

# SAVE LONG OL RAIT NA RESPONSIBILITY: karim na lukautim pikinini long Australia



Long kamapim pikinini em wanpela bikpela samting long laif bilong yumi. Em save kamapim planti ol senis long bodi na tingting bilong yumi. Em bai inap wanpela taim bilong hamamas, tasol em tu inap hatwok, paulim het liklik, na hat long laif bilong yumi, inap hat tru sapos yu stap long narapela kantri longwe long ol femili na halpim bilong ol.

Sapos yu o meri bilong yu em i gat bel o tingting long statim family, em bikpela samting olsem bai yu mas save gut long ol wanem bilong karim pikinini taim yu wok long narapela kantri, olsem ol rait bilong yu long ples bilong wok, haumas moni bai yu baim, olsem wanem long visa bilong yu, medical na health insurance. Ol dispela toksave bai halpim yu long tingting gut long yu na family bilong yu.

## SUMMARY

- Wanpela wokmeri sapos i gat bel i no inap ol rausim em long wok, daunim position bilong en, o wokim narapela kain long en long dispela taim.
- Em bikpela samting bai yu mas toktok wantaim dokta long taim yu gat bel na em sekim yu na yu toktok long kampani yu wok long en long wok bilong yu mas sef, baim long liv pe na taim long bai yu stat bek long wok bihaintaim.
- Karim pikinini long Australia sapos yu nogat health insurance em inap cost bikpela moni – em important long toktok wantaim husat yu baim health insurance long en long save sapos ol bai halpim yu.
- Em important bai yu toksave long Department long Home Affairs kwiktaim bai inap ol halpim yu long stretim visa bilong pikinini bilong yu.

## Yu gat bel, wok long ol papamama na lo long Australia



Long Australia, ol wokmanmeri na kampani tupela i gat ol rait na responsibility long taim ol meri gat bel, malolo bilong ol papamama, long go bek long wok na health na sefti ananit long sampela kain ol lo long dispela.

Ananit long dispela lo na sefti long wokmanmeri em olsem yu mas toktok na planim taim yu gat bel na bai karim pikinini wantaim bos bilong yu Dispela i mas fair long yu. Yu no ken wari long lusim wok bilong yu sapos yu gat bel. Tok stret na kwiktaim namel long yu na kampani long ol dispela rait na responsibility bai yu inap wok sef na start long planim malolo long karim pikinini na kam bek long ples bilong wok.

### Lukaut long discrimination

Wanpela wokmeri i no inap kampani i discriminate long en long taim em gat bel. Em olsem ol no inap pinisim em long wok, daunim osition bilong em o wokim narapela kain long en long ol narapela wokmanmeri long ol em i gat bel.

I kam long: Australian Government Fair Work Ombudsman, Pregnant Employee Entitlements

### Toktok long dokta bilong yu



Sapos yu o meri bilong yu i kisim bel long Australia, bai yu mas toktok long dokta bilong yupela pastaim. Em important long ol sekim health bilong meri wantaim pikinini tu. Em bai halpim long planim sapos yu save gut long pikinini em kamap haumas mun. Yusim [Health Direct Service Finder](#) o toktok long kampani bilong yu long painim wanpela gutpela dokta klostu long em bai sekim yu. Tingim, dokta bilong yu em no inap long tokaut long helt bilong yu inap yu tokorait long en long dispela.

### Wanem taim bai tokim kampani?



Ol wokmeri i no mas toksave long kampani sapos ol kisim bel tasol i gat ol health, sefti na narapela tingting long planim wok long wokim dispela, olsem long stretim pe bilong en.

Em olsem, sapos yu laik kisim malolo long papamama i nogat pe, bai yu toksave long kampani olsem 10 wik bipo yu laik kisim malolo. Sapos yu laik senisim kain wok bilong yu bai yu na pikinini inap stap sef, em gutpela yu toksave long kampani kariap liklik inap yupela bai stretim dispela.

