

Save abaotem raets blong iu en responsibilitis: babule en garem pikinini lo Australia



Garem pikinini hem wan bik event lo laef blong samwan. Hem kam wetem staka fisikol en emosonal chenj. Hem bae save joyful, happy taem, bata hem save also hat, confus en tumas na, spesily sapos iu stap ovasis from famili blong iu en sapot kam olowe.

Sapos iu o patna blong iu hem babule o tingting fo startim wanfala famili, hem impoten that iu garem way fo tekem full detail en trufala infomason abaotem nao tings save happen taem babule lo taem iu joinim labour mobility, olsem wakaples raets en responsibilities, olketa kaen costs bae mitim, visa kondisons, medikol en helt insuarens wea bae nidim. Disfala infomason bae helpem iu long mekem wan gudfala disison fo iu en family blong iu.

SAMARI

- Wakaman bae olketa no save diskriminatem agenstim, olsem sakim, demotem o tritim difren from nara wakaman becos hem babule.
- Hem impoten dat iu tok lo eni dokta abaotem babule blong iu en getem olketa helt checkap en tok lo waka blong iu abaotem seif waka, unpaid leave en go bak waka arenjments.
- Bonem pikinini insaet lo Australia en no garem helt insuarens kava hem save expensif tumas – hem impoten fo tok wetem helt insuarens provaeda fo faendem aot sapos iu garem insuarens kava.
- Hem impoten fo talen Depatmen blo Home Affairs abaotem pikinini blong iu kwik taem fo olketa save helpem iu wetem visa blong baby.

Babule, parent en law long Australia



Lo Australia, tufala wakaman en wakaples garem raets en responsibilities related lobabule, parental leave, go bak long waka en wakaples helt en seifty anda lo samfala difren laws.

Olketa laws en proteksions minim dat discussim en plannim babule blong iu wetem waka blong iu lo wakaples lo Australia sud be wanfala fea process. Iu sud not fraet o worry abaotem lusim waka blong iusapos iu babule. Effectif en early toktok betwin iu en waka blong iu abaotem disfala raets en tings mas duim bae save mekem iu fo keep waka seifly en stat planim parental leave en go back waka options.

Protekson from diskriminason

Wakaman bae no save diskriminatim agenstimbecos olketa babule. Diswan hem minim that wakaman bae no save sakim, demoted o tritim diferen from nara wakaman bekos olketa babule.

Sos: Australian Gavanmen Fair Work Ombudsman, Babule Wakaman Entaetolments

Tok wetem dokta blong iu



Sapos iu o your patna blong iu hem babule lo Australia, iu sud fest tok wetem dokta blong iu. hem very impoten fo gettem necessary helt checkap en scans fo assessim helt blong mamy en pikinini. Hem bae also helpem iu lo mekem plan sapos iu save talem hao long nao babule blong iu. Usim nao [Health Direct Service Finder](#) o tok wetem waka blong iu abaotem faedem dokta kolsap iu fo checkap. Rememba, dokta blong iu cannot sharem personal informason blong iu wetem eniwan without permission blong iu.

Wat taem nao mi need fo talem waka blong mi?



Taem wakaman no save hav fo talem waka blong olketa dat olketa babule, there may be helt, seifty, en samfala planning reasons fo mas dum, includim accessing entaetolments.

Fo exampol, sapos iu laek fo iusim unpaid parental leave, iu sud letem waka blong iu save at least 10 wiks befo iu tekem disfala leave. Sapos iu nid fo adjustim role blong iu fo meksua iu en baby blong iu seif, hem gud fo letem waka blong iu save early fo olketa save mekem arenjments.

Rememba, effective en early komunikason between iu en waka blong iu abaotem babule blong iu hem bae mekem iu start plan for your babule en bonem pikinini.

Sapos iu no fil comfortable tok lo ples you waka abaotem babule iu save kontaktim PALM support sevis laen o tok lo trusted member blo komuniti blong iu fo gaedem iu en sapot. Iu save tok tu lo [Working Parents: Quick Guide to Your Rights](#) blo iu fo Raets fo moa informason abaotem hao en wat taem fo tok lo waka blong iu.

