



Te au tika'anga anoano'ia no runga i te 'anga'anga, e te au 'irinaki'anga

Te au tika'anga anoano'ia no runga i te 'anga'anga, e te au 'irinaki'anga

Ka tau no te au mea ravarāi, māri ra, ko teia. Tei roto i teia tātā'anga, te upoko tuatua no teta'ī au, minimum rights, e te responsibilities, tei raro ake i te ture, no te 'anga'anga, no te au 'ona-'anga'anga, e te aronga 'anga'anga, mei te rā 27 o Tiurai, i te mata'iti 2020. Kare te Hīkina Whakatutuki, e 'āriki i te 'apa, me tupu teta'ī manamanatā, no runga i te 'akakitekite'anga no roto i teia tātā'anga, me kore ra, no teta'ī tārevakē, me kore ra, au mea tei 'akaruke'ia ki va'ō.

Te au tika'anga anoano'ia no runga i te 'anga'anga, e te au 'irinaki'anga

Tei roto i teia arataki'anga, te upoko tuatua no teta'ī au, tika'anga anoano'ia no runga i te 'anga'anga, e te au 'irinaki'anga,

tei raro ake i te ture, no te 'anga'anga, no te au 'ona-'anga'anga, e te aronga 'anga'anga. Kare e tau kia patī'ia te aronga 'anga'anga, kia 'akatika ki te au mea, tei 'aka'aka ake, i to ratou minimum rights.

Te au koreromotu-'anga'anga no runga i te 'anga'anga-moni (au 'akatika'anga)

Kia tū te aronga 'anga'anga-moni tātakitā'ī, i teta'ī tātā'anga, no runga i te 'akatika'anga-'anga'anga. Ka riro ei collective agreement (i rotopu i te aronga 'anga'anga, te au 'ona'anga'anga, e te au unions)

me kore ra, teta'ī 'akatika'anga anake (i rotopu i teta'ī 'ona-'anga'anga, e te tangata 'anga'anga).

E au mea teta'ī kia tāru'ia ki roto i te au 'akatika'anga-'anga'anga, i raro ake i te ture. 'Ākara'ia te, www.employment.govt.nz no te tātā'anga 'akatika'anga-'anga'angama te kimi atu i te "Employment Agreement Builder".

Kia tāru'ia ki roto i teta'ī 'akatika'anga-'anga'angaanake:

- te au ingoa o te 'ona-'anga'anga, e te tangata 'anga'anga
- teta'ī 'akamārama'anga no runga i te 'anga'anga te ka rave'ia, te ngā'ī ka rave'ia te 'anga'anga, te ora tei 'akatika'ia, me kore ra, teta'ī tāmanako'anga no runga i te ora, ta te tangata 'anga'anga ka 'anga'anga
- te tutaki i te 'epetoma, me kore ra, te tutaki i te mata'iti, e te rāvenga tutaki'anga
- 'akamārama'anga māmā, no runga i te 'akatanotano'anga i te au manamanatā i roto i te au piri'anga 'anga'anga, pērā katoa te arataki'anga no runga i te au mea taukore, kia 'ākara'ia i roto i te 90 rā.
- te kōrero motu e, ka tutaki'ia te tangata 'anga'anga (te turanga meangiti rava atu) e tā'i- e-te-'āpa-taime, me 'anga'anga i teta'ī rā 'ōrotē.
- no te aronga 'anga'anga tau, teta'ī rāvenga no te pāruru i te 'anga'anga, me 'oko'ia te pītiniti a te 'ona-'anga'anga, me kore ra, me neke'ia, me kore ra, me tukuna'ia te contract 'anga'anga, a te tangata 'anga'anga ki teta'ī atu i va'ō
- teta'ī atu au mea tei 'akatika'ia, mei te au trial periods, probationary arrangements, me kore ra, te au rāvenga e vai nei



- te turanga o te ‘anga’anga, me kua ‘akatinamou’ia te ‘anga’anga no teta’i fixed-term.

E rāvenga tutaki-kore, te Employment Agreement Builder, i te tauturu i te ‘anga i te au contracts anake no te au pītiniti, e te aronga ‘anga’anga tātakita’i. E au tāmanako’anga ta ratou, no runga i te au mea tau, kia tāru’ia ki roto i teta’i ‘akatika’anga — e te au mea KARE e tau, kia tāru’ia ki roto. Tei roto i teia, te au mea kia rave koe, i raro ake i te ture, e kua ‘akapapa katoa ia, te au tārevakē putuputu, e te rāvenga no te kape atu i te reira.

Kia ‘akapapa’ia i te au taime ravarāi, te tika’anga anoano’ia no runga i te ‘anga’anga, noātu e kare i tāru’ia ki roto i teta’i ‘akatika’anga-‘anga’anga, me kore ra, me te kōrero motu ra te ‘akatika’anga, i teta’i mea tei raro ake i teta’i tika’anga anoano’ia.

I te tuātau ‘akatanotano’anga i ta ratou ‘akatika’anga-‘anga’anga tātakita’i (IEAs), ka rauka i te aronga ‘anga’anga, i te pati ‘arataki’anga kē atu (teia te ‘ākara’anga, mei ko i te au ta’okota’i’anga’ākono i te tika’anga o te aronga ‘anga’anga, aronga turu, au rōia, ‘ai taeake, me kore ra, te kōpu tangata).

Kia ‘akatika te ‘ona-‘anga’anga, e te aronga ‘anga’anga, ki teta’i ua atu tau’anga, i roto i te employment conditions. Kare e rauka i te ‘ona-‘anga’anga i te tauī, i te au papa-ture e te au ‘irinaki’angame kare a te tangata ‘anga’anga, tātā’anga ‘akatika.

No teta’i atu ‘akakitekite’anga, ‘ākara’ia te, www.employment.govt.nz ma te kimi atu i te “employment agreements”.

Te tika’anga i te ‘anga’anga ki roto i Aotearoa

Kia ‘akapāpū meitaki te au ‘ona-‘anga’anga e, e tika’anga i raro ake i te ture, to teta’i ua atu ka tā’anga’anga ratou, kia ‘anga’anga ki roto i Aotearoa.

E rāvenga ta te Immigration New Zealand’s VisaView, no te au ‘ona-‘anga’anga, i te ‘akapāpū i te turanga no runga i to teta’i tangata ‘anga’anga tika’anga kia ‘anga’anga. ‘Ākara’ia te www.immigration.govt.nz ma te kimi atu i te “VisaView”.