Tingim, sapos yu toktok gut na hariap liklik long kampani long wanem samting taim yu gat bel em bai yu inap long wokim gut ol plan long taim yu gat bel na long karim pikinini.

Sapos yu no hamamas long toktok wantaim kampani long yu gat bel bai yu inap toktok wantaim ol PALM sapot sevis lain o toktok wantaim husat manmeri long hap yu stap long en bai yu hamamas long en long givim sampela tingting long yu. Tu yu inap lukim [Working Parents: Quick Guide To Your Rights](#) pepa long kisim moa save long bai yu toktok wantaim kampani yu wok long en.

Tingim, em brukim lo long kampani yu wok long en bai rausim pe bilong yu, pinisim yu long wok, sapos yu gat bel. Sapos ol mekim olsem long yu, bai yu inap kisim helpim long Fair Work Commission.

### Bai mi inap wok taim mi gat bel?

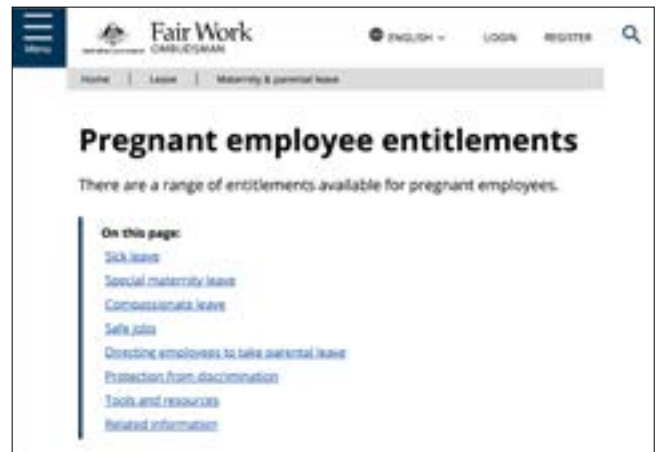


Yes, taim yu gat bel in no olsem bai yu no inap stap long wok na helpim long ples bilong wok bilong yu.

Ol full-taim na hap-taim wokmeri ol i gat bel bai inap kisim pe tu long sik liv sapos ol i gat bel na ol pilim sik o sapos ol painim sik o sampela bagarap long taim ol i gat bel. Lukim 'Sick Leave' ananit long [Pregnant Employee Entitlements – Fair Work Ombudsman](#).

Olgeta wokmeri i gat bel, ol hap-taim meri tu, i gat rait long go long wanpela 'sef wok' sapos i no sef long ol long wok long normal wok bilong ol long wanem ol i gat bel pinis. Dispela tu em ol wokmeri i no inap kisim malolo nogat pe. Planti taim yu na bos bilong yu bai inap wanbel bai yu stap wok sef long wok bilong yu. Sapos i nogat wanpela sef wok bai yu wokim, nogut bai yu inap kisim 'nogat sef wok' malolo wantaim pe yu save kisim inap malolo bilong yu ananit long Fair Work Act i stat. Bai yu mas givim pepa olsem medical certificate sapos kampani bilong yu i askim long en.

Long kisim moa save long pe, malolo pe na ol haua long 'sef jobs' o 'no sef jobs', lukim long [Pregnant employee entitlements - Fair Work Ombudsman](#).



## Inap mi kisim unpaid parental o unpaid leave?



Yes, ananit long lo long Australia, sapos yu wok pinis long kampani 12 mun stret bipo yu bai karim pikinini bilong yu, yu (o husat em partner bilong yu) bai i gat rait long kisim 12 mun long malolo long papamama sapos yu (o man o meri bilong yu) bai mas lukautim dispela pikinini. Yu mas toksave long kampani yu wok long en 10 wik pastaim long yu laik statim dispela malolo.

