

Te oranga o ngā kaimahi tautoko i te hāpori i te horapa o te mate urutā, o te Kowheori-19

The wellbeing of community support workers during the Covid-19 pandemic

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Ngā Mihi

E pīrangī ana te rōpū rangahau ki te mihi atu ki ngā kaimahi katoa e tautoko ana i te hapori i whai wāhi mai ai ki te tuku kōrero mai mō ō rātou wheako ki tēnei pūrongo.

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He Whakarāpopoto Whānui

Te Āhua o te Rangahau

I pātaitia e te rangahau nei, *He aha ngā uauatanga kua pā ki ngā kaimahi e tautoko ana i te hapori, he aha hoki te hāngai o aua uauatanga ki tō rātou oranga ā-hauora, ā-pāpori anō hoki i te roanga ake o te mate Kowheori-19?* Kua pūrongoatia hoki ngā mahi i whāia ai e tēnei hapori hei tiaki i tō rātou ake oranga, me te oranga hoki o ā rātou kiritaki i te mate urutā.

Ko te ara rangahau i whāia ko tēnā o te whai wāhi mai a te hapori me te mahi tahi a ngā haumi hapori e rua: Ko E tū me ngā uniana PSA. I whai wāhi hoki tētahi whenu Māori ki tēnei hinonga. E 91 katoa te hunga i uia i te roanga ake o te tau 2021, i tēnei hinonga. Kei roto i tēnei ope ngā kaimahi 19 i tautoko i te hapori, ā, i noho hei kairangahau, hei kaiuru anō hoki, ka mutu, i uiui rātou i ētahi atu kaimahi tautoko i te hapori. Ka ahu mai ngā kitenga i tēnei pūrongo i ngā uiuinga e 87.

Ngā Mahi hei Tautoko i te Hapori

Ā-tirohanga whānui nei, kāore te manarite-kore ā-tirohanga roa, ā-pūnaha hoki e rongo nei ngā kaimahi tautoko i te hapori e pā ki tō rātou ake oranga, ki tō te ope oranga noa iho, engari ka pā ki ā rātou kiritaki, ki ō rātou whānau anō hoki i ngā wā e tau ana te noho. Ka kino kē atu i te wā o te mate urutā me ērā atu o ngā wā mōrearea i kaha ai te karawhiua o kaimahi tautoko i te hapori e te tūraru, e te mahi, e ngā haepapa hoki, ka mutu, i te nuinga o te wā, i paku nui ake, kāore rānei i nui ake ngā rauemi i hoatu rā ki a rātou tēnā i ngā rauemi i hoatu ai i ngā wā kāore e pēnā ana te mōrearea.

He mahi matatini tā te kaimahi tautoko i te hapori mahi hei tautoko i ngā kiritaki e whānui ana ngā pakeketanga, ngā momo tautoko me whai, ngā momo āhuatanga hoki o te noho. Ko tā te kaimahi tautoko i te hapori he kōkiri i ngā mahi i tutuki ai i ngā tapuhi i ngā wā o mua, ā, e pātata ana tā rātou manaaki, tā rātou tautoko hoki i ō te tinana wē, i ō te tinana pūnaha hoki. E taratahi ana tā te kaimahi tautoko i te hapori mahi i roto i ngā kāinga o te tangata i te hapori, ka mutu, kāore he kāinga rua, ā, ko rātou anake hei toro atu mā ā rātou kiritaki.

Te pānga a te Kowheori-19

Nā te Kowheori-19 i māraakerake ai te kitea o te tūmatawarea o te mahi a te kaimahi tautoko i te hapori me tā rātou takoha ki tēnā, ki tēnā, ki te hapori whānui anō hoki. Ki ētahi, i mihia rātou, i whakahīhī kē atu hoki rātou i te huringa o te tūranga hei 'kaimahi matua' (essential worker), ā, tērā ētahi o te hapori i kaha whakanui i ngā kaimahi tautoko i te hapori i te noho rāhui tuatahi. Kāore te matatini o te mahi, o ngā pūkenga, o te mōhio, o ngā wheako hoki kei te hāngai e whakanuia ana e te hapori, e ngā kaiwhakawhiwhi mahi, i ngā kaituhi kaupapa here anō hoki.

I nui ake te pokea o te nuinga o ngā kaimahi tautoko i te hapori i te karawhiunga o te Kowheori-19. I taratahi te mahi a ngā kaimahi tautoko i te hapori, ka mutu, kāore i rawaka te arahina o rātou e ō rātou kaiwhakawhiwhi mahi, e te kāwanatanga hoki e mōhio ai ki ngā ara pai katoa e whakaruruhau ai i a rātou anō, i ā rātou kiritaki hoki i te Kowheori-19. E papatoiake tonu ana tā rātou whai wāhi atu ki ngā kākahu whakaruruhau whaiaro (PPE) kia haumarua ai tā rātou kawae i ā rātou mahi, ā, i mōrearea hoki te noho, otirā i te tīmatanga o te mate urutā.

I iti tā ngā whakahaere tuku i ngā kupu ārahi, i te tautoko anō hoki, otirā i te upoko o te mate urutā. I tokomaha ngā kaimahi tautoko i te hapori i rongo i te mokemoke me te korenga o rātou i tautokona

e ō rātou kaiwhakawhiwhi mahi, i mate hoki rātou ki te kuhu i a rātou anō mō te whakatau i ngā ara pai katoa e haumarua ai tā rātou manaaki.

Kāore i tino whai hua ki te āhua o ngā mahi a te kaimahi tautoko i te hāpori ngā kaupapa here a te kāwanatanga e hāngai ana ki te whakamāmā i ngā uauatanga ki te taha pūtea, ki ngā rangi wātea mō ngā māuiuitanga, ki ngā pūnaha hoki hei tiaki i ā rātou tamariki. Ahakoa i whakautea ngā whakatau me ngā kaupapa here a te kāwanatanga e ngā kaimahi tautoko i te hāpori i te nuinga o te wā, i rongo tonu te nuinga i te korenga o tā rātou mahi i tino whakautea, i tino whakaarohia hoki; me te aha, ki ētahi, i heke tō rātou whakapono ki ngā mana whakahaere me te tokonga o te whakaaro me kuhu rātou i a rātou anō i te mahi.

Te Oranga o ngā Kaimahi Tautoko i te Hāpori

Hei tā te pūrongo mai a ngā kaimahi tautoko i te hāpori, e whai wāhi atu ana ngā aronga e whai ake nei ki te oranga torowhārahi:

- Te pai o te hauora o te tinana me te hinengaro (Te Oranga o te Tinana me te Hinengaro)
- Te pūmau me te motuhake o te noho ā-pūtea nei (Te Oranga ā-Ahumoni, ā-Ōhanga hoki)
- Te tautoko ā-pāpori, tae atu ki te tautokona o te whānau, ki te whanaungatanga i te hāpori, ki te wā hoki mō te ngahau me te whānau (Te Oranga ā-Pāpori)
- Ngā hononga ki te taha wairua (Te Oranga o te Wairua)
- Ngā taunga ā-ahurea nei (Te Oranga ā-Ahurea)
- Ngā hononga ki te taiao (Te Oranga ā-Taiao)
- Te rongo i te matapoporetanga me te āwhina atu (Te Whai Tikanga)
- Te korenga e hēmanawa (Te tauritenga o ngā āhuatanga katoa o runga)

Ko te whai tikanga tētahi wāhanga tāpua o te oranga mā roto i te mahi me ngā kaupapa ngahau i te ao o ngā kaiuru. E hāngai ana te whai tikanga ki tā rātou rongo i te take me te āwhina i te tangata, i ngā hāpori, i ngā pāpori hoki. Ki te nuinga o ngā kaimahi tautoko i te hāpori, e whai tikanga ana te tuku āwhina ki te tangata i ō rātou kāinga.

