



# Paid Parental Leave အတင်ရဲၣ်တၢ်ကျဲၤလၢတၢ်မၤကစၢ် တဖၣ်အဂီၢ်

အိးစၢ်တြၢလၢယၢအပဒိၣ်ဆိၣ်ထွဲဝဲဒၣ်မိၢ်ပၢ်လၢအကြၢးဘၣ်တုၤထီၣ်ဘးလၢကဒိးန့ၢ်ဘၣ်တၢ်တဖၣ်ခိဖျိ Paid Parental Leave အတင်ရဲၣ်တၢ်ကျဲၤလီၤ. တၢ်အံၤမၤစၢၤမိၢ်ပၢ်တဖၣ်လၢကဟံးန့ၢ်တၢ်ဆၢကတီၢ်လၢအတမၤတၢ်ဘၣ်လၢအကကွၢ်ထွဲအဖိဆံးအိၣ်ဖျဲၣ်ဒီးမ့တမ့ၢ်ဖိလၢအလုၢ်ဖိဝဲတဂၤဖဲအတယံၢ်ဒီးဘၣ်အခါန့ၢ်လီၤ.

တၢ်ရဲၣ်တၢ်ကျဲၤတခါအံၤဟံးဃုာ်ဒီး Parental Leave Pay လၢအမ့ၢ်တၢ်ဟ့ၣ်အလဲလၢတၢ်နီၤသ့သကိးအီၤတခါလၢမိၢ်ပၢ်တဖၣ်အဘၢၣ်စၢၤန့ၢ်လီၤ. တၢ်အံၤမၤစၢၤန့ၢ်ပၤမၤတၢ်ဖိလၢကအိၣ်ကတီၢ်မၤတၢ်လၢကကွၢ်ထွဲအဖိဆံးအိၣ်ဖျဲၣ်သီမ့တမ့ၢ်လုၢ်ဖိအဖိလၢအတယံၢ်ဒီးဘၣ်အခါတဂၤလီၤ.

Parental Leave Pay န့ၢ်အိၣ်ဝဲဒၣ်လၢပုၤမၤတၢ်ဖိလၢအမၤတၢ်တၢ်ဆၢကတီၢ်ပုၤပုၤ,တၢ်ဆၢ ကတီၢ်ခိဖျိ,လၢတၢ်ဆၢကတီၢ်အဖိခိၣ်,လၢလံာ်ဃံးဃာ်အဖိခိၣ်ဒီးပုၤမၤတၢ်ဖိလၢအမၤအကစၢ်အတၢ်မၤတဖၣ်အဂီၢ်န့ၢ်လီၤ.

ပုၤမၤတၢ်ဖိတဂၤဘၣ်သ့ၣ်သ့ၣ်ကဒိးန့ၢ်ဘၣ်တၢ်ဟ့ၣ်အလဲတခါအံၤဖဲအဝဲသ့ၣ်မ့ၢ်လဲၤခိဖျိဘၣ်တၢ်ဖိဆံးသံလၢအဟၢဖၢပုၤမ့တမ့ၢ်ဖိသၢ်ဆံးအတၢ်သံဖဲအိၣ်ဖျဲၣ်ဝံၤအခါန့ၢ်လီၤ.

## နမူနာလၢတၢ်ရဲၣ်တၢ်ကျဲၤတခါအံၤအပူၤ

န့ၢ်အိၣ်ဒီးမူဒါအကါဒိၣ်တခါလၢ Paid Parental Leave အတင်ရဲၣ်တၢ်ကျဲၤအပူၤလီၤ.

န့ၢ်ပုၤမၤတၢ်ဖိဘၣ်သ့ၣ်သ့ၣ်ကသံကွၢ်န့ၢ်လၢနကဟံးန့ၢ်တၢ်အိၣ်ကတီၢ်မၤတၢ်လၢကကွၢ်ထွဲန့ၢ်အိၣ်ဖျဲၣ်ဒီးမ့တမ့ၢ်လုၢ်ဖိသၢ်ဖဲအတယံၢ်ဒီးဘၣ်ဒီးအဲၣ်ဒီးပတံထီၣ်တၢ်လၢ Parental Leave Pay အဂီၢ်လီၤ.