Sapos yu no wok inap long 12 mun pastaim, bai yu inap yet long askim long malolo i nogat pe ananit long ol anti-discrimination lo. Kampani yu wok long en bai i no inap tok nogat long askim long malolo bilong yu bihainim ol sex, gat bel o family responsibility.

Malolo bilong yu inap stat olsem 6 wik pastaim long de bilong karim pikinini o bipo long dispela sapos kampani i tok orait. Sapos yu stap long wok long 6 wik taim bipo yu karim pikinini, nogut bai kampani i askim yu long givim ol medical pepa we i tok yu orait long wok.

Long lukim moa toksave, ol guide na tul, go long ol Fair Work Ombudsman webpages [Maternity & parental leave - Fair Work Ombudsman](#) na [Applying for parental leave - Fair Work Ombudsman](#).

## Inap mi go bek long wok bihain long kisim unpaid parental leave?



Yes, sapos yu gat rait long kisim unpaid parental leave ananit long lo bilong Australia, yubai inap long pinisim malolo na go bek long pre-parental leave bilong yu.

Tasol, sapos yu wok ananit long wanpela fixed-term contract kampani i no mas extendim dispela long wanem yu kisim parental liv ol no baim. Sapos fixed-term contract bilong yu i pinis taim yu stap long unpaid parental liv, i nogat entitlement long yusim moa (sapos olsem wok contract em I tok narapela). Sapos yu wok ananit long fixed-term contract na em i pinis bihain long yu stat gen, orait yu inap kam bek long same job na pinisim long sem contract.

Sapos yu wanpela hap-taim wokmanmeri na yu no wok pinis long kampani long 12 mun stret, bai kampani i no inap givim yu moa hap-taim wok bihain long malolo bilong yu long parent.

Sapos yu laik save moa long senisim haus bilong yu long wok o askim long flexible wok taim, go lukim long hap long [Changing hours and requesting flexible working arrangements – Fair Work Ombudsman](#).

## Inap mi go long haus long karim pikinini?



Yes, planti taim ol meri gat bel bai inap go bek long haus bilong ol long karim pikinini wantaim sapot long femili bilong ol bipo, long taim karim, na bihain taim long karim. Em olsem bai ol inap long stretim ol lukaut bilong pikinini sapos ol gat laik long kam bek long Australia long statim wok gen long labour mobility wok bilong ol.

Sapos yu laik go bek long ples bilong yu long karim pikinini, bai yu mas toktok wantain dokta bilong yu long save olsem bau yu innap long go long blaus long dispela taim. Ol airline i gat ol rul long kalap long balus taim yu gat bel na planti bai no inap larim yu kalap long balus bihain long 28 wik long taim yu gat bel – sekim airline bilong yu long dispela.

Em bikpela samting long yu bai toktok wantain kampani yu wok long en pastaim long malolo bilong yu, long taim bai yu kam bek long wok na ol travel samting.



## Bai mi baim long karim pikinini long Australia?



Yes, taim yu wok long Australia ananit long PALM wok ol meri gat bel na partner bilong ol bai em yet baim olgeta kos long healthcare samting bilong ol. Medical Insurance i save halpim yu long stap orait na gat inap moni na em tu yu mas gat long kisim visa bilong yu, tasol planti medical insurance long Australia i no save karamapim kos bilong ol samting long taim gat bel na karim pikinini (olsem obstetrics) sapos yu no holim dispela insurance moa long 12 mun.

Sapos yu no kamap pinis long 12 mun ananit long insurance, na yu yet laik stap long Australia bihain long yu karim pinis pikinini, em yu inap baim bikpela moni na em bikpela samting bai yu mas tingting gut long moni

bilong yu bai inap o nogat. Bai yu baim olgeta samting long taim long kamapim pikinini, gat bel, na karim pikinini, na lukautim yu na pikinini bihain long karim pinis, sapos long public o private haus-sik. Sampela taim bai ol askim yu long baim ol dispela pastaim long karim. Ol dispela kos inap go antap tumas kwiktaim – na inap antap moa sapos yu o pikinini gat sik long taim gat bel o bilong karim – nogut bai yu yet long pocket bilong yu bai baim bikpela moni olsem sampela thousand.

