

Te Mārama ki ngā Whakaaetanga Utu Tōkeke

He aratohu tere mā ngā kaimahi

He aha te Whakaaetanga Utu Tōkeke

Ka whakakotahihia e ngā Whakaaetanga Utu Tōkeke (FPA) ngā uniana me ngā rōpū kaituku mahi o tētahi rāngai ki te whiriwhiri i ngā here mahi mōkito mā ngā kaimahi hāngai katoa o tētahi ahumahi, mahi rānei. Ko te tikanga o tēnei ka tūtaki ngā māngai kaimahi ki ngā māngai kaituku mahi ki te kōrerorero me te whakaae ki tētahi huinga here mahi mō ngā mahi e mahia ana.

Me uru ki te Whakaaetanga Utu Tōkeke ko wai ngā tāngata i raro i te FPA; ngā pāpātanga utu mōkito, tae atu ki ngā hāora tāpiri me ngā pāpātanga whiu; te whakangungu me te whakawhanaketanga; e hia te nui o te wā okioki e taea ana e te kaimahi; ā, e hia te roa o te hāngai o te FPA.

Te tukanga Whakaaetanga Utu Tōkeke



Te whakaaranga: Ka tīmata te tukanga FPA ina whakaemi haere te uniana i ngā taunakitanga e hiahiatia ana me te tuku i aua mōhiotia mā tētahi tono ki Hikina Whakatutuki (MBIE). Mēnā ka whakaaehia, ka ara ake ngā rōpū whiriwhiri.



Te whiriwhiri: Ka roa te wā ki ia taha ki te whiriwhiri i tētahi whakaaetanga ki tētahi huinga here mahi e pai ana ki a rātou.



Te Pōti (e mōhiotia ana ko te whakapūmautanga): Kia whakaae ngā rōpū whiriwhiri, ka taea e ngā kaimahi me ngā kaituku mahi māraurau te pōti mēnā rā e whakaae ana ki ngā here, karekau rānei.



Te whakaoti i tētahi Whakaaetanga Utu Tōkeke: Ki te whakaae te nuinga o ia taha, ka oti te FPA, ka whakaritea hei ture.

He rerekē ngā mahi me ngā kawenga a ngā kaimahi, ngā kaituku mahi me ā rātou rōpū whiriwhiri i roto i te tukanga.

Ko wai ka tū hei māngai i roto i ngā whiriwhiringa

- Te taha whiriwhiri kaimahi: Ka whiriwhiri ngā uniana māraurau i tētahi FPA mā ngā kaimahi katoa i raro i tētahi FPA kua marohitia. Ehara i te mea me mema uniana koe.
- Te taha whiriwhiri kaituku mahi: Ka taea e ngā rōpū kaituku mahi māraurau, tae atu ki ngā rōpū ahumahi, te whiriwhiri i te taha kaituku mahi.
- Me kaha ngana ngā taha whiriwhiri e rua ki te whakakanohi i ngā Māori i roto i te tukanga whiriwhiri. Kei roto i tēnei ko te kōhi me te whai whakaaro ki ngā whakahokinga kōrero a ngā māngai Māori o ngā kaimahi/kaituku mahi, ā, mēnā rā e tika ana kia uru ngā māngai Māori ki ngā mahi whiriwhiri.

He mōtika, he kawenga hoki ā ngā kaimahi e noho maru ana i raro i tētahi Whakaaetanga Utu Tōkeke kua mārohitia puta noa i te tukanga FPA. Ka uru ki tēnei ko te whiwhi i ngā kōrero hou mō te whiriwhiri, te tuku kōrero, me te pōti. Kei a koe hoki te mōtika kia kaua e whai wāhi ki te tukanga.

ĀE, E HIAHIA ANA AHAU KI TE WHAKAURU ATU:

Te tautoko hei tīmata i tētahi FPA

- ✓ Ka hiahia tētahi uniana ki te whakaatu he 10%, 1,000 rānei ngā kaimahi e tautoko ana i tētahi FPA kua marohitia ina tonu rātou. Ka whakapā atu pea rātou ki a koe ki te tonu i ō mōhiohio whakapā me ngā taipitopito mahi.

