



# Ngā tika me ngā here iti rawa

He tirohanga whānui tēnei aratohu o ētahi o ngā tika me ngā here iti rawa e hāngai ana i raro i te ture ki ngā kaituku mahi me ngā kaimahi.

**E kore e taea te tono i te kaimahi ki te whakaae ki ngā mea iti iho i ngā tika iti rawa.**

Ko te kaimahi te tangata nāna i whakaae, i raro i te kirimana ratonga, kia utua ia ki te mahi. He utu ā-wiki, ā-tau hoki tērā, he huahoko, he utu harangotengote rānei.

## Ngā whakaaetanga mahi

**Me whai whakaaetanga mahi ā-tuhi ia kaimahi. Tērā pea he whakaaetanga takirōpū (e herea ana ngā kaimahi, kaituku mahi, uniana hoki) he whakaaetanga takitahi rānei (e herea ana te kaituku mahi me te kaimahi).**

Kei reira ētahi mea me mātua whakauru ki ngā whakaaetanga e ai ki te ture. Kei [www.employment.govt.nz](http://www.employment.govt.nz) ētahi atu kōrero.

He utauta koreutu te Employment Agreement Builder hei āwhina ki te waihanga kirimana e hāngai ana ki ngā pakihi ki tēnā kaimahi, ki tēnā kaimahi hoki. He maha rawa ngā kupu āwhina kia mōhio ai he aha ngā mea hei whakauru ki tētahi whakaaetanga – me ngā mea KAUA e rau ki roto. Haere ki <https://eab.business.govt.nz>.

Me whakaū ngā tika mahi iti rawa, ahakoa kāore tonu i whakaurua ki tētahi whakaaetanga mahi, he iti iho rānei tā te whakaaetanga ki tā te āheitanga iti rawa.

Ina whakariterite ana mō ngā rerekētanga ki ā rātau whakaaetanga mahi takitahi (IEA), ka taea e te kaituku mahi te tiki tohutohu motuhake (hei tauira, mai i ngā uniana, kaitaunaki, rōia ranei).

## Te tika ki te mahi i Aotearoa

Me mātua whakarite te kaituku mahi kia whai tika ā-ture ia tangata e tuku mahi rātau ki te mahi i Aotearoa.

Mā te utauta VisaView a Immigration New Zealand ka taea e te kaituku mahi ngā kōrero te whakaū mō ngā āheitanga mahi a te kaimahi. Haere ki [www.immigration.govt.nz/about-us/our-online-systems/visaview](http://www.immigration.govt.nz/about-us/our-online-systems/visaview)

## Utu iti rawa

**E hāngai ana ngā utu ā-wiki ki ngā kaimahi katoa, ahakoa tūturu, harangotengote, wā-whāiti, waimori, mahi i te kāinga, me te hunga ka utua katoahia, he wāhanga rānei mai i te huahoko, utu harangotengote rānei. Me utu i te kaimahi 16 tau, neke ake hoki, ki te utu ā-wiki pakeke iti rawa, engari rawa mēnā he kaimahi taiohi, kaimahi ākongā rānei.**

Ka whakaae pea te kaituku mahi me te kaimahi ki tētahi utu engari kia kaua e iti iho i te utu iti rawa e tika ana.

Ka arotakehia te utu iti rawa i ia tau, ā, e kitea ai ngā utu onāiane i [www.employment.govt.nz](http://www.employment.govt.nz)



Me utu i ngā kaimahi katoa e whakangungua ana, me te tangata e whakahaere ana i aua kaimahi, ki te utu pakeke iti rawa. Me utu te kaimahi taiohi ki te utu taiohi iti rawa, ā, me te kaimahi ākongā 20 tau, neke atu, me utu i a ia ki te utu whakangungu iti rawa.