တၢ်အံၤဒီးသန့ၤထီၣ်လၢန့ၢ်ပုၤမၤတၢ်ဖိလၢကပတံထီၣ်တၢ်လၢ Parental Leave Pay အဂီၢ်ခိဖျိပုၤဒီးတၢ်ပိာ်တၢ်ဟံးကတီၢ်တၢ်ဖိတၢ်မၤအတၢ်ရဲၣ်တၢ်ကျဲၤဃုာ်ဒီးန့ၢ်လီၤ. လၢတၢ်ကဒိးန့ၢ်ဘၣ် Parental Leave Pay အဂီၢ်, န့ၢ်ပုၤမၤတၢ်ဖိကဘၣ်တုၤထီၣ်ဘးတၢ်ဟံးပနီၣ်ခဲလၢန့ၢ်လီၤ.

ဘၣ်တဘၣ်ပကဟ့ၣ် Parental Leave Pay ဆူန့ၢ်ပုၤမၤတၢ်ဖိအအိၣ်လီၤလီၤလီၤ. ဖဲန့ၢ်ဆၢတၢ်လၢနကဘၣ်ဟ့ၣ်ပုၤမၤတၢ်ဖိတဂၤဒီး Parental Leave Pay န့ၢ်, ပကဆုၢ်န့ၢ်ဒီးလံာ်ပရၢ တဘျီလၢတၢ်ကဒုးသ့ၣ်ညါန့ၢ်လီၤ. ပကဟ့ၣ်စ့ၢ်ကိးန့ၢ်ဒီး Parental Leave Pay အကျိၣ်စ့တၢ်ဆိၣ်ထွဲတဖၣ်လၢတၢ်ကဟ့ၣ်န့ၢ်ပုၤမၤတၢ်ဖိအဂီၢ်လီၤ.

နကလိၣ်ဟ့ၣ် Parental Leave Pay ဆူပုၤပုၤမၤတၢ်ဖိတဂၤလၢအ-

- အိၣ်ဒီးအဖိဆံးအိၣ်ဖျဲၣ်သီမ့တမ့ၢ်လုၢ်ဖိသၢ်ဖဲအတယံၢ်ဒီးဘၣ်
- မၤလံာ်တၢ်လၢနဂီၢ်လၢအစ့ၤကတၢ် 12 လၢတချုးအိၣ်ဖျဲၣ်အမုၢ်နံၤမုၢ်သီဘၣ်မ့တမ့ၢ်တချုးလုၢ်ဖိန့ၢ်လီၤ
- ကဘၣ်တၢ်ဒီးလဲအီၤတုၤလၢအစ့ၤကတၢ် Paid Parental Leave အဆၢကတီၢ်ကတၢ်အခါန့ၢ်လီၤ

- အိတ်ဆိးလါအီးစတြဲလယါ
- တ်မုတ်လ်ဟ်လါကမနုတ်တ်ဆါကတီၢ် 8 နွံလါ Parental Leave Pay အဂီၢ်လီၤ.

နတၢ်ဖဲးတၢ်မၤကဘၣ်အိတ်ဒီး Australian Business Number (ABN) ဒ်တၢ်လါအဘၣ်ထွဲဒီးတၢ်ရဲၣ်တၢ်ကျဲၤ တခါအံၤန့ၣ်လီၤ.

နတလိၣ်ဟ့ၣ် Parental Leave Pay ဆူနပုၤမၤတၢ်ဖိအိတ်တချုးနမၤန့ၣ်စ့ၤလါပအိတ်အခါန့ၣ်ဘၣ်.

## ကတီၢ်တၢ်ဒီးနပုၤမၤတၢ်ဖိဘၣ်ဃးမိၢ်ပၢ်အဂီၢ်တၢ်အိတ်ကတီၢ်မၤတၢ်လါတၢ်ကွၢ်ထွဲဖိ အဂီၢ် တက့ၢ်

ဖဲနပုၤမၤတၢ်ဖိမုၢ်ကအိတ်ဖျဲၣ်မ့တမ့ၢ်လုၢ်ဖိသ့ၣ်တဂၤအခါ,ကတီၢ်ဆိတၢ်ဒီးအဝဲသ့ၣ်ဘၣ်ဃးအဝဲသ့ၣ်အတၢ်ရဲၣ်တၢ်ကျဲၤ တက့ၢ်.

