



Paid Parental Leave scheme 父母須知

如果您因為家中有嬰孩出生希望休假一段時間，知道可以領取一些經濟上的支持來幫助您，會是一個好消息。

Paid Parental Leave scheme 幫助在職父母休假一段時間來照顧新生嬰兒或最近收養的孩子。Australian Government 資助此項計劃。各類工人都可能符合資格，包括全職、兼職、臨時、季節性、合同和自僱工人。

根據計劃，政府將提供兩種給付—Parental Leave Pay 適用於孩子的主要照顧者，而 Dad and Partner Pay 則提供給父親或配偶（包括養父母及同性夫婦），該給付從 2013 年 1 月 1 日起生效。

Parental Leave Pay

作為孩子的主要照顧者，您將可以獲得最多 18 個星期並符合 National Minimum Wage 薪酬率的 Parental Leave Pay。主要照顧者是指可以滿足孩子大部份日常生活需求的人士。

Parental Leave Pay 是要納稅的。

查明您是否符合資格領取 Parental Leave Pay

如果您符合以下條件，您或許符合資格領取 Parental Leave Pay：

- 作為新生嬰兒或最近收養的孩子的主要照顧者（通常為母親）
- 從孩子獲得您照顧之日起，到您的 Paid Parental Leave period 結束之時，符合有關居住要求
- 通過了工作測試，該測試要求您：
 - 在孩子出生或收養之前的 13 個月之內，至少已經工作其中 10 個月
 - 在此 10 個月期間，至少工作了 330 小時（每星期剛剛超過一天），在兩個連續的工作日之間，相隔時間不超過八個星期
- 在出生或收養日、或者您提出申請之日（以較早發生者為準）之前的財政年度內，個人經調整應課稅收入為 15 萬元或以下，以及
- 從您成為孩子的主要照顧者開始，直到您的 Paid Parental Leave period 結束之時，您都在放假或不工作。

備註：若發生死產或嬰兒夭折，您或許依然符合資格領取 Parental Leave Pay。

您何時可以領取 **Parental Leave Pay**

您的 **Paid Parental Leave period**（最長 18 個星期）可以從您的孩子出生或收養之日起、或稍後的日子開始。當您遞交申請時，您可以告知我們您希望何時開始。您必須在一個連續的時段內領取您的 **Parental Leave Pay**，並且必須在出生或收養後的 52 個星期之內全額支付給您。如要領取全額的 18 個星期 **Parental Leave Pay**，您的開始日必須是在孩子出生或收養後的 34 個星期之內。

重要的是，您要知道，您告訴我們的開始給付日期將不會是您的第一筆給付發放的日期，而要開始發放您的給付，您必須向我們提供出生或收養證明。。

從您成為孩子的主要照顧者開始，直到您的 **Paid Parental Leave period** 結束之時，您必須要在放假或不工作。您應當在希望放假的至少 10 個星期之前與您的僱主安排您的假期。

您將如何獲支付 **Parental Leave Pay**

雖然政府資助 **Parental Leave Pay**，最大的可能性是您的僱主在通常的薪金支付週期中向您支付。我們會跟您的僱主安排相關事宜。當然，該安排一定會讓您知道。如果您不從僱主處收取 **Parental Leave Pay**，或者如果您是自僱人士，我們會透過每兩個星期一次的分期付款直接向您支付。

如何申請 **Parental Leave Pay**

1. 在您的孩子預產期的最多三個月之前，遞交您的 **Parental Leave Pay** 申請。您必須在孩子出生或收養後的 52 個星期之內申請。您可在線申請或親臨我們任一家服務中心索取表格。通常需要由嬰兒的生母或被收養孩子的最初主要照顧者遞交申請。
2. 為開始您的給付，我們需要最終批准您的申請。因此，您將需要向我們提供您的孩子的出生或收養證明。*Newborn Child*（出生證明）表格將會在醫院或經由您的助產士提供給您。儘快將此表格交還給我們。您亦需要向您所在州或領地的 **Births, Deaths and Marriages Registry** 登記孩子的出生。

