

Ngā motika mō ngā kaimahi i pākia e te whakarekereke ā-whare





He mea whakaputa tēnei mātāre e Employment New Zealand i Hikina
Whakatutuki, i mahi i te taha o Te Kāhui Tika Tangata me Shine.

**EMPLOYMENT
NEW ZEALAND**



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New Zealand Government

E whakaūhia ana ēnei mahi e te Ohu Ngātahi mō Te
Whakarekerekere ā-Whānau me te koeretanga

Ngā motika mō ngā kaimahi i pākia e te whakarekerekere ā-whare

Mai i te 1 o Paengawhāwhā 2019, ko te hunga i pākia e te whakarekerekere ā-whare ka whiwhi i ngā whakamarutanga ā-ture nui ake i te mahi. Ka whiwhi motika hou ngā kaimahi i te Domestic Violence – Victims’ Protection Act.

Mēnā i whakaawetia koe e te whakarekerekere ā-whare, ka tukuna e te Ture he motika ki a koe kia:

- › whiwhi whakamatuatanga whakarekerekere ā-whare utu
- › tonono mō ngā mahi wā poto ngāwari
- › kua e mahi kinotia i te mahi i te mea i pāngia pea koe e te whakarekerekere ā-whare.

Kei a koe ēnei motika ahakoa i pā mai pea te whakarekerekere ā-whare i mua.

Kāore ngā kaiwhakarekerekere ā-whare i te āhei atu ki ēnei motika. Arā, ko te hunga patu, whakamamae i tētahi i roto i te whānau, hononga noho rānei.

E kīia anō ko te whakarekerekere ā-whare he whakarekerekere whānau, ā, ehara i te tūkinoina anake. He maha ōna āhuatanga.

He aha te whakarekerekere ā-whare?

Mēnā kei te tūkinohia koe e tētahi hoa, hoa o mua rānei, tētahi i roto i tō whanau, e tētahi hoa noho whare, kei te pā te whakarekerekere ā-whare ki a koe. E kīia anō tēnei he whakarekerekere whānau. Ka pā pea tēnei ki ngā tāngata ahakoa te ira tangata, ā, me ngā tokorua nō te ira tangata kotahi, rerekē rānei. Ehara i te mea me noho tahi koe me te tangata whakarekerekere whānau.

Ko te ‘whakarekerekere’ pea he tūkinoina, taitōkai, whakarekerekere hinengaro rānei. Ko te whakarekerekere anō he whakaweti, he whakatumatuma rānei, he ngana rānei ki te whakahaere i ō mahi, i ō whakaaro rānei. Ko ētahi whakaaro pea ko te:

- › whakamataku – he whakamataku i a koe i te mahi, te whakahau rānei i a koe, tō whānau me te noho hīrokiroki, hei taura, mā te whaiwhai haere, te mātakitaki rānei i a koe

- › nonotitanga – hokí atu, hokí atu he rite tonu tana whakararuraru i a koe, tō whānau rānei, te whakapā atu rānei kī a koe ahakoa kāore i te hiahia
- › te tūkinō i ō mea
- › te whakatumatuma kī te tūkinō i a koe
- › tūkinō ā-pūtea, ā-oahaoha rānei – te tango i ō moni, te aukati i tō haere ki te mahi, te haere rānei ki te kura, te kāretī rānei
- › tūkinō kare ā-roto, ā-hinengaro hokí – te whakaiti i a koe, te whakatakē rānei i a koe i ngā wā katoa, te whiuwhiu i ngā momo ingoa kī a koe, te rāwekeweke i tō hinengaro e pōhēhē ai koe kei te pōrangī haere koe.

Mēnā kei te tūkinohia koe e tētahi tangata e tata ana kī a koe, i tata rānei kī a koe – he pēnei i te mea kei te whakahaerehia e taua tangata tōu ao. Kua kore koe e angitū, ā, ka noho matakū koe. Ka rongō koe i te āhua o te whakarekerekere whānau mō tētahi wā roa, i muri hoki i te mutunga o ngā whakarekerekere.

Ki hea tiki āwhina ai

Ki ōu whakaaro kei te noho mōrearea tētahi atu, me waea atu ki ngā pirihiimana i 111.