Rememba, hem illegal fo eni waka fo panisimiu, o sakim iu, becos iu babule. Sapos diswan hem happen lo iu, iu save tekem legol advaes from Fair Work Commission.

Mi save kontinue waka taem babule?



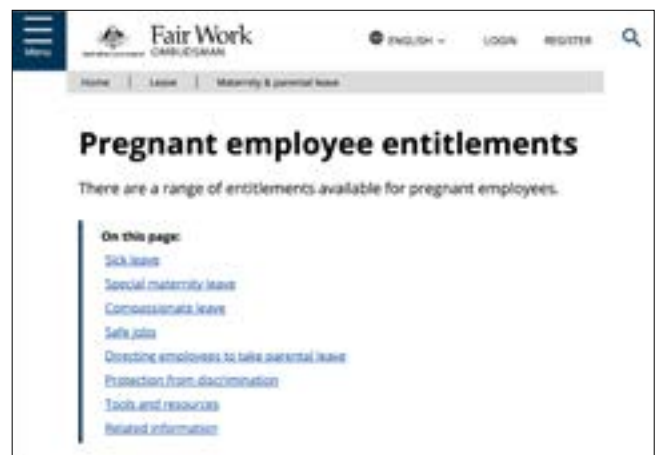
Ia, bekam Babule hem no minim dat iu Bae no save kontinue fo waka en mekem gud kontribuson long wakaples.

Full taem en part-taem wakaman wea olketa babule save still iusim ordinary paid sick leave entaetolmen sapos olketa experiensim eni siki o injury wea hem relate lo babule. Lukim 'Sick leave' anda [Babule Wakaman entaetolmen - Fair Work Ombudsman](#)

Evri babule wakaman, includim kasuals, olketa entaetol fo to mov go lo 'seif job' sapos hem no seif fo olketa fo Duim nomol job blong olketa bekos babule. Diswan hem includim wakaman wea olketa no fitim fo unpaid parental leave. Staka taem iu en maneja blong iu bae able fo findim solution en iu bae abol fo kontinue seifly doim waka blong iu wetem few chenj.

Sapos no eni appropriate seif job fo iu, iu may be fitim fo tekem 'no safe job' leave lo nomol rate blong pei kasem taem unpaid parental leave anda lo Fair Work Act hem stat. Iu bae nid fo provaedem evidens lo medical certificate sapos waka blong iu askem.

Fo faendem aot moa abaotem pei, entaetolments en hours blo 'safe jobs' o 'no safe jobs', visitim seksons lo [Babule wakaman entaetolments - Fair Work Ombudsman - Fair](#).



Mi save tekem unpaid parental o unpaid leave?



Ya, anda lo Australian law, sapos iu binwaka lo waka blong iu olowe fo lelebet olsem 12 monis fultaem befo taem iu expektim fo bonem Pikinini blong iu, iu (o patna blong iu) hem entaetol fo tekem kasem 12 monis unpaid parental leave sapos iu (o patna blong iu) bae garem responsibiliti fo luk afta pikinini. iu mas letem waka blong iu save 10 wiks befoiu laekem tekem disfala leave.

Sapos iu no finisim 12 manis blong waka, iu sud still save negotiate unpaid leave ander anti-discrimination laws. Waka blong iu bae no save less lo leave applikason based lo sex, babule o famili responsibilitis.

Leave blong iu save start 6 wiks befo expected taem fo bonem pikinini o earli sapos iu en waka blong iu agree. Sapos iu kontinu for waka lo disfala 6-wik taem befo taem fo bonem pikinini, waka blong iu save askem iu fo givim samfala medicol evidens fo talem iu fit fo waka.

Fo moa informason, guides en tools, visitim Fair Work Ombudsman webpages fo [Maternity & parental leave - Fair Work Ombudsman](#) en [Applae fo parental leave - Fair Work Ombudsman](#).

Mi save kam bak fo waka after tekem unpaid parental leave?



Ya, sapos iu entaetol fo unpaid parental leave anda Australian law, iu garem raet lo end blong leave fo go bak lo pre-parental leave posison blong iu.

