



Ew Paid Parental Leave plana ji bo karsazan

Hikûmeta Awustralya bi rêya wê piştgirîya aborî dide dêûbavên mafdar Paid Parental Leave plana. Ev ji dêûbavan re dibe alîkar ku ji bo lênihêrîna zarokek nûbûyî an nû hatî pejirandin wextê ji kar bistînin.

Ev plan ji Parental Leave Pay ku dravdana hevbeş di navbera dêûbavan de ye. Ew dikare ji karmendên we re bibe alîkar ku ji bo lênihêrîna zarokek nûbûyî an nû hatî pejirandin wextê xwe ji kar bistînin.

Parental Leave Pay ji karkerên tev-demjimêr, part-time, casual, demsalî, peyman û xebatkarên xwedan bijarte re peyda dibe.

Karmendek dikare hîn jî vê tezmînatê werbigire ger ku ew mirîbûn an mirina pitikan bibîne.

Rola we di planê de

Hûn di pilana Paid Parental Leave rolek girîng dilîzin.

Dibe ku karmendê we bixwaze ku ji bo lênihêrîna zarokek nûbûyî an nû hatî pejirandin betlaneyê bigire û bixwaze serlêdanê bike Parental Leave Pay.

Ew li ser karmendê we ye ku hûn serlêdan bikin Parental Leave Pay bi rêya me û bi we re lihevhatinê betlaneyê danûstandinan bikin. Ji bo wergirtina Parental Leave Pay, divê karmendê we hemî pîvanan bicîh bîne.

Dibe ku em bidin Parental Leave Pay rasterast ji xebatkarê xwe re. Heke em biryar bidin divê hûn karmendek peyda bikin Parental Leave Pay, em ê ji we re nameyekê bişînin da ku hûn agahdar bikin. Em ê jî bidin we Parental Leave Pay fonên ku karmendê xwe bidin.

Hûn hewce ne ku bidin Parental Leave Pay ji karmendek re ku:

- zarokek nû çêbûye an jî nû hatiye pejirandin
- ji bo we herî kêr 12 meh berî roja jidayikbûnê an pejirandina çaverêkirî ji we re xebitiye
- dê bi kêmanî heya dawîya wan karmendê we be Paid Parental Leave cilhatina jinan
- li Awustralya dijî
- tê çaverêkirin ku bi kêrî ve 8 hefte dayîna Parental Leave Pay werbigire.

Divê karsaziya we hebe Australian Business Number (ABN) bibin beşek ji planê.

Ne hewce ye ku hûn bidin Parental Leave Pay ji xebatkarê xwe re berî ku we drav ji me bigire.

Bi xebatkarê xwe re li ser îzna dêûbavê dipeyivin

Ger karmendê we zarokek li hêviya an qebûl dike, zû bi wan re li ser planê wan dipeyivin.

Hin mijarên ku werin vegirtin ev in:

- çî destûr heye û çawa dikare di heman demê de were girtin Parental Leave Pay (mînak, betlaneya bi pere an bêpere)
- kengê xebatkarê we dixwaze dest bi betlaneya xwe bike û kengê ew li bendê ne ku vegezin ser kar
- ew çawa dixwazin vegeza xwe ya xebatê birêve bibin (mînak, vegeza part-time)

- agahdariya ku xebatkare we hewce dike ku di derheqê karsaziya we de bide me, gava ku ew ji bo dozê vedigirin Parental Leave Pay.

Bandora li ser mafên betlaneyê

Proje mafê terkkirinê nade xebatkare we. Divê ew bi we re lihevhatinên betlaneyê danûstandinan bikin. Karmendê we Parental Leave Pay yek ji mafên îzna xwe ya heyî naguherîne.

Karmendên we yê demdirêj dikarin li gorî *Fair Work Act 2009* herî kê 12 meh betlaneya dêûbavê ya bê mûçe bistînin. Her weha dikarin li ser vê yekê 12 meh betlaneyek bêpere jî bixwazin. Karmendek demdirêj kesek e ku 12 meh an zêdetir ji bo karsaziya we xebitiye.

Ger karmendê we beşek ji zewacê ye, dibe ku her du jî di bin betlaneya dêûbavê de bêpere bistînin National Employment Standards. Di van rewşan de, mafên hindiktirîn ên din hene ku hûn hewce ne ku ji wan haydar bin.