Ki ōu whakaaro kei te pākia koe, tētahi atu rānei e te whakarekerekere ā-whare, ehara ko koe anake – ka taea e koe te tiki āwhina. Ka taea e ngā whakahaere motuhake koe te āwhina mō ngā whakahaere i roto i tō hononga me te tuku tautoko kare ā-roto kī a koe. Ka taea e rātau te tuku mōhiohio kī a koe mō ngā ka taea e koe me te kōrero kī a koe mō ngā ratonga e tūtata ana kī a koe ka taea pea te āwhina i a koe.

I te nuinga o te wā he pai tonu te tīmata mā te waea atu ki tētahi waea motuhake whakarekerekere whānau, haere rānei kī te paetukutuku o tētahi whakahaere tautoko mātanga.

Family Violence Information Line

0800 456 450

E tuwhera ana i ia rā, mai i te 9am kī te 11pm

www.areyouok.org.nz

He wāhanga tēnei waea āwhina nō te whakahau 'It's not OK' hei whakaiti i te whakarekerekere whānau i Aotearoa, ā, e whakahaerehia ana e Te Manatū Whakahiato Ora. Ka tukuna e te waea ngā mōhiohio āwhina whaiaro me te tūhono i a koe kī ngā ratonga ina hiahiatia ana. Ka tukuna e te paetukutuku he mōhiohio mō te whakarekerekere whānau me ngā wāhi hei haere mō ngā āwhina.

Women's Refuge

0800 733 843

e tuwhera ana i ia rā, 24 haora i te rā
www.womensrefuge.org.nz

He whakahaere ahurearua e mahi tahi ana me ngā wāhine me ngā tamariki ki te tuku tautoko mā te taunaki, ngā mahere haumaruru, ngā wāhi noho ohotata, me ngā tautoko haere tonu mā ngā pāpurenga me ō rātau whānau. Ka tuku whakangungu anō a Women's Refuge ki ngā whakahaere e hiahia ana ki te ako anō me te whakapai ake i ā rātau kaupapahere mō te whakarekerekere whānau.

SHINE

0508 744 633

E tuwhera ana i ia rā, 9am ki te 11pm
www.2shine.org.nz

E tukuna ana e tēnei waea āwhina ko ngā tautoko, ngā mōhihio, te āwhina me te aromatawai mōrearea me te hanga mahere haumaruru me te tono atu ki ngā ratonga paetata. E tautoko ana a Shine i ngā pāpurenga pakeke, tamariki hoki – ngā ira tangata katoa – kia noho haumaruru. Mahi tahi anō a Shine me ngā tāne tūkinu whānau kia hihiri me te tautoko i a rātau kia huria ai ō rātau āhua. E tukuna ana e Shine ngā kaupapa whakangungu whakarekerekere ā-whare rerekē. E tukuna ana e te kaupapa DVFREE a Shine ngā kōrerorotanga tahitanga kaupapahere me ngā whakangungu whakarekerekere ā-whare i te mahi.

Safe-to-talk

0800 044 344

e tuwhera ana i ia rā, 24 haora i te rā

He waea āwhina koreutu, matatapu, muna hoki a Safe-to-talk mō te hunga i pākia e te koeretanga. Ka taea e koe te whakapā atu ki tētahi mātanga matatau mā te waea, mā te kōrerorero tukutuku rānei. Ka whakautua e ia ō pātai, te tuku mōhihio ki a koe mō te koeretanga, ā, ka taea e ia koe te tono ki ngā mātanga i tō rohe. Ka taea anō te tuku mōhihio me pēhea te āwhina i tētahi hoa, tētahi o te whānau rānei.

Ō motika whakarekerekere i te mahi

E kī ana te ture mēnā he kaimahi koe kua whakaawetia e te whakarekerekere ā-whare, ā, e whai ake nei ko ō motika:

1. e āhei ana koe ki ngā rā atu ki te 10 mō te whakamatuatanga whakarekerekere ā-whare utu i ia tau – he rerekē tēnei ki te whakamatua ā-tau, māuiui, tangihanga hoki

2. te tono mō ngā whakaritenga mahi wā poto ngāwari – atu ki te rua marama te roa
3. kua e mahi kinotia i te wāhi mahi i te mea i pākia koe e te whakarekerekere ā-whare i mua.

Kei a koe ēnei motika ahakoa i pā mai pea te whakarekerekere ā-whare i mua.

