

休假與休息

僱員休假和請假的原因有很多，包括：

- [外出度假（年假）](#)
- [生病或必須照顧護理生病的家人（病假和護理假 \(\[www.fairwork.gov.au/language-help/traditional-chinese/holidays-and-taking-time-off-work/sick-and-carers-leave\]\(http://www.fairwork.gov.au/language-help/traditional-chinese/holidays-and-taking-time-off-work/sick-and-carers-leave\)\)）](#)
- [適逢法定公共假日 \(\[www.fairwork.gov.au/language-help/traditional-chinese/holidays-and-taking-time-off-work/public-holidays\]\(http://www.fairwork.gov.au/language-help/traditional-chinese/holidays-and-taking-time-off-work/public-holidays\)\)](#)
- [有新生嬰兒或收養兒童（\[www.fairwork.gov.au/language-help/traditional-chinese/parental-leave\]\(http://www.fairwork.gov.au/language-help/traditional-chinese/parental-leave\)）育嬰假 \(\[www.fairwork.gov.au/language-help/traditional-chinese/holidays-and-taking-time-off-work/parental-leave\]\(http://www.fairwork.gov.au/language-help/traditional-chinese/holidays-and-taking-time-off-work/parental-leave\)\)）](#)。

除非你是臨時員工（casual），否則所有僱員都有權享受帶薪年假、病假和護理假。

僱員休假期間，僱主必須依照最低工資標準支付薪資（不含加班、節假日補薪、津貼或獎金）。

假期薪資

假期薪資，又稱帶薪年假（annual leave），讓僱員能夠在休假不工作期間也有收入。

觀看短視頻：年假

講普通話或國語的人士：可播放配有您的語言的視頻。 (<https://youtu.be/liOvPhzLf4Q>)

僱員可享受多少假期？

全職和兼職僱員每年有四週年假。部份僱員會收到額外的工資，稱為年假補薪（annual leave loading）。

臨時僱員（casual）雖然沒有帶薪假期，但是可以向僱主要求無薪年假。

何時可以休假？

僱員從第一天工作起便開始積累年假。僱員可以：

- 在開始工作後首12個月內的任何時候休年假

- 任意選擇休假時長，一整天或數小時都可以。

僱主與僱員必須就何時休假達成一致協議。除非有合理的原因，否則僱主不能拒絕僱員休年假的請求。

僱主在有些情況下可以要求僱員休年假。

終止僱傭關係

僱傭關係終止時，僱員已經積累但尚未使用的年假必須作結算支付。

支付的金額需要包含年假補薪（annual leave loading），就如僱員在受僱期間休假可以得到補薪一樣。

下一步做甚麼？

- 計算年假、病假或護理假薪資可使用我們的休假薪資計算器（[Leave Calculator \(https://calculate.fairwork.gov.au/Leave\)](https://calculate.fairwork.gov.au/Leave)）。

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Contact us

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Fair Work Infoline: 13 13 94

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Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

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