

Te Mārama ki ngā Whakaaetanga Utu Tōkeke

He aratohu tere mā ngā kaituku mahi

He Aha Te Whakaaetanga Utu Tōkeke

Ka whakakotahihia e ngā Whakaaetanga Utu Tōkeke (FPA) ngā rōpū kaituku mahi me ngā uniana 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 te hunga tautoko i te FPA me te tuku i taua mōhiotia mā tētahi tono ki Hīkina Whakatutuki (MBIE). Mēnā ka whakaaetia, 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 mahi, 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 kaituku mahi, ngā kaimahi me ā rātou rōpū whiriwhiri i roto i te tukanga.

Ko wai ka tū hei māngai i roto i ngā whiriwhiringa

- Te taha whiriwhiri kaituku mahi: Ka whiriwhiri ngā rōpū kaituku mahi māraurau, tae atu ki ngā rōpū ahumahi, mō ngā kaituku mahi katoa i raro i te FPA e marohitia ana. Ka uru ki tēnei ko ngā kaituku mahi ehara i te mema o tētahi rōpū kaituku mahi, rōpū ahumahi rānei.
- Te taha whiriwhiri kaimahi: Ka whiriwhiri ngā uniana māraurau i tētahi FPA mā ngā kaimahi katoa i raro i tētahi FPA kua marohitia. Ka uru ki tēnei ko ngā kaimahi ehara i te mema uniana.
- 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 kaituku mahi e noho maru ana i raro i tētahi Whakaaetanga Utu Tōkeke kua marohitia puta noa i te tukanga FPA.

HE AHA Ō MŌTIKA HEI KAITUKU MAHI:

TE WHAKAARANGA: ina tono tētahi uniana/ te whakaaetanga rānei

- ✓ Mēnā he tāpaetanga tūmatanui, ka taea pea e koe te tuku kōrero
- ✓ Me whakamōhio tika te uniana ki a koe mēnā ka whakaaehia te tono kia timata te whiriwhiri FPA hou me te whiwhi kōrero mō te FPA e marohitia ana mā ō kaimahi
- ✓ Ka wātea hoki ngā mōhiohio ki te paetukutuku a te uniana tonono, ā, ka whakarārangihia te whakaaetanga ki te paetukutuku a Hikina Whakatutuki.

TE WHIRIWHIRI: te whai māngai kaituku mahi i te tēpu whiriwhiri

- ✓ Me tuku haere te rōpū kaituku mahi i ngā kōrero whakahou ki a koe mēnā he kaituku mahi hāngai koe
- ✓ Me whai wāhi koe ki te whakahoki kōrero i roto i te tukanga whiriwhiri
- ✓ Me whakaaroaro ki ngā momo pānga katoa a ngā kaituku mahi hāngai.

PŌTI: ina whakaae ngā taha e rua

- ✓ Ka taea e ngā kaituku mahi māraurau te pōti mō ngā here a te FPA.

Ō HAEPAPA KI Ō KAIMAHI:

TE WHAKAARANGA: ina tono tētahi uniana/ te whakaaetanga rānei

- ✓ Mēnā kua whakamōhio i a koe kua whakaaehia te tono kia timata ngā whiriwhiringa mō tētahi FPA, me whakamōhio atu ki ngā uniana katoa e whai mema kaimahi hāngai ana
- ✓ Me tuku tika atu koe i tētahi tauākī ki ngā kaimahi hāngai, mā te uniana tonono e whakarato, kei roto ko te ingoa o te uniana tonono me te huarahi e whakapā atu ai ki a rātou
- ✓ Tukuna he puka whakaputa ki ngā kaimahi, kohia ngā puka, puritia he mauhanga
- ✓ Whakaratoa ngā taipitopito whakapā o ngā kaimahi kāore anō kia kōwhiri ki te puta ki te uniana tonono.

TE WHIRIWHIRI: te whakakanohi i ngā kaimahi i te tēpu whiriwhiri

- ✓ Me tuku i ngā mōhiohio ki ngā kaimahi o te taha whiriwhiri kaimahi puta noa i te tukanga whiriwhiri
- ✓ Me whakaae koe kia tae atu ō kaimahi ki ngā hui e 2 e utua ana, e 2 hōra te roa, ka whakaritea e te taha whiriwhiri kaimahi
- ✓ Whakaaehia tētahi māngai o te taha whiriwhiri kaimahi kia uru atu ki te wāhi mahi
- ✓ Ki te hiahia te kaimahi ki te puta atu/uru mai rānei ahakoa te wā, me whakamōhio atu ki te uniana tonono ngā taipitopito whakapā a te taha whiriwhiri kaimahi.

PŌTI: ina whakaae ngā taha e rua

- ✓ Ka taea e ō kaimahi māraurau te pōti mō ngā here o te Whakaaetanga Utu Tōkeke. Kei roto i tēnei ko ngā kaimahi i kōwhiri kia kaua e whiwhi i ngā mōhiohio mō te FPA i marohitia i mua.

Ina whakaritea tētahi Whakaaetanga Utu Tōkeke

Ina oti te Whakaaetanga Utu Tōkeke me te whakature ka hāngai ki ngā kaimahi hāngai katoa me ngā kaituku mahi hāngai.

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 whakamahi hei whakakapinga mō te ture, mō ngā kupu rānei o te Fair Pay Agreements Act 2022. Kāore i a Hikina 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.