Ka whakaaehia te tonu mō te FPA

- ✓ Ka whiwhi mōhiohio koe mai i tō kaituku mahi kua marohitia tētahi FPA e hāngai ana ki tō mahi.
- ✓ Ki te kore koe e kōwhiri ki te puta, ka hoatu tō kaituku mahi i ō taipitopito whakapā i te mahi ki te uniana kia taea ai e rātou te tuku kōrero whakahou ki a koe he aha ngā whakanekeneke.
- ✓ Ehara i te mea me uru koe ki te uniana.
- ✓ Ka whakamahia ō taipitopito mō ēnei kōrero whakahou anake.

Ngā here me ngā whakaritenga whiriwhiri

- ✓ Ka whiwhi mōhiohio koe i te wā o te tukanga, ka taea te haere ki ngā hui ka utua e 2, e 2 hōra te roa, ka whakapā atu pea tētahi mema uniana ki a koe.

Ka pōti ina whakaae ngā taha e rua ki ngā here mahi

- ✓ Ka pōti ngā kaimahi māraurau mō ngā here a te FPA. Ka pērā hoki ngā kaituku mahi māraurau.
- ✓ Mēnā ka whakatau koe kia kaua e whai wāhi atu, e pōti rānei i tēnei wā, ka taea e koe te whakakī i te puka whakaputa, ka hoatu ki tō kaituku mahi. Ka tonu rātou i te uniana kia tango i ō taipitopito whakapā.

KĀO, KĀORE AU I TE HIAHIA WHAKAURU ATU:

Te kōwhiri kia kaua e whakauru ki te tukanga

- ✓ Ehara i te mea me whakaae koe kia tukuna ō taipitopito whakapā ki te taha whiriwhiri kaimahi.

Ka whakaaehia te tonu mō te FPA

- ✓ Me whakamōhio atu tō kaituku mahi i a koe kua marohitia tētahi FPA e hāngai ana ki tō mahi. Ka whiwhi imēra koe.
- ✓ Ka whakarato tō kaituku mahi i tētahi puka 'whakaputa' ki a koe. Ki te kore koe e hiahia ki te whakauru ki te tukanga, ka taea te kōwhiri kia kaua e whiwhi mōhiohio, kia kaua hoki e pōti mō ngā here me ngā whakaritenga.
- ✓ Ka pupuri tō kaituku mahi i tētahi mauhanga o ngā puka 'whakaputa'. E kore ō taipitopito e tohaina.

Ngā here me ngā whakaritenga whiriwhiri

- ✓ Ahakoa kāore koe i te hiahia whakauru atu, mā tētahi rōpū whiriwhiri kaimahi koe e whakakanohi, mā rātou ngā whiriwhiringa mā ngā kaimahi hāngai katoa.

Ka pōti ina whakaae ngā taha e rua ki ngā here mahi

- ✓ Ka taea e ngā kaimahi māraurau katoa te pōti mō ngā here o te FPA ahakoa kāore i uru ki te tukanga FPA i mua.

Kia oti te Whakaaetanga Utu Tōkeke, ka hāngai ki ngā kaimahi hāngai katoa

Ahakoa ka kōwhiri koe kia kaua e whakauru ki te tukanga, mēnā kei raro te maha o ō mahi i te FPA, ā, ka whakaotihia, ka whakaturehia, ka hāngai tonu ngā here o te FPA ki a koe.

Me mātua whakarite ngā kaituku mahi katoa i raro i te FPA he whakaaetanga mahi tā ia kaimahi hāngai whai here e ōrite ana, e pai ake ana rānei i ērā o te FPA.

Ētahi atu mōhiohio:

Mō ētahi atu mōhiohio mō ngā Whakaaetanga Utu Tōkeke me ētahi atu kōrero e pā ana ki te mahi, haere ki www.employment.govt.nz/fair-pay-agreements

Whakareretanga: Hei ārahi noa ēnei mōhiohio, ehara i te here ā-ture, ā, me kaua e whakamahia hei whakakapinga mō te ture, mō ngā kupu rānei o te Fair Pay Agreements Act 2022. Kāore i a Hīkina Whakatutuki te haepapa, te kawenga rānei mō tētahi hapa ā-meka, mahuetanga, whakamāramatanga, whakaaro rānei, mō ngā hua hoki o ngā whakataunga i takea mai i ēnei mōhiohio.