Te tutaki meangiti rava atu ka ‘akatika’ia

Tei raro ake te aronga ‘anga’anga pouroa i teau Tutaki’anga anoano’ia, noātu e te ‘anga’anga ra i te au taime ravarāi, te ‘anga’anga ra i teta’i tu’anga ua o te ‘epetoma, te ‘anga’anga ra no teta’i tuātau tei ‘akatinamou’ia, te ‘anga’anga ra i teta’i ua taime, me kore ra, te ‘anga’anga ra mei te kainga, me kore ra, te tutaki’ia ra (te katoa’anga, me kore ra, teta’i tu’anga) na roto i te commission me kore ra, piece rates. Kia tutaki’ia te aronga ‘anga’anga e 16 mata’iti e tere atu, i te tutaki’anga anoano’ia no te aronga mama’ata, māri ra, me e aronga koi ‘akamata ua ake nei i te ‘anga’anga, me kore ra, e tangata te terēni’ia nei.

Kia ‘akatika te au ‘ona-‘anga’anga, e te aronga ‘anga’anga, ki teta’i ua atu tutaki, māri ra, kia kore e topa ki raro ake, i te te tutaki’anga anoano’ia, e vai nei.

E ‘ākara meitaki’ia ana tetutaki’anga anoano’ia, i te au mata’iti tātakita’i, e tei runga te tutaki’anga e vai nei, i te www.employment.govt.nz/minimum-wage.

Kia tutaki’ia te aronga ‘anga’anga pouroa e terēni nei, me kore ra, e ‘aka’aere nei, i teta’i atu aronga ‘anga’anga ki te, i te tutaki’anga anoano’ia no te aronga mama’ata.



Kia tutaki'ia te aronga koi 'akamata ake nei i te 'anga'anga ki tetutaki'anga anoano'ia no te 'akamata'anga 'anga'anga, e te taronga e terēni'ia nei e 20 mata'iti e tere atu, ki te tutaki'anga anoano'ia no te aronga e terēni'ia nei.

Ka tau tetutaki anoano'ia no te 'akamata'anga:

- No te aronga 'anga'anga e 16 e te 17 mata'iti, kare i 'akaoti ake i te ono marama i te 'anga'anga ki ko i te 'ona-'anga'anga o teia 'ati'anga.
- No te aronga 'anga'anga e 18 e te 19 mata'iti, kua tutaki'ia ana ki teta'i moni-tomāti, no teta'i ono marama, me kore ra, kua tere atu, e kare i 'akaoti ake i teta'i 'anga'anga no teta'i ono marama, ki ko i teta'i ua atu 'ona-'anga'anga, mei te 'akamata'anga, i te ko'i i te moni-tomāti. Me oti ana ia ratou teta'i ono marama i te 'anga'anga'anga na teta'i 'ona-'anga'anga anake, kare ratou i reira i te tangata 'anga'anga 'akamata, e kia tutaki'ia ratou ki te tutaki anoano'ia no te aronga mama'ata.
- No te aronga 'anga'anga e 16 ki te 19 mata'iti e inangaro'ia ra, kia rave i te terēni'anga no te industry, no teta'i 40 credits i te mata'iti, kia rauka te pēpa no te 'anga'anga tau ki ta ratou 'akatika'anga-'anga'anga.

Kare e tutaki anoano'ia no te aronga tei raro ake i te 16 mata'iti, māri ra, ka āru'ia te katoa'anga o teta'i atu autika'anga 'anga'anga, e te au irinaki'anga. Me 'uri ana teta'i ki te 16 mata'iti, e kua 'anga'anga ana na teta'i 'ona-'anga'anga anake, no teta'i ono marama, e tika'anga to ratou ki te tutaki anoano'ia no te aronga mama'ata.

Ka tau te tutaki anoano'ia no te terēni'anga ki tearonga 'anga'anga e terēni'ia ra, e:

- 20 mata'iti, e tere atu, e ka
- inangaro'ia i raro ake i te 'akatika'anga-'anga'anga, kia rave i teta'i 60 credits i te

mata'iti, ki roto i teta'i porokarāmu terēni'anga no te industry, kia rauka te pēpa no te 'anga'anga tei tau ki ta ratou 'akatika'anga-'anga'anga

Te tutaki'anga

Kia tutaki te au 'ona-'anga'anga i ta ratou aronga 'anga'anga ki te moni tei 'akatika'ia (māri ua to te Kavamani, e te au konitara). No te rāvenga tutaki'anga kē atu (teia te 'ākara'anga, direct credit), kia tāru te 'ona-'anga'anga ki roto i te 'akatika'anga-'anga'anga tei tātā'ia, a te aronga 'anga'anga.

Kia tutaki'ia te aronga 'anga'anga no te katoa'anga i te ora tei 'anga'anga ratou, pērā katoa, te au 'oro'oro'anga, i te 'akamata'anga i te 'anga'anga, me kore ra, te 'akaoti'anga i te 'anga'anga, teia te 'ākara'anga, kia tutaki'ia te tiaki-toa no te 'akatu'era'anga, e te tāpiri'anga i teta'i toa.

Kare te 'ona-'anga'anga e 'akatika'ia i te kiriti i teta'i moni, tei va'o ake i ta te ture 'akatika'anga (teia te 'ākara'anga, tero, kao'u moni taura e te ACC), māri 'ua, me kua tātā te tangata 'anga'anga, i te tika'anga.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Types of pay".

Kia mako meitaki te au rekōti a te au 'ona-'anga'anga

Kia mako meitaki te au rekōti a te au 'ona-'anga'anga, no runga i te ora tei 'anga'anga'ia e te tangata 'anga'anga, te au tutaki'anga, te au 'ōrotē, e te no'o'anga ki te kainga tei 'akatika'ia, e te au 'irinaki'anga.

Kia 'ākono ratou i teta'i kapi o te 'akatika'anga 'anga'angatei tāina'ia, me kore ra, te au papa-ture,



e te au 'irinaki'anga no teia 'ati'anga, tei tāina'ia, ma te 'ōronga atu i teta'i kapi, me patī'ia, ki te tangata 'anga'anga.

Kia 'ākono katoa ratou i teta'i au kapi tei tātā'ia, no te:

- au 'akatika'anga no runga i te neke'anga i te 'ōrote, me kore ra,
- au 'akatika'anga no runga i te tutaki'anga i te moni 'ōrotē, me kore ra,
- au patī'anga no runga i te neke'anga i te 'ōrote, me kore ra,
- au patī'anga tutaki'anga moni 'ōrotē, kare te 'ona-'anga'anga i 'akatika ana, me kore ra,
- patī'anga i te kiriti moni mei roto i te moni tutaki.

No te 'o'onu'anga i te au 'ākakitekite'anga kia rekōti'ia, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Keeping records".