Ko te mahi tētahi taupā tāpua ki te oranga o ngā kaimahi tautoko i te hāpori. Ko ruha, ko wherū, ko hūhi hoki i pā kino atu ai ki tō rātou oranga, tērā hoki me te nui haere o te taratahitanga i te mahi, i ō rātou kaiwhakawhiwhi mahi hoki. Nā ēnei āhuatanga, nā te kaha haere hoki o ngā pēhitanga ā-pūtea i te urutā Kowheori-19 i totoa ake ai te hekenga o te oranga o ngā kaimahi tautoko i te hāpori.

Te Oranga o ngā Kaimahi Māori e Tautoko ana i te Hāpori

I uia ngā kaimahi Māori e tautoko ana i te hāpori i te taha auraki, kaua ko ngā whakahaere Māori e tautoko ana i te hāpori. I rongo ngā kaimahi Māori e tautoko ana i te hāpori i ngā āhuatanga me ngā taupā ki te oranga i kōrerotia ai e ngā kaiuru whānui. I nui te kōrerotia o te hauora e ngā kaimahi Māori e tautoko ana i te hāpori, me te kōrerotanga o te oranga hei āhuatanga torowhārahi, e whai wāhi atu ana te hauora whaiaro (te oranga o te hinengaro me te tinana), te whānau me te ahurea (te oranga ā-pāpori, ā-ahurea hoki), me te wairua (te oranga o te wairua).

Heoi, i rite tonu hoki tā ngā kaiuru Māori kōrero mō te ahurea hei wāhanga tāpua mō te oranga, me te pāngia o ā rātou mahi e te korenga o ō ētahi mōhio ki ahurea kē. I kino te pāngia o tō rātou oranga e te whakatoihara me te kaikiri, e te iti o tō te kaiwhakawhiwhi mahi mōhio ki te ahurea, o tā

te kaiwhakawhiwhi mahi tautoko, e ngā anga manaaki, e ngā anga tautoko nō te uru i kore ai rātou e whai wāhi atu ki te whakatinana i te huatau o te whanaungatanga e whakakaha ana i ngā hononga pai mō te oranga.

Te Whakakī i ngā Āputa

I mate ngā kaimahi tautoko i te hāpori, ō rātou whānau, ō rātou hāpori hoki ki te whai rongoā e tiaki ai i te oranga o ngā kaimahi me ā rātou kiritaki i te mate urutā Kowheori-19. I pēnei ai nā te korenga i kitea o ngā kaimahi me tā rātou mahi, o te noho tautauāmoa e hāngai ana ki ā rātou mahi, o te iti o tā te kāwanatanga me tā ngā whakahaere tautoko i a rātou. E whai ake nei ētahi o ngā āputa i rangona kua tautohua:

- Ko ngā āputa i roto i te tukunga o ngā kākahu whakaruruhau whaiaro (PPE).
- Ko ngā āputa i te manaakitanga o te oranga o ngā kaimahi tautoko i te hāpori, o ō rātou whānau hoki.
- Ko ngā āputa i roto i te manaakitia o ngā kiritaki i te mate urutā.

I whakakīia ēnei 'āputa' ki ngā mahi ake a ngā kaimahi tautoko i te hāpori, ki ā rātou mahi whānui i te taha o ō rātou uniana, ki tā ngā kaimahi tautoko whakahaere i a rātou anō i te mahi, ki ngā kōtuinga i te hāpori me ngā whānau.

Ngā Kupu Tohutohu

E whakakahangia ai, e tiakina ai hoki te oranga o ngā kaimahi tautoko i te hāpori me ā rātou kiritaki, he kupu tohutohu kua takoto i raro i ēnei wāhanga tāpua e whai ake nei:

1. Te kōtuinga o ngā hoahoa torowhārahi o te oranga e āhukahuka ana, e pupuri ana hoki i ngā Mātāpono o Te Tiriti o Waitangi.
2. Te hāngai pū o te oranga i te whakawhiwhinga mahi me ngā mahi kirimana.
3. Te mārama ki te matatini o ngā mahi a ngā kaimahi tautoko i te hāpori, me ngā pūkenga o aua kaimahi.
4. Te Whanaketanga o te Rāngai Whānui

1. He Whakatakinga

E mauroa ana te rongo a ngā kaimahi tautoko i te hapori i ngā āhuetanga kino o te mahi (Ravenswood rūa ko Douglas, 2017). I te 2017 Pay Equity Settlement (Te Manatū Hauora, 2020) i kitea ai te iti o ngā utu me ngā arawātea ki te whakangungu ki ngā kaimahi tautoko i te hapori i ahu mai ai i te whakatoihara mauroa ā-ira. Nā tēnei whakatoihara ā-pūnaha i heke ai te tirohanga atu ki te mana o te tū, o te mahi hoki a te kaimahi tautoko i te hapori i Aotearoa. Kāore ō rātou pūkenga me ā rātou mahi i te kaha mārama i ngā taumata whānui, tae atu ki ngā kaiwaihanga i ngā kaupapa here. Ka tāpiri atu ki te manarite-kore ā-ira te tūmatawarea o ēnei kaimahi me ā rātou mahi, i a rātou e kawea ana i ā rātou mahi i ngā kāinga tūmataiti o te tangata. Ko te hunga e manaakitia ana e rātou te hunga whakaraerae ake i tō tātou ao - i heke ai te tūnga he kore nō rātou e wātea ki te mahi, e wātea rānei ki te manaaki i a rātou anō.

Kei te takiwā o te 11% te hunga Māori i te rāngai kaimahi tautoko i te hapori e ai ki ngā hangapori o ngā mema PSA, e hāngai ana hoki ki ngā raraunga i te karangatanga o te rāngai hauora me te āwhina ā-pāpori (McClintock rātou ko Stephens, ko Baker, ko Huriwai, 2019). Mātua rā, tērā ētahi taunaki o te whakatoihara ā-pūnaha, nā runga i tā ngā whakahaere Māori kī mai e iti iho ana te taumata o te tukua o ngā pūtea ki a rātou, tēnā i ētahi atu whakahaere (Home and Community Health Association rātou ko Lattice Consulting, 2018). E kitea ana i konei, i runga i te manarite-kore ā-ira i te whakahaerenga o te hauora, he manarite-kore kaikiri hoki kei reira me te iti iho o te aro atu ki ngā haepapa i raro i Te Tiriti o Waitangi. Mō ngā kaimahi Māori e tautoko ana, e nui ana te tūponotanga ka kino kē atu te manarite-kore nā te mauroa o te rahua o te pūnaha ki te tiaki, ki te whakakaha hoki i tō rātou oranga i te mahi. Ki a ngāi Māori, ka kino kē atu ēnei take nā te waimeha o ngā take ahurea i roto i tā te Pākehā titiro. Nā reira, i tēnei hinonga i whai reo ai ngā kaimahi Māori e tautoko ana i te hapori ki te wahawaha i ō rātou āwangawanga, ki te whai hua hoki tā rātou waihanga i ō rātou ake rongoā.