However, sapos iu lo fixed-term contract waka blong iu no nid fo extendim fixed-term contract blong iu becos iu tekem unpaid parental leave. Sapos fixed-term contract blong iu end taem iu lo unpaid parental leave, bae no eni entaetolmen fo go bak lo sem waka (unless employment contract talem difren ting). Sapos iu lo fixed-term contract en hem endafta iu kam bak from leave, iu bae entaetol fo go bak lo sem waka en finisim waka lo contract.

Sapos iu wan casual wakaman en no waka fo waka blong iu kontinu fo at least twelf mons, no eni duty fo waka fo provaedem eni moa kasual waka afta parental leave taem.

Sapos iu laek save moa abaotem hao fo chenjim waka hours o ask fo flexibel waka arrenjement, visitim related secson lo [Changing hours and requesting flexible working arrangements – Fair Work Ombudsman](#).

Mi save go bak home fo bonem pikinini?



Yes, lo staka taem babule wakaman laek fo go bak home fo bonem pikinini so that olketa save garem sapot blong famili lo taem lead-up, lo taem ea en afta bonem pikinini. Diswan hem mekem fo save mekem gudfala arrenjment fo pikinini blong olketa sapos olketa plan fo kam bak lo Australia fo kontinue lo labour mobility waka.

Sapos iu laek fo kam bak home fo garem baby, iu sud tok lo dokta blong iu fo lukim wat stage iu kasem lo babule blong iu fo meksua iu save mekem arrenjments taem iu still medicol fit fo fly. Airlines garem specific rules abaotem travell taem babule en staka bae no letem iu fly afta 28 wiks lo babule – checkem wetem airline blong iu fo save moa abaotem.

Hem importen fo tok wetem waka blong iu early fo mekem leave arrenjments, stori abaotem deit fo kam bak en mekem travel arrenjments.



Bae mi pei fo bonem pikinini lo Australia?



Ya, taem waka lo Australia lo PALM scheme Babule wakaman en patna blong olketa bae personally responsibol fo evri heltkea costs. Medikol insuarens hem help fo daonim lelebet finansol responsibiliti en hem wanfala nid fo visa blong iu, bata staka medikol insuarens lo Australia no save kavam costs related lo babule en bonem pikinini related treatment (obstetrics) unless iu holem insuarens fo moa than 12 mons.

Sapos iu no mitim nao 12-month wait taem fo helt insuarens, yet iu laekem stap fo insaet lo Australia fo bonem pikinini, hem impoten fo tingim tu costs wea bae hem save expensif tumas. Iu bae ansa fo evri costs

relate lo babule, leba en bonem pikinini, en postnatal kea fo iu en baby blong iu, whether hem provaeded lo pablik o praevet helt system. Lo samfala cases iu bae olketa askem fo pei fo olketa sevises apfront. Olketa costs save add ap kwik taem - espeseli sapos iu o baby blong iu experiensim eni hard samting taem babule o bonem pikinini - iu save findem that iu bae staka thousand dolla out lo pocket.

Iu sud tok wetem insuarens provaeda fo lukim wat costs nao save kovam en tok lo docta en hospital abaotem costs involv wetem bonem pikinini befo mekem desisions abaotem wea fo bonem pikinini.



Visa status blong mi bae chenj sapos mi garem baby lo Australia?

- Garem condisons attach lo PALM scheme visa blong iu wea iu nid fo follom.
- Iu bae no breachim visa conditions blong iu sapos visa blong iu remain valid (not expae) en iu kontinue fo waka anda lo PALM scheme.
- Iu mus talem Departmen blong Home Affairs abaotem baby blong iu kwik taem so olketa save helpem iu wetem visa status blong baby blo iu.

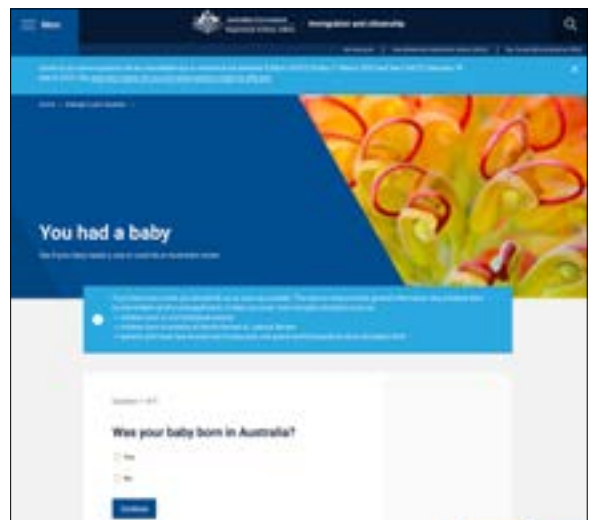


Wat visa nao baby blong mi need lo Australia?

