



Ngā Tāao i runga i te Marae

Te hauora me te haumarau ki ngā wāhi mahi

Ko te whāinga o te Health and Safety in Employment Act, ko te whakatairanga i te hauora me te haumarau o ngā tāngata katoa i te mahi, tae noa ki ētahi atu tāngata e whakauru haere ana ki ngā wāhi mahi.

E taea ai tēnei, me whai tāngata nō rātou te haepapa mō te mahi, me ngā tāngata hoki e kawea atu ana i te mahi, ki te whai hātepe whakarite i tō rātou ake noho hauora, noho haumarau hoki, me te noho hauora, haumarau hoki a ētahi atu. Ka whai herenga mahi te tangata, te hunga rānei e whakamahi tūao ana hei whakatutuki i ngā mahi, tae atu hoki ki ngā tūao ake.

Ka tiakina ngā tāao i raro i te Ture

E whakapūmau ana te Health and Safety in Employment Act, kia tiakina te hauora me te haumarau o ngā tūao e whakatutuki mahi ana mō ētahi atu i te mea, he take nui tō rātou toiora pērā anō ki te toiora o ngā kaimahi ake.

I raro i te Ture, ka whai **herenga mahi whānui** te kaiwhakamahi i ngā kaimahi tūao, ki te whakarite i tō rātou ake noho hauora, haumarau hoki i te wā ka mahi rātou. Kāore e taea tēnei herenga mahi te whakaū. Oti rā, i ngā wā ka whakamahi te kaiwhakawhiwhi mahi, te tangata tākuhu rānei, i ngā kaimahi tūao mō te wā haere tonu, ka nui ake ngā **herenga mahi whakaū** ka hāngai ki te tūao – inā hoki, he kaimahi anō rātou, hāunga te ingoa.

Hei aha hoki mā tō mātou marae?

Ka hāngai te whānuitanga o ngā herenga mahi mō te whakamahi kaimahi tūao i tō marae ki te āhua o ngā ngohe ka puta, tae noa ki te kaupapa whakawhiwhi mahi a te marae.

I ngā wā e whakahaeretia ai e ngā kaitiaki o te marae, e te komiti whakahaere rānei, tētahi kaupapa whakamahi tūao, ka whai herenga mahi whānui te marae ki te whakarite i te haumarau me te oranga o aua kaimahi. Kāore te herenga mahi e taea te whakaū, engari he tauākī ā-ture tonu kia noho haumarau te tūao i te wā e whakatutuki ana rātou i te mahi tūao.

I ētahi wā – pērā ki ngā wā ka tuku mahi te poari kaitiaki, te komiti rānei o te marae ki ētahi tāngata, ā, kei te mahi ngā tūao i te taha o aua kaimahi e utua ana, i roto i ngā ngohe arumoni, mātauranga, me ētahi atu momo mahi rānei (pērā ki ngā mahi kōhanga reo, ngā mahi kōkiri) – tērā pea ka whai herenga mahi whakaū ngā poari kaitiaki, ngā komiti whakahaere rānei, hāngai ki ngā kaimahi tūao.

Ka whakautu tēnei whārangi kupu tūturu i ētahi pātai e hāngai pū ana ki te marae. Mehemea ka whakaaro koe ka hāngai ngā herenga mahi ki ngā tūao kei roto i te Ture, ki tō marae, tirohia te whārangi kupu tūturu e pā ana ki Ngā Tūao mō te roanga ake o ngā kōrero.

He whakamārama mō te tūao

E ai ki te Ture HSE, ko te 'tūao', he tangata mahi me te kore hiahia utu, kore whiwhi rānei i te utu mō ana mahi. Kāore tēnei e hāngai ana ki ngā tāngata e whakangungutia ana, e whai wheako mahi ana rānei, e kīia ana he 'kaimahi' hoki i te wā kei te mahi rātou.

Mahi whakakapi i ngā tūao

Ka hāngai tēnei Ture ki ngā tāngata katoa e whakatutuki mahi tūao ana

Ka whakahau te Ture i ngā hātepe hei whai kia noho haumarau ai ngā tūao katoa.

Ka whakatau herenga mahi whakaū te Ture ki runga i ngā kaiwhakawhiwhi mahi, ngā kaimahi tākuhu, mō ētahi o ngā mahi tūao, ā, ki runga anō hoki i ngā tūao ake. Ka taea ēnei herenga mahi te whakaū.