Tirohia te **Me aha mēnā kāore tō kaituku mahi i te whai i te ture.**

He nui ake pea ngā āwhina a ētahi kaituku mahi ki ērā e kīia ana e te ture mā ngā kaimahi kua pākia e te whakarekerekere ā-whare. Me kōrero ki tō kaiwhakahaere, tari HR rānei ki te rapu he aha ngā tautoko e tukuna ana e tō kaituku mahi.

Kāore tēnei ture i te hāngai ki ngā kaiwhakarekerekere ā-whare. Arā, ko te hunga patu, whakamamae i tētahi i roto i te whānau, hononga noho rānei.

1. Whakamatuatanga whakarekerekere ā-whare utu

Mēnā he kaimahi koe, e āhei ana koe ki ngā rā atu ki te 10 mō te whakarekerekere ā-whare utu i ia tau mēnā ka hiahia koe. Ko tēnei whakamatuatanga he wā whakatā mai i te mahi hei āwhina i a koe ki te whakarite i ngā pānga o te whakarekerekere ā-whare. Hei tauira, ka mate pea koe ki te tiki āwhina mai i tētahi ratonga tautoko whakarekerekere whānau, te neke whare, te haere rānei ki te kōti, te tautoko rānei i ō tamariki.

Ka taea anō e koe tēnei momo whakamatuatanga te whai hei tautoko i tētahi tamaiti i pākia e te whakarekerekere ā-whare, engari ia mēnā i te noho i tō taha mō ētahi wā i te iti rawa.

E kī ana te ture ka taea e koe te whakamatuatanga whakarekerekere ā-whare whai muri i tō mahi i tō kaituku mahi mō te ono marama haere tonu, i hipa rānei i a koe te whakamātautau 'ngā haora i mahia'. Ka tukuna e ētahi kaituku mahi ngā whakamatuatanga whakarekerekere ā-whare i mua i tēnei. Tirohia ngā kaupapahere a tō kaituku mahi mō te whakamatuatanga, te whakarekerekere ā-whare rānei, pātai rānei ki tō kaiwhakahaere, tari Pūmanawa Tangata rānei.

Tirohia ngā kōrero atu anō mō te āhei atu ki te whakamatuatanga whakarekerekere ā-whare i: **[employment.govt.nz](https://www.employment.govt.nz)**

Te whai i te whakamatuatanga whakarekerekere ā-whare utu

I te rā, i mua rānei i te rā e mahi ana koe, me mātua kōrero atu koe ki tō kaituku mahi kei te hiahia koe kia wawe tonu te whai i te whakamatuatanga whakarekerekere ā-whare utu. Ki te kore e taea e koe tēnei, me mātua wawe tonu, ki tērā e taea ana, te whakamōhio atu ki tō kaituku mahi.

He pērā anō mō te whakamōhio atu ki tō kaituku mahi kei te hiahia koe i te whakamatuatanga māuiui, tangihanga rānei.

Tirohia rānei ngā kōrero atu anō mō te whai i te whakamatuatanga whakarekerekere ā-whare i: [employment.govt.nz/domestic-violence](https://www.employment.govt.nz/domestic-violence)

Whakaaturanga o te whakarekerekere ā-whare

Ina whai koe i te whakamatuatanga whakarekerekere ā-whare, ka taea e tō kaituku mahi te tono whakaaturanga kei te pākia koe e te whakarekerekere ā-whare.

Tirohia te kaupapahere a tō kaituku mahi mō te whakamatuatanga, te whakarekerekere ā-whare rānei kia mōhio ai koe mēnā kei te hiahia whakaaturanga ia, ā, he aha te momo whakaaturanga e hiahia ana ia.

Tirohia te **Whakaaturanga o te whakarekerekere ā-whare**.

2. Te mahi ngāwari wā poto

Mēnā he kaimahi koe, e āhei ana koe ki te tono mō ngā whakaritenga mahi ngāwari wā poto hei āwhina i a koe ki te whakarite i ngā pānga o te whakarekerekere ā-whare. Ka taea ēnei whakaritenga mō te wā atu ki te rua marama.

E āhei ana koe ki te tono mō tēnei momo mahi ngāwari:

- › ahakoa te wā
- › ahakoa i pā mai te whakarekerekere ā-whare i mua i te tīmatanga o tō mahi mā tō kaimahi.