Dad and Partner Pay

從 2013 年 1 月 1 日起，Paid Parental Leave scheme 將會擴展至為在職父親和其他合資格的配偶提供一項新的給付。如果您符合資格，您將可以獲得多達兩個星期並符合 National Minimum Wage 薪酬率的 Dad and Partner Pay。

查明您是否符合資格領取 Dad and Partner Pay

如果您符合以下條件，您或許可以領取 Dad and Partner Pay：

- 孩子的生父
- 生母的配偶
- 養父/母或養父/母的配偶
- 代母安排下的父/母或代母安排下的父/母的配偶，或者
- 生母、生父或養父/母的同性配偶。

同時，您：

- 從 2013 年 1 月 1 日開始為出生或收養的孩子提供照顧
- 符合有關居住要求
- 通過工作測試，該測試要求您：
 - 在您的 Dad and Partner Pay period 開始日之前的 13 個月之內，至少已經工作其中 10 個月
 - 在此 10 個月期間，至少工作了 330 小時（每星期剛剛超過一天），在兩個連續的工作日之間，相隔時間不超過八個星期
- 在申請日或您的 Dad and Partner Pay period 開始日（以較早發生者為準）之前的財政年度內，個人經調整應課稅收入為\$15 萬或以下，以及
- 在您的 Dad and Partner Pay period 期間，在放無薪假期或不工作

備註：若發生死產或嬰兒夭折，您或許依然符合資格領取 Dad and Partner Pay。

您何時可以領取 **Dad and Partner Pay**

在您的孩子出生或收養之後的第一年內，您可以隨時領取 **Dad and Partner Pay**。在您領取 **Dad and Partner Pay period** 期間（最長兩週），您需要放無薪假期或不工作。您不能放有薪假期。

您可以選擇何時開始您的 **Dad and Partner Pay period**。領取期可以從您的孩子出生或收養之日開始，亦可以稍後開始。

您將如何收取 **Dad and Partner Pay**

我們以一次性付款的方式將款項支付到您的銀行帳戶。您的僱主不會參與支付 **Dad and Partner Pay**。

如何申請 **Dad and Partner Pay**

我們從 2012 年 10 月 1 日開始，接受關於預期於 2013 年 1 月 1 日或之後的出生或收養的申請。

在您的孩子預期出生日或收養日的最多三個月之前，遞交您的 **Dad and Partner Pay** 申請。您必須在孩子出生或收養後的 52 個星期之內申請。您可以在線申請或親臨我們任一家服務中心申請。

在我們可以向您支付之前，我們需要最終批准您的申請。您或您的配偶需要向我們提供您的孩子的出生或收養的證明（以及其他任何我們索求的資料）。如果您的配偶是孩子的生母，向我們提供出生證明的最簡單方法是，讓她遞交在醫院時獲取或孩子出生時由助產士提供的 *Newborn Child*（出生證明）表格。同時，孩子的出生需要向您所在州或領地的 Births, Deaths and Marriages Registry 進行登記或申請進行出生登記。

工作場所權利

重要的是，您要知道，**Parental Leave Pay** 和 **Dad and Partner Pay** 不會賦予您從工作中請假的權利。**Paid Parental Leave scheme** 不改變您任何的工作場所假期權利，您需要跟您的僱主商討安排請假。

如果您已經連續為您的僱主工作 12 個月或以上，根據 *Fair Work Act 2009* 中的 **National Employment Standards**，您可能符合資格獲得 12 個月的無薪育嬰假。如您的僱主同意，您或許亦可將此假期最多延長 12 個月。