'Akangāro'i'anga, e te au tuātau kaikai

E tika'anga to te aronga 'anga'anga i teta'i 'akapapa'anga 'akangāro'i, e te au tuātau kaikai. Tei runga ua i te ora tei 'anga'anga'ia, te ma'ata, e te roa, o teia au 'akangāro'i'anga, teia te 'ākara'anga:

- kia taeria ki te rua 'akangāro'i'anga tei tutaki'ia, no teta'i 10 miniti, e teta'i 30 miniti 'okota'i, kare e tutaki'ia, no te kaikai, i roto i teta'i rā 'anga'anga no te varu ora.
- kia taeria ki te ta'i 'akangāro'i'anga tei tutaki'ia, no teta'i 10 miniti, e teta'i 30 miniti 'okota'i, kare e tutaki'ia, no te kaikai, i roto i teta'i rā 'anga'anga no te ono ora.

No te 'akangāro'i, inu vai/kapu ti, e teta'i atu manatā kopapa, te tuātau 'akangāro'i'anga. E mea pu'apinga te au tuātau 'akangāro'i'anga i roto i te au ngā'i 'anga'anga, no te mea, e tauturu ana teia i

te aronga 'anga'anga, kia 'anga'anga ponuiā'au, e te pu'apinga.

Kia 'akatika te 'ona-'anga'anga, e te tangata 'anga'anga i te tuātau 'akangāro'i'anga o te aronga 'anga'anga, i roto i ta ratou'akatika'anga-'anga'anga. Me kare ratou e 'akatika, ka inangaro te ture kia rave'ia te au 'akangāro'i'anga i roto i te au taime tei 'akatinamou'ia i roto i te Employment Relations Act 2000, me te tau ra, e ka rauka.

Kia 'ōronga katoa te 'ona-'anga'anga i teta'i au 'akangāro'i'anga kē atu, e te ngā'i no te aronga 'anga'anga i te 'āngai pēpē ki te ū o te māmā, me kore ra te pātē i tōna ū, me te tau ra, e ka rauka. Kare te 'ona-'anga'anga e anoano'ia kia tutaki i te tangata 'anga'anga no teia au 'akangāro'i'anga, māri ua, me ka inangaro ratou.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Rest and meal breaks".

Te tātā'anga no runga i te no'o'anga te'ate'amamao no te 'anga'anga

Kare teta'itātā'anga no runga i te no'o'anga te'ate'amamao no te 'anga'anga, e 'akatika'ia ki roto i teta'i 'akatika'anga-'anga'anga (mei te mea e, ka rauka te 'anga'anga, me ka rauka i te 'ona-'anga'anga, i te 'ōronga 'anga'anga ki te tangata 'anga'anga, e ka inangaro'ia ratou kia 'āriki, i teta'i ua atu 'anga'anga ka 'ōronga atu te 'ona-'anga'anga) māri ua:

- me te 'akatinamou ra te'akatika'anga 'anga'anga, i te ora 'anga'anga tei 'akatika'ia, pērā katoa te au ora 'anga'anga tei 'akatinamou'ia i roto i taua au ora tei 'akatika'ia, e, e mea tāpiri atu ki te pae, i taua au ora 'anga'anga tei 'akatinamou'ia, tātā'anga no runga i te no'o'anga te'ate'amamao no te 'anga'anga, e



- e tumu meitaki ta te 'ona-'anga'anga no te tārū'anga i te tātā'anga no runga i te no'o'anga te'ate'amamao no te 'anga'anga ki roto, e te tārē'anga i te ora tei 'akatinamou'ia, e
- te 'ōronga ra te availability clause, i te tutaki tau no ta ratou 'akatika'anga i te 'anga'anga.

Me kare a teta'i 'akatika'anga 'anga'anga, tātā'anga no runga i te no'o'anga te'ate'amamao no te 'anga'angatau, e te tutaki meitaki, ka rauka i reira i te tangata 'anga'anga, i te "pāto'i" i te 'anga'anga kare i roto i teta'i 'akatinamou'anga ora, i roto i ta ratou'akatika'anga 'anga'anga. Kare te 'ona-'anga'anga e 'akatika'ia i te tāmanako kino atu, i teta'i tangata 'anga'anga, me pāto'i ratou i te 'anga'anga.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Hours of work".

Te au 'ōrotē mata'iti

I te 'openga o te au mata'iti tātakita'i, i te 'anga'anga motukore'anga na teta'i 'ona-'anga'anga okota'i, kia kokoti te tangata 'anga'anga i te tutaki'anga no teta'i 4 'epetoma, no te 'ōrotē mata'iti.

Ka 'akatika'ia te aronga 'anga'anga i te pati (na roto i te tātā'anga) kia tutaki'ia, kia taeria ki te 1 'epetoma o ta ratou 'ōrotē mata'iti, i te au mata'iti tātakita'i. Kare te au 'ona-'anga'anga e 'akatika'ia i te tāparu i te aronga 'anga'anga, kia tutaki'ia no te 'ōrotē mata'iti, e kare te au pati'anga kia tutaki'ia, e tārū'ia ki roto i te au 'akatika'anga 'anga'anga.

E tutaki'ia ana te 'ōrotē mata'iti ki te tutaki'anga mā'ata ake i te:

- tutaki 'epetoma tei mātau'ia e te tangata 'anga'anga, i te 'akamata'anga o te 'ōrotē mata'iti; me kore ra

- tutaki 'epetoma 'āverēti, a te tangata 'anga'anga no te 12 marama, i mua ua ake i te tutaki'anga 'openga i mua ake i te 'ōrotē mata'iti.

Kia tārū'ia ki roto i teia au tutaki'anga, teta'i tutaki, tei 'ōronga'ia ki te tangata 'anga'anga, tei roto i teta'i tu'anga o ta ratou 'akatika'anga 'anga'anga,

Me 'akaruke teta'i tangata 'anga'anga, i mua ake ka pou ei te mata'iti i te 'anga'anga'anga, ka tutaki'ia ratou e 8% o ta ratou i ko'i, i mua ake i te tero, e kare e tārē'ia te tutaki'anga 'ōrotē tei tutaki takere ia.

Ka rauka i te au genuinely casual employees (te aronga e 'anga'anga ana me tau ia ratou) e te aronga 'anga'anga e 'anga'anga ana no tetai tuātau tei 'akainamou'ia (i 'anga'anga ana i raro ake i te 12 marama) i te 'akatika kia tutaki'ia ki te tutaki 'ōrotē, mei tei runga ake nei (ki te 8%) me tau ki teta'i au turanga. No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "pay as you go".