Ko te ara rangahau i whāia ko tēnā o te whai wāhi mai a te hapori me te mahi tahi a ngā haumi hapori e rua: Ko E tū me ngā uniana o Te Pūkenga Here Tikanga Mahi (PSA), ko ā rātou mema kaimahi tautoko i te hapori hoki. Ka whakanui te whai wāhi mai a te hapori ki ngā rangahau (CBPR) i te hononga i waenga i te hapori me ngā haumi pūmātauranga, me te rangahau whai hua (Nicolaidis rūa ko Raymaker, 2015). I kimi kaiuru ngā haumi nō te uniana nā te toro atu ki ngā māngai me te tiri i ngā whakatairanga rangahau ki ngā kōtuinga mema. I whāia hoki te ara o kaiuru e kimi kaiuru ana, ā, tērā ētahi kaiuru i tuku i te rangahau ki ētahi atu kaimahi tautoko.

He mea ārahi te whenu Māori o tēnei rangahau e tētahi kairangahau Māori, e Tākuta Amber Nicholson, i whakahaerehia ngātahitia ki te taha o ngā kaiuru rangahau Māori, ā, ko tētahi o te ope rā he mōhio ki te reo Māori, me te noho hāngai ki ngā mātāpono o te Kaupapa Māori. Nā konei i mōhio pū ai tō mātou tīma i tika tō rātou mōhiotanga ki te ahurea hei toro atu, hei tirotiro, hei whakamana hoki i ngā wheako o ngā kaiuru i te horopaki o te rangahau. I whai ngā uiui i te ara o te tito ngātahi i te kōrero (Bishop, 2008), arā, te ara e mahi tahi ai te kaiuru e whai wāhi atu ai te tangata ki te tuku, ki te waihanga ngātahi i āna kōrero, i ōna mōhiotanga ki te ahurea e tika ana. I ngā uiui i te taha o ngā kaiuru Māori, i whai wāhi atu ai ngā huatau Kaupapa Māori, pēnei i te karakia, i te mihi, i te whakamahia o te reo Māori. I hui ā-tinana i ngā wā i āhei tēnā mahi, engari i

runga i ngā panonitanga o te wā i te taha ki te mate urutā me te noho a ētahi kaiuru ki ngā takiwā taiwhenua, i karawhiua te nuinga mā te huitopa me te waea.

I nui ake te wero o te kimi kaimahi Māori e tautoko ana i te hapori i tēnā i whakaarohia ai. Nā te tokoiti pea o ngā kaimahi Māori e tautoko ana i te hapori kei roto i te uniana, nā te tokoiti rānei/hoki o ngā kaimahi Māori e tautoko ana i te hapori kei te mahi i ngā whakahaere e hāngai ana ki ngā haumi uniana. Kāore i hāngai tā tēnei mahi rangahau toro atu ki ngā Whakahaere Hauora Māori; ā haere ake nei i ngā mahi rangahau, ka noho mātāmua te noho hei haumi mō ngā Whakahaere Hauora Māori e kaha ake ai te toro atu ki ngā kaimahi Māori e tautoko ana i te hapori.

E 91 katoa te hunga i uia i te roanga ake o te tau 2021, i tēnei hinonga. I roto i te whenu Māori, katoa ngā kaiuru 14 he wāhine, ka mutu, he pāhake te nuinga: tae atu ki ngā kaiuru e whitu i waenga i te 45 me te 64 tau te pakeke, e rua i 44 tau, i raro iho rānei (kāore ērā atu i tohu i tō rātou pakeke). E waru ngā kaiuru Māori i mahi i roto i ngā kāinga, i ngā hapori hoki, e rua i ngā mahi tautoko i te hunga hauā, e rua hoki i whakahaere kē. E waru o ngā kaiuru i mahi i ngā whakahaere huamoni, e ono hoki i mahi i ētahi atu whakahaere monihua-kore rerekē. Kāore tētahi o ngā kaiuru Māori i mahi i roto i ngā Whakahaere Hauora Māori. Kua whakamaoritia ngā kōrero o ngā kaiuru Māori.

He mea whakaae te taha matatika i tēnei hinonga e te AUT Ethics Committee.

E arotahi ana tēnei kātū o te pūrongo ki te oranga o ngā kaimahi Māori e tautoko ana i te hapori. Mō ngā pārongo mō te hinonga whānui, tēnā, tirohia te:

Ravenswood, K., Nicholson, A., Hurd, F. Ewertowska, T. Fromm, A., McCully, K., Woolley, M. and The Participant Researchers (2022). *The Wellbeing of Community Support Workers During the Covid-19 Pandemic*. AUT. Auckland, New Zealand.

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2 Te Oranga o ngā Kaimahi Māori e Tautoko ana i te Hapori

2.1 Te Tautuhinga o te Oranga o ngā Kaimahi Māori e Tautoko ana i te Hapori

I rongo ngā kaimahi Māori e tautoko ana i te hapori i ngā āhuatanga me ngā taupā ki te oranga e ōrite ana ki ēnā i whakapuakina ai e ngā kaiuru whānui, pēnei i te whai tikanga, i ngā kōtuinga tautoko, me te taratahi o te noho. Heoi, i rite tonu hoki tā ngā kaiuru Māori kōrero mō te ahurea hei wāhanga tāpua mō te oranga, me te pānga kino o te korenga o ō ētahi mōhio ki te ahurea ki ā rātou mahi.

I nui te kōrerotia o te hauora e te tokomaha ngā kaimahi Māori e tautoko ana i te hapori, me te kōrerotanga o te oranga hei āhuatanga torowhārahi, e whai wāhi atu ana te hauora whaiaro (te oranga o te hinengaro me te tinana), te whānau me te ahurea (te oranga ā-pāpori, ā-ahurea hoki), me te wairua (te oranga o te wairua), ā, tērā ētahi i kōrero mō Te Whare Tapa Whā (Durie, 1985).

Ki taku titiro, e hāngai katoa ana te oranga ki te hauora me te whakatairitenga me te whai wā ki te whakatutuki i ōu anō pīrangī, me ō te whānau pīrangī. (P7)

Ko te noho ora, me te whai wāhi mai o te Whare Tapa Whā, arā, tētahi o aku tino tauira o te hauora, me kī. Nā te mea mēnā kei te tika taku oranga, kei te tika au. Ko te tika o te taku wāhi me te mōhio mēnā au ka haere ki te mahi, ā, kāore au i te māuiui, kāore au i te ngenge, kāore ōku paku mate, kei te tika āku kai - e nui tonu ana ngā āhuatanga e hāngai ana ki tēnā. (P8)

I kaha ake te kōrero kau noa a ngā kaimahi Māori e tautoko i te hapori mō te wairua, tae atu ki tōna wāhi i roto i tō rātou oranga.

