

Shot-tem kesusāl karamchari hoe ke ek shift kām mis kara

Āp āj 8-ghaṇṭa ke shift ke kām nai kar paega kahes ki āp deri me soe ke utha he. Bhale āp shift me kām nai kar paega, fir bhi u āp ke 120 mimnimam ghaṇṭa me gina jai **kahes ki āp ek kesusāl karamchāri he aur kāmwalā āp ke shift dis raha**. Āp ke top ap paemant nai mili.

120 ghaṇṭa me se 8 ghaṇṭa nikalo = 112 ghaṇṭa

Agar āp bacha ke 112 ghaṇṭa kām karega i hapta, to āp ke khali 112 ghaṇṭa ke talab mili, 120 ke nai.



$$\begin{array}{r} 120 - 8 \text{ Ghaṇṭa} \\ \hline = 112 \text{ Ghaṇṭa} \end{array}$$

Fir bhi gina jae he



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4 hapta ke kām ke bich me kām suru kara

Agar āp bos ke de wala talab ke taem ke bich me kām suru kara (2 hapta pe 4 hapta ke kām ke taem me), tab āp ke bos āp ke 120 ghanṭa ke ādha ṭaem ke dai jon 60 he, u 2 hapta ke jon u talab ke ṭaem ke samae bacha he.

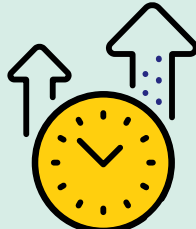
1 HAPTA – 0 GHANṬĀ

2 HAPTA – 0 GHANṬĀ

3 HAPTA – (ĀP SURU KARA) 25 GHANṬĀ

4 HAPTA – 35 GHANṬĀ

Āp 60 ghanṭa kām kara. Āp ke bos jarurat ke pura kar lis he jab āp talab ke taem ke bich me kām suru kara he.



**JARURAT PURA
HOE GE**



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Minimam talab jon ghare le ke jāega

Ap ke bos sab țekz aur kațaoti ke kāt ke kamti se kamti \$200 mango har hapta do.

Taibal 1 - minimam talab jon ghare le ke jāega

Hapta	Tekz kātē ke bād me hapta ke talab	Kațaoti	Talab jon ghare le ke jāega	Sahi/galat
1	\$700	\$350	\$350	✓
2	\$500	\$350	\$150	X
3	\$800	\$350 + \$50 dui hapta ke = \$400	\$400	✓

Dusra hapta me āp khali tekz kātē ke bād me \$500 banāya. Ap ke paeslip me \$300 se jada kațaoti nai sake rahe, kahe ki āp ke talab \$200 se kamti hoe jai.

Agar āp ke bos \$350 kātī țekz ke bād me to āp ke pās khali **\$150** bachi. I alāuđ nai he. Ap ke bos khali **\$300** kātī.

Bacha la **\$50** sake dusra hapta me kātē (ya dher hapta me thoṛa thoṛa jaise āp aur āp ke bos me bāt chit bhae hoi), **jab tak ki āp ke har hapta ghare lae jae la talab \$200 se kamti nai rahe.**



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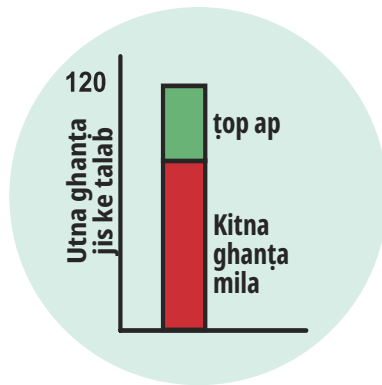
Kaise āp ke bos kamti ghanṭa ke kām se samjhaota kare he

Agar āp ke main kām dhire hoe jae he, to āp ke bos āp ke dusra kām **dai** jis se āp apan chār hapta ke minimam 120 ghanṭa ke pura sako kare. Agar āp ke bos āp ke chār hapta me 120 ghanṭa ke kām nai **dis** he, āp ke ṭop ap paemanṭ mili aur āp ke 120 ghanṭa ke talab mili.