Bai yu mas toktok wantaim husat i givim insurance bilong yu long wanem tru bai ol baim na toktok wantaim dokta na haus-sik bilong yu long ol samting hia pastaim long yu bai karim pikinini long wanem hap tru.



## Bai visa bilong mi senis sapos mi karim pikinini long Australia?

- I save gat sampela rul long visa ananit long PALM wok bai yu mas bihainim.
- Yu bai i no bagarapim visa bilong yu sapos taim bilong visa i stap gut (taim bilong en i no pinis) na yu stap wok ananit long PALM wok.
- Bai yu mas tokim ol Department long Home Affairs hariap sapos yu karim pikinini pinis bai ol inap halpim long stretim visa bilong pikinini.

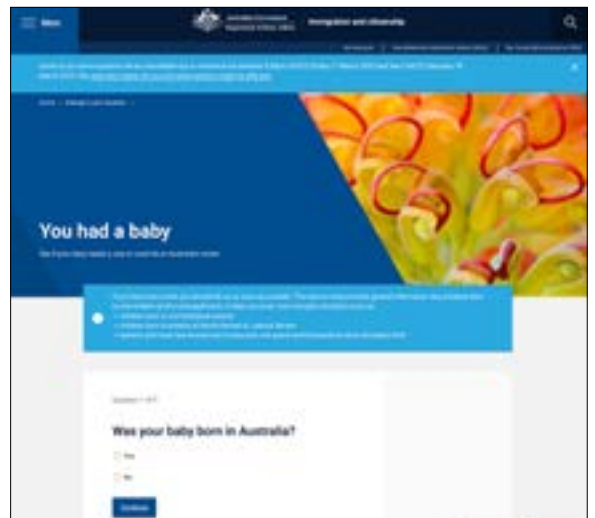


## Wanem visa bai pikinini bilong mi nidim long Australia?

Sapos pkinini yu karim long Australia:

- Wanpela pikinini yu karim long Australia i no save kisim citizenship long Australia, inap papa o mama em citizen long Australia o permanent resident long taim em born.
- Sapos pikinini em born long Australia tasol papa o mama em i no citizen o permanent resident, pikinini bilong yu bai gat wanem kain visa yutupela i gat long dispela taim em born long Australia.
- Bai yu mas toksave long Department bilong Home Affairs long nupela pikinini hariap (tu sapos yutupela i nogat passport yet) olsem bai ol inap halpim yu long stretim visa bilong pikinini. Pikinini bai inap ol putim long visa bilong yu gat pinis o sapos yu wetim visa yet.
- Sapos pikinini bilong yu i nogat wanpela passport yet, bai yu inap soim ol bihain. Tasol yu mas stretim hariap tasol.

Long kisim moa toksave long Department long Home Affairs na sekim visa bilong pikinini bai yu go long website bilong Department na lukim long [You had a baby \(homeaffairs.gov.au\)](http://homeaffairs.gov.au)



## Wanem gen bai mi mas tingim?



### Insurans long health:

Sapos pikinini i no wanpela citizen long Australia o permanent resident, em i mas gat health insurance taim em stap long Australia.

Sapos yu stap long Australia ananit long PALM, askim kampani yu wok long en long bungim pikinini wantaim yu long health insurance bilong yu, na bai yu baim dispela. Bai yu toktok long husat yu kisim insurance long en long save long dispela na haumas bai baim.



### Stretim ol pepa:

Long kisim birth certificate long pokinini inap olsem sampela wik na yu mas stap tasol long wanem hap bai ol i salim certificate i kam long yu long pos ofis. Toktok wantaim kampani, haus-sik na ol lain long sonsulate long painim aut long kisim ol pepa bilong pikinini na bai baim haumas tru.

