



## Rianpetu pawl caah Paid Parental Leave timhtuahmi

Paid Parental Leave timhtuahmi hmangin aa tlakmi hringtu nulepa hna sinah Australia Acozah nih tangka lei bawmhnak a pek. Hi hin hin hringtu nulepa hna kha nau thar asilole nai te i fa caah i lakmi nau zohkhenh dingah rian in i dinhcaan ngeih dingah a bawmh hna.

Hi timhtuahmi ah Parental Leave Pay aa tel i cucu hringtu nulepa karlak ah aa hrawm in pekmi a si. Hi nih hin na riantuantu pawl cu nau thar asilole nai te i fa caah i lakmi nau zohkhenh dingah rian in i dinhcaan ngeih dingah a bawmh hna.

Parental Leave Pay cu aa tlakmi caantling riantuantu, caancheu riantuantu, rian a ummi cungah hngatin riantuantu, khuacaan hoih in riantuantu le catial minthut he hnatlak in riantuantu le mah ngeihmi riantuantu pawl sin ah ngah khawh a si.

Riantuantu pakhat nih nau a hrin rih asilole bawhte thihnak a tuarin ahcun hi tangka pekmi cu a ngah rih men lai.

### Timhtuahmi ah nangmah rian

Paid Parental Leave timhtuahmi ah a biapimi rian na ngei.

Na riantuantu nih nau thar asilole nai te i fa caah i lakmi nau zohkhenh dingah rian in i dinhcaan ngeih dingah khunh a hal khawh men i, Parental Leave Pay sok a duh kho men.

Na riantuantu nih Parental Leave Pay caah kanmah hmangin le nangmah he i ceihmai khawhmi khunh tawrelpiaknak hmangin a sok khawh i amah nawl a si. Parental Leave Pay ngah dingah, na riantuantu nih tafung dihlak kha a tlinh hrimhrim lai.

Na riantuantu sin ah Parental Leave Pay cu dairek (direct) in kan pek men lai. Na riantuantu i Parental Leave Pay kha na pek hrimhrim lai tiah biakhiahnak kan tuah ahcun, nangmah theihternak ca kan in kuat lai. Na riantuantu pek dingah Parental Leave Pay tangka bawmhnak zong kan in pek fawn lai.

Hihi a simi riantuantu sinah Parental Leave Pay na pek a hau lai:

- nau thar a ngeimi asilole nai te i fa ah aa lakmi nau a ngeimi
- i ruahchanmi nithla nauhrinnak asilole fa ah i laaknak hlaan a tlawmtuk thla 12 chung nangmah caah rian a tuan cangmi
- a tlawmbik an a Paid Parental Leave caan a dih hlan ah na riantuantu a si dingmi
- Australia ah a ummi
- Parental Leave Pay i a tlawmbik zarh 8 ngah dingah aa ruahchanmi.

Timhtuahmi ah i tel ve dingin na riah nih Australian Business Number (ABN) kha aa ngeih hrimhrim lai.

Kanmah sin in tangka bawmhnak na ngah hlaan cu na riantuantu sin ah Parental Leave Pay pek na hau lo.

### Hringtu nulepa sinak he aa pehtlaimi khunh kong na riantuantu sinah chimnak

Na riantuantu nih naungeih ding aa ruahchan asilole fa ah i laak ding a si ahcun, an i timhtuahnak kongkau kha tuandeuh ah anmah he i chimchawn uh.

Nan i chimchawn ding ah aa tel dingmi pawl cu:

- zeibantuk khunh dah ngah khawh a si i Parental Leave Pay bantukin caankhat ah zeibantuk in dah lak khawh a si (tahchunhnak ah, tangka pekmi asilole tangka peklomi khunh)
- na riantuantu nih khunh lak hramthawk a duh caan le rian ah luhthan dingin aa ruahchanmi caan
- rian ah a luhthannak lei tawlrel ningcang (tahchunhnak, caancheu in rian ah luhthannak)
- na rian kongkau ah na riantuan nih kanmah sinah pek a herhmi thawngthan, Parental Leave Pay caah halnak a tuah tikah.

## Khunh laknak covo ngeihmi pawl ah hnorsuanmi

Timhtuahmi nih na riantuantu pawl kha covo chuahtaaknak a pe hna lo. Nangmah he khunh lei tawlrelnak pawl kha nan i ceihmai hrimhrim lai. Na riantuantu i Parental Leave Pay nih atu lio i khunh lei covo pawl an ngeihmi pakhat khat kha a thleng lo.

Caansau na riantuantu pawl nih *Fair Work Act 2009 (A thami Rian lei Upadi 2009)* tangah tangka pek lomi hringtu nulepa he aa pehtlaimi khunh kha a tlawmbik thla 12 an ngah khawh. Hihi a cungah tangka peklomi khunh a hlei in thla 12 an hal khawh thiamthiam. Caansau riantuantu cu na rian ah a tlawmbik thla 12 asilole tamdeuh a tuancangmi minung pakhat khat kha a si.

Na riantuantu ah nuva an um ahcun, an pahnih in National Employment Standards tangah tangka pek lomi hringtu nulepa he aa pehtlaimi khunh an ngah khawh men. Hi bantuk pawl kongkau ah hin cun, hngalh na herhmi adang a tlawmbik covo pawl an um.