Taibal 2 - ṭop ap paemanṭ kamti ghanṭa ke kām ke

Chār hapta me kitna ghanṭa mila	Chār hapta me kitna ghanṭa kām kara	Kitna ghanṭa ke āp ke ṭop ap paemanṭ mili	Sab ghanṭa jis ke paisa mili
120	120	0	120
100	100	20	120
120	110	0	110

Kām de la age chal ke ṭop ap paemanṭ nai sake kāṭe.



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Kab kab āp ke bos āp ke kām mango do?

Mausam aur bisnas ke utār chārao uske faisla le me maddat kare he:

- Kitna din āp kām karo
- Kitna ghanṭa jarurat he āp ke kām hoe me
- Hapta ke kon kon din āp kām karega.

Ap ke sāit hapta ke sab din kām nai mili. I thik he agar ap ke bos 4 hapta me itna kām de ki āp 120 ghanṭa pura kar lo.

Koi koi hapta āp sāit jada kām karega aur koi koi hapta kamti. I thik he.

Taibal 3 – kām ke ghanṭa ke udhāran jis se mimimam ghanṭa pura hoe he

Hapta	Kon kon din kām mila	Ek din me kitna ghanṭa mila	Ek hapta me kitna ghanṭa mila
1	Sammār Manggar Suk	10	3x10 = 30
2	Bif Suk	12	2x12 = 24
3	Sammār Manggar Budh	12	3x12 = 36
4	Budh Bif Suk Sanichar	8	4x8 = 32
Kita ghanṭa joṛ ke mila			122

30 ghanṭa + 24 ghanṭa + 36 ghanṭa + 32 ghanṭa = 122 ghanṭa.
Ap ke bos 120 mimimam ghanṭa ke pura kar lis he.



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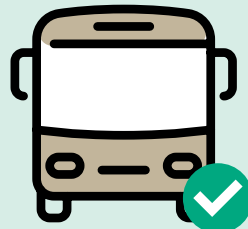
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Ek hapta me 20 ghanṭa se kamti kām mile

Āp ke bōs āp ke i hapta 19 ghanṭa ke kām **dīs** he. Kahes ki āp ke bōs āp ke 20 ghanṭa se kamti kām **dīs** he, āp ke apan bhaṛa aur rahe la jagha ke kharcha apne bhare ke paḍi. Ulon i kharcha bād me kaṭe nai sake he.



Important notice for PALM scheme employers **PALM skim bōs long ke khatin jarūri nōtis**

When offering less than 20 hours per week to PALM scheme workers, you must comply with the PALM scheme Approved Employer Guidelines (www.palmscheme.gov.au/resources/palm-scheme-approved-employer-guidelines).

Under section 3.7.10. - Limits on Deductions, the following conditions applies:

For any week in which You offer less than 20 hours of work You must cover the cost of the Worker's accommodation and transport for that week (debt cannot be accrued).

For further details, refer to section 5.3 of the PALM scheme Approved Employer Guidelines.



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Keshual karamchāri lon aur pablik chuṭṭi lon

Ek pablik chuṭṭi he. Āp ke bōs āp ke che ghanṭa ke shift kām **de he**. Agar āp mangta he i che ghanṭa shift la kām kare **kahes ki āp ke bōs āp ke i shift dīs he** to i āp ke jon 120 minimam ghanṭa ke kām he usme jōḍae jai.

Iske matlab he ki āp ke aur jada paisa nai mili agar ulon āp ke aur 114 ghanṭa ke kām dai khali.

120 ghanṭa me se che ghanṭa nikālo = 114 ghanṭa hoe. Āp ke talab khali 114 ghanṭa ke mili, 120 ghanṭa ke nai.



120 - 6 ghanṭa
= 114 ghanṭa



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