Ka rauka i te 'ona-'anga'anga, i te mā'ani i te aronga 'anga'anga kia tā'anga'anga i to ratou 'ōrotē mata'iti, i te tuātau tōpiri'ia'anga, e ta'i taime i te mata'iti (teia te 'ākara'anga, te tuātau Kirītimiti), me 'oronga ratou i te tuatua 'akakite, i teta'i 14 rā i mua atu. Me e tuātau 'ōrote basileia teta'i i roto i te tuātau tōpiri'ia'anga, e tika'anga i reira to te tangata 'anga'anga kia tutaki'ia no te 'ōrotē basileia, mei te mea e, e au rā 'anga'anga no ratou.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Annual holidays".

Au 'Ōrote basileia

I roto i te au 12 marama tātakita'i, kia rauka i te au 'ona-'anga'anga, e 11 'ōrotē basileia tutaki'ia, me e au rā teia e 'anga'anga ana te tangata 'anga'anga mei tei mātau'ia.



Kia tutaki te au 'ona-'anga'anga i te aronga 'anga'anga, i ta ratou tutaki tau no te rā 'okota'i, me kore ra, te tutaki 'āverēti no te rā 'okota'i (me ka tau) no te 'ōrotē basileia.

Me 'anga'anga teta'i tangata 'anga'anga i te rā 'ōrotē basileia, kia tutaki'ia aia ki te taime-e-te-āpa, no te taime i 'anga'anga'ia. Me tupu te 'ōrotē basileia i te rā, e 'anga'anga ana te tangata 'anga'anga, mei tei mātau'ia, e tika'anga katoa tōna, ki teta'i rā ke atu, kia tutaki'ia aia.

Ka 'akatika'ia te aronga 'anga'anga i te pāto'i, i te 'anga'anga i te tuātau 'ōrotē basileia, māri ua, me e 'apinga ke atu teta'i i roto i te 'akatika'anga 'anga'anga.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Public holidays".

Te tika'anga i te no'o ki te kainga, no to'ou maki

E tika'anga to te aronga 'anga'anga pouroa, me pou ia ratou te 'anga'anga motukore, no teta'i ono marama, ki te 10 rā tutaki no te tika'anga i te no'o ki te kainga, no to ratou maki.

I muri ake i te au rā e 10, e tika'anga to te aronga 'anga'anga ki teta'i atu 10 rā, no te tika'anga i te no'o ki te kainga, no te maki, no te au 12 marama tātakita'i. I muri ake i tērā, ka 'akatika'ia i te 'apai atu i te au rā e 10, no te tika'anga i te no'o ki te kainga, no te maki, kare i ta'anga'anga'ia kia taeria te 20 rā.

Ka 'akatika'ia te tika'anga i te no'o ki te kainga, no te maki, me:

- e maki te tangata 'anga'anga, me kore ra, e kino to te kōpapa, me kore ra
- e maki te tokorua, me kore ra, te tamariki a te tangata 'anga'anga, me kore ra, e kino to te kōpapa, me kore ra

- e maki, me kore ra, e kino to te kōpapa o teta'i tangata, e 'ākono'ia ana e te tangata 'anga'anga.

Kia tutaki te au 'ona-'anga'anga i te aronga 'anga'anga, i ta ratou tutaki tau no te rā 'okota'i, me kore ra, te tutaki 'āverēti no te rā 'okota'i (me ka tau) no te no'o ki te kainga, no to ratou maki.

Kua kake te au tika'anga no te no'o ki te kainga no te maki, mei te 5 ki te 10 rā, mei te rā 24 o Tiurai, i te mata'iti 2021. Ka tū te aronga 'anga'anga i teta'i atu rima rā, me taeria e ratou te rā no te tika'anga 'ōu — me taeria te ono marama i te 'anga'anga'anga, me kore ra, i te ra o to ratou tika'anga no te no'o ki te kainga no te maki(12 marama i muri ake i to ratou tika'anga, ki te no'o ki te kainga no to ratou maki).

Ka 'akatika'ia te au 'ona-'anga'anga, i te pati atu no teta'i 'akairo no te maki, mei te pēpā no ko i te taote. Me pati atu te 'ona-'anga'anga i teta'i 'akairo, i roto i te au rā mua e 3, no runga i te maki, me kore ra, te kino ki te kōpapa, kia tutaki te 'ona-'anga'anga i te pīra a te taote. Kare o te 'ona-'anga'anga tika'anga i te 'iki i te taote no te tangata 'anga'anga. I muri ake i te toru rā maki, na te tangata 'anga'anga rāi, e tutaki i tōna taote.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Sick leave".

Te tika'anga no te no'o ki te kainga, no to'ou tūmatetenga

E tika'anga to te aronga 'anga'anga pouroa, me pou ia ratou te 'anga'anga motukore, no teta'i ono marama, kia tutaki'ia no te tika'anga i te no'o ki te kainga, no te tūmatetenga, no teta'i:

- toru rā, me takake teta'i tokorua, metua, tamaiti, teina/tuakana/tuaine/tungane,



tupuna, ūtaro/mokopuna, me kore ra, metua 'ōngai.

- Ta'ī rā, me 'āriki te 'ona-'anga'anga e, e tūmatetenga to ratou, no teta'ī atu taeake pirimou kare i roto i te 'akapapa'anga, i runga ake nei.

No teta'ī atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Bereavement leave".

Te aronga 'anga'anga, tei ō ki roto i te turanga tākinokino tangata, i roto i te ngutu'are tangata

E pāru'anga kē atu i raro ake i te ture, to te aronga tei ō ki roto i te turanga tākinokino tangata, i roto i te ngutu'are tangata, i te ngā'ī 'anga'anga.

Kare teia au tika'anga e no te aronga tākinokino, me kore ra, te tangata tākinokino i teta'ī atu i roto i te ngutu'are. Tei roto katoa i teia, teta'ī tokorua, teta'ī tokorua takere, teta'ī, i roto i to ratou ngutu'are tangata, me kore ra, kōpu tangata, me kore ra, teta'ī tangata kē atu e no'o ana ki roto i te ngutu'are 'okota'ī, me kore ra, i teta'ī atu kare e no'o ana ki te ngā'ī 'ōkota'ī.