Ā-wairua nei, ko te mōhio kei te ara tika au e mōhio pū ai au kei te haumarua taku kawae i āku mahi. Ko te mōhio pū mēnā au me whakatā, ka pēnā taku wairua, ā, ka noho wātea au i waenganui kia tū ki muri i ngā wā taumaha i te mahi, otirā ngā wā e ngaro atu ana aku kiritaki, i ngā whānuitanga hoki o taua ngaro atu, tērā rānei ko te matenga, tērā rānei ko te noho ki ngā taiwhanga manaaki mauroa, tērā rānei ko te neke atu i te takiwā e noho tahi ai me te whānau. (P8)

Tērā ētahi i kōrero mō tō rātou hononga ki ō rātou tīpuna e manaaki tonu ana i a rātou, ā, tērā ētahi atu i kōrero mō ō rātou hononga ā-wairua ki ngā tāngata e manaakitia ana e rātou:

Ka wehe kau ana i te whare o taku kiritaki, kātahi nā au ka āhua kī atu, tēnā, e te Atua, tiakina tēnei tangata, ka wehe atu au, ka tae atu ai ki te haurua tuarua o te rori, ā, e akiaki tonu ana au i a ia kia tiakina ia; kāore e tau ana tana noho (P54)

2.2 Te Ahunga Oranga: Te Ahurea

He wāhanga nui te ahurea nō te oranga o ngā kaiuru Māori, tērā ētahi i kōrero mō tā tō rātou Māoritanga whakakaha i ā rātou mahi.

E whakapono ana au ka tiaki aunoa ō tātou uara, ō tātou tikanga, ā tātou mahi i te tokomaha o ngāi Māori, ahakoa pea tē aro i a rātou. (P74)

Ki ō whakaaro, kua pā tō tū hei Māori ki tō oranga? Ehara. 100%. Ki a au, nā konā au e kite nei i te hiranga o te whānau. (P76)

Tērā ētahi Māori e whāiti ana te mahi ki te manaaki i te hunga e whakahemohemo ana, engari ahakoa i kōrero ētahi mō tā rātou aro ki te hunga e ora ana, nā tō rātou ahurea i taunga ai rātou ki ngā āhuatanga o te mate.

Ki ōku whakaaro, mō mātou ngāi Māori, he kaha kei roto i a mātou, ka noho hei oranga ngākau ki ngā whānau e kimi toka tū moana ana, e kimi whakatītinatanga ana, ka āwhina ana koe i a rātou i te pito whakamutunga o tō rātou ao. (48)

I ngā wā o mua, i mua i taku tū hei tapuhi, i mahi ai au i te pari pairuri, me te mahi ki te hunga e whakahemohemo ana, nā te mea i āhua tipu mātou me ō mātou pakeke. Nā reira i māori noa. (P54)

2.2.1 Te Aroā ki te Ahurea i te Mahi

Ehara i te mea he whakahirahira kau noa te ahurea ki te oranga o te tangata, engari i kaha tā te tokomaha o ngā kaimahi Māori tautoko i te hāpori kōrero mō te hiranga o te ahurea ki ā rātou kiritahi. Nā te taupiri o te āhua o te mahi tautoko i te hāpori, he haepapa kei roto mō te whakaute i te mana o te tangata e manaakitia ana e rātou.

Ki ōku whakaaro, ko te tūtohu me te whakaute i te taha ahurea o te tangata - kāore au i te takahi i ērā atu tāngata. E whakahirahira noa ana te ahurea ki a au. Nā, inarā ngā whakapono, me aua momo mea, ā, me tūtohu tēnā nā te mea kei roto koe i tōna kāinga. Nā reira ki te kore e taea e koe te tūtohu tēnā, kaua e kuhu i tō rātou kāinga. (P48)

Ki a au, i rangahaua kia mōhio ki ngā āhuatanga tāpua e kore ai au e taka ki te hē ka kuhu ana i te kūaha. (P76)

Tērā ētahi kaimahi Māori e tautoko ana i te hāpori i kōrero mō te rite tonu o te tonoa o rātou kia tiakina ngā kiritaki e kīia nei e te whakahaere he 'wero'. I kōrero ēnei kaimahi tautoko mō te hiranga o te mōhio ki te ahurea hei wāhanga tāpua mō te mahi ki ngā kiritaki.

Nā, he kiritaki āu e tino whakaraerae ana, ā, kāore e tika ana te tiakina o rātou, ka mutu, kua renarena te taukaea i tētahi aronga kē, nā te mea, ā-ahurea nei, e mōhio ana koe ki te hiranga o te whānau ki a rātou. (P48)

Ki a au, he ara te mahi ki a au hei kimi i ngā tāngata e pīrangī ana ki tētahi atu mea. Koia taku tirohanga ki āku mahi. I aku mahi, ka whakapā mai mēnā e uaua ana tētahi tangata, nā te mea kāore au i te kite atu i a rātou hei wero. Ka kite au i a rātou e pīrangī ana ki tētahi mea rerekē... Ā, ka tukua mai e rātou tētahi ika haehae kupenga, engari kē ia, me rerekē tō mārama ki a ia. Me rerekē tō kawē i āu mahi. (P76)

Kua pāorooro i ngā kaimahi Māori e tautoko ana i te hāpori te pīrangī ki ngā kōtuinga mahi tautoko hei wāhanga tāpua mō te oranga, engari tērā ētahi i kōrero mō te tāpua o te mōhio o ō rātou hoamahi ki ngā huatau ahurea:

Inā te pai tēnā āhutanga, nā te mea i kōrero mō te mahi mō te toru hāora. I kōrero mō te mahi, ā, i kōrero mō ēnei kaupapa katoa. Ka mutu, e tau ana taku mauri i te kōrero ki tētahi e mārama ana ki ngā āhuatanga. (P48)

2.3 Te Ahunga Oranga: Te Whanaungatanga

He nui te hunga i tūhono i te oranga ki te whai tikanga o te mahi, engari i rite tonu te kōrero hāngai ki tō rātou hononga ki ā rātou kiritaki, hei whānau rātou ki a rātou, ā, tērā ētahi i tae atu ki ngā tangihanga me ngā kaupapa ā-whānau:

Ko tēnei kupu te 'kiritaki', he kangakanga ki a au ... Nā te mea e rongō ana au i tā rātou noho hei nama noa iho. He tangata noa iho ia e tika ana kia - kāore au i te mōhio, he uaua te whakakupu. Ka eke ana tō noho tahi me tētahi ki tētahi wā, ka noho rātou hei whānau mōu. (PR15).