Me mātua whakautu ā-tuhi tō kaituku mahi ki a koe i roto i te 10 rā mahi. Mēnā ka taea e rātau te whakautu tere ake, me mātua tutuki i a ia tērā. Me whakamōhio atu ki tō kaituku mahi mēnā me huri e koe o whakaritenga mahi kia noho haumarua ai koe kia mōhio ai ia mēnā me tere ake tāna whakautu.

He motika hou tēnei i runga ake i tō motika ki te tono mō ngā whakaritenga mahi ngāwari ahakoa te wā, ahakoa te take. Ka taea tēnei whakaritenga mahi ngāwari kia roa ake i te rua marama, he huringa pūmau rānei. Me mātua rerekē te whakarite a tō kaituku mahi i ēnei tono, ā, kotahi te marama ki a ia ki te whakautu.

Me rapu 'flexible working' i www.employment.govt.nz

Te tono mō ngā mahi wā poto ngāwari

Me mātua pātai koe ki tō kaituku mā te tuhi mō ngā huringa ki ō whakaritenga mahi noa. Ka taea anō e tētahi atu te tono mō ngā whakaritenga mahi ngāwari wā poto māu.

He tikanga anō tō 'ngā whakaritenga mahi' e whakaawe ana i te āhua o tō mahi i ō mahi. Hei tauira, he aha ngā haora me ngā rā e mahi ana koe, te wāhi e mahi ana koe, ā, he aha ō mahi i te mahi.

Ina tuhi atu koe, tētahi atu rānei, ki tō kaituku mahi ki te tono kia huria ō whakaritenga mahi noa, me mātua whakauru ētahi mea tauwhāiti. Anei aua mea:

- › te ingoa me te rā i tukuna e koe tō tono
- › kei te tono koe mō ngā whakaritenga mahi ngāwari wā poto, e ai ki te Wāhanga 6AB o te Employment Relations Act 2000
- › ngā taipitopito o ngā mea e hiahia ana koe ki te huri mō ō whakaritenga mahi noa
- › e hia te roa e hiahia ana koe mō aua huringa – atu ki te rua marama
- › āhea koe hiahia ai kia tīmata, kia mutu ngā huringa
- › ka pēhea te āwhina a ēnei huringa i a koe
- › he aha ngā huringa me whakatutuki pea e te kaituku mahi ki āna whakaritenga mēnā ka whakaaehia e ia tō tono.

Tirohia ētahi atu kōrero mō te mahi ngāwari wā poto i: [employment.govt.nz](https://www.employment.govt.nz)

Whakaaturanga o te whakarekerekere ā-whare

Mēnā ka pātai koe mō te mahi ngāwari wā poto, ka taea e tō kaituku mahi te tono whakaaturanga kei te whakaawetia koe e te whakarekerekere ā-whare hei āwhina i a ia ki te whakaae, whakahē rānei. Me mātua tono ia i roto i te toru rā o te whiwhi i tō tono.

Tirohia te kaupapahere a tō kaituku mahi mō te mahi ngāwari, te whakarekerekere ā-whare rānei kia mōhio ai koe mēnā kei te hiahia whakaaturanga ia, ā, he aha te momo whakaaturanga e hiahia ana ia.

Tirohia ētahi atu kōrero anō mō te whakaaturanga o te whakarekerekere ā-whare i: [employment.govt.nz/domestic-violence](https://www.employment.govt.nz/domestic-violence)

Tirohia ētahi atu kōrero mō te mahi ngāwari wā poto i: [employment.govt.nz/domestic-violence](https://www.employment.govt.nz/domestic-violence)

Tirohia **Whakaaturanga o te whakarekerekere ā-whare**

Ngā mea me mātua tutuki i tō kaituku mahi

Me mātua wawe te whakamōhio ā-tuhi atu a tō kaituku mahi ki a koe mēnā ka whakaae ia, whakahē rānei ki tō tono. Ko te wā roa rawa, me mātua whakamōhio atu ki a koe i roto i te 10 rā mahi o tō tono mō te mahi ngāwari wā poto. Mēnā ka taea e ia kia tere ake te whakamōhio mai ki a koe, me mātua tutuki i a ia tērā.