Tei raro ake i te tākinokino, te tākinokino'anga kōpapa, te tākinokino tātomo i teta'ī, me kore ra, te tāmātakutaku. Tei roto katoa i teia, te 'aka'aitoa'anga, me kore ra, te tāmātakutaku'anga, me kore ra, te tautā'anga i te 'aka'aere i ta ratou e rave ra, me kore ra, e manako ra. Teia teta'ī au 'ākara'anga:

- te 'akaata
- te tāmanamanatā
- te 'akakino'anga i ta teta'ī atu apinga
- te tāmātakutaku'anga e, ka tākinokino'ia
- te tākinokino i te turanga moni, me kore ra, te turanga pu'apinga

- te tākinokino i te turanga ngakau, me kore ra, te tāmātakutaku

I te tauturu i te aronga 'anga'anga, tei ō ki roto i te tākinokino'anga i roto i te ngutu'are tangata, te karanga nei te ture e, e tika'anga, to te aronga tei tākinokino'ia i roto i te ngutu'are tangata:

- i te ta'anga'anga kia taeria ki te 10 rā o te no'o'anga ki te kainga no te tākinokino'anga i roto i te ngutu'are, i te au mata'iti tātakita'ī — na runga'o i te 'ōrotē mata'iti, no'o'anga ki te kainga no te maki, e te no'o'anga ki te kainga no te tumatetenga
- i te pati no teta'ī'anga'anga tei 'akatinamou'ia no teta'ī tuātau poto — kia taeria ki te rua marama
- kia kore e takataka'ia i te ngā'ī 'anga'anga, i te mea e, kua tākinokino'ia ana i roto i te ngutu'are.

E tika'anga to teia aronga 'anga'anga, noātu e, kua tupu takere ana, te tākinokino'ia'anga, i roto i te ngutu'are tangata.

I raro ake i te turanga tākinokino'ia'anga i roto i te ngutu'are tangata, kia tātā te tangata 'anga'anga i te pati atu no te leave, e kia pa'u atu te 'ona-'anga'anga, na roto i te tātā'anga, i roto ake i te 10 rā 'anga'anga. Me te pati ra te tangata 'anga'anga no te 'anga'anga no teta'ī ua tuātau, e rua marama to te 'ona-'anga'anga, no te pa'u atu.

No teta'ī atu 'akakitekite'anga, pērā katoa te mānga puka tei 'uri'ia ki roto i te au reo tūketūkē, 'ākara'ia te www.employment.govt.nz ma te kimi atu i te "family violence".

Te no'o'anga ki te kainga no te metua, e te au tutaki'anga no te no'o'anga ki te kainga no te metua



No te no'ō'anga ki te kainga mei te 'anga'anga, i te 'ākono tamariki, te no'ō'anga ki te kainga no te metua.

Me ka pāti ratou i teta'i au vāito'anga, e tika'anga pa'a to te aronga 'anga'anga i te:

- no'ō'anga ki te kainga kare e tutaki'ia no te metua, e te
- au tutaki'anga no te no'ō'anga ki te kainga no te metua (e karanga katoa ia ana e, ko te no'ō'anga ki te kainga no te metua tei tutaki'ia).

E tika'anga pa'a to te aronga 'anga'anga, ki te no'ō'anga ki te kainga kare e tutaki'ia no te metua (pērā katoa te no'ō'anga ki te kainga no te tokorua, te no'ō'anga ki te kainga no te 'ākono tangata, e te no'ō'anga ki te kainga tei 'akaterē'ia atu) me pāti ratou i te vāito'anga ono-marama, me kore ra, 12-marama.

Te tika'anga i raro ake i te vāito'anga ono-marama

Kia 'anga'anga ana te tangata 'anga'anga nā teta'i anake 'ona-'anga'anga, no teta'i 'āverēti 10 ora i te 'epetoma, no te ono marama, i mua ake ka 'ānau'ia ei te pēpē (me kore ra, te rā e 'akatinamou'ia ei koe, ei tangata 'ākono i teta'i tamaiti, tei raro ake i te 6 mata'iti).

E tika'anga to te aronga 'anga'anga te ka pāti i te vāito'anga ono-marama, kia taeria ki te 26 'epetoma, unpaid leave (pērā katoa te no'ō'anga ki te kainga no te 'ākono tangata).

Te tika'anga i raro ake i te vāito'anga 12-marama

Kia 'anga'anga ana te tangata 'anga'anga nā teta'i anake 'ona-'anga'anga, no teta'i 'āverēti 10 ora i te 'epetoma, no te 12 marama, i mua ake ka 'ānau'ia

ei te pēpē (me kore ra, te rā e pāpū mai ei ratou, ei tangata 'ākono i teta'i tamaiti, tei raro ake i te 6 mata'iti).

E tika'anga to te aronga 'anga'anga te ka pāti i te vāito'anga 12-marama, kia taeria ki te 52 'epetoma, te no'ō'anga ki te kainga ma te kore e tutaki'ia, e (pērā katoa te no'ō'anga ki te kainga no te 'ākono tangata).

Ka 'akatika'ia pa'a te aronga 'anga'anga, i te pāpāki i te no'ō'anga ki te kainga kare e tutaki'ia no te metua, ki to ratou tokorua, te ka anoano katoa ia, kia pāti i te vāito'anga ono-marama, me kore ra, 12-marama.

E tika'anga to te au vaine nui ki te 10 rā, no'ō'anga ki te kainga no teta'i turanga pu'apinga, kare e tutaki'ia, no runga i te au manatā o te vaine nui, i mua ake ka 'akamata ei teno'ō'anga ki te kainga no te metua.

No te tauturu kia mārama, i te au tika'anga no runga i teno'ō'anga ki te kainga kare e tutaki'ia no te metua, 'ākara'ia te www.employment.govt.nz search "parental leave".

Na te kavamani te au tutaki'anga no'ō'anga ki te kainga no te metua (i teta'i taime, e karanga'ia ana e, eno'ō'anga ki te kainga tutaki'ia no te metua), e 'aka'aere'ia ana e Te Tari Taake. Ka rauka pa'a i teta'i ua atu, te tutaki'anga parental leave, noātu e kare ratou i pāti i te vāito'anga, a te ngā'i 'anga'anga. I te ma'ata'anga o te taime, e 'ōronga'ia ana te tutaki'anga parental leave, ki te māmā 'ānau, me kore ra, ki teta'i tangata 'ākono, tei 'iki'ia (me ko ratou te ka 'akatinamou'ia ei tangata 'ākono no teta'i tamaiti tei raro ake i te 6 mata'iti). Tei ko i Te Tari Taake, teta'i atu 'ākakitekite'anga, no runga i te au tutaki'anga, no'ō'anga ki te kainga no te metua, 'ākara'ia te www.ird.govt.nz and search "parental leave".