**Ko te kaimahi taiohi he:**

- **Kaimahi 16 me te 17 tau**, ā, kāore anō ia kia mahi haere tonu mō te 6 ki raro i te kaituku mahi onāianeī.
- **Kaimahi 18 me te 19 tau** kei te utua ki tētahi takuhe noho mō te 6 marama, neke atu rānei, ā, kāore anō rātau kia mahi mō te 6 marama kore whati ki raro i tētahi kaituku mai i te whiwhinga i tētahi takuhe. Ina eke te 6 marama e mahi ana ia ki raro i tētahi kaituku mahi, kua mutu i a ia hei kaimahi taiohi, ā, me utu i a ia ki te utu pakeke iti rawa.
- **Kaimahi 16, 17, 18 me te 19 tau** e herea ana e tana whakaaetanga mahi kia whai whakangungutanga ahumahi mō te 40 whiwhinga nui ake rānei i te tau kotahi kia whai tohu ai mō te mahi e hāngai ana ki tana whakaaetanga mahi.

Kāore he utu iti rawa mō te kaimahi i raro i te 16 tau engari e hāngai tonu ana ērā atu tika me ngā āheitanga ki a ia. Mō te rapu āe rānei, kāo rānei he kaimahi taiohi tētahi kaimahi 16 tau, , me uru atu te wā i mua i te ekenga o te kaimahi ki te 16 tau ki te kaute i te wā i mahi kore whati ai te kaimahi.

**Ko ngā kaimahi ākongā he kaimahi:**

- e **20 tau** neke atu
- e herea ana e tā rātau whakaaetanga mahi ki te whai i ngā whiwhinga 60 i te tau kotahi ki tētahi kaupapa whakangungutanga ahumahi kia whai tohu ai mō te mahi e hāngai ana ki tā rātau whakaaetanga mahi.

## **Te utu i ngā utu**

Me mātua utu ngā kaituku mahi i ā rātau kaimahi ki te moni (engari rawa te Karauna me ngā kaunihera ā-rohe). Ki te utua mā tētahi atu āhuatanga (hei tauira, tāwere hāngai, haki), me mātua whiwhi whakaaetanga ā-tuhi mai i te kaimahi.

**Me whakaae ā-tuhi te kaimahi i mua i te tango moni mai i tana utu.**

E herea ana ētahi tangohanga (pēnei i te tāke PAYE, ACC, moni taurewa ākongā, tautoko tamaiti) e te ture, nō reira ehara i te mea me whakaae ā-tuhi.

## **Te whai mauhanga tika**

**Me mātua pupuri te kaituku mahi i ngā mauhanga tika o te wā i mahi ai te kaimahi me ngā utu, ngā hararei, ngā whakamatuatanga, me ngā āheitanga.**

Me mātua pupuri i tētahi tārua waitohu o te whakaaetanga mahi, ngā ture me ngā here onāianeī rānei i waitohua, me te tuku i tētahi tārua ki te kaimahi mēnā ka tonoa e ia.

Me pupuri tārua o:

- ngā whakaaetanga ki te whakawhiti hararei tūmatanui,
- ngā whakaaetanga kia utua ngā hararei ā-tau ki te moni,
- ngā tono ki te whakawhiti hararei tūmatanui,
- ngā tono kāore i whakaae te kaituku mahi kia utua ngā hararei ā-tau ki te moni,
- ngā whakaaetanga mō ngā tangohanga mai i ngā utu.

Mō ētahi atu taipitopito he aha ngā kōrero me mātua rokiroki haere ki

[www.employment.govt.nz](http://www.employment.govt.nz)



## Ngā āheitanga whakatā

E āhei ana ngā kaimahi ki ngā whakatā okioki whaiutu me ngā whakatā kai utukore e tika ana, ā, e hāngai ana hoki mō te roa o tā rātau rā mahi me taua kaituku mahi.

Ko te kaupapa o ngā wā whakatā he okioki, he kai, he take whaiaro hoki.

Kāore he ture mō te roa, te wā rānei o ēnei whakatā okioki, kai hoki. Me whakariterite te kaituku mahi me te kaimahi i runga i te ngākau pono mō te wā me te roa o ngā whakatā.