တၢ်အိတ်တီၢ်တနီၤလါတၢ်ကကျါဘၢအီၤတဖၣ်မ့ၢ်ဝဲ-

- တၢ်အိတ်ကတီၢ်မၤတၢ်အတၢ်ပျဲလါအအိတ်တဖၣ်မ့ၢ်မနုၤလဲၣ်ဒီးမ့ၢ်တၢ်ကဟံးန့ၢ်အီၤလါတၢ်ဆါကတီၢ်တခါဃီဒ် Parental Leave Pay န့ၣ်ဒ်လဲၣ် (အဒိန့ၣ်, တၢ်ဟ်ကတီၢ်တၢ်မၤအလဲလါတၢ်ဟ့ၣ်အီၤမ့တမ့ၢ်တၢ်တဟ့ၣ်အီၤ)
- အခါလါနပုၤမၤတၢ်ဖိမုၢ်အဲၣ်ဒီးစးထီၣ်အဝဲသ့ၣ်အတၢ်အိတ်ကတီၢ်မၤတၢ်ဒီးအခါဖဲအဝဲသ့ၣ်ကအဲၣ်ဒီးဟဲက့ၤကဒါဆူ တၢ်မၤအခါ
- မ့ၢ်အဝဲသ့ၣ်အဲၣ်ဒီးရဲၣ်ကျဲၤပၤဆုၤအတၢ်ဟဲက့ၤကဒါဆူတၢ်မၤန့ၣ်ဒ်လဲၣ်(အဒိန့ၣ်,တၢ်ဟဲက့ၤကဒါဆူတၢ်မၤတၢ်ဆါက တီၢ်ခိဖး
- တၢ်ဂ့ၢ်တၢ်ကျဲၤလါနပုၤမၤတၢ်ဖိလိၣ်ဘၣ်လါတၢ်ကဟ့ၣ်ပုၤဘၣ်ဃးနတၢ်ဖဲးတၢ်မၤ,ဖဲအဝဲသ့ၣ်တီၣ်ထီၣ်တၢ်ဃုထီၣ်က့ၤ Parental Leave Pay အခါန့ၣ်လီၤ.

## တၢ်ဒိဘၣ်လါအအိတ်လါတၢ်ကြးဘၣ်တုၤထီၣ်ဘးဒီးတၢ်ဟ်ကတီၢ်ဖဲးမၤတၢ်

တၢ်ရဲၣ်တၢ်ကျဲၤအံၤတဟ့ၣ်နပုၤမၤတၢ်ဖိတဖၣ်ဒီးတၢ်ကြးဘၣ်တုၤထီၣ်ဘးလါတၢ်ကဟ်ကတီၢ်တၢ်ဖဲးမၤတၢ်န့ၣ်ဘၣ်. အဝဲသ့ၣ်ကဘၣ်တၢ်ပီၣ်တၢ်အိတ်ကတီၢ်မၤတၢ်အတၢ်ရဲၣ်တၢ်ကျဲၤဒီးန့ၣ်လီၤ. နပုၤမၤတၢ်ဖိအ Parental Leave Pay တဆိတလဲအတၢ်အိတ်ကတီၢ်ဖဲးမၤတၢ်အခွဲးအယၢ်လါအအိတ်ဟ်တဖၣ်နီတမံၤဘၣ်.

*Fair Work Act 2009 (တၢ်ဖဲးတၢ်မၤလါအတီအကြါအတၢ်သိၣ်တၢ်သီ ၂၀၀၉)* အဖီလၢ်, နကတီၢ်ယံၣ်ပုၤမၤတၢ်ဖိတ ဖၣ်မနုၤတၢ်ဟ်ကတီၢ်တၢ်မၤလါကကွၢ်ထွဲဖိအတၢ်ပျဲလါတၢ်တဟ့ၣ်အလဲအစ့ၤကတၢ် 12 လါအဂီၢ်သ့ၣ်လီၤ. လါတၢ်အံၤ အဖီခိၣ်အဝဲသ့ၣ်ဃုအါထီၣ်ခွဲးလါ 12 လါအဂီၢ်သ့ၣ်လီၤ.

ကတီၢ်ယံၣ်ပုၤမၤတၢ်ဖိတဂၤမ့ၢ်ပုၤတဂၤလါအမၤတ့ၢ်လံတၢ်လါနမ့ၢ်ဝဲတၢ်ဖဲးတၢ်မၤအဂီၢ်အိတ်လံ 12 လါမ့တမ့ၢ်အါန့ၢ် အန့ၣ်အခါလီၤ.

