىلى بىلىدى بىلىدى. ئىددىدى مىكەنى دۆلىدى دۆلىدى بىلىدى بىلى

- - لبخع قكموجة ، جسوجة عده جنجة كغنبسهم ولبخع ثنب جهدقة عنه جردد كعوبكنه
 - جَدْجِب يُنب تَـكب جَعَجْدَب كَجَكَدُهُمَّ كَتُوكِكُنُ (فَيْ كَوْلِهُمْ، جُحْدَب فَيْ هُج هُمَعَا جَجْدُنْهُ)
- ἀος ἔτρὰς ςἔτρος, ατιᾶς λέφ ςὰρτἴκὸ αιζ, τρα κατιὰρος ο, ιτὰς ἔτι ἀς ἀν ἔτς ἐκριἔτς ας
 Parental Leave Pay

فحرسبتها بحر بفعفيها دفعينسها

3ας, αξί της τις τόσος τος φαράς τη Εάκης και τος μεράς της της της της της της εξάτης εκάτητας εκάτητας καταπάς της Εκάτητας εκάτητας εκάτητας της Αροκάτητης εκάτητας της Εκάτητης εκάτητας της εκτημές εξικόσος της εκτημές εκτημές της εκτημές εκτημές της εκτημές της εκτημές της εκτημές εκτημές εκτημές εκτημές της εκτημές εκτ

 $\frac{1}{2}$ ڪَٽشەجە، بَكِه سُج ھُهَڪْ جَبُد تُوكِئ، هُدەئىه جَكْمُ فَحَكَ فَحَكَ جَهُمَ جَهُديدَ جَهُمَة جَمِّدَ جَبُوهُ كَد جَدُيْدُ مُسَاءُ كَمَّ فَعَمْ جَهُديدَ جَهُمْ جَمَّدَ جَمُونِكُوجهُ. كَمُ فِعُهُمْ يَسِدَيْدُ جَهُمْمُ جَمِّدَ بِهُ مُعْمَا جَمْدِيْ مُهُمْ جَمْدِيْ عَمْدُ جَمْدِيْ مُهُمْ جَمْدِيْ كَمْدُ جَمْدِيْ مُهُمْ جَمْدُ عَمْدِيْ كَمْدُ جَمْدِيْ مُهُمْ جَمْدُ جَمْدِيْ عَمْدُ جَمْدُ جَا

ένλος ζί σώτλος εφέτιλος φαράι αι Θασάι εφιτινάι φι Θρζώτι Θέτζι είσαονράι τι εξέτοράι Σς τζο πε φοσί ενεμί φεζέραι μιτλιάι τι αιοίι. Ίσι ει χπα γλ φλώι εφεζέραι τι επιοίι.

دَسَفِتُو ، كَتُوفِيْ fairwork.gov.au بِي مُحِيدُو ، صُلِم Fair Work Ombudsman بِي مُحَدِيِّتُهُمْ تُومَا

- فعودها دودکشتا
- محتجدتدونچه جووحهه جعوکشته
 - Fair Work Act 2009 •
- بَدُن دِ Fair Work Ombudsman.

ڏاجب ٺِسٺِي ڇِ قدنِي کوجه ,

 $\cancel{\xi}$ ιλ $\cancel{\lambda}$ ΄ το τος τέμλος τέμλος γετικός Parental Leave Pay τέμλος τος τότος τότος τότος $\cancel{\xi}$ ΄ τέμς τος τέμλος το τέμλος τέμλο

فكربعا نتهنع دديوخ

قة دەەبھە، بىد بەھىدە دىھىدىدە دە Paid Parental Leave، ھىبيىة سەن، دېلىكىدە، كىھىبىھەدە، بېغى، ھىبھە، ئودىدە، كە شەتىكى دە Parental Leave Pay قى قىكىنى دىنى سەبىيى دىمەتىدە، كەن،

φο ιος κά τοπ κάπο τι φχλάς τι ισερτίς ε Paid Parental Leave για ενέκες εφχλάς ελτεκίς το μλφάς. Α κάλ εκτικός εκλ ιικείλ τι καιμάς. Γ. κτικός εχι φελυμκός μλφάς εκλ ιικείλα τι έμκος κιλάς Δικείλα τι άμκος το φκλικός τφυτέκς τικτίς ιρλατίς κλι αυτίς 151.

جُمْحُهُ تُصْحَبُونُ مِنْ فِيعَ يَعُمُ عُمُ يُخِمُونُ مُعَالًا يُخَالُمُ الْمُعْلَمُ الْمُعْلَمُ الْمُعْلَمُ ا

يَهُ عِنْ جَ Paid Parental Leave جِهُ وَيُدُكُوهِ فِي اللَّهِ عَلَيْهِ عَلَيْهِ اللَّهِ عَلَيْهِ اللَّهِ عَلَي

- دښعېمه، فکیه کېغیه محصیده دښفکېمی دقیتب اَهیده دوددهه دوهکشتهده، دیغې دانب قیتب اېښه،
- κκτέγΑό, πξι κροζάι κεμλοβάι πρεμβάι πρέμβι Εξίνου Εξίνου

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يمجمعه جه فيد فه نجود د:

- αρτάρμου Κορέτι ερετιί τος τη πολη Εφαί κατιμάι ας Ερλάτι όι με ακάι εκτίτοι εκχτεν λία πρώι
 - جهاندها دخوموها جدك بجدد وبدا وجهامها جدك ووكستا وسيا دخيموها.