Ko te tikanga he 10 ki te 15 meneti te roa o ngā whakatā okioki, ā, he 30 meneti nui ake rānei mō ngā whakatā kai, engari ka rerekē ēnei wā puta noa i ngā ahumahi, momo mahi hoki. Ki te kore tētahi kaimahi e tino mārāma ki te tikanga me te āhua o tana ahumahi, ka taea te patapatai ki tana rangatōpū ahumahi, uniana rānei.

I tua atu i ngā whakatā, ka tika kia āhei atu tētahi kaimahi ki tētahi paremata mēnā kāore e tika te tuku whakatā ki te kaimahi nā te āhua o te mahi, ka whakaae rānei te kaituku mahi me te kaimahi. Kāore he ture pūmau e kī ana he aha he paremata tika engari pea he whakamatuatanga ōrite i tētahi atu wā; me te aha e ōrite ana ki te āhua o te whakatā.

Me whakarato whakatā (tāpiri) tōtika, mo te kaimahi e hiahia ana ki te whāngai ū, te tango waiū rānei, ina ka tika, ka taea hoki. Ehara i te mea me utu te kaituku mahi mō ēnei whakatā engari anō mēnā i whakaaehia.

## Ngā hararei ā-tau

**I te paunga o te kotahi tau e mahi kore whati ana te kaimahi me te kaituku mahi kotahi, e āhei ana te kaimahi ki ngā hararei ā-tau whaiutu o te 4 wiki.**

Ka taea e te kaimahi te tono (ā-tuhi) kia utua kētia ā-moni, te kotahi wiki o tana hararei ā-tau. Kāore e taea e te kaituku mahi te pēhi i te

kaimahi kia utua te hararei ki te moni, ā, te whakauru rānei ki ngā whakaaetanga mahi.

Ka utua ngā hararei ā-tau ki tētahi o ēnei: te utu nui rawa o te utu ā-wiki noa a te kaimahi i te tīmatanga o te hararei ā-tau; ngā utunga ā-wiki toharite a te kaimahi mō ngā marama 12 i mua tonu i te wā utu whakamutunga i mua o te hararei ā-tau.

Ki te wehe tētahi kaimahi i mua i te otinga o tētahi tau mahi whānui, he 8% te utu hararei o ngā utunga peke, me te tango mai i ngā utu hararei kua utua kētia.

Ka taea e te kaimahi waimori me te kaimahi wā-whāiti (iti iho i te 12 marama) te whakaae kia whiwhi utu hararei rātau ki te “āhuatanga utu haere i te wā” mēna e tika ana ngā here. Mō ētahi atu kōrero haere ki [www.employment.govt.nz](http://www.employment.govt.nz).

Ka taea e te kaituku mahi te kaimahi te whakahau kia heria ana hararei ā-tau i tētahi wā kati kia kotahi te wāi ia tau (hei tauira, i te Kirihimete), engari me tuku whakamōhiotanga i ngā rā 14 i mua. Ki te whakarite wā kati tētahi kaituku mahi, ā, ka uru he rā hararei tūmatanui ki roto, ka āhei atu te kaimahi kia utua ngā rā hararei ānō nei he rā mahi tērā.

## Ngā hararei tūmatanui

**E āhei ana te kaimahi ki ngā rā hararei tūmatanui 11 whaiutu mai i te mahi, mēnā ko te tikanga he rā mahi mō te kaimahi.**

Me utu te kaituku mahi i te kaimahi i tana utu o ia rā, utu toharite o ia rā rānei (mēnā e hāngai ana) mō te hararei tūmatanui.

Ki te mahi tētahi kaimahi i tētahi rā tūmatanui me wā me te hāwhe te utu i a ia mō tana mahi. Mēnā he hararei tūmatanui ki tētahi rā mahi noa, e āhei ana te kaimahi ki tētahi rā hararei whaiutu kē.