Teta'ī atu au tika'anga no runga i te no'o'anga ki te kainga

E tika'anga pa'a to te aronga 'anga'anga, ki teta'ī atu tū leave, teia te 'ākara'anga, me kua kinokino te kōpapa ki roto i teta'ī manatā i te 'anga'anga, me kore ra, me te terēni va'e'au ra.

No teta'ī atu 'akakitekite'anga, no runga i teta'ī atu au tika'anga, no runga i te no'o'anga ki te kainga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Other types of leave".

Te 'akatanotano'anga i te 'anga'anga no teta'ī ua atu tuātau

E tika'anga i raro ake i te ture, to te aronga 'anga'anga pouroa, i te pati atu kia tauī'ia to ratou ora 'anga'anga, au rā 'anga'anga, me kore ra, ngā'ī 'anga'anga. Kia tāmanako meitaki te au 'ona-anga'anga i teta'ī ua atu pati'anga, e ka 'akatika'ia ratou i te pāto'ī, i raro ake i teta'ī au turanga anake.

No teta'ī atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "flexible working".

Te kopae tangata

Kare te au 'ona-anga'anga e 'akatika'ia i te kopae tangata i roto i te tāra'u'anga, me kore ra, i te tuaru'anga, te tutaki'anga, te terēni'anga, me kore ra, i te 'akakake'anga i teta'ī tangata 'anga'anga ki runga, no runga i to ratou iti tangata, pākiri, basileia, me kore ra, kāpua'anga, turanga tāne/vaine, me kore ra, te inangaro tāne/vaine, tāne/tāne, vaine/vaine, te turanga 'akaipoipo, me kore ra, turanga kōpu tangata, turanga 'anga'anga, mata'iti, 'ākono'anga 'akamori, me kore ra, turanga pōritiki, pakipakitai, me kore ra, te tomo'anga ki roto i teta'ī au 'oro'oro'anga mei te union, me kore ra, tei ō ki roto i te tākinokino'anga i roto i te

ngutu'are. Tei roto katoa i teia, te aronga e pati 'anga'anga nei.

E tika'anga to ratou katoatoa ki te 'anga'anga, e, e tika'anga kia tutaki'ia ki te tutaki 'āiteite, ki ta teta'ī atu e rave ra i taua tū 'anga'anga, e te au mārama'anga 'āiteite ua.

No teta'ī atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Discrimination".

Te aronga 'anga'anga no teta'ī tuātau tei 'akatinamou'ia

Ka 'akatika'ia te au 'ona-anga'anga, i te 'ōronga i te 'anga'anga no teta'ī tuātau tei 'akatimanou'ia me:

- e au tumu meitaki teta'ī — mei te 'anga'anga tuātau i roto i te mata'iti, 'anga'anga no teta'ī 'akakoro'anga anake, me kore ra, me te mono ra te tangata 'anga'anga i teta'ī tangata 'anga'anga tinamou, tei runga i te leave, e
- ka 'akakite te 'ona-anga'anga ki te tangata 'anga'anga i te au tumu, i 'akape'ea, me kore ra, 'ā'ea te 'anga'anga e oti ei, e ka 'akatika te tangata 'anga'anga ki teia, i roto i ta ratou 'akatika'anga 'anga'anga.

Mei teta'ī atu au 'akatika'anga 'anga'anga, kia tātā'ia te au 'akatika'anga no teta'ī tuātau tei 'akatinamou'ia.

No teta'ī atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Types of employee".

Te aronga 'anga'anga no teta'ī ua atu tuātau

Kare te 'Tangata 'anga'anga no teta'ī ua atu tuātau' i 'akamārama'ia i roto i te ture 'anga'anga, māri ra,



e ta'anga'anga putuputu'ia ana te tangata 'anga'anga no teta'i ua atu tuātau ki roto i te ngā'i 'anga'anga, kare a te tangata 'anga'anga ora 'anga'anga pāpū, kare e 'akapapa'anga 'anga'anga tinamou, e kare e 'irinaki'anga e, ka vai ua te 'anga'anga. Kare te 'ona-'anga'anga e anoano'ia i te 'ōronga 'anga'anga ki te tangata 'anga'anga, e kare te tangata 'anga'anga e anoano'ia kia 'āriki i te 'anga'anga, me 'ōronga'ia. Ka 'anga'anga te tangata 'anga'anga, i te tuātau tau kia rāua ko te 'ona-'anga'anga.

Ka tupu teia i teta'i taime, no te mea, e ngatā no te 'ona-'anga'anga, i te kite i te tuātau kia rave'ia te 'anga'anga, me kore ra, te tuātau kia rave viviki'ia te 'anga'anga. I te au taime tātakita'i e 'āriki ana te tangata 'anga'anga, i teta'i 'anga'anga, ka karanga'ia e, e tu'anga 'anga'anga 'ōu.

Me ka ta'anga'anga'ia te tangata 'anga'anga no te'anga'anga no teta'i ua atu tuātau, kia takataka meitaki, te 'akateretere'anga i roto i ta ratou 'akatika'anga 'anga'anga.

Tei raro katoa te casual employees i te employment rights and responsibilities, māri ra, ka tūkētūkē te leave no te 'ōrotē mata'iti, maki, e te tūmatetenga, no teia aronga 'anga'anga.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Types of employee".

Te au 'ona kororomotu 'anga'anga e te aronga 'anga'anga

E tūkē ake rāi te tika'anga e te au 'irinaki'anga o te aronga 'anga'anga, ki to te au 'ona kororomotu 'anga'anga, e, e au vāito'anga teta'i, i raro ake i te ture, i te tauturu i te kite i te tūkē. Teia te 'ākara'anga, e ma'ata ake te 'aka'aere'anga mātau'ia, a te au 'ona kororomotu 'anga'anga, no runga i te tuātau, e te rāvenga o ta ratou

'anga'anga. E mea pu'apinga, kia tano teia, kia kore e 'akaūtunga'ia.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Contractor versus employee".

Te au tuātau vāito'anga

Ko te au 'ona-'anga'anga anake, e 19, me kore ra, ki raro mai, a ratou aronga 'anga'anga, te ka 'akatika'ia i te 'ōronga 'anga'anga, tei roto i teta'i tuātau vāito'anga (ka taeria ki te 90 rā).

Ta te ngakau ua te au tuātau vāito'anga. Kia 'akatika'ia teia na roto i te tātā'ia'anga, e kia 'akatanotano'ia i roto i te ngakau 'irinaki, ei tu'anga no te'akatika'anga 'anga'anga, i mua ake, ka 'akamata ei te tangata 'anga'anga, i te 'anga'anga.