如果您是一對在同公司工作夫婦中的一方，並且你們雙方都符合資格獲得無薪育嬰假，那麼，有一些其他的最低限度權利是需要您留意的。例如，您和您的配偶可以在嬰兒出生或被收養之後立即同時放三個星期的無薪假期，或者如果您的僱主同意的話，您和您的配偶在嬰兒出生或被收養的最初六個星期的任何時間同時放三個星期的無薪假期。此外，你們兩者之間還有權利獲得分享 24 個月的無薪育嬰假。

欲查詢更多關於您的工作場所權利的資訊，請登入 **fairwork.gov.au** 或致電 **131 394** 聯絡 Fair Work Ombudsman。

欲查詢更多資訊

登入：

- **humanservices.gov.au/parentalleavepay**
- **humanservices.gov.au/dadandpartnerpay**
- 親臨我們任一家服務中心。

免責聲明

這些資訊截至 2012 年 9 月皆為準確無誤的。如果您在此日期之後使用此出版物，請聯絡我們確定所提供的詳細資料是否有效。



Paid Parental Leave scheme for parents

When you welcome a new child into your family and want to take time off work, it's good to know you can get some financial support to help you.

The Paid Parental Leave scheme helps working parents take time away from work to care for a newborn or recently adopted child. The Australian Government funds the scheme. All types of workers could be eligible, including full-time, part-time, casual, seasonal, contract and self-employed workers.

There are two payments available under the scheme—Parental Leave Pay for a child's primary carer and Dad and Partner Pay which is available for dads or partners (including adopting parents and same-sex couples) from 1 January 2013.

Parental Leave Pay

As a child's primary carer, you could get up to 18 weeks Parental Leave Pay at the rate of the National Minimum Wage. A primary carer is the person who meets most of the child's physical needs. Parental Leave Pay is taxable.

Check if you may be eligible for Parental Leave Pay

You may be able to get Parental Leave Pay if you:

- are the primary carer of a newborn or recently adopted child (usually the mother)
- meet residency requirements from the date the child enters your care until the end of your Paid Parental Leave period
- meet the work test, which requires you to have worked for:
 - at least 10 of the 13 months before the birth or adoption
 - at least 330 hours in that 10 month period (just over a day a week), with no more than an eight week gap between two consecutive working days
- had an individual adjusted taxable income of \$150 000 or less in the financial year either before the date of birth or adoption, or the date you claim (whichever is earlier), and
- are on leave or not working from the time you become the child's primary carer until the end of your Paid Parental Leave period.

Note: you may still be eligible for Parental Leave Pay in the event of a stillbirth or infant death.

When you can get Parental Leave Pay

Your Paid Parental Leave period (up to 18 weeks) can start from the day your child is born or adopted, or a later date. You can tell us when you'd like it to start when you make a claim. You must take your Parental Leave Pay in one continuous period and it must be fully paid within 52 weeks of the birth or adoption. To get the full 18 weeks of Parental Leave Pay, your start date needs to be within 34 weeks of the birth or adoption.

It is important to know that the date you tell us to start your payment will not be the date your first payment occurs, and for your payments to commence you must provide us with proof of birth or adoption.

You must be on leave or not working from when you become the child's primary carer until the end of your Paid Parental Leave period. You should organise your leave with your employer at least 10 weeks before you want to take it.

How you'll receive Parental Leave Pay

Even though the government funds Parental Leave Pay, you'll most likely receive it from your employer in your usual pay cycle. This is something we'll work out with your employer, and of course, let you know. If you don't get your Parental Leave Pay from your employer, or if you're self-employed, we will pay you directly in fortnightly instalments.

How to claim Parental Leave Pay

1. Lodge your claim for Parental Leave Pay up to three months before your child is expected. You must claim within 52 weeks of your child's birth or adoption. Claim online or visit one of our service centres and pick up a form. Usually, the birth mother or the initial primary carer of an adopted child needs to lodge the claim.
2. For your payments to start, we need to finalise your claim so you'll need to give us proof of your child's birth or adoption. A *Newborn Child* (proof of birth) form will be given to you at the hospital or by your midwife. Return this form to us as soon as possible. You also need to register the birth with the Births, Deaths and Marriages Registry in your state or territory.