**Ka taea e te kaituku mahi me te kaimahi te whakaae kia whakawhitia te hararei tūmatanui ki tētahi atu rā mahi, kia eke ai ngā hiahia o te pakihi, o te kaimahi rānei.** Engari, kāore e taea te whakaiti ngā hararei tūmatanui e āhei ana te kaimahi. Ko te rā i whakawhitia atu te hararei tūmatanui, he ōrite tērā ki te hararei tūmatanui whaiutu, whakamatuatanga hoki.

Haere ki [www.employment.govt.nz](http://www.employment.govt.nz) mō tētahi rārangi o ngā hararei tūmatanui me tētahi Utauta Hararei me te Whakamatuatanga.

## Whakamatuatanga māuiui

**Ina eke te 6 marama o te mahi kore whati, e āhei ana te kaimahi ki ngā rā whakamatuatanga māuiui whaiutu e 5.**

E āhei ana ngā kaimahi ki ngā rā whakamatuatanga māuiui e 5 mō ia 12 marama i muri mai, ā, ka taea te kawea atu ngā rā whakamatuatanga māuiui neke atu i te 15, engari kaua e nui atu i te 20.

Ka taea te whakamahi ngā whakamatuatanga māuiui mēnā:

- kei te māuiui, kua whara rānei te kaimahi
- kei te māuiui, kua whara rānei te hoa o te kaimah
- kei te māuiui, kua whara rānei tētahi e tiakina ana e te kaimahi.

Me mātua utu te kaituku mahi i ngā utu tika o ia rā, utu rā toharite (mēnā e tika ana) rānei ki tana kaimahi mō te whakamatuatanga māuiui.

Ka taea e te kaituku mahi te tono tohu o te mate, pēnei i tētahi tiwhikete hauora. Ki te tono te kaituku mahi mō tētahi tohu i roto i te 3 rā o te mate, whara rānei, mā te kaituku mahi e utu mēnā he utu ki te whai tiwhikete mai i tētahi mātanga hauora. Kāore e whakaaetia kia whakanonoi te kaituku mahi kia haere te kaimahi ki tētahi mātanga hauora kē atu.

## Whakamatuatanga tangihanga

**I muri i te 6 marama** e mahi kore whati ana te tangata e āhei ana ngā kaimahi katoa ki ngā whakamatuatanga tangihanga o te:

- 3 rā i te matenga o tētahi hoa rangatira, matua, tamaiti, tuakana/teina, kuia, koroua, hungarei rānei
- 1 rā mēnā e whakaae ana te kaituku mahi i pā mai te kapua pōuri ki runga i a koe nā te matenga o tētahi kāore i kīia i runga ake.

Haere ki [www.employment.govt.nz/holidaytool](http://www.employment.govt.nz/holidaytool) mo te roanga o ngā kōrero.

## Whakamatuatanga matua me ngā utu whakamatuatanga matua

**Ka āhei pea te kaimahi ki ngā whakamatuatanga matua, ngā utu whakamatuatanga hoki / rānei mēnā ka ū ia ki ētahi whakaritenga.**

He rerekē te whakamatuatanga matua ki te utu whakamatuatanga matua, ā, he rerekē ngā whakaritenga āheitanga mō ngā mea e rua.

**Ko te whakamatuatanga matua he whakamatuatanga mai i te mahi hei tiaki i tētahi tamaiti.** Ka whiwhi i te kaimahi tēnei mai i tana kaituku mahi.

Ka āhei pea te kaimahi ki te whakamatuatanga matua (whakamatutanga hoa, whakamatuatanga kaitiaki matua, whakamatuatanga tōroa) mēnā ka ū ia ki ngā whakaritenga 6 marama, 12 marama rānei.

Ko ngā whakaritenga 6 marama:

Me mātua mahi mō te kaituku mahi kotahi mō te 10 haora toharite i te wiki i te iti rawa mō te 6 marama i mua i te rā whānau o te tamaiti (te rā rānei i taka ki a koe te tiaki tūturu i tētahi tamaiti i raro i te 6 tau).