Mînakî, ew dikarin di heman demê de, tavilê piştî jidayikbûnê an pejirandinê heya 3 hefteyan betlaneya bêpere bistînin. Heke hûn razî bin, ew dikarin wê di 6 hefteyên pêşîn ên piştî zayînê an pejirandinê de her dem bigirin. Her weha dikarin 24 meh betlaneya dêûbavê ya bê heq di navbera xwe de bigirin.

Heke ew beşek ji peymanek pîşesazî an qanûnek be, hûn nikarin mafê betlaneya dayikbûnê an dêûbavbûnê ya bi pere red bikin. Ev ji bo jiyana peyman an qanûnê derbas dibe.

Biçe fairwork.gov.au an jî li ser **131 394** telefonî Fair Work Ombudsman bikin ji bo agahdarî li ser:

- mafên kar
- erkên cihê kar
- ew Fair Work Act 2009
- rola ya Fair Work Ombudsman.

Em ê çawa bidin we

Ne hewce ye ku hûn bidin Parental Leave Pay berî ku hûn fonan ji me bistînin. Berî ku çerxa mûçeya asayî ya karmendê we qut bibe, em ê drav veguhezînin hesabê weya bankê ya destnîşankirî. Ev bi gelemperî 7 roj berê ye.

Karsaziya xwe tomar dikin

Ji bo ku bibin beşek ji Paid Parental Leave nexşeyê, hûn hewce ne ku karsaziya xwe bi me re tomar bikin. Hûn dikarin ji bo dayînê hilbijêrin Parental Leave Pay ji xebatkaran re ne hewce ye ku hûn wê bidin.

Rêya herî hêsan a qeydkirina ji bo Paid Parental Leave nexşe bi tîketina karûbarên me yê serhêl ji bo karsaziyê ye. Ger hûn hilbijêrin ku hûn karûbarên me yê serhêl bikar neyînin an jî gihîştina we ya înternetê tune, hûn dikarin bi îngilîzî bi me re li ser **131 158** jî qeyd bikin.

Plan çawa ji karsaz û dêûbavên we re dibe alîkar

Ew Paid Parental Leave plan ji we re dibe alîkar:

- karmendên hêja û jêhatî bihêlin bi teşwîqkirina wan ku bi cihê karê we re tîkildar bimînin dema ku ew bibin dêûbav
- cîhek kar a malbatê biafirînin bêyî ku hûn bi Parental Leave Pay xwe
- ji bo dêûbavên nû di demek dirêj de beşdarbûna hêza kar zêde bikin.

Ew plana ji dêûbavan re dibe alîkar:

- alîkariya aborî dide wan dema ku ew ji kar dûr dikevin da ku zarokek nû lênihêrin
- teşwîqkirina wekheviya jin û mêr û hevsengiya di navbera kar û jiyana malbatê de.

Ji bo bêtir agahdarî

- biçe servicesaustralia.gov.au/pplemployers ji bo bêtir agahîya bi Îngilîzî
- biçine servicesaustralia.gov.au/yourlanguage Li vêderê hûn dikarin bixwînin, gohdarî an jî li agahdarîyên bi zimanê we temaşê bikin
- banga **131 202** bikin bo di derbarên dravdayînên Centrelink û xizmetgûzarîyan bi zimanê xwe bipeyîvin
- telefon bikin **132 011** Ji bo Medicare û **131 272** ji bo Child Support. Ji mere bêjin heke hewcê we bi tercûmanek heye, û em ê yekê ji were belaş peyde bikin
- serdana navendek xizmetê bikin.

Nîşe: tîlefon kirin ji tîlefona weya male a ji hêjmarên '13' ji bo her devera Australia bi rêjeyek kefiş kirî tîne standin. Dibe ku ew rêje ji bihayê tîlefonek herêmî diguhere û dibe ku di navbera pêşkêşkerên karûbarê tîlefonê de jî cûda bibe. Ji tîlefona we ya male tîlefonkirin bo hêjmara '1800' bêdirav in. Dibe ku bangên ji tîlefonên giştî û destan tîye kirin bi de gorî demê û rêjeyek bilintir were stendin.

Tenasal

Agahdarîyên di vê belavkêde cîh digrin bi helwesta ku wek rêberîyek bo diravdayînan û xebatgûzarîya ne. Berpirsiyariya we ye ku hûn biryar bidin ka hûn dixwazin serlêdana dravdanê bikin û li gorî mercên xwe yê taybetî serlêdanek bikin.



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.

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.