Kare e rauka i teta'i ua atu tangata 'anga'anga, tei 'akakore'ia tāna 'anga'anga, i mua ake ka pou ei te tuātau vāito'anga, i te 'oro i teta'i 'aka'apa'anga, no runga i te taukore i te 'akakore'ia'anga tāna 'anga'anga.

Ka rauka ia ratou i te 'oro i teta'i personal grievance, no runga i teta'i atu au tumu, mei te 'akapae'anga tangata, te 'akakino, me kore ra teta'i rāvenga taukore a te 'ona-'anga'anga.

E tika'anga to te aronga 'anga'anga tei roto i te au tuātau vāito'anga, ki te au au tika'anga 'anga'anga anoano'ia kē atu.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Trial periods".

Te au ta'okota'i'anga 'ākono i te tika'anga o te aronga 'anga'anga

E putuputu'anga te ta'okota'i'anga 'ākono i te tika'anga o te aronga 'anga'anga, te turu ra i te



aronga 'anga'anga i roto i ta ratou ngā'i 'anga'anga, na roto i te tuatua'anga no ratou, ki te au 'ona-'anga'anga. Tei te aronga 'anga'anga rāi te tika, me ka tomo ratou ki roto, me kare i teta'i ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga, e te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga ta ratou ka inangaro. Kare te 'ona-'anga'anga, me kore ra, teta'i ua atu, e 'akatika'ia i te tāparu i te tangata 'anga'anga, i te tomo, me kore, kia kore e tomo, ki roto i teta'i ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga.

Ka anoano'ia te au 'ona-'anga'anga kia:

- 'ōronga ki te aronga 'anga'anga 'ōu, i teta'i pōtonga pēpa, i te 'akaāri mai, me te inangaro ra ratou, i te tomo ki roto i teta'i ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga, i roto i te au ra 10 mua i te 'akamata'anga i ta ratou 'anga'anga
- 'aka'oki atu i te potonga pēpa ki ko i te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga, māri ua, me karanga te tangata 'anga'anga e, kare aia e inangaro i tōna turanga kia 'akakite'ia atu
- 'akakite atu ki te aronga 'anga'anga o te tuātau ki mua, i te au 'akakitekite'anga, no runga i te turanga, e te 'anga'anga a te au ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga.

Na te au ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga rāi e tutaki i te au pēpa te ka nene'ia, me ka inangaro ratou kia 'ōronga'ia atu.

E 30 rā o te aronga 'anga'anga no te 'aka'oki atu i te potonga pēpa ki to ratou 'ona-'anga'anga. Ka rava meitaki i reira te tuātau no ratou i te komakoma atu ki to ratou au mata no te union, no runga i te tomo'anga ki roto i te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga. Me tomo ratou ki roto i te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga, ka tauī ratou i reira ki te

'akatika'anga ta'okota'i. Me kare ratou e tomo ki roto i te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga, ka no'o ratou i reira ki roto i ta ratou anake 'akatika'anga 'anga'anga.

Ka anoano'ia te au 'ona-'anga'anga, kia 'akatika i teta'i ua atu tangata 'anga'anga, tei riro mai, ei mata no te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga, i te rave i ta ratou au 'oro'oro'anga no te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga, i roto i te au ora 'anga'anga, e kia tutaki'ia, ki te tutaki ora, tei mātau'ia. Teia te 'ākara'anga o teta'i 'oro'oro'anga no te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga, koia 'oki, ei mata no te aronga 'anga'anga, i roto i te taumārō'anga ta'okota'i.

Ka anoano'ia te aronga 'anga'anga, tei riro ei mata no te aronga 'anga'anga, kia 'akatika ki te 'ona-'anga'anga, i te tuātau ka rave ratou i ta ratou au 'oro'oro'anga no te ta'okota'i'ang ākono i te tika'anga o te aronga 'anga'anga, me kore ra, kia 'akakite atu i mua ake. Ka rauka i te 'ona-'anga'anga, i te pāto'i, me ka tāmanamanatā'ia te pītiniti, me kore ra, me ka tāmanamanatā i te 'anga'anga, a te aronga 'anga'anga.

Kare te au mata o te ta'okota'i'anga ākono i te tika'anga o te aronga 'anga'anga e inangaro tika'anga no te tomo'anga ki roto i te au ngā'i 'anga'anga, mei te mea e kua tāmaru'ia te aronga 'anga'anga ki raro ake, me kore ra, te 'akatanotano nei no teta'i 'akatika'anga ta'okota'i. Ka rauka rāi i te au mata i te tomo atu ki roto i teta'i ngā'i 'anga'anga, no teta'i au 'akakoro'anga, kia kauraro ki raro i te au ora 'anga'anga tei matau'ia, ma te āru i te au rāvenga no te ora'anga meitaki, te ponuiā'au, e te ketaketa.

No teta'i atu 'akakitekite'anga, 'ākara'ia te, visit www.employment.govt.nz ma te kimi atu i te "Unions" e te "Employment Relations Amendment Act".



Te Ora'anga meitaki, e te ponuiā'au

Kia 'ōronga te au 'ona-'anga'anga i tetai ngai 'anga'anga ponuia'au, e te tereni'anga tau, 'aka'aere'anga e te apinga 'anga'anga.

Tei roto i teia 'anga'anga te 'akapāpū'anga, te vāito'anga, e te 'akakore'anga (me kore ra, te 'akatopa'anga mai ki raro) te au mea 'ēkōkō, manamanatā, e te kimikimi'anga i te a au manatā no te ora'anga meitaki e te ponuiā'au. Ka inangaro katoa ia te au 'ona-'anga'anga, i te ripōti i te au kino pakari tei tupu ki te kōpapa i te ngā'i 'anga'anga, ki te WorkSafe New Zealand.

Tei te aronga 'anga'anga rāi te 'ākono i to ratou 'uā'orāi ora'anga meitaki e te ponuiā'au. Kia āru ratou i te au papa'u'anga, e te au rāvenga, a te ora'anga meitaki e te ponuiā'au, kia kore teta'i atu tangata e mamae, no runga i te rāvenga i te rave'anga i ta ratou 'anga'anga. E mea tau pa'a me pāto'i te aronga 'anga'anga, i te 'anga'anga, me te 'irinaki ra ratou e, ka ō ratou, me kore ra, teta'i atu, ki roto i teta'i manamanatā pakari, no te health and safety. Kia 'uri'uri manako te au 'ona-'anga'anga, ki roto i ta ratou aronga 'anga'anga, no runga i teta'i ua atu papa'u'anga no runga, i te ora'anga meitaki e te ponuiā'au.

No teta'i atu 'akakitekite'anga, 'ākara'ia te www.worksafe.govt.nz.