Dad and Partner Pay

From 1 January 2013, the Paid Parental Leave scheme will be expanded with a new payment for working dads and other eligible partners. If you're eligible, you can get up to two weeks Dad and Partner Pay at the rate of the National Minimum Wage.

Check if you may be eligible for Dad and Partner Pay

You may be able to get Dad and Partner Pay if you are the:

- biological father of the child
- partner of the birth mother
- adopting parent or the partner of the adopting parent
- parent in a surrogacy arrangement or the partner of a parent in a surrogacy arrangement, or
- same-sex partner of the birth mother, biological father or the adopting parent.

And, you:

- provide care for a child born or adopted from 1 January 2013
- meet residency requirements
- meet the work test, which requires you to have worked for:
 - at least 10 of the 13 months before the date your Dad and Partner Pay period starts
 - at least 330 hours in that 10 month period (just over a day a week), with no more than an eight week gap between two consecutive working days
- had an individual adjusted taxable income of \$150 000 or less in the financial year either before the date of your claim or the date your Dad and Partner Pay period starts (whichever is earlier), and
- are on unpaid leave or not working during your Dad and Partner Pay period.

Note: you may still be eligible for Dad and Partner Pay in the event of a stillbirth or infant death.

When you can get Dad and Partner Pay

You can get Dad and Partner Pay any time in the first year after your child's birth or adoption. You need to be on unpaid leave or not working during your Dad and Partner Pay period (up to two weeks). You can't be on paid leave.

You can choose when your Dad and Partner Pay period will start. It can start from the day your child is born or adopted, or it can start later.

How you'll receive Dad and Partner Pay

We pay the money into your bank account in one instalment. Your employer will not play a role in providing Dad and Partner Pay.

How to claim Dad and Partner Pay

We'll start accepting claims from 1 October 2012 for births or adoptions expected on or after 1 January 2013.

Lodge your claim for Dad and Partner Pay up to three months before the expected date of your child's arrival. You must claim within 52 weeks of your child's birth or adoption. Claim online or visit one of our service centres.

Before we can pay you, we need to finalise your claim. You or your partner needs to give us proof of your child's birth or adoption (and any other information we request). If your partner is the birth mother of the child, the easiest way to give us proof of birth is for her to lodge the *Newborn Child* (proof of birth) form she will get in hospital or from her midwife when the baby is born. Also, the child's birth may need to be registered or an application made to register the birth with the Births, Deaths and Marriages Registry in your state or territory.

Workplace entitlements

It's important to know that Parental Leave Pay and Dad and Partner Pay do not give you an entitlement to leave from work. The Paid Parental Leave scheme does not change any of your workplace leave entitlements and you'll need to talk to your employer to arrange leave.

If you've worked continuously for your employer for 12 months or more, you may be entitled to 12 months unpaid parental leave under the National Employment Standards in the *Fair Work Act 2009*. You may also be able to extend that time by up to 12 months if your employer agrees.

There are some other minimum entitlements you should be aware of if you're part of a couple and you're both entitled to unpaid parental leave. For instance, you and your partner are able to take three weeks of your unpaid leave at the same time either immediately after the birth or adoption or, if your employer agrees, at any time in the first six weeks after your child's birth or adoption. Also, you're entitled to 24 months unpaid parental leave between the two of you.

To learn more about your workplace entitlements, visit fairwork.gov.au or call the Fair Work Ombudsman on **131 394**.

For more information

Visit:

- humanservices.gov.au/parentalleavepay
- humanservices.gov.au/dadandpartnerpay
- one of our service centres.

Disclaimer

This information is accurate as at September 2012. If you use this publication after that date, please check with us that the details are current.