

Te mārama'anga i te Fair Pay Agreements

E arataki'anga viviki no te au 'ona 'anga'anga

Ea'a tikāi te Fair Pay Agreements

E ta'okota'iana te Fair Pay Agreements (FPA) i te au employer associations, e te au ta'okota'iana (unions), i roto i teta'i turanga 'anga'anga, i te 'akatanotano i te minimum employment terms, no te aronga katoatoa tei tamarumarua i roto i teta'i ngā'i ma'ani 'apinga, me kore ra, i roto i teta'i 'anga'anga-moni. Ko te 'āite'anga i teia i reira, ka 'ārāvei te au mata o te aronga 'anga'anga, e te au mata o te au 'ona 'anga'anga, i te 'uri'uri manako, e te 'akatika, no runga i teta'i 'akapapa'anga turanga 'anga'anga (employment terms), no te 'anga'anga e rave'ia ra.

Kia tāru te Fair Pay Agreement i te aronga tei tamarumarua e te FPA; te ora 'anga'anga; te 'akano'ono'o'anga o te tutaki iti rava atu, pērā katoa te 'anga'anga tere atu i te ora 'anga'anga (overtime), e te tutaki no te 'anga'anga tere atu i te ora 'anga'anga (penalty rates); te terēni'anga, e te 'akatupu'anga; te ma'ata o te tuātau 'akaruke 'anga'anga (leave) ka 'akatika'ia te tangata 'anga'anga; e te roa o te mana o te FPA.

Te rāvenga o te Fair Pay Agreement



Te 'akamata'ia'anga: E 'akamata ana te rāvenga a te FPA, me ko'iko'i te ta'okota'iana (union) i te turu no teta'i FPA, ma te 'ōronga atu i taua 'akakitekite'anga, ki roto i teta'i pati'anga ki te Hīkina Whakatutuki (Ministry of Business, Innovation & Employment - MBIE). Me 'akatika'ia, ka 'akamata i reira te 'akatanotano'anga no nga tua e rua.



Te 'akatanotano'anga: Ka pou rāi te tuātau no nga tua e rua, e 'akatika ei ki teta'i tika'anga no runga i te turanga 'anga'anga (working conditions), ka 'inangaro rāua roa rāi.



Te 'iki'anga (e karanga'ia ana e, ko te ratification): Me 'akatika ana nga tua 'akatanotano e rua, ka rauka i reira i te aronga 'anga'anga tau, e te au 'ona 'anga'anga tau, i te 'iki, me ka 'akatika ratou ki te au turanga 'anga'anga (employment terms)



Te 'akatinamou'anga i teta'i Fair Pay Agreement: Me 'akatika te ma'ata'anga o nga tua e rua, ka 'akatinamou'ia i reira te FPA, e ka 'akano'o'ia ei ture.

E turanga tūkētūkē, e te au 'irinaki'anga, to te au 'ona 'anga'anga, te aronga 'anga'anga, to ratou aronga 'akatanotano no nga pupu e rua, i roto i teia kimi'anga rāvenga.

Ko'ai te mata, e no'ai, i roto i te tuātau 'akatanotano'anga

- › Te tua 'akatanotano no te 'ona 'anga'anga: Ka 'akatanotano te au association 'ona 'anga'anga tau, pērā katoa, te au industry associations tau, no te au 'ona 'anga'anga katoatoa te tamarumarua e FPA e tāmānako'ia nei. Tei roto i teia, te au 'ona 'anga'anga kare i te mēma no teta'i employer association, me kore ra, industry association.
- › Te tua 'akatanotano no te tangata 'anga'anga: Ka 'akatanotano te ta'okota'iana (au ta'okota'iana) tau, no teta'i FPA, no te aronga 'anga'anga pouroa tei tamarumarua e teta'i FPA, e tāmānako'ia nei. Tei roto i teia, te aronga 'anga'anga, kare i roto i teta'i ta'okota'iana (union).
- › Kia tautā pakari nga tua 'akatanotano'anga e rua, i te mono i te Māori, i roto i te rāvenga 'akatanotano'anga. Tei roto i teia, te kimi'anga, e te tāmānako'anga i te manako mei ko mai i te au mata o te aronga 'anga'anga/ au 'ona 'anga'anga Māori, e, me kia mata'ia rāi te Māori, i roto i te 'akatanotano'anga.

E tika'anga, e te 'irinaki'anga to te au 'ona 'anga'anga tei tamarumarua e teta'i Fair Pay Agreement e tamanako'ia ra, i roto i te ravenga FPA.

TO'OU TIKA'ANGA I RARO AKE I TO'OU TURANGA 'ONA 'ANGA:

TE 'AKAMATA'IA'ANGA: me pati/'akatika'ia teta'i ta'okota'ia'anga (union)

- ✓ Me e 'oro'anga teta'i na te 'iti tangata, ka 'akatika'ia koe i te tuatua i to'ou manako
- ✓ Ka 'akakite tika'ia atu ta'au ta'okota'ia'anga (union) kiā koe, me 'akatika'ia te pati'anga no te 'akamata'ia'anga i teta'i FPA 'ou, e ka tukuna atu te 'akakitekite'anga no runga i te FPA e tamanako'ia nei, no ta'au aronga 'anga'anga
- ✓ Tei runga katoa te 'akakitekite'anga i te kupenga uira a te au ta'okota'ia'anga (union) te 'akamata nei, e te 'akatika'ia'anga tei 'akapapa'ia ki runga i te kupenga uira a te Hīkina Whakatutuki (Ministry of Business, Innovation and Employment).