Ka rongō koe i tō noho hei wāhanga i tō rātou whānau nā te mea e mātāmua ana ko te whakapono me tō tika, me tō pono, ā, ko ēnei koroheke - he whakaraerae, e 100% ana tā rātou whakawhirinaki atu i a koe, tā te whānau pēnā anō hoki. (PR6)

I kaha te kōrero a ngā kaimahi Māori e tautoko ana i te hāpori mō tō rātou tūranga mō te taha ki te whakamana, ki te whakakaha hoki i te mana motuhake o ngā tāngata e tiakina ana e rātou:

Ka tīmata kē au me ētahi paku mahi whanaungatanga, ā, he āwhina nui tērā. Koia pea te mahi pai katoa. Ko te ngana ki te whakatau wawe i a rātou, inarā, kei te horoi koe i a ia i te hīrere, ā, ka mate koe ki te kuhu i te hīrere i tōna taha i muri pea i te torutoru miniti whai i muri i tō tae atu. Nā reira he hiki kau noa i tō rātou mana. (P7)

2.4 He Taupā Oranga: Te Whakatoiharatanga

I rongō ngā kaimahi Māori e tautoko ana i te hāpori i te nuinga o ngā take whānui e ōrite ana ki ngā kaimahi whānui e tautoko ana i te hāpori i kōrerotia ai i ngā wāhanga o mua, pēnei i te paunga katoa o te kaha me te ruha. I āpitihia ki ēnei whakaahoteatanga te rongō a ētahi o ngā kaimahi Māori e tautoko ana i te hāpori i te kaikiritanga:

I āhu keka katoa [ahau]. I a au ētahi kiritaki i tino kaikiri, ā, ka manihoko katoa rātou. I tua o Tāwauwau tā rātou i pīrangī ai i a koe, ā, i taumaha rawa tērā. Te taumaha hoki. (P54)

Kāore i rite te pokapū waea kia urupare ki ērā take katoa. He take whakahirahira ērā... Engari e ngana noa ana rātou ki te tuku i a mātou ki ngā mahi, ki ōku whakaaro, e noho whakaraerae ana ki te whakatoihara me aua momo mea. (P68)

Hei tāpiri ake, i kōrero ngā kaiuru Māori mō te māharahara ki te iti o ngā kaimahi Māori i roto i te rāngai whānui, ka mutu, i whakataumaha ake tēnā i aua take nā te iti o ngā kōtuinga tautoko me te māramatanga.

2.5 He Taupā Oranga: Te Iti o te Tautoko me te Mārama mō te Ahurea i ngā Whakahaere

I kōrero ngā kaimahi Māori e tautoko ana i te hāpori mō te iti o te mōhio ki te ahurea me te whakangungu kia whakatau i ngā take ahurea.

Engari, kāore te pakihi e tuku ana i tēnā momo whakangungu. Ka kore rānei, i a mātou e tukua ana ki tētahi tangata, e whakamōhiotia mai mātou ki ngā kaupapa e hāngai ana ki te ahurea. (P76)

I kaha kōrero tētahi o ngā kaiuru mō te iti ake o te tūponotanga ka tautokona ngā hapori Māori i ētahi o ngā rohe, nā te iti o ngā whakahaere Māori, tērā me te iti o te mōhio o ngā whakahaere o nāianei ki te ahurea:

Kāore e rawaka ana te pīrangī o ngā whakahaere ki te urutau ki ngā pīrangī o ngāi Māori, o ahurea kē atu rānei, ā, e rongō ana a ngāi Māori i tēnā. Nā reira ko ērā ngā momo kōrero kua kōrerotia e mātou ko ngā uri o te hapū o te takiwā - e ngā kaumātua nō te hapū o te takiwā, arā, ki te kore e whakaea i ngā pīrangī, me tuwhera rānei tō kāinga ki tēnā? (P7)

Tērā ētahi kaimahi Māori e tautoko ana i te hapori, nā runga i te pīrangī kia whakaarohia te ahurea, kua tono kia tukua tuatahitia rātou ki aua momo mahi. Manohi anō rānei, kua mea atu ki te pokapū waea kāore i te tika tēnā momo hononga.

Kua auau taku kī atu kāore i te tika taku haere inā hoki kei te kaha taku mōhio ki ō rātou whānau, kei te hāngai rānei taku mōhio ki te tangata, nā reira kāore i te tino pīrangī au ki te haere ki reira, ka mutu, he Māori rātou e kaha ana te whakahoki kōrero ki te waea. (P68)

Heoi, nā runga i te iti o te kōrerorero me te whakariterite i waenga i ngā kaimahi, ngā kaiwhakahaere, ngā kiritaki hoki, me te tokoiti o ngā kaiwhakahaere tautoko Māori me ngā kaimahi, kua iti noa iho te whakarite i ngā kaimahi Māori e tautoko ana i te hapori ki te taha o ngā kiritaki me ngā whānau Māori.

2.6 He Taupā Oranga: Te Whakamakiki o ngā Rohenga Ngaio

I rongō i te wairua, i ngā kaiuru Māori, ko te roherohenga ngaioletanga e kīia ana i te hononga ā-mahi i waenga i te kiritaki me te kaimahi tautoko tētahi whakaritenga kāore i hāngai ki te matatikatanga o te whanaungatanga hei whakatairite i te tika ā-oranga o te whanaungatanga.

Nā te mea kia mōhio mai koe, mēnā ka kī mai koe kua whakawhiti au i tētahi roherohenga ngaioletanga, engari, e mau tonu ana te mana o te tangata, Pākehā mai, aha atu rānei mai, ā, kua tika tō whakaawenga, kua angitu, kua eke hoki rātou. (P74)

I tōna tikanga, kua mahi noa mātou i ngā mahi kei te mahere manaaki, engari kei kō atu ā mātou mahi i tēnā nā te mea kāore he tangata atu anō i tō rātou taha. Kāore i reira te whānau... Ka mutu, kei te - kei te tangi ngā kiritaki - he roimata kua puta - kaua. Āna, kei te pai, Nan. Āe. (PR6)

2.7 He Whakarāpopoto

Ahakoia i kōrero te nuinga o ngā kaimahi Māori e tautoko ana i te hapori mō ngā ahunga me ngā take oranga ōrite ki ērā i rārangī mai i te wāhanga 5.0, ko te ahurea tētahi ahunga atu anō e noho tāpua ana ki te oranga. Heoi, nā tēnei i puta ai te rongō o te whakatoharātanga me ngā pōhēhētanga ahurea. Kei te kapi i tēnei kōrero a tētahi o ngā kaiuru ētahi o ngā take tāpua ki te oranga o ngā kaimahi Māori e tautoko ana i te hapori, me te pānga o ngā mahere ahurea kāore i arohia ki ngā kaimahi Māori e tautoko ana i te hapori, e kore ai rātou e eke ki te taumata ka taea:

He wero i ōna wā, ki ngā kaimahi Māori, otirā i ngā wā kāore ō rātou kaiwhakahaere i te mārama ki a rātou... Ka kūrururu a ngāi Māori i tēnā me ngā āhuatanga ka pā ki a ngāi

Māori – ka hoki noa atu – ka tūmatawarea haere, ka hoki noa atu me te kore e tuku i ō rātou whakaaro, ka koke noa – ka mahi i ngā mahi; ka koke noa i ā rātou mahi; ka mahi noa i ā rātou mahi; ka whakatutuki i ngā mahi matua noa iho e tika ana e kore ai ō rātou hāora e arohia. Āe, kāore hoki tēnā i te whakatipu, i te whanake hoki i ō tātou tāngata mēnā he kaimahi pēnā noa rātou. (P74)