Tahchunhnak ah, nauhrin hnu asilole fa ah i laak hnu bakah tangka peklomi khunh kha zarh 3 tiang an lak khawh. Na lungtlin ahcun, nauhrin hnu asilole fa ah i laak hnu a hmasat zarh 6 chung zeitikcaan paoh ah an lak khawh. Anmah karlak ah tangka peklomi hringtu nulepa he aa pehtlaimi kha thla 24 an lak khawh thiamthiam.

Hihi cu sehzung lei hnatlakpimi asilole upadi a si ahcun tangka pekmi naungeihnak lei khunh asilole hringtu nulepa he aa pehtlaimi khunh ah covo ngeihmi kha na el kho lo. Hihi cu hnatlakpimi asilole upadi lei rikhiahmi caan caah hman a si.

Hi pawl kongkau i thawngthanhmi tamdeuh hmuhnak caah **fairwork.gov.au** zoh asilole Fair Work Ombudsman kha **131 394** ah chawn:

- rian lei i covo ngeihmi pawl
- riantuannak hmun i tuanvo pawl
- Fair Work Act 2009
- Fair Work Ombudsman i a rian.

## Kan in pek dingmi ningcang

Kanmah sin in tangka bawmhnak na ngah hlaan cu Parental Leave Pay pek na hau lo. Na riantuantu pawl i punghmaan tangka pekmi hna zuh hna hlaan ah min na pekmi bank account chungah tangka bawmhnak pawl cu kan rawn lai. Hihi cu ni 7 hlan ah a si tawn.

## Na rian minkhumh tuahnak

Paid Parental Leave timhtuahmi ah i tel ve dingah, na rian kha kanmah he minkhumhnak na tuah a herh. Pek a hau lomi riantuantu pawl sin ah Parental Leave Pay pek ding kha naa thim khawh.

Paid Parental Leave timhtuahmi ah minkhumhnak tuah dingah a fawibikmi lam cu rian pawl caah kan online riantuanpiaknak pawl chungah luhnak hmangin a si. Kan online riantuanpiaknak pawl kha hman dingah naa thim lo ahcun asilole internet na ngah khawh lo ahcun, Mirangholh in **131 158** ah kanmah chawnhnak hmangin minkhumhnak na tuah kho fawn.

## Timhtuahmi nih nangmah rian le hringtu nulepa a bawmh hna ning

Paid Parental Leave timhtuahmi nih an bawmh lai:

- hringtu nulepa an si tikah na riantuannak hmun i pehtlaihnak ngeih peng dingah tha peknak hmangin san a tlaimi le a thiammi riantuantu chiahnak ah
- nangmah tein Parental Leave Pay tangka bawmh hau loin chungkhar he aa remmi rianuannak hmun sernak ah
- caansau pi ah nulepa thar pawl ah riantuannak hmun i teltumnak lei thanchoternak ah.

Timhtuahmi nih nulepa kha a bawmh hna:

- nau thar zohkhenh dingah rian in an i din lio ah tangka lei bawmhna peknak hmangin
- rian le innchungkhar karlak ah pa le nu karlak i ruannak umternak hmangin.

## Thawngthanmi tamdeuh hmuhnak caah

- mirangholh in thawngthanmi tamdeuh hmuhnak caah **servicesaustralia.gov.au/pplemployers** ah kal
- nangmah holh in thawngthanmi na rel khawhnak, na ngaih khawhnak asilole na zohkhawhnak ding hmun **servicesaustralia.gov.au/yourlanguage** ah zoh
- nanmah holh in Centrelink bawmhna pawl le riantuanpiak pawl kong kanmah he biaruah dingah **131 202** kha chawn
- Medicare caah **132 011** ah chawn law Child Support caah **131 272** kha chawn. Holhlettu na herh ahcun hung kan theiher law, manlo in kan in tawlrel piak lai.
- riantuanpiaknak hmun ah kal.

**Theihternak:** nan inn fon in '13' namban pawl chawnh cu Australia khoika hmun paoh chawnh i khiahciami ret ning in lak an si. Mah umnak hmun i chawnhnak man cu a ret aa dang cio kho men i telefon riantuanpiaknak petu pawl karlak zongah aa dang kho men fawn. Nan inn fon in '1800' namban pawl chawnh cu manlo an si. Zapi hmanmi le kutput fon pawl in chawnhnak cu caan ningin a kal kho men i a ret a sang deuh in liam a si kho men.

## Fianternak

Hi ca-uk in chuahmi chungah aa telmi kong cu tangka pekmi pawl le riantuanpiaknak i lamhmuhsaknak ca bantuk lawngah tinhmi a si. Tangka pekmi caah sok na duh le duhlo biakhiah ding le na dirhmun bak kong he pehtlai in soknak tuah ding cu nangmah tuanho a si.



## 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](http://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.

## For more information

- go to [servicesaustralia.gov.au/pplemployers](https://servicesaustralia.gov.au/pplemployers) for more information in English
- go to [servicesaustralia.gov.au/yourlanguage](https://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.