Me mātua tuku e tō kaituku mahi ngā mōhiohio ki a koe mō ngā ratonga tautoko tōtika ka taea te āwhina i a koe me te whakarekerekere ā-whare. Ka taea e ia tēnei te whakatutuki ina tukuna e ia tāna whakautu ā-tuhi ki a koe, i mua rānei.

Tē whakahē i tētahi tono

Ki te whakahē tō kaituku mahi i tō tono mō ngā whakaritenga mahi ngāwari wā poto, me āta whakamārama mai e ia.

Ka taea **anake** e tō kaituku mahi tētahi tono te whakahē mēnā :

- › kāore i whiwhi i a ia ngā whakaaturanga i tono ia i roto i te 10 rā mahi o te whiwhi i tō tono
- › tē taea ō whakaritenga mahi te huri nā tētahi o 'ngā take whakangāwari-kore' kei roto i te ture.

Ko ngā tauira o 'ngā take whakangāwari-kore' ko ēnei:

- › tē taea te whakariterite ngā mahi i waenga i ētahi atu o ngā kaimahi
- › tē taea te tiki kaimahi atu anō
- › te kī kāore i te rawaka ngā mōhio hei mahi māu i ngā wā i tono koe ki te mahi.

Rapua te 'non-accommodation grounds' i employment.govt.nz

3. Te mahi kinotia i te mahi

Mai i te 1 o Paengawhāwhā 2019, kua rawa ngā kaituku mahi e tūkinu i a koe - kino, hē rānei – nā te pānga mai o te whakarekerekere ā-whare ki a koe. E rārangi ana te ture mō tēnei i roto i te Employment Relations Act me te Human Rights Act.

Mēnā kei tō taha e noho ana tētahi tamaiti i pākia e te whakarekerekere ā-whare, ahakoa kāore i ngā wā katoa, kei te kapia anō koe e te ture. Kāore he aha mō te wā i pā mai ai te whakarekerekere ā-whare.

Ehara i te mea me whāki atu koe ki tō kaituku mahi mēnā kei te pākia koe e te whakarekerekere ā-whare. Kei roto anō i tēnei ko te whakarekerekere ā-whare i pā mai i mua.

Mēnā kei tētahi uiui mahi koe, ko te tikanga kāore e pātaihia koe mēnā i pā te whakarekerekere ā-whare ki a koe. Ki te pātaihia koe, ehara i te mea me whakautu koe.

E kīia anō te mahi 'kino' i a koe ko te whakahāwea. Kei roto i tēnei ko te pana, te pēhi i a koe kia mutu, te mahi i roto i ngā āhuetanga weriweri ake, te pare atu i a koe mō te kakenga, tētahi atu whai wāhitanga rānei.

Mēnā ka mahi kinotia koe, ka whakahāweatia rānei koe i te mea i pākia koe e te whakarekerekere ā-whare, he takahi ture tēnei.

Tirohia ētahi atu kōrero mō te mahi kinotia i te mahi i:

employment.govt.nz/resolving-problems

Whakaaturanga o te whakarekerekere ā-whare

Ki te whai koe i te whakamatuatanga whakarekerekere ā-whare utu mō ngā whakaritenga mahi ngāwari wā poto, ka taea e tō kaituku mahi te tono whakaaturanga. Me whakaatu tēnei whakaaturanga kei te pākia koe e te whakarekerekere ā-whare.

Kāore e whakatauhia e te ture he aha te momo whakaaturanga hei whakaae mā tō kaituku mahi.

Ki te pātai tō kaituku mahi mō ngā whakaaturanga, me mahi kōrua i runga i te whakaaro pai. Arā, kia tuwhera, pono, tere hoki ki te whakautu.

Ka taea e tō kaituku mahi te whakaae ki ngā momo whakaaturanga katoa e pākia ana koe e te whakarekerekere ā-whare.

Te tiki whakaaturanga

Ehara i te mea he māmā te tiki, nā te āhua o te whakarekerekere ā-whare. Pā mai ai te whakarekerekere ā-whare i muri i ngā tataua kati i te nuinga o te wā, e uaua ai te 'whakaatu'. He mahinga nui te waea ki ngā pirihimana, te tono rānei mō tētahi whakatau whakamaru mō tētahi e pākia ana e te whakarekerekere ā-whare.