3 He Whakakapi

I pātaitia e te rangahau nei, *He aha ngā uauatanga kua pā ki ngā kaimahi e tautoko ana i te hāpori, he aha hoki te hāngai o aua uauatanga ki tō rātou oranga ā-hauora, ā-pāpori anō hoki i te roanga ake o te mate Kowheori-19?* I whakakaha hoki ngā uauatanga kua pā ki ngā kaimahi tautoko i te hāpori i roto i ngā tau e rua i te upoko o te mate urutā Kowheori-19 i ngā uauatanga o te mahi i kino kē me te korenga o ngā mahi a tēnei rāngai mahi i kitea. I kitea e te rangahau nei te iti o te māramatanga ki ngā āhuatanga o ngā mahi tautoko i te hāpori e noho tūāpapa ana ki ngā urupare a te kāwanatanga ki te Kowheori-19. Kāore i tika tā ēnei urupare hāpai i ngā kaimahi tautoko i te hāpori, ka mutu, i ōna wā, i nui ake te tūraru ki ēnei kaimahi me ā rātou kiritaki ahakoa kāore he take kia pērā. Mō ngā kaimahi tautoko, ko ētahi o ngā tūraru ko te pāngia o te Kowheori-19, ko te tūkinu atu a ngā kiritaki me ō rātou whānau, ko te whakarahinga o te tūraru ka whara, ko te tāpua o te tūraru ki te hauora ā-kare ā-roto me te hauora hinengaro nā te nui o te noho taratahi me te iti o te tautoko i te wā o te mate urutā.

I ngā tau e rua i te upoko o te mate urutā, ko ngā take matua i mimiti ai te oranga o ngā kaimahi tautoko i te hāpori ko te iti o ngā kōtuinga tautoko i te mahi; ko te roa o ngā hāora mahi, ko te taratahi hoki o ngā whakaritenga rārangi kaimahi (tae atu ki ngā tikanga ārai i ngā mate rere) i kore ai rātou i toro atu ki ngā whānau, ki ngā hoa, ki ngā tautoko hoki i roto i te hāpori. Ko tētahi o ngā āhuatanga whakahirahira, he tamariki ā ētahi o ngā kaimahi tautoko i te hāpori, ka mutu, i whakataumaha te korenga o ngā pūnaha tiaki tamariki a te kaiwhakawhiwhi mahi me te kāwanatanga i te oranga o ō rātou whānau. Me te mea hoki, nā te iti i ngā kupu āwhina me ngā kupu ārahi e rite tonu ana te āhua mai i ngā kaiwhakawhiwhi mahi me te kāwanatanga mō te haerenga tonutanga o ngā mahi tautoko i te wā o te Kowheori-19, i pānekeneke ai te āhuatanga o te taha pūtea o ngā kaimahi tautoko i te hāpori, ka mutu, i nui te pōwaiwai o ngā hāora mahi.

Mō ngā kaimahi Māori e tautoko ana i te hāpori, kei te hāngai aua taupā oranga ōrite ki a rātou, engari me tāpiri ki tērā te tino korenga o te tautoko mō tō rātou oranga ā-ahurea me tēnā o ā rātou kiritaki. Waihoki, ko te korenga o ngā kaiwhakawhiwhi mahi me ngā anga pūtea e āhukahuka i te āwhina a te Māoritanga o te tangata hei tautoko, hei manaaki hoki, ko te tokoiti hoki o ngā kaimahi Māori e tautoko ana i te hāpori i roto i te kōtuinga whānui o ngā kaimahi tautoko i te hāpori, ko te iti hoki o te arohia, o te whakaritea rānei o ngā pūkenga o ngā kaimahi tautoko ki ngā kiritaki e pīrangi tautoko ā-ahurea ana. E tohu ana ēnei uauatanga i te korenga o ngā anga pūtea me ngā anga whakahaere mō te mahi tautoko i te hāpori e whakatutuki i ngā haepapa i raro i te Tiriti o Waitangi, ka mutu, pēnei i tēnā e takoto ana i raro iho nei mō te taha ki ngā kaimahi tautoko i te hāpori whānui, ko te iti o te pūtea ki ngā mahi tautoko i te hāpori, ko te hāngai kau hoki o ngā ara tiaki a te Pākehā ki te oranga o te tinana, tē whakatutuki kē ai i te oranga torowhārahi me ngā pīrangi tautoko torowhārahi o ngā kiritaki.

Ko tētahi o ngā taupā tāpua ki te oranga o ngā kaimahi tautoko i te hāpori ko te ruha, ko te wherū, ko te ahotea hoki. He take tēnei i mua atu i te mate urutā, kua ahu mai i ngā āhuatanga mahi i kōrerotia i mua: ko te roa o ngā hāora mahi (ahakoa te wewehe o ngā rangi mahi); ko te pānekeneke o ngā āhuatanga ki te taha pūtea; ko te korenga i mōhio ki ngā hāora mahi; ko te korenga o ngā paramanawa me ngā rangi wātea; ko te iti o te wā ki te taha o ngā hoamahi me ngā kaiwhakahaere, wā whanaungatanga mai, wā ōkawa mai. Waihoki, i iti, i kore rānei te tautoko i a rātou hei whakatau i tēnā taumahatanga ki ngā kare ā-roto i hāngai ki ngā mahi tautoko i te hāpori, tae atu ki te rohi, ki te kaikiritanga, ki te tūkinu a ngā kiritaki i roto i te wāhi mahi, me te pūnaha mahi kāore e tuku pūtea

ana, kāore hoki e whakatairanga ana i ngā anga torowhārahi o te manaaki me te tautoko. He pēnā i te nuinga o ngā rāngai manaaki, kei te kaha te whirinaki atu o te ahumahi ki te whāngaihia o te wairua o aua kaimahi e ngā mahi manaaki hei pupuri i ngā kaimahi pai. Manohi anō, ko taua whāngaitanga wairua tonu e pau katoa ai te kaha, e ruha katoa ai ngā kaimahi. Ahakoa te tūwhana a ngā whakahaere kia whakatauria ngā taiapa ngaiotanga hei whakaruruhau tahi i te kiritaki me te kaimahi, i te nuinga o te wā, kāore tēnā i te hāngai ki te hononga ki te tangata e tika ana mō taua momo manaaki taupiri.

Ka eke ana te mate urutā Kowheori-19 ki tōna tau tuatoru, kāore anō ngā take e pā tonu ana ki ngā kaimahi tautoko i te hāpori i te roanga o te mate urutā kia mimiti. Me whawhai tonu ngā kaimahi me ō rātou uniana e whai ai i ngā PPE e tika ana he kore nō tētahi pūtea i tohua ka hiki mai ana ngā here Kowheori-19. Ko te nuinga, ko te katoa rānei, o ngā take oranga kua tautohua i tēnei pūrongo he take e tika ana pea kia kīia he take hauora me te haumaruru i roto i te wāhi mahi, e tika ana hoki kia whakatutukina hei wāhanga mō ngā mahi whānui a te kaiwhakawhiwhi mahi: ko te ahotea, ko te wherū, ko te whakaweti, ko te whakatīwheta, ko te kaha haere o te tūponotanga ka whara nā runga i te nui o ngā mahi me te mahi tautauāmoa e kapi katoa ana i te Workplace Health and Safety Act 2015. Ahakoa ka ngākau māhaki, ka pai noa iho rānei te tangata i ngā wā whawhati tata, i ngā wā poto hoki, he mate mauroa te iti o te manaakitia, o te āhukahukatia hoki o ngā kaimahi tautoko i te hāpori ki tō rātou oranga, ka mutu, ko te āhua nei, kāore i te whakatikaina e ngā kaituhi kaupapa here i te wā i tuhia ai tēnei pūrongo.