TE 'AKATANOTANO'ANGA: te mata o te 'ona 'anga'anga i runga i te kaingakai 'akatanotano'anga

- ✓ Ka 'akakite putuputu au te employer association i te au 'akakitekite'anga 'ou, me kua tamarumarua koe i raro ake i to'ou turanga 'ona 'anga'anga
- ✓ E tau rāi kia 'ōronga'ia atu teta'i tuātau no to'ou manako, i roto i te ravenga 'akatanotano'anga
- ✓ E tau kia tamanako'ia te au tamarumarua'anga tūkētūkē o te au 'ona 'anga'anga.

KA 'IKI: me 'akatika ana nga tua 'akatanotano e rua

- ✓ Ka 'akatika'ia te au 'ona 'anga'anga tau i te 'iki no runga i te turanga (terms) o te FPA.

TE 'IRINAKI'ANGA I RUNGA IĀ KOE NO TA'AU ARONGA 'ANGA'ANGA:

TE 'AKAMATA'IA'ANGA: me pati/'akatika'ia teta'i ta'okota'ia'anga (union)

- ✓ Me 'akakite'ia atu e, kua 'akatika'ia te pati'anga no teta'i 'akatanotano'anga FPA kia 'akamata'ia, ka anoano'ia koe i reira, kia 'akakite atu ki te au union pouroa te tamarumarua i ta'au aronga 'anga'anga
- ✓ Ka anoano'ia koe i reira, kia pāti atu i teta'i tātā'anga, ki te aronga 'anga'anga tei tamarumarua'ia, te ka 'ōronga'ia atu e te ta'okota'ia'anga (union) te 'akamata ra, e tei roto katoa i teia, te ingoa o te ta'okota'ia'anga (union) te 'akamata ra, e te ravenga 'āravei'anga atu ia ratou
- ✓ 'Ōronga'ia atu teta'i pēpa no'o'anga ki va'o (opt out form), ki te aronga 'anga'anga, ko'ia te pēpa, tāporoporo'ia teta'i rekōti
- ✓ 'Ōronga'ia atu te au turanga 'āravei'anga o te aronga 'anga'anga, tei kore i 'iki i te no'o ki va'o (not opted out) i te ta'okota'ia'anga (union) te 'akamata ra.

TE 'AKATANOTANO'ANGA: kia mata'ia te aronga 'anga'anga i runga i te kaingakai 'akatanotano'anga

- ✓ Ka anoano'ia koe kia pāti atu i te 'akakitekite'anga ki te aronga 'anga'anga, mei ko i te tua 'akatanotano'anga o te aronga 'anga'anga, na roto i te ravenga 'akatanotano'anga
- ✓ Ka anoano'ia koe kia 'akatika i ta'au aronga 'anga'anga kia 'aere ki te 2 x 2 ora 'uipā'anga tutaki'ia, tei te'ate'amamao'ia, e te tua 'akatanotano'anga o te aronga 'anga'anga
- ✓ 'Akatika'ia teta'i mata o te tua 'akatanotano'anga o te aronga 'anga'anga kia tomo atu ki roto i te ngā'ia 'anga'anga
- ✓ Me 'inangaro te tangata 'anga'anga (aronga 'anga'anga) i te no'o ki va'o/tomo ki roto (opt out/opt in) i teta'i ua atu taime, e tau i reira kia 'akakite atu koe ki te ta'okota'ia'anga (union) i te turanga 'āravei'anga tei 'aka'ou'ia, no te tua 'akatanotano'anga o te aronga 'anga'anga.

KA 'IKI: me 'akatika ana nga tua 'akatanotano e rua

- ✓ Ka 'iki pa'a ta'au aronga 'anga'anga tau, no runga i te au turanga (terms) o te Fair Pay Agreement. Tei roto i teia, te aronga 'anga'anga tei no'o ana pa'a ki va'o ake, i te 'āriki'anga i te 'akakitekite'anga no runga i te FPA, tei tamanako'ia ana i mua atu.

Me tinamou te Fair Pay Agreement

Me 'akatinamou'ia ana te Fair Pay Agreement, e kua ma'ani'ia ei ture, ka tau i reira no te aronga 'anga'anga katoatoa tei tamarumarua, e te au 'ona 'anga'anga katoatoa tei tamarumarua.

E tau kia 'akapāpu te au 'ona 'anga'anga tei tamarumarua e te FPA, kia 'āiteite, me kore ra, kia meitaki atu te au tika'anga 'anga'anga (employment agreements) o ta ratou aronga 'anga'anga tau, i to roto i te FPA.

No teta'i atu 'akakitekite'anga:

No teta'i atu 'akakitekite'anga no runga i te Fair Pay Agreements, e teta'i atu 'akakitekite'anga no runga i te turanga 'anga'anga, me ka tika, 'ākara'ia te www.employment.govt.nz/fair-pay-agreements

Disclaimer: E 'akakitekite'anga arataki ua teia, kare e tika'anga i raro ake i te ture, e 'auraka e mono'ia ei arataki'anga i raro ake i te ture, me kore ra, ei tātā'anga na te Fair Pay Agreements Act 2022. Kare te MBIE e 'āriki i teta'i ua atu 'irinaki'anga, me kore ra, 'aka'apa'anga no teta'i tārevakē, 'akaruke'ia'anga ki va'o, 'uri'ia'anga, me kore ra, teta'i tamanako'anga, e teta'i ua atu te ka tupu no runga i teia 'akakitekite'anga.