Ngā tauira o te whakaaturanga

- › Reta, ĩmēra rānei mō ngā mea kei te aha, ā, he pēhea te pā o tēnei ki te kaimahi mā tētahi:
 - whakahaere tautoko – hei tauira, he ratonga tautoko whakarekerekere ā-whare, Oranga Tamariki rānei.
 - kaitautoko.
- › Pūrongo mai i tētahi rata, nēhi rānei.
- › Pūrongo mai i tētahi kura.
- › He whakapuakanga – he reta whakaaturanga kua tirohia e tētahi tangata whaimana pērā i tētahi kaiwhakawā tūmatanui i raro i te Oaths and Declarations Act 1957.
- › Ngā tuhinga kōti, pirihihana rānei mō te whakarekerekere ā-whare.

He whakaaturanga mō te whakamatuatanga whakarekerekere ā-whare utu

Mēnā ka tono whakaaturanga tō kaituku mahi engari kāore e whiwhi, ehara i te mea me utu ia i te whakamatuatanga whakarekerekere ā-whare ki a koe kia whiwhi whakaaturanga rā anō ia, engari ia mēnā he ‘tino take’ tāu.

Ko tētahi tauira o te ‘tino take’ i hohoro tō neke ki kāinga kē, ā, kāore anō i whai wā ki te tiki whakaaturanga.

Ngā whakaaturanga mō ngā mahi wā poto ngāwari

Mēnā kei te hiahia whakaaturanga tō kaituku mahi, me mātua pātai i roto i te toru rā mahi o te whiwhi i tō tono mō ngā whakaritenga mahi ngāwari wā poto. Ko te take me mātua whakautu ā-tuhi tō kaituku mahi ki tō tono i roto i te 10 rā mahi, tere ake rānei.

Ki te kore koe e tuku whakaaturanga ina tonoa, ka whakahē pea tō kaituku mahi i tō tono mō te mahi ngāwari wā poto. Ka āhei anō tō kaituku mahi ki te whakahē i tō tono kia tukuna rā anō e koe ngā whakaaturanga.

Tirohia ētahi atu kōrero anō mō te whakaaturanga o te whakarekerekere ā-whare i [employment.govt.nz/domestic-violence](https://www.employment.govt.nz/domestic-violence)

Te whakarite he tūmataiti, he matatapu ō mōhiohio whaiaro

Me mātua tiaki tō kaituku mahi i ō mōhiohio whaiaro. Kei roto i tēnei ko ngā mōhiohio mō te whakamatuatanga whakarekerekere ā-whare, ētahi atu momo whakarekerekere ā-whare.

Ka hiahia pea ētahi tāngata ki te kite i ō mōhiohio whaiaro ki te mahi i ā rātau mahi. Kei roto pea i ēnei mōhiohio whaiaro mēnā i whai whakamatuatanga whakarekerekere ā-whare utu koe i mua, i tonu rānei koe mō ngā mahi ngāwari wā poto rānei. Ko tētahi taura o tētahi tangata ka hiahia pea ki te kite i ō mōhiohio whaiaro hei mahi i āna mahi ko te tangata ka whiriwhiri i ō moni whiwhi ā-wiki, ā-tau rānei. Mēnā ka hiahia koe ki te mōhio ko wai atu anō pea i te mahi ka kite i ērā, me kōrero ki tō kaiwhakahaere, tari HR rānei.

Ko ngā tāngata ka kite i ō mōhiohio whaiaro hei mahi i ā rātau mahi me mātua whai i te ture mō te tūmataitinga me te matatapu. Kei roto i tēnei ko ngā kaimahi kei Employment New Zealand me Te Kāhui Tika Tangata.

Te tuari mōhiohio mōu

Me mātua pātai tō kaituku mahi ki a koe i te tuatahi mēnā kei te hiahia ia ki te tuari i ō mōhiohio whaiaro.

Kotahi anake te wā kāore koe e pātaihia e tō kaituku mahi i te tuatahi mō te tuku i ō mōhiohio whaiaro. Hei tiaki i te ora, hauora rānei o tētahi atu, te haumaruru o te iwi whānui rānei. Kei te māharahara pea tō kaituku mahi mōu, ētahi atu rānei, pērā i ētahi atu kaimahi, ētahi o tō whānau rānei. Ka āhei ki te tuari i ō mōhiohio mō tēnei take i raro i te Privacy Act.