Sapos baby blong iu born lo Australia:

- Baby wea born lo Australia hem bae olketa no save givim Australian citizenship status, unless at least wanfala parent hem Australian citizen o permanent resident lo taem baby bon.
- Sapos pikinini blong iu born lo Australia en iu o nara parent blo pikinini hem no Australian citizen o permanent resident, pikinini blong iu bae holem visa that iu en tnara parent holem lo taem pikinini hem born lo Australia.
- Iu mas talem Department blong Home Affairs abaotempikinini blong iu kwik taem (even sapos olketa no garem passport yet) so dat olketa save helpem iu wetem visa status fo pikinini blong iu. Pikinini blong iu bae save addim lo visa iu holem distaem o eni visa applications lo process iu garem.
- Sapos pikinini blong iu no garem passport yet, iu save provaedem kopies blong passport blo pikinini peij behaen na. Bata, iu mas arrenjim olketa as soon as iu save duim.

Fo moa details abaotem talem Department blong Home Affairs en visa status blong pikinini blo iu go lo Department's website [You had a baby \(homeaffairs.gov.au\)](http://homeaffairs.gov.au)



Wat moa bae mi nidim fo luk lo hem?



Helt Insuarens:

Sapos pikinini blong iu hem no Australian citizen o permanent resident, olketa bae nidim praevet helt insuarens taem lo Australia.

Sapos iu stap lo Australia lo PALM scheme, askem waka blong iu fo includim pikinini blong iu long helt insuarens cover, lo addisinol cost fo iu. Iu sud tok lo insuarens provaeda fo understanim cover en addisinol costs.



Arrenjim documents:

Fo tekem birth certificate save tekem staka wiks en nidim iu fo stap lo address wea certificate bae sendem go lo hem. Tok wetem wakaples, hospital O consular sevis fo findem aot hao fo garem nao disfala pepas en costs involved.

Iu bae nid fo aplae fo birth certificate en travel pepas olsem passport fo pikinini blong iu fo go bak lo home.



Akommodason:

Iu bae nid fo ting sapos iu nidim narafala akommodason o childcare arrenjments fo olketa taem uiu stap lo Australia. Olketa ea save short supply ilo samfala rural en remote areas lo Australia, en kam wetem addisonal cost, so careful plan nid fo tekem fo meksua gudfala arrenjments save mekem. Waka blong iu may be save helpem iu.



Go bak home:

Sapos iu laek fo go bak lo home wetem pikinini meksua iu talem CLO / LSU blong iu so dat olketa save talem iu abaotem kantri polisi en helpem iu wetem spesol nids blong iu.



Finansol planning:

Sapos iu plan fo tekem taem lo unpaid parental leave, bae garem taem bae no garem income - iu en patna blong iu bae nidim enaf savings fo sapotem iu en pikinini until iu save go bak lo waka. Iu sud ting hao diswan might afektim eni salary deduksion en hao iu save kontinue fo peim insuarens cover en eni akommodason costs taem iu no waka. Iu maet also laek fo reviewm y personal en finansol goals wea iu settem taem joinim labour mobility nao dat iu bae garem bik chenj lo circumstances. Sapos iu plan fo travol back go lo hom kantri wetem new-born pikinini blong iu, iu sud tingim addisinol costs associated lo flights en akommodason fo journey blong iu. Long Australia, both parens garem duty fo sapotem pikinini lo finansol.



Domestik an famili abius, seksol helt, consent an helti rilesonsips:

Sapos iu ting iu insait long abiusif rilesonsip, o save samwan wea hem insait, hem impotan fo askem help kwik taem. Lanem moa abaotim domestik an famili vaelens [lo hia](#).