Te 'akaruke'ia'anga mei te 'anga'anga, te au tauī'anga i roto i te ngā'i 'anga'anga, me kore ra, te 'akatanotano'anga 'aka'ōu

Kia 'uri'uri manako te au 'ona-'anga'anga, ki roto i te aronga 'anga'anga, no runga i teta'i ua atu tāmānako'anga, te ka tāmānānānā, i te turanga o te 'anga'anga, a teta'i tangata 'anga'anga. Tei roto i teia, teta'i ua atu tauī'anga, i roto i ta ratou 'akatika'anga 'anga'angae vai nei, mei te

'akatopa'anga i te ora 'anga'anga, me kore ra, i te au rā 'anga'anga.

Kia 'ōronga atu te au 'ona-'anga'anga, i te 'akakitekite'anga tau, ki te aronga 'anga'anga tei ō ki roto i teia, ma te 'ōronga atu kia rava te tuātau, no te 'aka'oki'anga mai i to ratou manako, i mua ake ka 'akatinamou ei i teta'i 'iki'anga

Kia 'ākara meitaki te au 'ona-'anga'anga, i te manako tei 'aka'oki'ia mai, ma'ani i te au tauī'anga ka anoano'ia, ma te 'akakite atu i te au 'iki'anga tei 'akatinamou'ia, ki te aronga 'anga'anga tei ō ki roto i teia. Kia tāmānako te au 'ona-'anga'anga i te 'anga'anga kē atu, e te terēni'anga i te aronga 'anga'anga e toe nei.

Kia tāru'ia ki roto i te au 'akatika'anga 'anga'anga tātakitā'i, teta'i 'employee protection provision' i te turu i teta'i rāvenga 'tau' e te pāruru i te aronga 'anga'anga, me 'oko'ia teta'i pītiniti, 'oko'ia teta'i koreromotu 'anga'anga, me kore ra, me neke'ia ki va'o.

E au 'akae'anga anake teta'i no te aronga 'anga'anga, te 'anga'anga ra, ki roto i te 'anga'anga ma'ani kai, tāmā'anga, 'ākono'anga 'āua-'āpi'i, pu'a kaka'u, e te 'oro'oro i roto i te 'aremaki, me 'oko'ia teta'i pītiniti, me kore ra, me koreromotu'ia ta ratou 'anga'anga ki va'o, me kore ra, me 'ōronga'ia ki teta'i koreromotu 'anga'anga 'ōu. No te au 'akakitekite'anga, 'ākara'ia te www.employment.govt.nz ma te kimi atu i te "Restructuring, me 'oko'ia, me kore ra, me neke'ia teta'i pītiniti".

No teta'i atu 'akakitekite'anga no runga i teia tumu manako, 'ākara'ia te, www.employment.govt.nz ma te kimi atu i te "Workplace change".

Te au manamanatā i roto i te au piri'anga i roto i te ngā'i 'anga'anga



Me tupu teta'i manamanatā no runga i te 'anga'anga, i te ngā'i 'anga'anga, kia 'akataka meitaki te au 'ona-'anga'anga, e te aronga 'anga'anga i te au mea tika, ma te tautā i te kimi i te 'au, i roto ia ratou 'uā'orāi. Kia komakoma teta'i ki teta'i, e ka 'akatika'ia te tangata'anga'anga, i te 'apai mai i teta'i tangata turu, me kore ra, teta'i mata union/association, ki roto i te 'uri'uri'anga manako. No te 'akakitekite'anga, no runga i te 'akatanotano'anga i te au manamanatā, 'ākara'ia te www.employment.govt.nz and search "Steps to resolve."

Me te vai ra rāi te manamanatā, ka rauka i te aronga 'anga'anga, me kore ra, i te au 'ona-'anga'anga, i te ta'anga'anga i te Employment New Zealand's mediation service, tutaki-kore. No teta'i atu 'akakitekite'anga no runga i teia turanga tauturu, e te pati'anga 'akavā'anga tau, 'ākara'ia te www.employment.govt.nz ma te kimi atu i te "mediation".

Ka rauka te au manamanatā kare i pu'apinga iākoe 'uā'orāi, me kore ra, kare i pu'apinga i roto i te 'akavā'anga tau, kia 'apaina'ia ki te Employment Relations Authority, i roto i te 90 rā mei te 'akamata'anga te manamanatā, me kore ra, ki te Employment Court.

Ka rauka i te au 'ona-'anga'anga, e te aronga 'anga'anga te 'akakitekite'anga no runga i te au tika'anga e te au 'irinaki'anga, mei ko i te Employment New Zealand.

'Ākara'ia te www.employment.govt.nz

Numero terepōni 0800 20 90 20 tutaki-kore.

Te au ūtunga

E au ūtunga moni teta'i, no te au 'ona-'anga'anga, kare e āru ana i te au employment laws. Ka taeria teia, ki te \$50,000 no teta'i anake; e no te au kāmupani, ka ma'ata atu i te \$100,000 me kore ra,

e toru taime o te pu'apinga tei rauka i te kāmupani, na roto i te 'ā'ati'anga i te ture.

Ka 'akaūtunga katoa ia teta'i 'ona-'anga'anga, me kore ra, ka 'aka'apa'ia no te 'ā'ati'anga i te au ture workplace and safety.

No teta'i atu 'akakitekite'anga, 'ākara'ia te www.employment.govt.nz ma te kimi i te "Employers who have breached minimum employment standards", ma te 'ākara i te www.worksafe.govt.nz ma te kimi i te "enforcement".

Ka inangaro koe i te kite, i teta'i atu no runga i te ture no te 'anga'anga?

Kua 'anga te Employment New Zealand (MBIE) i te au potonga 'āpi'ipi'i tutaki-kore, na runga i te 'ātuitui roro uira, no runga i te 'anga'anga, te ngā'i ka kite koe i te 'akakitekite'anga anoano'ia no runga i te 'anga'anga, tei roto i te au taka'anga māmā. Ka taeria ki te 15 miniti, te rave'anga i teia au tu'anga-'āpi'i tātakita'i, e, te vai nei no te au 'ona-'anga'anga, e te aronga 'anga'anga. E ngā'i pu'apinga teia no te 'akakitekite'anga, i te 'akapāpū, kia mārāma meitaki te au 'ona-'anga'anga, e te aronga 'anga'anga i to ratou tika'anga e tei tau ia ratou kia rave, e te arataki'anga a te New Zealand employment laws.

Tāina'ia to'ou ingoa i teia rā, ki runga i te www.employment.elearning.ac.nz me kore ra, 'ākara'ia te www.employment.govt.nz ma te kimi atu i te "modules".