قل محمد كتوهد حمد ومدر

- خسفته، کثمقهٔ تعدین تعدین کثمقهٔ تعدین تعدین تعدین تعدین تعدین تعدین تعدید تعدید
- دسفتور کثوقن servicesaustralia.gov.au/yourlanguage نِحْمَادِهُ وَهَارِهُ مِنْ فِعَالِمُ مِنْ لِتَعْلَمُ مِنْ لِتُعْلَمُ مِنْ لِتُعْلَمُ مِنْ الْمُعَالِمُ اللَّهُ عَلَيْهُ مِنْ اللَّهُ مِنْ اللَّالِي اللَّهُ مِنْ اللَّالِمُ مِنْ اللَّهُ مِن اللَّهُ مِنْ اللَّالِمُ مِنْ اللَّهُ مِنْ اللَّهُ مِنْ اللَّهُ مِنْ اللَّالِي مِنْ اللَّا
- - فستده, کښډ بيلخه, ديلخچ.

φεφέλι; φωτειχίς φω αξερ, ετώδος ος Δαιτζίς ε 'ει' φω σόμε ερολί το ιδασέδει πί τορικίς επέ αματίς επέ αξοξίς επόδως. Στάς επόδως επ

هدوجئة

ιπή επτήμας είμ Εδαλή τζο έπου Δυσή δοεδιολή ετζο Ετιγλή οβουλή τοα Ερέδιή οπλάκη. απαιδιολορός τό επαλικός Εραθίη ός φέαλή ός Ερέδιή ολήελή έπει γθητή τρα Ερούλοϊός ετζίη.

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The Paid Parental Leave scheme for employers

The Australian Government gives financial support to eligible parents through the Paid Parental Leave scheme. This helps parents take time off work to care for a newborn or recently adopted child.

This scheme consists of Parental Leave Pay which is a shared payment between parents. It can help your employees take time off work to care for a newborn or recently adopted child.

Parental Leave Pay is available to eligible full time, part time, casual, seasonal, contract and self employed workers.

An employee may still get this payment if they experience a stillbirth or infant death.

Your role in the scheme

You play an important role in the Paid Parental Leave scheme.

Your employee may ask to take leave to care for a newborn or recently adopted child, and want to apply for Parental Leave Pay.

It is up to your employee to apply for Parental Leave Pay through us and negotiate leave arrangements with you. To get Parental Leave Pay, your employee must meet all criteria.

We may pay Parental Leave Pay directly to your employee. If we decide you must provide an employee's Parental Leave Pay, we'll send you a letter to let you know. We will also give you the Parental Leave Pay funds to pay your employee.

You will need to give Parental Leave Pay to an employee who:

- has a newborn or recently adopted child
- has worked for you for at least 12 months before the expected date of birth or adoption
- will be your employee until at least the end of their Paid Parental Leave period
- lives in Australia
- is expected to get at least 8 weeks of Parental Leave Pay.

Your business must have an Australian Business Number (ABN) to be part of the scheme.

You do not have to give Parental Leave Pay to your employee before you've got the funds from us.

Talking to your employee about parental leave

If your employee is expecting or adopting a child, talk to them early about their plans.

Some topics to cover are:

- what leave is available and how it might be taken at the same time as Parental Leave Pay (for example, paid or unpaid leave)
- when your employee would like to start their leave and when they expect to return to work
- how they would like to manage their return to work (for example, returning part time)
- information your employee needs to give us about your business, when they lodge a claim for Parental Leave Pay.

Effect on leave entitlements

The scheme does not give your employees an entitlement to leave. They must negotiate leave arrangements with you. Your employee's Parental Leave Pay does not change any of their existing leave entitlements.

Your long term employees can get a minimum of 12 months unpaid parental leave under the *Fair Work Act 2009*. They can also ask for an additional 12 months unpaid leave on top of this. A long term employee is someone who has worked for your business for 12 months or more.

If your employee is part of a couple, both may get unpaid parental leave under the National Employment Standards. In these cases, there are other minimum entitlements you need to be aware of.

For example, they can take up to 3 weeks of unpaid leave at the same time, immediately after the birth or adoption. If you agree, they can take it any time in the first 6 weeks after the birth or adoption. They can also take 24 months unpaid parental leave between them.

You cannot deny entitlement to paid maternity or parental leave if it is part of an industrial agreement or law. This applies for the life of the agreement or law.

Go to fairwork.gov.au or call the Fair Work Ombudsman on 131 394 for information about:

- employment entitlements
- workplace obligations
- the Fair Work Act 2009
- the role of the Fair Work Ombudsman.

How we will pay you

You do not have to give Parental Leave Pay before you've got the funds from us. We will transfer funds into your nominated bank account before your employee's usual pay cycle cut off. This is normally 7 days before.

Registering your business

To be part of the Paid Parental Leave scheme, you need to register your business with us. You can opt in to give Parental Leave Pay to employees you do not need to give it to.

The easiest way to register for the Paid Parental Leave scheme is by logging on to our online services for businesses. If you choose not to use our online services or you do not have access to the internet, you can also register by calling us in English on **131 158**.

How the scheme helps your business and parents

The Paid Parental Leave scheme helps you:

- keep valuable and skilled staff by encouraging them to stay connected with your workplace when they become parents
- create a family friendly workplace without having to fund Parental Leave Pay yourself
- increase workforce participation for new parents in the long-term.

The scheme helps parents by:

- · giving them financial help while they take time off work to care for a new child
- promoting equality between men and women and balance between work and family life.

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For more information

- go to servicesaustralia.gov.au/pplemployers for more information in English
- go to servicesaustralia.gov.au/yourlanguage where you can read, listen to or watch information 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 is your responsibility to decide if you wish to apply for a payment and to make an application with regard to your particular circumstances.

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