

EMPLOYMENT NEW ZEALAND

Me mōhio ki ō motika whiwhinga mahi

He āwhina, he mōhiohio utukore

Kei konei mātou hei āwhina i a koe.
He utukore te katoa o ā mātou ratonga.

Toro atu ki: www.employment.govt.nz mō ngā
mōhiohio e hāngai ana ki te whiwhinga mahi.

Toro atu ki: [www.employment.govt.nz/
minimum-rights-translations](http://www.employment.govt.nz/minimum-rights-translations) mō ngā
mōhiohio kua whakamāoritia.

Waea: **0800 20 90 20** utukore. Kei te
whakarato mātou i tētahi ratonga whakamāori
ki ngā reo 40+.





Ka taea e koe te whakapā mai ki a mātou
karekau te tuku i tō ingoa, mā tētahi atu
tangata rānei.

Kei konei tētahi āhuatanga kua whakamāmātia
noa iho o ētahi motika whiwhinga mahi pūtaka
matua. E hara tēnei i te tohutohu ā-ture. Me
toro koe ki tā mātou paetukutuku mō ētahi atu
mōhiohio: www.employment.govt.nz.

I whakahoungia i te rā 1 o Āpereira 2019



E KORE E TAEA E TŌ KAITUKU MAHI TE:

-  tango moni mai i tō utu ki te kore koe e whakaae ki tērā, atu i ngā tango moni kua whakatakotoria ki te ture, pērā i te tāke moni whiwhi.
-  tonono i a koe ki te utu i a rātou mō te tuku mahi ki a koe.
-  tonono ki te pupuri i tō uruwhenua.
-  pēhi i a koe kia mahi koe he wā whakamātau 90-rā i te tīmatanga o tētahi mahi hou mēnā kei taua pakihi ngā kaimahi 19 iti iho rānei, ki te kore te katoa o ēnei here e ea:
 - › ka whakaae koe kia pērā i te tuatahi
 - › kua tuhia ki tō kirimana whiwhinga mahi
 - › kei roto i te kirimana whiwhinga mahi te wā kupu whakaatu
 - › ka hainatia e kōrua i mua i tāu tīmata ki te mahi.

Me matatika kōrua ko tō kaituku mahi ki a kōrua anō mā te haere i runga i te ngākau pono. Kei roto i tēnei ko te noho tuwhera, te pono, me te whakarata tētahi ki tētahi.



Motika kaimahi pūtake

He motika whiwhinga mahi pūtake tō te katoa o ngā kaimahi ki te ture o Aotearoa e kore e taea te tango.

He mea nui kia mōhio koe ki ō motika!

KEI A KOE TE MOTIKA KIA:

- ✓ whiwhi i tētahi kirimana (whakaaetanga) whiwhinga mahi ā-tuhi.
- ✓ whiwhi tohutohu, tautoko rānei mai i tētahi tangata e whakapono ana koe i mua i tō haina i te kirimana.
- ✓ whakahoungia ai tō kirimana, me te motika ki tētahi kape i tō tonono atu.
- ✓ utua ki te utu iti rawa neke atu rānei mēnā 16 ō tau neke atu rānei.
- ✓ whai wā whakatā, wā kai hoki, hei tauira, i te wāhanga mahi 8-haora, kei a koe te motika ki te whiwhi i ngā mea e rua o:
 - › ngā wā whakatā 10-miniti e utua ana e rua
 - › te wā kai 30-miniti kotahi kāore i te utua.
- ✓ wātea mai i te mahi mō ngā rā whakatā ā-ture 11 me te whiwhi i te katoa o tō utu, mēnā he rā ērā kei te mahia noatia e koe.
- ✓ whiwhi i te 1.5 o tō utu noa me tētahi atu rā wātea, mēnā ka mahi koe i tētahi rā whakatā ā-ture he rā mahi noa taua rā i ērā atu wā.

- ✓ whiwhi ki te wātea e utua ana i roto i ēnei āhuatanga whai muri i tō whai mahi mō te 6 marama, i tō whakatutuki rānei i te whakamātautau 'haora kua mahia':
 - › e 5 ngā rā o te wātea māuiui e utua ana ia tau
 - › tae atu ki te 3 ngā rā o te wātea pani e utua ana i te matenga o tōu hoa mārena, tōu hoa rānei, tōu tamaiti, tō tuakana/teina, tuahine/tungāne rānei, tō matua/whaea tupuna, tō mokopuna, te matua o tōu hoa mārena, o tōu hoa rānei
 - › tae atu ki te kotahi rā o te wātea pani e utua ana i te matenga o tētahi tangata kāore i te whai wāhi ki runga ake, mēnā kei te whakaae tō kaituku mahi kua pāngia koe e tētahi matenga me te whakaaro ake ki ētahi take tautuhi
 - › tae atu ki te 10 ngā rā o te wātea whakarekerekere ā-whare e utua ana ia tau.
- ✓ whiwhi i ngā wiki e 4 o te hararei (wātea ā-tau) e utua ana ia tau, whai muri i tō whiwhi mahi mō te 12 marama.
- ✓ whiwhi i te wātea mātua mō te 12 marama i te nui rawa, me ngā utu wātea mātua e utua ana hei tiaki i tētahi pēpi hou mēnā kei te whakatutuki koe i te ture 6-marama, 12-marama rānei.
- ✓ tonono atu ahakoa te wā ki ngā whakaritenga mahi ngāwari wā-poto tae atu ki te 2 marama hei āwhina i a koe ki te aro atu ki ngā pānga o te whakarekerekere ā-whare.



- ✓ uiuitia tō kaituku mahi mō ngā taipitopito o te wā kua mahi koe, o ō āheinga wātea, hararei hoki.
- ✓ taurima tikahia koe, ki tētahi hātepe tika mēnā ka ngaro tō mahi mā te pana i a koe, te whakakore i tō mahi rānei.
- ✓ noho haumaruru i te kaikiri takahi ture i runga i tō pakeke, tō mātāwaka, tō huanga, tō hauā, ō whakapono hāhi rānei.
- ✓ noho haumaruru i te mahi kōtonga ki a koe (te tūkinu, te makihuhunu rānei ki a koe) nā te mea kua pāngia pea koe e te whakarekerekere ā-whare.
- ✓ te mahi i tētahi wāhi mahi haumaruru, me ngā whakangungu, whakahaere me ngā utauta tika.