4 Ngā Kupu Ārahi

Katoa mai ngā kaimahi tautoko i te hāpori i tautohu i te oranga hei huatau torowhārahi e kapi ai ngā wāhanga o te taha wairua, o te taha pāpori, o te taha pūtea, o te taha hinengaro, o te taha oranga ā-taiao, o te taha whai tikanga anō hoki. I te nuinga o te wā, ka pā kino ā rātou mahi ki tō rātou oranga. Waihoki, ka nui kē atu te uauatanga ki te oranga o ngā kaimahi Māori e tautoko ana i te hāpori, tae atu ki te korenga o rātou e mahi i roto i ngā whakahaere e tautoko ana i te ahurea, e manaaki atu ana i te ahurea o te tangata. Ngangahu ana te korenga o ngā pūnaha, i te taumata o te whakahaere me te rāngai whānui, e whakatutuki i ngā mātāpono i raro i Te Tiriti o Waitangi.

E whānui ana ngā panonitanga i roto i ēnei kupu ārahi ka taea i te taumata o te wāhi mahi, o te whakahaerenga, o te rāngai, o te hāpori rānei. He kupu ārahi hoki ēnei ka taea i te wā poto, ā, tērā hoki ētahi me tutuki i te wā roa. E hāngai ana ēnei kupu ārahi ki ngā take tāpua kua tohua i ngā kitenga o tēnei pūrongo.

1. Te Kōtuinga o ngā Anga Torowhārahi e Hāngai ana, e Whakamana ana hoki i ngā Mātāpono o Te Tiriti o Waitangi

Te Whāinga: He rāngai ā-Tiriti e puāwai ana, e tika ana te manaakitia ā-torowhārahi nei, ā-ahurea nei hoki o ngā kiritaki Māori me ngā kaimahi Māori e tautoko ana.

- 1.1 Ka kōtuia ngā anga torowhārahi o te manaaki e whai wāhi atu ai ngā huatau Māori o te oranga, ā, e hāngai pū ana ki te tino rangatiratanga mō ngā kiritaki, mō ō rātou whānau, mō ngā kaimahi tautoko anō hoki.
- 1.2 Ka whai wāhi ngā whānau ki roto i te whakaritea o ngā mahere manaaki; ka kitea te tūranga me ngā pīrangī o te whānau o te tangata e manaakitia ana i roto i ngā mahere manaaki; e whai wāhi atu ana ngā kaimahi tautoko i te hāpori, i ngā wā e tika ana, hei wāhanga mō te whānau.
- 1.3 I roto i ngā tikanga kirimana me te tuku pūtea, me mātāmua ko ngā whakahaere e Māori ana, e tautoko ana hoki te hāpori e reo Māori ana, e mātāmua motuhenga ana rānei Te Tiriti i roto i ā rātou kaupapa here me ā rātou mahi.
- 1.4 Me rite tonu te wātea o ngā ratonga tautoko i te hāpori e whakahaerehia ana e ngāi Māori puta noa i te motu.
- 1.5 Me wātea puta noa i te motu ngā whakangungu mō Te Tiriti o Waitangi me ngā tikanga Māori; me whakangungu i ngā kaiwhakahaere, i ngā kaiwhakarite, i ngā kaimahi tautoko hoki, e mōhio pai ai ka taea e ngā kaiwhakahaere ngā kaimahi tautoko Māori te whakatītina.
- 1.6 He paerewa mahi i te motu whānui mō te whakangungua o te rāngai tautoko Māori me te whakaritea o ngā tautoko i te hāpori ki ngā kiritaki Māori, ā, ka aroturukina e tētahi tīma motuhake e whakahaerehia ana e ngāi Māori me tētahi pito whakapānga ā-motu, me tētahi kōtuinga hoki o ngā kaimahi Māori e tautoko ana i te hāpori (tirohia hoki te kupu ārahi 3.4 me te 4.1)

2. Te Whakawhiwhi Mahi me te Mahi Kirimana e Hāngai Pū ana ki te Oranga

Te Whāinga: E rongō ana ngā kaimahi tautoko i te hapori i te uara o ā rātou mahi, i te noho o tō rātou anō oranga hei wāhanga matua mō ngā hapori e manaakitia ana e rātou.

2.1 Ka whai ngā kaupapa here o te oranga a te wāhi mahi i te ara torowhārahi mō te oranga; e hāngai ana ki tō te tangata katoa, tae atu ki tōna hauora ā-hinengaro, ā-kare ā-roto, ā-tinana hoki; ki te whānau whānui me ngā kōtuinga hapori o ngā kaimahi tautoko i te hapori; me te pūmau o te taha pūtea.

2.2 Te whakarite mahi hei whakaheke i te taratahitanga.

- Kia ukiuki ngā hāora mahi i te nuinga o te wā, tē noho wehewehe kē ai o ngā hāora mahi.
- Kia whakaritea ngā rārangi kaimahi kia wātea ngā kaimahi tautoko i te hapori i ia wiki, me ngā wīkēne i ngā wā e āhei ana.
- Ka whakangungua, ka tautokona hoki ngā kaiwhakarite kia whakaritea ngā rārangi kaimahi e hāngai ana ki ngā matea o ngā kiritaki me ngā pūkenga o ngā kaimahi tautoko i te hapori, me te tautoko a ngā pūmanawa rorohiko e whānui ai te titiro ki ngā kaimahi tautoko i te hapori me ā rātou kiritaki.
- Kia whakarite ngā kaiwhakawhiwhi kia rite tonu te whai wāhi a ngā kaimahi tautoko i ngā hapori ki ā rātou anō, mō ngā take mahi (pēnei i te tiritiri pārongo, i te whakangungu, i te whakarite manaakitanga), mō te whakakaha hoki i ngā hononga puta noa i te hapori o ngā kaimahi tautoko.

2.3 Te whakaheke o te pānga o te ruha me te wherū ki ngā kaimahi tautoko i te hapori.

- E wātea kau ana ngā kaitohuora e mōhio ana ki te kohuki (kei kō atu i ngā hōtaka tautoko i ngā kaimahi e wātea ana ināianei) ki ngā kaimahi tautoko i te hapori katoa, otirā ērā e hāngai ana ki ngā kaitohura mō te rohi, mō te kaikiri, mō te tūkinō i ngā kaimahi tautoko i te hapori i ngā wāhi mahi.
- Kia whakatakina ki te rāngai te rite tonu o te arahina, o te whakahaerenga, o te wānangahia e te tīma, ā, kia whai wāhi hoki tēnei ki roto i te anga pūtea.
- Kia whai wāhi ki roto i ngā whakangungu mō te hauora me te haumarū i te wāhi mahi te rite tonu o te whakangungua mō te whakahaere i ngā āhuatanga matatini, me te ārahi i ngā whanonga uaua o ngā kiritaki.
- Kia whawhati tata te kōkiritanga o te rangahau me te waihanganga o ngā kaupapa here mō te putanga me te pānga o te tūkinō i roto i te wāhi mahi ki ngā kaimahi tautoko i te hapori.