Bai yu mas askim long kisim birth certificate na ol pepa long travel olsem passport long pikini long go bek long ples bilong yu.



### Haus-slip:

Bai yu mas tingim sapos yu bai kisim narapela haus o sampela kain childcare long taim bai yu stap long Australia. Dispela em nogut bai yu hat long painim long sampela hap long bus o longwe ples long Australia, na bai yu mas baim tu, olsem na yu mas tingting gut long stretim ol dispela. Kampani yu wok long en nogut bai inap halpim yu long wokim dispela.



### Long go bek long ples:

Sapos yu laik go bek long ples bilong yu wantaim pikinini bilong yu bai yu mas toksave long CLO/LSU bilong yu bai ol inap toksave long yu long ol lo na halpim yu long samting bai yu mas kisim.



### Planim moni bilong yu:

Sapos yu laik kisim sampela unpaid parental leave, bai yu stap sampela taim bai nogat pe – yu na man o meri bilong yu bai mas gat inap moni long sapotim yu na pikinini inap taim bai yu go bek long wok. Bai yu mas tingim bai dispela moni bai inap long pe bilong yu ol bai rausim na bai yu inap long baim insurance na haus-slip taim yu no wok. Na tu nogut bai yu tingim wanem bai yu stap olsem wanem nau long plan bilong yu wantaim moni bilong yu nau sindaun bilong yu i senis pinis. Sapos bihain yu laik go bek long ples bilong yu wantaim nupela pikinini, bai yu mas tingim bai yu baim moa long balus na haus-slip long taim yu go bek. Long Australia, yutupela papamama wantaim i mas baim ol samting pikinini bai nidim.



### Domestic na bagarap long femili, helt long sex, tok-orait na stap gutpela wantaim man o meri bilong yu:

Sapos yu tingim olsem yu stap nogut wantaim man o meri bilong yu, o yu save sampela lain l stap olsem, em bikpela samting bai yu mas painim halpim hariap. Lainim moa long domestic na femili bagarap [long hia](#).

Sapos yu save kisim sex, em bikpela samting bai yu mas go lukim dokta klostu liklik long sekim yu. Gutpela we long daunim bau yu inap kisim wanpela sik long sex (STI) o kisim wanpela pikinini em long bihainim "sef sex". Lainim moa long helt long sex [long hia](#).

Tingim, long Australia em yu brukim lo long kisim sex wantaim narapela manmeri, olsem tasol yu kaikai maus o holim pas em, sapos ol i no tokorait long dispela o ol no inap long tokorait. Em ol i kolim sexual assault na em brukim lo. Lainim moa long sex na tokorait long en [long hia](#).



## We bai mi kaisim helpim o toktok long husat?

Sapos wanpela i paitim yu long kisim sex na yu laik mekim complaint, bai yu mas toktok long ol polis hariap tasol. Sapos yu no stap sef o em emergency ringim 000. Yu inap kisim halpim tu long sex assault sapot sevis, olsem ringim 1800RESPECT o namba 1800 737 732.

## Inap wanpela wokmanmeri long PALM i halpim mi?

Long stap gutpela long narapela kantri inap hat liklik tasol sampela sapot na samting long halpim yu i stap. Sapos yu gat sampela askim long sindaun gutpela long Australia, bai yu inap askim kampani yu wok long en. Sapos ol i no save, ol inap toksave long husat tru bai yu toktok long ol, olsem sampela PALM wok halpim olsem:



### Country liaison officer (CLO) o ol labour attaché

Yu inap painim ol CLO fone namba long PALM website long (<https://www.palmscheme.gov.au/contact>).



### PALM sapot sevis lain long (1800 51 51 31), o email ([palm@dewr.gov.au](mailto:palm@dewr.gov.au))

Lukim dispela sapot sevis lain na email inbox ol save sekim long 8:30 am inap 6:30 pm AEST – ol fone call long behind taim i mas long bikpela birua tasol.