E tutuki ai tēnei, e kī ana te Ture he "kaimahi" ngā tūao, nā reira ka whai te nuinga o ngā whakamarumarua a ngā kaimahi, inā:

- ka whakatutuki mahi te tūao mō tētahi 'kaiwhakawhiwhi mahi', mō tētahi 'tangata tākuhu' rānei nāna i whakaae atu, kua mārama rānei ki taua mahi tūao; ā
- ka whakatutuki te tūao i te mahi i runga i te pūtaka haere tonu, pūtaka auau hoki mō te kaiwhakawhiwhi mahi, mō te tangata tākuhu rānei; ā
- he wāhi nui tonu te mahi ki te pakihia o taua kaiwhakawhiwhi mahi, o taua tangata tākuhu rānei.

Ngā Whakarerenga

Ka tino aukatia ētahi tūao i ngā whakakapinga ka puta i raro i te Ture ahakoa tā rātou whakatutuki pai i ngā paearu i runga nei, mehemea kei te whai pānga rātou ki ēnei ngohe:

- › ka whai wāhi rātou ki ngā kaupapa mahi moni
- › ka tuku āwhina rātou mō ngā mahi tākaro, mahi hākinakina rānei i te taha o
 - tētahi karapu tākaro;
 - tētahi karapu hākinakina;
 - tētahi whakahaere mātauranga rānei

- › ka āwhina rātou i ngā ngohe mō tētahi whakahaere mātauranga kei wāhi kē
- › ka whakarato atawhai mō tētahi atu tangata i roto i te kāinga o te tūao

Whakaritea ai e te Ture tētahi herenga mahi whānui atawhai mō **ngā kaiwhakamahi katoa e whakamahi tūao ana**. E whakatau ana tēnei herenga mahi kia whai hātepe māmā hei whakarite i te hauora me te haumarū o ngā tūao.

Ka tino tutuki tēnei take mā te whakaaro iho ki ngā mōrearea i ngā wā e māherehere mahi ana. Inā ka puta he mōhio ki te Tari Mahi mō tētahi mōrearea, me matua whakamōhio rātou i te kaiwhakahaere kia matapakinga ngā huarahi whakatikatika.

Ahakoā kāore tēnei herenga mahi whānui mō te atawhai e taea te whakaū, ko te kaupapa kōrero kē te mea nui. Me āta mahere, me āta whakarite hoki ngā mahi kia whai whakaaro nui ai ki te hauora me te haumarū. Me noho haumarū ngā tūao katoa i ngā wā whakatutuki ai rātou i ā rātou nā mahi tūao.

Ngā Pātai Auau

Kei raro nei ngā whakautu ki ngā pātai auau e rere ana, hei whakaatu mai i te whakamahia o te Ture e pā ana ki ngā tūao e mahi ana i ngā marae.

Pātai: Ka whakahaere tangi, kaupapa rite rānei te whānau, ka whakataka kai, ka whakauru rānei ki ngā mahi ake, ka kīia rātou he tangata “tūao”, e ai ki ngā kōrero o te Ture?

Whakautu: Ko te tikanga, he tūao rātou, i raro i te Ture, heoi anō rā, ko te herenga mahi whānui anake te mea ka hāngai ki ngā kaiwhakahaere o te kaupapa. Nā runga i tēnei, me whakaaro ngā kaiwhakahaere mō te hauora me te haumarū o ngā tūao i te wā e whakarite kaupapa pēnei ana, i te wā e whakatutuki haere ana i te mahi.

Mehemea kāore te poari kaitiaki o te marae, te komiti rānei i whakatū i te kaupapa, kāore ō rātou herenga mahi ki ngā “tūao”.

Pātai: He tūao au mehemea noho ai ahau ki runga i te marae, ka noho pātata rānei?

Whakautu: Āe, mēnā mahi ai koe mō te marae hei tūao. Ka hāngai ngā herenga mahi whānui ki a koe. Mehemea whakawhiwhi mahi ai te poari kaitiaki, te komiti rānei ki te iwi whānau, ā, ka mahi auau koe i tō rātou taha, tērā pea, ka hāngai ngā herenga mahi whakaū ki tō mahi.

Pātai: Ka pēhea mehemea ka whakawhiwhia he mahi ki ētahi tāngata kē ki te mahi i te marae i te taha o ngā kaimahi tūao?

Whakautu: Ka hāngai te herenga mahi whānui ki ngā tūao katoa, ahakoā kei te mahi rātou i te taha o te hunga ka utua, kāore rānei. Ka hāngai kē te herenga mahi whakaū ki tā te poari kaitiaki, ki tā te komiti tikanga rānei mō te whakawhiwhi mahi, mō te kore rānei, ki te iwi whānui. Mehemea e tika ana, ka mahi auau, ka mahi haere tonu ngā

tūao mō te poari, ā, ka puta te mahi hei wāhanga o ngā ‘mahi nui’ o te marae, nā reira ka hāngai te herenga mahi whakaū.