Sapos iu seksoli aktif, hem impotan iu visitim dokta olowe fo havim seksol helt chekap. Best wei fo daonim chans fo tekem Seksol transmited infekson (STI) o anplan babule nao fo mas praktisim 'seif sex'. Lanem moa abaotim Seksol helt [lo hia](#).

Rimemba, insaet long Australia hem agenstim law fo joinim seksol aktiviti wetem nara man, nomata kis kis o hole hole, sapos oketa no agri o no save givim consent. Diswan olketa kolek lo seksol assault an hem kriminol. Lanem moa abaotim sex an consent [lo hia](#).



Wea fo getem help o tok wetem samwan

Sapos iu olketa bin sexually assaultem iu and iu laekem mekem komplem, iu sud repotem lo polis kwik taem. Sapos iu no fil seif o hem wanfala emejensi kolem 000. Iu save also getem sapot from sexual assault sapot sevis, olsem 1800RESPECT lo 1800 737 732.

Samwan lo PALM scheme save helpem mi?

Adjust lo laef lo nara kaontri hemi save had bat sapot en resos hemi stap fo helpem iu. Sapos iu garem kwestens abaotem adjust lo laef long Australia, iu save askem waka blong iu. Sapos olketa no save ansam, olketa save talem iu hu fo tok wetem, olsem nara PALM scheme sapot olsem:



Country Liaison Officer (CLO) o leba attaché

Iu save faendem evri CLO distaem kontaktim details lo PALM website (<https://www.palmscheme.gov.au/contact>).



PALM sapot sevis laen lo (1800 51 51 31), o email (palm@dewr.gov.au)

Plis tek not dat sapot sevis laen en emailinbox hem monitored 8:30am-6:30pm AEST - calls afta Aoas sud be fo kriticol aksidens nomoa.





Hao nao mi save getem moa infomason o confidensol professional help?






Sapos iu o samwan iu save laekem fo faend aotmoa infomason abaotem babule en parent taem stap lo Australia, iu save kontaktim olketa infomason en sapot sevises lo tabol lo daon. Olketa oganaesason save helpem iu o pointim iu lo raet daerekson fo faedem sevis dat hem relevant lo nid blong iu.

KEY REFERRAL AND SUPPORT SERVICES IN AUSTRALIA

SEVIS	WAT NAO HEM DUIM?	KONTAKT INFOMASON
Helt Direct	Best wei fo faedem dokta kolsap lo iu hem fo visitim Health Direct website. Iu save iusim sevis finder fo luk fo help kolsap lo iu– select 'GP – General Practice' anda lo sevises en entam postcode blong iu fo faedem dokta sevis kolsap lo iu, o search 'pregnancy' anda helt topics A – Z tab.	<p> Kolem: 1800 022 222 Nationwide, 24/7</p> <p> Web service finder: https://www.healthdirect.gov.au/australian-health-services</p> <p> Web information on pregnancy: https://www.healthdirect.gov.au/pregnancy</p>

KEY REFERRAL AND SUPPORT SERVICES IN AUSTRALIA		
SEVIS	WAT NAO HEM DUIM?	KONTAKT INFOMAISSON
<p>PBabule, bonem pikinini en pikinini</p>	<p>Australia's leading babule en baby website, fo sapotem parents lo journey from babule kasem preschool. Tok wetem maternal child helt nurse fo personol advaes enguidance. Faedem moa abaotem babule, bonem pikinini, being parent en raisim pikinini.</p>	<p> Fon: 1800 882 436</p> <p> Web: https://www.pregnancybirthbaby.org.au/Pregnancy care on a visa</p>
<p>Family Planning Alliance Australia</p>	<p>Famili Planning Alliance hem na nation's highest bodi fo reproductive en sexual helt. Hem promotem public helt thru polisi insight en advocacy.</p> <p>Sapos iu laek fo visitim famili planning Clinic o aske abaotem education, visitim sevis pajj fo findem famili planning oganaesason insaed lo area blong iu, o kontaktim asosiation insaed lo state blong iu.</p> <p>Visitim Family Planning Alliance Australia website:</p> <p>https://www.familyplanningallianceaustralia.org.au/services/</p>	<p>State en territory famili planning assosiasions:</p> <p>ACT - Sexual Health and Family Planning ACT</p> <p> Fon: 02 6247 3077</p> <p> Web: https://www.shfpact.org.au/</p> <p>NSW – Family Planning NSW</p> <p> Fon: 1300 658 886</p> <p> Web: https://www.fpnsw.org.au/</p> <p>NT – Family Planning Welfare Association of NT Inc.</p> <p> Fon (08) 8948 0144</p> <p> Web: http://www.fpwnt.com.au/</p> <p>QLD - True: Relationships and Reproductive Health</p> <p> Fon: (07) 3250 0200</p> <p> Web: https://www.true.org.au/</p> <p>SA – Shine SA</p> <p> Fon: 1300 883 793</p> <p> Website: https://shinesa.org.au/</p> <p>TAS – Family Planning Tasmania</p> <p> Fon: (03) 6273 9117</p> <p> Web: https://fpt.org.au/</p> <p>VIC – Family Planning Victoria</p> <p> Fon: 03 9257 0100</p> <p> Web: https://shvic.org.au/</p> <p>WA - Sexual Health Quarters Western Australia</p> <p> Fon: (08) 9227 6177</p> <p> Web: https://shq.org.au/</p>