# Olsem wanem bai mi kisim moa toksave na professional halpim long yu yet?

Sapos yu o narapela yu save long en i laik save moa long karim pikinini na lukautim em long Australia, yu inap long askim long ol dispela lain ananit hia. Ol dispela lain inap helpim yu o toksave long painim wanem sevis tru bai stret long helpim yu na yu inap askim ol.

## NAMBAWAN ASKIM NA SAPORT SEVIS LONG AUSTRALIA

SEVIS	EM MEKIN WANEM?	CONTACT INFORMATION
Health Direct	Nambawan we long painim wanpela dokta klostu long yu em long go long Health Direct website. Yu inap yusim dispela sevis finder long lukluk long helpim klostu long yu –select 'GP –General Practice' ananit long sevis na putim postcode bilong yu long painim wanem dokta klostu long yu, o lukim long 'pregnancy' ananit long health topic A – Z tab.	<p>Ringim: 1800 022 222 long olgeta hap 24 haua/7 de</p> <p><a href="https://www.healthdirect.gov.au/australian-health-services">www. healthdirect.gov.au/australian-health-services</a></p> <p><a href="https://www.healthdirect.gov.au/pregnancy">www. healthdirect.gov.au/pregnancy</a></p>

NAMBawan ASKIM NA SAPORT SEVIS LONG AUSTRALIA		
SEVIS	EM MEKIN WANEM?	CONTACT INFORMATION
<p><b>Gat bel, birth na pikinini</b></p>	<p>Gutpela website long meri gat bel na karim pikinini, sapot long ol papamama long gat bel inap long pikinini go long skul. Toktok wantaim health nurse i save lukautim mama na pikinini long em bai halpim yu. Painimaut moa long taim gat bel, karim pikinini, kamap papamama na kamapim gut pikinini.</p>	<p> Fone: 1800 882 436   Web: <a href="https://www.pregnancybirthbaby.org.au/">https://www.pregnancybirthbaby.org.au/</a>                      Pregnancy care on a visa</p>
<p><b>Family Planning Alliance Australia</b></p>	<p>Family Planning Alliance em nambawan lain long Australia long health bilong meri long karim pikinini na health long sex. Ol i save halpim long health long ol meri long gutpela policy na tokaut long dispela.</p> <p>Sapos yu laik go long wanpela family planning clinic o askim long save long dispela, go long sevis page long painim wanem family planning lain long ples bilong yu, o askim long ol dispela lain long stet bilong yu.</p> <p>Lukim long Family Planning Australia website long:  <a href="https://www.familyplanningallianceaustralia.org.au/services/">https://www.familyplanningallianceaustralia.org.au/services/</a></p>	<p>State and territory family panning associations:</p> <p><b>ACT - Sexual Health and Family Planning ACT</b>   Fone: 02 6247 3077   Web: <a href="https://www.shfpact.org.au/">https://www.shfpact.org.au/</a></p> <p><b>NSW – Family Planning NSW</b>   Fone: 1300 658 886   Web: <a href="https://www.fpnsw.org.au/">https://www.fpnsw.org.au/</a></p> <p><b>NT – Family Planning Welfare Association of NT Inc.</b>   Fone: (08) 8948 0144   Web: <a href="http://www.fpwnt.com.au/">http://www.fpwnt.com.au/</a></p> <p><b>QLD - True: Relationships and Reproductive Health</b>   Fone: (07) 3250 0200   Web: <a href="https://www.true.org.au/">https://www.true.org.au/</a></p> <p><b>SA – Shine SA</b>   Fone: 1300 883 793   Website: <a href="https://shinesa.org.au/">https://shinesa.org.au/</a></p> <p><b>TAS – Family Planning Tasmania</b>   Fone: (03) 6273 9117   Web: <a href="https://fpt.org.au/">https://fpt.org.au/</a></p> <p><b>VIC – Family Planning Victoria</b>   Fone: 03 9257 0100   Web: <a href="https://shvic.org.au/">https://shvic.org.au/</a></p> <p><b>WA - Sexual Health Quarters Western Australia</b>   Fone: (08) 9227 6177   Web: <a href="https://shq.org.au/">https://shq.org.au/</a></p>