Ki te whakauru atu ngā kaimahi a tētahi atu ki te marae, ka whai rātou i ō rātou ake herenga mahi i raro i te Ture, kia kua rātou e whakamamae i tētahi atu, tae noa ki ō tūao marae i a rātou e mahi ana. Ka whai herenga mahi anō hoki ngā rangatira o aua kaimahi ki te whakarite i te noho haumarū o ngā kaimahi. Oti rā, mehemea kua kirimatatia aua tāngata e te poari kaitiaki o te marae ki te whakatutuki i ngā mahi, ka whai herenga mahi te tumuaki i raro i te Ture, hei whakarite i tō rātou noho haumarū.

Pātai: Ka aha mehemea ka āwhina anō ngā tūao i tētahi ngohe, pērā ki te kapa haka, i ngā wā e utu ai te tangata ki te piki ki runga i te marae?

Whakautu: Mehemea he kaiwhakawhiwhi mahi ki te tangata te poari kaitiaki o te marae, pērā ki ngā kaiwhakaari, ā, ka mahi auau ngā tūao i ngā mahi nui a te marae, ka hāngai tonu ngā herenga mahi whakaū. Heoi anō rā, ki te kore te poari kaitiaki e rapu kaimahi, ā, ka mahia ngā ngohe e ngā tūao, ka hāngai kē ko ngā herenga mahi whānui anake i raro i te Ture.

Pātai: Me whāki te poari kaitiaki o te marae ki te Tari Mahi ka whara ana tētahi kaimahi tūao i a ia e mahi ana i runga i te marae?

Whakautu: Mehemea he kaiwhakawhiwhi mahi te poari kaitiaki, he tumuaki rānei, me pupuri rēhita hauata kua whakaaea, me whakamōhiohia te Tari Mahi ka tino whara ana tētahi kaimahi, tētahi atu rānei kei te wāhi mahi kei raro i te mana o te poari kaitiaki, tae noa ki ngā tūao. Tirohia te whārangi kōrero tūturu o tēnei raraupapa mō te roanga ake o ngā pārongo e pā ana ki ngā tikanga whakapūrongo i te hauata me whakatakoto korero.



Pātai: I te mea ka pā te ture ki ngā tūao, ka whai mana ngā Matawai Hauora, Haumarū hoki ki te kuhu ki te marae tiro-tiro haere ai?

Whakautu: Ka hāngai anake te mana whakauru a ngā Matawai ki ngā 'wāhi mahi', arā, ngā wāhi e puta ana ngā mahi mō te utu. Mehemea he tūao te āhua o ngā mahi katoa i runga i te marae, ehara tērā i te wāhi mahi. Mēnā he kaimahi kei kona e utua ana, he wāhi mahi tēnā.

Heoi anō rā, ki te mārama te Matawai ki tētahi mōrearea kei mua i te aroaro o tētahi kaimahi tūao i runga i te marae, kei a ia te tikanga ki te whakamōhio atu ki te poari kaitiaki, ki tētahi atu mana whakahaere kia matapakina ai te huarahi whakatikatika i te mōrearea.

Pātai: Ka pēhea te koha? He utu, he whakawhiwhinga rānei?

Whakautu: E ai ki ngā tikanga taketake – arā, he whakamahi kē ki ngā kaimanaaki, ka hoatuna noa iho – kāore i te whakaarohia he utu kē, he whakawhiwhinga kē i raro i te Ture.

Pātai: Pēhea taku rapu mōhiotanga ki te whakahaumarū i tō mātou marae?

Whakautu: Timata me ōu ake tāngata. Ka tīmata ana tō arotahi ki te whakahaumarū i te marae, ka āhei te iwi whānui ki te tuku i ō rātou pūkenga, ō rātou mōhiotanga. Ki te kore e tutuki ētahi kaupapa, he nui tonu ngā huarahi tautoko.

Ka taea e ngā tari o te Tari Mahi te whakarato pārongo whānui e pā ana ki te noho hauora, haumarū anō hoki ki ngā wāhi mahi, me tōna whai hāngaitanga ki ngā tūao, pērā ki tōna hāngai ki ngā kaimahi ake. He whārangi kōrero tūturu tā te Tari Mahi kei runga i te paetukutuku, e pā ana ki **Ngā Tūao**.

Mō Te Roanga Ake O Ngā Kōrero

He aratohu noa iho ēnei pārongo, ehara i te mea ka hāngai ki ngā āhuatanga katoa. Kaua e whakamahi hei whakakapi i ngā tohutohu ā-ture, ā-mātanga rānei.

Mō te roanga ake o ngā kōrero, waea mai ki a mātou i 0800 20 90 20, me whakauru rānei ki te paetukutuku i:

www.dol.govt.nz