Ko ngā kaimahi ka ū ki ngā whakaritenga 6 marama ka āhei atu ki ngā whakamatuatanga o te 26 wiki (tae atu ki ngā whakamatuatanga kaitiaki matua 18 wiki).

Ko ngā whakaritenga 12 marama:  
Me mātua mahi mō te kaituku mahi kotahi mō te 10 haora toharite i te wiki i te iti rawa mō te 12 marama i mua i te rā whānau o te tamaiti (te rā rānei i taka ki a koe te tiaki tūturu i tētahi tamaiti i raro i te 6 tau).

Ko ngā kaimahi ka ū ki ngā whakaritenga 12 marama ka āhei atu ki ngā whakamatuatanga o te 52 wiki (tae atu ki ngā whakamatuatanga kaitiaki matua 18 wiki).

Ka taea e ngā kaitiaki te tuari whakamatuatanga tōroa me tētahi hoa e ū anō ki ngā whakaritenga 6 marama, 12 marama rānei. Ko te tapeke whakamatuatanga tōroa ka tangohia, tuarihia rānei e kore e taea kia roa ake i te 52 wiki, 26 wiki rānei mēnā e āhei anake rāua tahi ki ngā whakaritenga 6 marama. Mēnā e āhei ana tētahi hoa ki te 52 wiki, ā, ko tētahi atu he 26 wiki, kāore e taea e te hoa e āhei anake ki te 26 wiki te tango kia nui atu i te 26 wiki ngā whakamatuatanga.

Ko te hoa e ū ana ki ngā whakaritenga o te 6 marama ka āhei anō ki te 1 wiki tāpiri utukore o te whakamatuatanga hoa, ā, ko te hoa e ū ana ki ngā whakaritenga 12 marama ka āhei ia ki te 2 wiki utukore o te whakamatuatanga hoa.

E āhei ana ngā wāhine hapū ki ngā whakamatuatanga motuhake utukore o te 10 rā mō ngā take e pā ana ki te hapūtanga i mua i te tīmatanga o te whakamatuatanga matua.

Mō ngā āwhina e pā ana ki ngā whakamatuatanga matua, me aha rānei me

tētahi puka tono a tētahi kaimahi, haere ki [www.employment.govt.nz](http://www.employment.govt.nz).

**Ko ngā utu whakamatuatanga matua** (e kīia ana ‘paid parental leave’ i ētahi wā) he utu nā ngā pūtea kāwanatanga. Ka tono te kaimahi ki Te Tari Tāke mō ēnei.

Ko te kaimahi i whiwhi mahi (ehara i te mea mai i te kaituku mahi ōrite) mō te 10 haora i te wiki i te iti rawa mō ngā wiki 26 o ngā wiki 52 i mua tonu i te whānautanga mai o te tamaiti ka āhei atu ki ngā utu whakamatuatanga e utua ana e te kāwanatanga mō ngā wiki atu ki te 18 wiki – ētahi, te katoa rānei ka taea te whakawhiti ki te hoa rangatira rānei mēnā ka ū anō ia ki ngā whakaritenga.

He kōrero atu anō ā Te Tari Tāke mō ngā utu whakamatuatanga matua. Haere ki <http://www.ird.govt.nz/yoursituation-ind/parents/parents-paid-parental-leave.html>

## Ētahi atu tika whakamatuatanga

Ka āhei pea te kaimahi ki ētahi atu momo whakamatuatanga, hei tauira, mēnā i whara i te mahi i tētahi wharanga mahi, kei te whakangungu rānei i roto i te ope kātua.

## Ngā whakaritenga mahi ngāwari

He tika ā-ture tā te kaimahi ki te tono kia huria ā rātau haora mahi, ngā rā mahi, wāhi rānei. Me mātua whakaaroaro ngā kaituku mahi ki tētahi tono, ā, ka taea hoki e rātau te whakahē i runga i ētahi kaupapa whāiti anake. Haere ki [www.employment.govt.nz](http://www.employment.govt.nz) mō ētahi atu kōrero.