ဖဲနပုမေတၢ်ဖိန့ၣ်မ့ၢ်ပုၤဒီမါဝါန့ၣ်,ခံဂၤလၢန့ၣ်ကဒိးန့ၣ်ဘၣ်တၢ်အိၣ်ကတီၢ်တၢ်မၤလၢတၢ်ကကွၢ်ထွဲဖိအလဲလၢတၢ်တဟ့ၣ် အီၤလၢအအိၣ်လၢ National Employment Standards အဖီလၢန့ၣ်လီၤ. လၢတၢ်အိၣ်သးဒ်အံၤတဖၣ်အဖီခိၣ်, တၢ်သ့ၣ်တဖၣ်အံၤမ့ၢ်တၢ်ကြးဘၣ်တုၤထီၣ်ထီၣ်ဘးအဖၣ်ကတၢၢ်လၢန့ၣ်လိာ်ဘၣ်အီၤလၢန့ၣ်ညါအီၤန့ၣ်လီၤ.

အဒိန့ၣ်, နဝဲသ့ၣ်ဟံးန့ၢ် တၢ်ဟံကတီၢ်ဖိးမၤတၢ်လၢတအိၣ်ဒီးအလဲလၢ 3 နွံအဂီၢ်,ဖဲအအိၣ်ဖျဲၣ်အဖိမ့တမ့ၢ်လုၢ်ဖိအဖိဝံၤ အလီၢ်ခံတဘျီဃီန့ၣ်သ့လီၤ. ဖဲနမ့ၢ်အၢၣ်လီၤတူၢ်လိာ်န့ၣ်,အဝဲသ့ၣ်ဟံးန့ၢ်အီၤလၢတၢ်ဆၢကတီၢ်တခါလၢလၢဖဲအခိၣ်ထံး 6 နွံဖဲအိၣ်ဖျဲၣ်ဖိမ့တမ့ၢ်လုၢ်ဖိဝံၤအလီၢ်ခံန့ၣ်သ့လီၤ. အဝဲသ့ၣ်ဟံးန့ၢ်စ့ၢ်ကိး တၢ်ဟံကတီၢ်ဖိးမၤတၢ်လၢတၢ်ကကွၢ်ထွဲဖိအဂီၢ် လၢအဝဲသ့ၣ်ခံဂၤအဘၣ်စၢၤတၢ်ဆၢကတီၢ် 24 လၢသ့လီၤ.

နသမၤအတၢ်ကြးဘၣ်လၢကမၤန့ၢ်တၢ်ဟ့ၣ်အလဲလၢမိၢ်ဒါမ့တမ့ၢ်တၢ်ဟံကတီၢ်တၢ်ဖိးတၢ်မၤကကွၢ်ထွဲဖိလၢမိၢ်ပၢ်တဖၣ်အ ဂီၢ်ဖဲတၢ်အံၤဘၣ်ထွဲဒီးတၢ်ဖိးတၢ်မၤအတၢ်အၢၣ်လီၤမ့တမ့ၢ်တၢ်သိၣ်တၢ်သီတခါအသိးန့ၣ်တသ့ဘၣ်. တၢ်အံၤဘၣ်တၢ်သူ အီၤလၢတၢ်အၢၣ်လီၤအီၤလီၤမ့တမ့ၢ်တၢ်သိၣ်တၢ်သီအဆၢကတီၢ်ဒီတတီၢ်ညါအဂီၢ်လီၤ.

လဲၤဘၣ်ဆူ **fairwork.gov.au** မ့တမ့ၢ်ကိးဘၣ် Fair Work Ombudsman လၢ **131 394** လၢတၢ်ဂ့ၢ်တၢ်ကျိၤဘၣ်ဃး-

- တၢ်ဖိးတၢ်မၤအတၢ်ကြးဘၣ်တုၤထီၣ်ထီၣ်ဘး
- တၢ်ဖိးတၢ်မၤအလီၢ်အမူအဒါတဖၣ်
- Fair Work Act 2009
- Fair Work Ombudsman အမူအဒါ.

