



Parental Leave Pay (父母带薪假)——共享并灵活使用您的假期天数

家中添丁令人激动。但这也伴随着平衡工作、家庭和财务方面的挑战。

Parental Leave Pay (PLP) (父母带薪假) 是一种帮助父母请假照顾新生儿或新领养的孩子补助。您可以灵活使用该补助，并在父母之间共享。该补助支付的天数取决于孩子的出生或领养时间。

无论您是亲生父母、领养父母还是代孕安排中的父母，您都可以根据您的需求使用 PLP。

选择领取方式

您可以选择如何使用 PLP 天数，以符合您的家庭、工作安排需求。

使用方式包括：

- 一次性连续使用所有天数
- 使用多个单天
- 将总天数分成数周或单独几天来使用

您可以在您工作的有薪或无薪假期前后或同时使用 PLP。

至少一位家长需在孩子出生或领养后的 12 个月内申请并符合相应资格，另一位家长可在孩子出生或领养后的 2 年内申请。

与伴侣或另一位家长共享

PLP 可以在符合条件的家长之间共享。

您可以决定如何分配这些天数。您可以均分，也可以由一方多使用几天，以便双方都有机会陪伴孩子。

您和您的伴侣还可以同时使用 PLP，这样您可以一起陪伴家人。

如果您具备下述任意一种身份，您可以与另一位家长共享您的天数：

- 生母
- 首先获得领养权的父母
- 代孕安排中首先获得抚养权的父母。

另一位家长必须具备以下任意一种身份：

- 孩子亲生母亲的伴侣
- 生物学父亲
- 生物学父亲的伴侣
- 领养父母的伴侣
- 代孕安排中获得者的伴侣。

如果孩子的亲生母亲、首先获得领养权的父母或代孕安排中首先获得抚养权的父母选择与您共享 PLP 天数，则您可以共享 PLP。为了符合使用共享天数的资格，您们两人都必须符合工作测试要求。

如果您不符合工作测试，亲生母亲、首先获得领养权的父母或代孕安排中首先获得抚养权的父母仍然可以在符合工作测试要求的情况下使用他们的 PLP 份额。

对单亲家长而言，您可以选择使用全部天数，或者与另一符合工作测试要求的具备相应资格的家长共享 PLP。

修改和选择您的天数

您在申请 PLP 时必须选择至少一天。如果您不确定如何使用其他天数，您可以稍后再告知我们您的 PLP 天数和您的选择。您必须在孩子出生或领养后两年内使用这些天数。如果到期仍有天数未使用，我们会寄信提醒您。

如果您需要提前返回工作岗位或更改休假日期，即在您选择领取 PLP 的那天上班，请您尽快更改相应的日期。您也可以随时更改共享给您伴侣的 PLP 天数。

您可通过 myGov 的 Centrelink 账户进行更改。

在领取 PLP 的同时工作

即使您返回工作岗位，您也可以领取 PLP。您可以在您通常不上班的日子领取，包括带薪或无薪假日、周末或兼职安排中的非工作日。这对于希望逐渐恢复工作的父母而言非常有帮助。

更多信息

- 如需了解更多，请访问 servicesaustralia.gov.au/plpdays 获取英文信息。
- 请访问 servicesaustralia.gov.au/parentalleavepay 获取英文和其他语言的信息
- 请访问 servicesaustralia.gov.au/yourlanguage，阅读、收听或观看非英语信息。
- 您可以拨打 **131 202**，使用您的母语与我们联系，了解有关 Centrelink 福利金和服务的信息。
- 致电 **132 011** 联络 Medicare 或 **131 272** 联络 Child Support。如需口译服务，请告知我们，我们将免费为您安排。
- 访问服务中心。

注：用澳大利亚境内任何地方的住宅电话拨打“13”号码都按固定费率收费。该费率可能因本地通话的费率而异，也可能因电话服务提供商而异。可用住宅电话免费拨打“1800”号码。使用公共电话和移动电话拨打可能会计时并按较高的费率收费。

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Parental Leave Pay – sharing your days and using them flexibly

Bringing a new child into the family is an exciting time. It can also come with challenges such as balancing work, family and finances.

Parental Leave Pay (PLP) is a payment to help support parents take time off work to care for a newborn or recently adopted child. It is a payment that you can use flexibly and can be shared between parents. The number of days you will be paid for depends on when your child was born or adopted.

Whether you are the birth parent, an adoptive parent or in a surrogacy arrangement, you can use PLP in a way that meets your needs.

Choose how to take your payment

You can choose how to use your PLP days so that it suits you, your family and your work schedule.

You can use it in any of the following ways:

- use all your days at once with no breaks
- use a series of single days
- spread out your days in to smaller groups of weeks and individual days.

You can take your days before, after or at the same time you get paid or unpaid leave from your work.

At least one parent needs to claim and be eligible within 12 months from when your child is born or adopted. The other parent has 2 years to claim from the child's birth or date of adoption.

Share with your partner or another parent

PLP can be shared between eligible parents.

You can decide how to share these days. You may want to share the days evenly or have one parent take more days. This gives you both the option to spend time at home with your baby.

You and your partner can also take some days at the same time, so you can spend time together as a family.

You can share your days with another parent if you are either:

- the birth mother
- the first adoptive parent
- the first gaining parent in a surrogacy arrangement.

The other parent must be either:

- the partner of the birth mother
- the biological father
- the partner of the biological father
- the partner of an adoptive parent

- the partner of the gaining parent in a surrogacy arrangement.

PLP can be shared with you if the birth mother, first adoptive parent or first gaining parent in a surrogacy arrangement has chosen to share PLP days with you. To be eligible to use the shared days, both of you must meet the work test.

If you do not meet the work test, the birth mother, first adoptive parent or first gaining parent in a surrogacy arrangement can still take their share of PLP if they meet the work test.

For single parents, you can either take the full number of days or share it with the other eligible parent who meets the work test.

Choose and change your days

When you claim PLP you must choose at least one day. If you are not sure when and how to use your other days, you can tell us about your PLP days and options at a later time. You must use them within 2 years from when your child is born or adopted. We'll send you a letter to remind you if you still have days to use before this date.

If you need to return to work earlier than planned or change your leave dates, and you will now be working on a day you had chosen to receive PLP, you need to change your days as soon as possible. You can also change the number of PLP days you share with your partner at any time.

You can do this using your Centrelink account through myGov.

Working while getting PLP

You can use PLP days even if you go back to work. You can get it on any days you do not usually work, including days of paid or unpaid leave, weekends or non work days as part of a part time work arrangement. This can be helpful for parents who want to ease back into work.

For more information

- Go to servicessaustralia.gov.au/plpdays for more information in English
- Go to servicessaustralia.gov.au/parentalleavepay for more information in English and other languages
- Go to servicessaustralia.gov.au/yourlanguage where you can read, listen to or watch videos 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's your responsibility to decide if you wish to apply for a payment and to make an application with regard to your particular circumstances.