Hei taura, i rongo tētahi kaiwhakahaere kei te whakatumatuma te hoa o tētahi kaimahi ki te kōhuru i a ia, ā, me te kī kei te haere atu ia ki tōna wāhi mahi.

Ka taea e te kaiwhakahaere te waea atu ki ngā pirihiimana me te tuku i ngā mōhiohio hei tiaki i te kaimahi me ētahi atu kaimahi.

Me aha mēnā kāore tō kaituku mahi i te whai i te ture

Mēnā kāore i koe i te tau, ka taea e koe te kōrero atu ki tō kaituku mahi. He hou te ture nō reira kāore pea ia i te mōhio he aha te wāhanga mō te whakamatuatanga whakarekerekere ā-whare, te mahi ngāwari wā poto, te tautoko rānei i te hunga kua pākia e te whakarekerekere ā-whare.

Me pēhea te tuku amuamu

Kei reira ngā ratonga hei whakapā atu māu mēnā kei te raruraru tō whiwhi i ō motika. Ko ngā raruraru mō tō kaimahi ko ēnei:

- › te whakahē i te whakamatuatanga whakarekerekere ā-whare
- › kāore koe i te utua mō te whakamatuatanga whakarekerekere ā-whare
- › kāore i te whakautua tō tono mō te mahi ngāwari wā poto i roto i te tepenga 10 rā mahi
- › te whakahē i tō tono me te kore whakamahi i te motika 'ngā take whakangāwari-kore'
- › te mahi kino i a koe i te mea ki ōna whakaaro i pā ki a koe te whakarekerekere ā-whare.

Tirohia ētahi atu kōrero anō mō te whiwhi āwhina i employment.govt.nz/domestic-violence

Employment New Zealand

Ka taea e koe te tuku amuamu ki Employment New Zealand mēnā he raruraru ōu mō te whakamatuatanga whakarekerekere ā-whare, te tono rānei mō te mahi ngāwari wā poto.

Mēnā ki ō whakaaro kei te mahi kinotia koe – kino, hē rānei – me mātua whakaara e koe he whakamau whaiaro koe me tō kaituku mahi. Me mātua whakaara e koe he whakamau whaiaro i roto i te 90 rā.

Me rapu mō 'personal grievance' i www.employment.govt.nz

Me rapu mō 'resolving problems' i www.employment.govt.nz

Te Kāhui Tika Tangata

Ka taea e Te Kāhui Tika Tangata koe te āwhina me ngā mahi kino ki a koe i roto i ngā āhuatanga mahi whānui ake, tae atu ki ētahi tāngata kāore i te kapi i a Employment New Zealand. Hei tauira, e kapi ana ko:

- › ngā kaimahi tūao
- › ngā kaimahi ā-kiri
- › ngā āhuatanga i mua o te mahi, pērā i te tono mō tētahi mahi
- › te wā i a koe hei kaimahi.

Tirohia ētahi atu kōrero mō te tiki āwhina me ō motika tangata i hrc.co.nz

Ngā mōhiohio koreutu, matatapu

Ka taea e koe te whiwhi mōhiohio koreutu, matatapu me ngā takawaenga mai i Employment Services me Te Kāhui Tika Tangata. E whakarite ana a Employment Services i te ture mahi, ā, ko te wāhanga o Te Kāhui Tika Tangata ko ngā ture motika tangata.

Mēnā kāore koe i te tino mōhio me kōrero koe ki a wai, ka taea e ngā ratonga e rua te tuku mōhiohio atu anō ki a koe ina kōrero atu koe.

Employment New Zealand

Waea: 0800 20 90 20

Īmēra: info@employment.govt.nz

Haere ki: www.employment.govt.nz

Te Kāhui Tika Tangata

Waea: 0800 496 877

Īmēra: infoline@hrc.co.nz

Haere ki: www.hrc.co.nz

Te Mana Mātāpono Matatapu

Mēnā e hiahia ana koe ki te tuku amuamu mō te tiaki a tō kaituku mahi i ō mōhiohio whaiaro, ka taea e koe te haere ki Te Mana Mātāpono Matatapu.

Haere ki www.privacy.org.nz