### မ့ၢ်ပကဟ့ၣ်န့ၣ်ဒီးတၢ်အလဲဒ်လဲၣ်

နတလိာ်ဟ့ၣ် Parental Leave Pay တချုးန့ၣ်မၤန့ၢ်စ့ၢ်လၢပအိၣ်ဘၣ်န့ၣ်လီၤ. ပကဆုၢ်န့ၣ်ဒီးကျိၣ်စ့ၢ်စ့ၢ်လၢစ့ၢ်တးလၢနယု ထၢဟံအစရီၤအပူၤတချုးန့ၣ်ဟ့ၣ်လီၤနပုမေတၢ်ဖိအလဲလဲၣ်ညါန့ၣ်အသိးဘၣ်န့ၣ်လီၤ. တၢ်အံၤညါန့ၣ်မ့ၢ်တၢ်ဆၢကတီၢ်လၢ အဆိ 7 သီန့ၣ်လီၤ.

### တၢ်ဆဲးလီၤနမ့ၢ်ဝဲၤတၢ်ဖိးတၢ်မၤအမံၤ

လၢတၢ်ကဘၣ်ထွဲဒီး Paid Parental Leave အတၢ်ရဲၣ်တၢ်ကျဲၤအဂီၢ်,နကဘၣ်ဆဲးလီၤနမ့ၢ်ဝဲၤတၢ်ဖိးတၢ်မၤအမံၤဒီးပုၤလီၤ. နန့ၣ်လီၤလၢတၢ်ကဟ့ၣ် Parental Leave Pay ဆူနပုမေတၢ်ဖိလၢနတလိာ်ဟ့ၣ်အီၤတဖၣ်အဂီၢ်လီၤ.

ကျိၤကျဲၤအညါကတၢၢ်လၢတၢ်ကဆဲးလီၤမံၤလၢ Paid Parental Leave အတၢ်ရဲၣ်တၢ်ကျဲၤအဂီၢ်န့ၣ်ခိဖျိတၢ်န့ၣ်လီၤဆူပ ဟံၣ်ယဲၤသန့အတၢ်မၤစၢၤတဖၣ်လၢမ့ၢ်ဝဲၤတၢ်ဖိးတၢ်မၤအဂီၢ်လီၤ. ဖဲနမ့ၢ်ဃုထၢလၢနတသူပလီဟံၣ်ယဲၤအဖီခိၣ်တၢ်မၤစၢၤ တဖၣ်မ့တမ့ၢ်န့ၣ်အ့ထၢၣ်န့ၣ်မ့ၢ်တအိၣ်န့ၣ်,နဆဲးလီၤမံၤခိဖျိတၢ်ကိးလီၤတဲစိလၢအဲကလံးကျိၣ်လၢ **131 158** န့ၣ်သ့လီၤ.

# မှတ်တမ်းတင်ကျွေးတခါအံ့မေးစားမုဝဲတမ်းတမ်းမေးမိပ်ပတ်တဖန်လကျွေးလဲ

Paid Parental Leave အတမ်းတင်ကျွေးမေးစားတမ်းလဲ-

- ဟ်ပုမေးတမ်းဖိလအလုအပူအေးဒီးအိတ်ဒီးတမ်းသုတမ်းဘန်တဖန်ခိဖျိတမ်းဟုန်သဆန်ထိတ်အဝဲသုန်လအကအိတ်ဘူးစဲ အသးဒီးနတမ်းဖိတ်မေးအလိတ်ဖဲအဝဲသုန်မုကဲထိတ်မိပ်ပတ်တဖန်အခါတကွါ
- မေးကဲထိတ်တမ်းဖိတ်မေးအလိတ်လအဂုလဟံနဲဖိယိဖိတဖန်အဂိတ်လတအိတ်ဒီးတမ်းကဘန်ဟုန် Parental Leave Pay နကစာဒန်နဲတဂု
- မေးအထိတ်ပုမေးတမ်းဖိအတမ်းဟ်ဟုန်ဟ်ဂိတ်လမိပ်ပတ်အသီလကတိတ်ယံတ်တမ်းဆာကတိတ်အဂိတ်တကွါ

တမ်းတိတ်ကျွေးအံ့မေးစားမိပ်ပတ်တဖန်ခိဖျိ-

- ဟုန်အဝဲသုန်ဒီးကျိတ်စုတမ်းမေးစားဖဲအဝဲသုန်တမေးတမ်းလကကွါထွဲအဖိအိတ်ဖျိတ်သီတဂုအခါ
- မေးဆူထိတ်တမ်းတုသီးထဲသီးလဟ်ခွါဒီးဟ်မုန်တဖန်အဘန်စားဒီးမေးဘန်လိတ်ဖိဒုတမ်းမေးဟံနဲဖိယိဖိအတမ်းအိတ်မူ အဘန်စားတမ်းလိတ်တကွါ