**NAMBAWAN ASKIM NA SAPORT SEVIS LONG AUSTRALIA**

SEVIS	EM MEKIN WANEM?	CONTACT INFORMATION
<p><b>Australian Government Department of Home Affairs – Immigration na Citizenship</b></p>	<p>Sapos yu karim pikinini pinis o bai karim long Australia yu mas toksave long Department long Home Affairs long wanem visa bilong yu nogut bai senis.</p> <p>Toksave stap long Home Affairs website 'change in situation – had a baby' bai givim yu toksave olsem bai yu tokim department long dispela senis long laip bilong yu na halpim ol long stretim visa bilong yu.</p>	<p> Go long website:  <a href="https://immi.homeaffairs.gov.au/change-in-situation/had-a-baby">https://immi.homeaffairs.gov.au/change-in-situation/had-a-baby</a></p>
<p><b>Ombudsman</b></p>	<p>Dispela Fair Work Ombudsman i save lukautim ol lo long wokples long Australia, na ol toksave long ol rait na responsibility long ples bilong wok. Dispela Fair Work Act <b>2009</b> i save stopim ol kampani long wokim action nogut long ol wokmanmeri o wanpela laik kamap wokmanmeri long bagarapim ol.</p>	<p> Lukim long website, <a href="http://www.fairwork.gov.au">www.fairwork.gov.au</a>, long kisim moa toksave long dispela:  <a href="#">Workplace Discrimination - Fair Work Ombudsman</a>  <a href="#">Protection long discrimination long ples ni-long wok - Fair Work Ombudsman</a>  <a href="#">Ol entitlement long wokmeri i gat bel - Fair Work Ombudsman</a>  <a href="#">Askim long leave bilong ol papamama - Fair Work Ombudsman</a>  <a href="#">Kisim leave bilong papamama - Fair Work Ombudsman</a>  <a href="#">Stat wok gen bihain long leave bilong papa-mama - Fair Work Ombudsman</a></p>
<p><b>Sapotin ol papamama Australian Human Rights Commission</b></p>	<p>Dispela toksave bai halpim ol wokmanmeri long:</p> <ul style="list-style-type: none"> <li>• save long ol lo long mama gat bel, malolo long wok na stat wok gen</li> <li>• tok gut wantaim kampani ol i wok long en long ol rait bilong ol</li> </ul>	<p> Lukim long website, <a href="http://www.supportingworkingparents.humanrights.gov.au">www.supportingworkingparents.humanrights.gov.au</a>, long kisim moa toksave long dispela:  <a href="#">Papamama i wok: Quick Guide to Your Rights</a>  <a href="#">Sapot long ol papamama i wok – toksave long ol wokmanmeri</a>  <a href="#">Sapot long ol papamama i wok – save long lo</a>  <a href="#">Sapot long ol papamama i wok–wok long taim yu gat bel</a>  <a href="#">Sapot long ol papamama i wok–wokmanmeri na holide pe</a>  <a href="#">Sapot long ol papamama i wok – stat wok gen bihain long leave</a>  <a href="#">Sapot long ol papamama i wok – statim na pinisim wok</a></p>

Mipela ol PALM scheme i bin careful tru long rediim dispela ol toksave, tasol mipela bai i no inap kisim responsibility, wantaim ol wokmanmeri, volunteer o partner long mipela, long wanem ol asua, lusim aut amting, samting i no stret long ol information long dispela factsheet. Information long dispela gactsheet mipela i wokim long givim general information tasol. Em i no bilong kisim ples bilong legal o narapela professional advice. I nogat responsibility bai PALM o ol partner bilong em bai kisim long wanem kain samting bai kamap long husat i save yusim ol information i stap long dispela factsheet.