## Ngā utu me ngā tika ōrite

Kāore e taea e te kaituku mahi te kaimahi te whakahāwea i ngā wā whakauru mahi, pana kaimahi, utu, whakangungu, whakakake kaimahi rānei nā runga i tētahi o ēnei āhuatanga: nā te mātāwaka, te tae o te kiri, tōna whenua



taketake, momo iwi rānei, te ira tangata, hōkakatanga rānei, tūnga mārena, whānau rānei, tūnga mahi, taipakeke, whakapono, whakaaro tōrangapū, hauātanga, te whai wāhitanga rānei ki ngā mahinga uniana.

## Ngā kaimahi wā-whāiti

Ka taea e te kaituku mahi te tuku mahi wā-whāiti mēnā:

- he pūtake tika tonu – pēnei i ngā mahi ā-wāhanga tau, mahi ā-kaupapa, e rīwhi ana rānei te kaimahi mō tētahi kaimahi tūturu kei te whakamatua
- i whakamōhio atu te kaituku mahi ki te kaimahi mō ngā pūtake, ka pēhea, āhea rānei mutu ai te mahi, ā, e whakaae ana te kaimahi ki tēnei i roto i tana whakaaetanga mahi.

Pērā i ētahi atu whakaaetanga mahi, me whakarite ā-tuhi ngā whakaaetanga wā-whāiti.

## Ngā wā whakamātautau

Ka taea e ngā kaituku mahi te tuku mahi me te whakauru i tētahi wā whakamātautau atu ki te 90 rā.

He tūao ngā wā whakamātautau, ā, me whakaae ā-tuhi me te whakarite i runga i te ngākau pono hei wāhanga o te whakaaetanga mahi.

**Ki te panaia te kaimahi i mua i te ekenga o te wā whakamātautau tē taea e ia te whai whakamau whaiaro nā te kore i tika te pana i a ia te take.** Ka taea e ia te whai whakamau whaiaro mō ētahi atu take, pēnei i te whakahāwea, nonotitanga, kāore i tika rānei te mahi a te kaituku mahi.

E āhei ana te kaimahi wā whakamātautau ki te katoa atu o ngā tika mahi iti rawa.

## Ngā uniana

**He tika tā te kaimahi ki te whiriwhiri mēnā me whakauru ki tētahi uniana, ā, me te tohu ko tēhea. He takahi ā-ture te pēhi a te kaituku mahi (tētahi atu rānei) i tētahi kaimahi kia whakauru atu, kia kaua rānei e whakauru ki tētahi uniana.**

Me mātua whakauru te kaituku mahi, mēnā kua tīmatahia e tētahi uniana ngā whakariterite, ki ngā whakariterite mō tētahi whakaaetanga rangapū me taua uniana.

Ka taea e ngā mēnā uniana te haere ki ngā hui uniana e rua (atu ki te 2 haora mō ia hui) i ia tau me te whiwhi utu i ngā haora mahi. E herea ana te kaituku mahi ki te tango utu uniana mai i te utu a te kaimahi me te utu i taua pūtea ki te uniana mēnā koira te tono a te kaimahi. Ka āhei pea ētahi kaimahi ki ngā whakamatuatanga whaiutu ki te haere ki ngā akoranga whanaungatanga mahi.

Me mātua whai whakaaetanga ngā uniana mai i te kaituku mahi ki te haere ki tētahi wāhi mahi. Kāore e tino taea e te kaituku mahi te whakahē mō te koretake noa iho. Haere ki [www.employment.govt.nz](http://www.employment.govt.nz) mō ētahi atu kōrero mō ngā uniana me ngā whakariterite rangapū, tae atu ki ngā porotū, aukatitanga hoki.