## လတမ်းဂုတ်တမ်းကျိတ်ဆူညါအဂိတ်

- လဲဘန်ဆူ [servicessaustralia.gov.au/pplemployers](https://servicessaustralia.gov.au/pplemployers) လတမ်းဂုတ်တမ်းကျိတ်ဆူညါလအဲကလံးကျိတ်အပူ
- လဲဘန်ဆူ [servicessaustralia.gov.au/yourlanguage](https://servicessaustralia.gov.au/yourlanguage) တမ်းလိတ်ဖဲနဖးကနန်မုတမုကွါတမ်းဂုတ်တမ်းကျိတ်လအနကျိတ်သုနန်တကွါ
- ကိးဘန် **131 202** လတမ်းကကတိတ်တမ်းဒီးပုလအနကျိတ်ဘန်ဃး Centrelink တမ်းဟုန်ဘူးလဲတဖန်ဒီးတမ်းမေး စားအတမ်းဖိတ်မေးအဂိတ်တကွါ
- ကိးဘန် **132 011** လ Medicare ဒီး **131 272** ဒီးလ Child Support အဂိတ်တကွါ ဒုးသုန်ညါဘန်ပုဖဲနမုကဲ လိတ်ဘန်ပုကတိတ်ကျိတ်ထံတမ်းတဂုဒီးပကကျိတ်ကလိနုနုလဲ
- လဲအိတ်သကိးဘန်တမ်းမေးစားအတမ်းဖိတ်မေးအလိတ်ခါတကွါ

**မေးနိတ်-** တမ်းကိးလအဟံနဲအလိတ်စိဆူ '13' အနိတ် ဂံတ်တဖန်လတမ်းလိတ်ခါလ်လ်လအီးစတြဲလယါ အပူနုန်တမ်းဃ အပူလအအိတ်ဒီးအယုတ်လအသံတခါတကွါ တမ်းအယုတ်သုန်တဖန်အံ့ကလိခေလိတ်အသးလလိတ်ကဝီအတမ်း ကိးတခါအဂိတ်ဒီးကလိခေစွါကိးအသးလလိတ်စိအတမ်းမေးစားအပူဟုန်တမ်းတဖန်အဘန်စားစွါကိးနုန်လိတ်

တမ်းကိးဆူ '1800' အနိတ်ဂံတ်တဖန်လအဟံနဲအလိတ် စိနုန်အပူတအိတ်ဘန် တမ်းကိးလကမုျါဒီးလိတ်စိစိစုတဖန် ဘန်တဘန်တမ်းမေးနိတ်ဃာတ်တမ်းဆာကတိတ်ဒီးတမ်းကဃုအပူလအအါတခါသုလိတ်

## တၢ်ဘိးဘၣ်ဟံးဖျါ

တၢ်ဂ့ၢ်တၢ်ကျိၤလၢအဟံးဃုာ်လၢတၢ်ထုးထီၣ်ရၤလီၤတခါအံၤအပူၤန့ၣ်အတၢ်ပညိၣ်မ့ၢ်ထဲဒၣ်လၢတၢ်ကဟ့ၣ်တၢ်န့ၣ်ကျဲၤလၢ  
တၢ်ဟ့ၣ်အလဲတဖၣ်ဒီးတၢ်မၤစၢၤအတၢ်ဖံးတၢ်မၤတဖၣ်အဂီၢ်နီၤလီၤ.

တၢ်အံၤမ့ၢ်နမူနုၤဒါလၢနကဆၢတဲာ်မ့ၢ်န့ၣ်ဒီးပတံထီၣ်ဝဲဒၣ်လၢတၢ်ဟ့ၣ်အလဲတခါအဂီၢ်ဒီးမ့ၢ်တၢ်ကတီၣ်ထီၣ်လံာ်ပတံ  
ထီၣ်တခါလၢအဘၣ်ထွဲဒီးနတၢ်အိၣ်သးလီၤလီၤဆီဆီနီၤလီၤ.



## 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.