KEY REFERRAL AND SUPPORT SERVICES IN AUSTRALIA		
SEVIS	WAT NAO HEM DUIM?	KONTAKT INFOMASON
<p>Australian Gavanment Department of Home Affairs – Immigration en Citizenship</p>	<p>Sapos iu bin garem baby lo Australia o abaot fo garem baby, iu nid fo talem Department of Home Affairs becos visa blong iu save affekted.</p> <p>Informason lo Home Affairs website 'change in situation – had a baby' bae givim iu informason lo hao fo talem departmen lo chenj lo situason en help wetem visa status blong olketa.</p>	<p> Visitim disfala website: https://immi.homeaffairs.gov.au/change-in-situation/had-a-baby</p>
<p>Fair Work Ombudsman</p>	<p>Fair Work Ombudsman kontrolem Australia's national workplace laws, en teachim abaotem raets en responsibilitis lo waka. The Fair Work Act 2009 stoppem wakaples from tekem strong akson agenstim wakaman o wan possibol wakaman fo discriminatory reasons.</p>	<p> Visitim website, www.fairwork.gov.au, fo moa informason lo:</p> <p>Wakaples Discriminason - Fair Work Ombudsman Protekson from discriminason lo work - Fair Work Ombudsman Babule wakaman entaetolment - Fair Work Ombudsman Aplae fo parental leave - Fair Work Ombudsman Tekem parental leave - Fair Work Ombudsman Go bak fo waka from parental leave - Fair Work Ombudsman</p>
<p>Sapot waka parent's initiative</p> <p>Australian Human Rights Commission</p>	<p>Disfala gaed bae helpem wakaman fo:</p> <ul style="list-style-type: none"> • understanim laws wea relate lo babule, parental leave en go bak fo waka • storim gudfala raets blong olketa wetem wakaples 	<p> Visitim website, www.supportingworkingparents.humanrights.gov.au, fo moa informason lo:</p> <p>Waka Parents: Kwik Gaed fo Raets blong iu Sapotim waka parents – gaed fo wakaman Sapotem waka parents – andastanim law Sapotem waka parents – waka taem babule Sapotem waka parents – wakaman en leave Sapotem waka parents – Go bak waka from leave Sapotem waka parents – staning & endim waka</p>

Taem evri care bin tekem fo prepearem disfala material, no responsibiliti bae akseptem from PALM scheme, staff blong olketa, volunteers o patnas, fo eni rong, missing, no stret samting relate lo informason insaet disfala factsheet o fo eni loss o damej wea kamap from eni person wea relae lo eni informason insaet disfala factsheet. Disfala infomason wea provaedem lo disfala factsheet olketa bin wakem fo provaedem general infomason nomoa. Hem no min fo relae lo hem o chenjim fo legol o nara professional advaes. No eni responsibility bae olketa PALM scheme o patna blo olketa fo eniting wea save o no save wea bae happen fo relae lo eni infomason wea disfala factsheet provaedem.