## Hauora me te haumaruru

**Me mātua whakarato ngā kaituku mahi i tētahi wāhi mahi haumaruru me te whakangungutanga tika, te whakahaerenga, taputapu hoki.**

Ma te kaimahi e tātari e whakakore (whakaiti) pūmate, mōrearea hoki, e tūhura mai ki te hauora me te haumaruru. E herea anō ana te kaituku mahi ki te pūrongo wharanga kino ki Mahi Haumaruru Aotearoa.



Me mātua whakarite anō te kaimahi i tōna ake hauora me te haumarū, te whai i ngā kaupapa here, hātepe hoki, ā, kia kua hoki e tūkinō i ētahi atu nā te āhua o tā rātau ake mahi. Kei te āhei te kaimahi ki te whakahē i te mahi mēnā ki tōna whakapono ka noho tūpono mōrearea tōna hauora me te haumarū, tō ētahi atu rānei, nā tētahi mōreatanga.

Haere ki [www.worksafe.govt.nz](http://www.worksafe.govt.nz)

## **Ngā huringa me ngā hanga hou**

**Me mātua whakawhitiwhiti te kaituku mahi i runga i te ngākau pono me ngā kaimahi mō ngā whakatau e marohitia ana tērā pea he pānga kino ki te mahi kore whati a tētahi kaimahi.**

Me mātua tuku kōrero atu te kaituku mahi ki ngā kaimahi ka pā kinotia, ā, me te tuku whai wāhitanga ki a rātau ki te korero i mua i te tuku whakatau. Ehara i te mea me whāki te kaituku mahi i ngā kōrero matatapu mēnā he tika tonu kia pupuritia.

Me whai 'wāhanga tiaki kaimahi' ia whakaaetanga mahi hei tautoko i tētahi hātepe 'tika' me te tiaki i ngā kaimahi mēnā ka hokona atu te pakihī, ka kirimanahia, ka whakawhitihia atu. E hāngai ana ngā ture motuhake ki ngā kaimahi e mahi ana i ngā mahi tunu kai, horohoroī, kaitahitahi, horoi pueru me ngā mahi tonotono, ina kirimanahia atu ā rātau mahi, ka tukuna rānei ki tētahi kaikirimana hou. Engari, kāore pea he pānga o tēnei ki te kaituku mahi, hunga hāngai rānei, e tuku mahi ana ki ngā tāngata iti iho i te 19 tāngata (umanga iti, wawaenga rānei) ki ēnei ture.

## **Ngā raruraru whanaungatanga mahi**

Ki te pupū ake he raruraru mahi, me āta whakamārama te kaituku mahi, kaimahi hoki i

ngā kōrero tika. Me kōrerorero rāua ki a rāua ki te whakarite i te raruraru, ā, ka āhei ki te whai kaitaunaki, māngai uniana/rangatōpū rānei i roto i ngā kōrero. Ka taea te tiki kōrero mō ngā tika me ngā here mai i

[www.employment.govt.nz](http://www.employment.govt.nz)

Mēnā kei te raruraru tonu, ka taea e te kaituku mahi, kaimahi rānei te whakamahi i te Ratonga Takawaenga Mahi koreutu a MBIE. E wātea ana ngā kōrero mō tēnei ratonga, ā, me pēhea te tono takawaenga i [www.employment.govt.nz](http://www.employment.govt.nz).

Ko ngā raruraru ka mau tonu ka taea te heri ki te Employment Relations Authority, ki te Kōti Take ā-Mahi rānei i muri mai.

## **Ngā whiu**

He whiu ā-utu mō te kore ū ki ngā ture mahi, tae atu ki ngā whakatau whiu ā-moni mō ngā wāhitanga taumaha. Atu ki te \$50,000 pea mō te tangata; mō ngā kamupene, ko te mea nui rawa o te \$100,000, e toru whakareatanga rānei o te whiwhinga moni i riro i te kamupane nā te wāhitanga.

Ka whiu anō pea tētahi kaituku mahi, ka whaina rānei mō te kore ū ki ngā ture wāhi mahi hauora me te haumarū.