2.4 Kia pūmau te pūtea o ngā kaimahi tautoko i ngā hapori i roto i ngā anga pūtea, me ngā anga whakawhiwhi mahi.

- Me tautoko ngā mahi tuku pūtea me ngā mahi whakawhiwhi mahi kia rite tonu ngā hāora mahi e kore ai e pōwaiwai, e whaiora hoki te utu ā-wiki.
- Me whakahoki i ngā pūtea mō ngā utu katoa e hāngai ana ki te mahi i ā rātou mahi, tae atu ki ngā māero ka haerehia kia hāngai ki ērā atu o ngā paerewa kāwanatanga, ki te inihua me te whakatikahanga o te waka, ki te tukunga rānei o tētahi waka pakihi, o tētahi waea mahi me te utu hoki i te ipurangi.

2.5 Kia tōtōpū te tukuna o ngā rauemi me te tautokona o te hauora me te haumarutanga i te wāhi mahi.

- Kia rawaka te tukunga o ngā PPE e kouna ana ki ngā kaimahi tautoko i te hapori.
- Kia tōtōpū ngā mahere manaaki, e tautohu ana i ngā tūraru e hāngai ana ki ngā kiritaki, ki ō rātou whānau, ki ō rātou kāinga, ki ō rātou whare rānei, ā, ka wātea, ka rite hoki aua mahere nā runga i te whai wāhitanga a te kaimahi tautoko i te hapori.
- Kia rite tonu, kia tōtōpū hoki te whakangungua o ngā kaimahi tautoko i te hapori mō te whakahekenga o te ririhau, mō te whakahekenga, mō te karo rānei i tō rātou anō wharanga i runga i te tūkinotanga i roto i te wāhi mahi.
- Kia arotakehia te tukunga o ngā PPE e tika ana ki ngā kaimahi tautoko i te hapori e mōhio ai kua wātea ki ngā kaimahi tautoko i te hapori ngā PPE e tika ana ināianei, ā haere ake nei hoki, mō ā rātou mahi.

3. Te Mōhio ki te Matatini o te Mahi me ngā Pūkenga o ngā Kaimahi

Te Whāinga: E mōhio ana tēnei rāngai hei rāngai tāpua, hei rāngai pūkenga whāiti hoki e noho nā ko ngā tāngata me te hapori kei tōna uho.

3.1 Ka neke te tukunga o ngā pūtea ki ngā tautoko hapori i te huamoni (me te whakamōkitohanga o ngā utu) kia arotahi ai ki te wāhanga whanaungatanga o ngā mahi manaaki me te tautoko.

- Kia kaua e aromatawaihia noatia te taha tinana o tō te kiritaki pīrangi tautoko, engari ko te taha pāpori me te taha kare ā-roto hoki, me te whakarite mahi tautoko e hāngai ana.
- Kia whai wāhi ngā kiritaki, ō rātou whānau (i ngā wā e tika ana), ngā kaimahi tautoko hoki ki roto i te mahere manaaki me te tautoko i ia kiritaki; e āhei ai rātou ki te tuku kupu ārahi ka rere ana ngā whakahoutanga me ngā panonitanga.
- Ka whai wāhi ki ngā aromatawai me ngā mahere manaaki ngā pīrangi ā-ahurea o ngā hapori kanorau o Aotearoa me ngā tautoko e hāngai ana; me te whai wāhi a ngā kaimahi tautoko ki roto i tōna waihanganga.

3.2 Kia hoki atu ki ngā anga 'hapori' o te tautoko i te hapori kia noho ai ngā tari whakahaere i roto i te takiwā, ā, e mōhio pai ana ngā kaiwhakarite manaakitanga ki ngā kaimahi tautoko me ngā kiritaki, nā reira ka āhei ngā kaiwhakarite ki te tuku i ngā kaimahi tautoko nā runga i ō rātou pūkenga me ngā wheako e tika ana mō ia kiritaki.

3.3 Kia kaha ake te whakatūria anō o ngā tohu manaaki ā-tinana me te tohu tautoko e utua ana e ngā kaiwhakawhiwhi mahi, ā, e hāngai ana ki te matatini o ngā mahi tautoko i te hapori.

3.4 Kia kaha ake te whanakehia o ngā ara umanga i tēnei rāngai, tae atu ki te whakatūnga o ngā paerewa mahi ā-motu me ngā hononga ki ngā tohu NZQA o nāianei, e tau atu ai ki ngā tohu kei te taumata o te paetahi (tirohia hoki te kupu ārahi 1.6).

3.5 E hāngai ana ngā utu ki ngā pūkenga, ki ngā wheako, ki ngā mōhiohanga hoki e tika ana kia tautokona ngā hapori, ā, ka whakahoutia i ia tau (me te kore e ōkawa ngā tukanga kerēme) e tautika ai te taha ki te ira.

3.6 Te whakaritenga, te noho hiranga hoki o ngā ara kia whai reo ngā kaimahi tautoko i te hapori ki ngā anga whakahaere i ngā taumata maha o te rāngai, tae atu ki te hauora me te haumarutanga

o te wāhi mahi, ki ngā mahere manaaki, ki te whakangungu, ki te whakarite i te umanga, ki ngā rautaki me ngā kaupapa here i te rāngai whānui.

4. Te Whanaketanga o te Rāngai Whānui

Te Whāinga: Kia tuku rauemi ki te rāngai e mōhiotia ai tōna anō hiranga ki te rāngai hauora, kia mōhiotia hoki e tautokona ana ōna anō kaimahi katoa i roto i ngā ara umanga e toitū ana.

- 4.1 Kia tū tētahi tari ā-motu mō ngā mahi tautoko i te hapori e aroturuki ana i te kounga o te manaaki, i te pai o ngā wāhi mahi, i te whakamaheretanga me te whanaketanga o te rāngai mahi, i ngā paerewa mahi hoki. Ka whakarite hoki tēnei i tētahi pito whakapānga ki ngā kaimahi tautoko i te hapori hei pūrongo i ngā take e hāngai ana ki te whakawhiwhi mahi me ngā take manaaki e hāngai pū ana ki ō rātou kaiwhakawhiwhi mahi. Ka mahi tahi tēnei tari me ētahi atu whakahaere me ngā Manatū kia whakahaere i te whanaketanga me te whakamaheretanga o te rāngai manaaki me tautoko; tae atu hoki ki te rite tonu me te pīngore o te manaakitia o ngā kiritaki puta noa i ngā rāngai maha (tirohia hoki te kupu ārahi 1.6 me te 3.4).
- 4.2 Ka ōrite, ka tuku pūtea hoki mō ngā pūnaha pārongo a ngā pūnaha kaimahi e tautoko ai ngā rārangi kaimahi i te oranga me te kounga o te manaaki me te tautoko anō hoki.
- 4.3 Ka ōrite te whakatūnga o ngā whakangungu ki ngā kaiwhakahaere me ngā kaiwhakarite, ā, me mātua uru atu, e mārāma pū ai ngā kaiwhakahaere me ngā kaiwhakarite katoa ki te rāngai, ki ngā anga kounga hoki o te manaakitanga ā-torowhārahi me ngā anga tautoko.
- 4.4 Ka whanakehia ngā ara umanga ki ngā kaiwhakarite, ki ngā kaiwhakahaere, me te whakatūnga o ngā tūranga whakahaere e ora ai te rāngai.

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