

# NZEI TE RIU ROA

## Kaiāwhina tautoko, kaiārahi i te reo, me ngā kaihauman – he puka meka mō ngā kirimana hinga

I te 20 o Tihema, 2025, ka huri te Kirimana Tōpū mō te Whakakotahitanga Kaiāwhina Tautoko (SSSCA), me te Kirimana Tōpū mō ngā Kaiārahi i te Reo me ngā Kaihaumanu (KRTCA) hei 'kirimana hinga' (arā, kua manakore kē ēnei kirimana i te 12 marama kua hipa, i te 20 o Tihema, 2024).

Mā tēnei puka e whakamārama atu: he aha ngā pānga atu ki a koe, ki ō mōtika hoki (kia kaua e āwangawanga, ehara i te take nui).

*Kia mōhio mai: mēnā **he hāora wā-motuhake ōu, he tūranga mahi wā-motuhake rānei, tēnā, pānuitia te wāhanga mō te [hāora/tūranga wā-motuhake](#) kei raro iho nei.***

### 1. Ka ahatia ina mōnehu tō kirimana tōpū?

Ka mōnehu ngā kirimana tōpū katoa, ā, ka whiriwhiria anō ōna āhuatanga i te kōrero matapakinga ahumahi ki te kaituku mahi mō tō ake kirimana, arā ki te Tumu Whakarae mō te Mātauranga. He mea māori noa te whiriwhiri i ngā kirimana tōpū ahakoa kua hinga kē.

Ina tae atu te wā mōnehu o te kirimana tōpū i mua i te otinga o ngā matapakinga ahumahi, ka whai pānga tonu ngā tikanga me ngā herenga o te kirimana tōpū kua mōnehu ki ngā tāngata katoa he mema uniana rātou mō te tau anō e heke mai ana. Arā, kāore ngā tikanga me ngā herenga o tō kirimana tōpū e panoni.

Hei te wā kua mōnehu te kirimana tōpū mō te 12 marama, ka huri hei 'kirimana hinga'.

### 2. Ka ahatia ina huri tō kirimana hei 'kirimana hinga'?

Ka haere tonu ngā matapakinga ahumahi i te taha o te Tumu Whakarae mō te Mātauranga, ā, ka whakahoutia ngā kirimana tōpū maha ā muri i te hinganga.

Ka neke aunoa ngā mema mai i te kirimana tōpū hinga, ki tētahi kirimana mahi takitahi e rite tonu ana ngā tikanga me ngā herenga, ki te kore koe e haina i tētahi kirimana mahi takitahi hou.

### 3. He aha au e haina pea ai i tētahi kirimana takitahi hou?

Ina hinga tō kirimana tōpū, ka āhei tō kaituku mahi ki te hoatu ki ngā mema uniana he kirimana mahi takitahi hou he rerekē hoki ōna tikanga me ōna herenga ki ērā o te kirimana tōpū kua mōnehu. Ehara i te mea me hoatu e rātou he kirimana mahi takitahi hou – engari kē ia, i raro i te ture e āhei ana rātou ki te kōwhiri ki te hoatu, kāore rānei.

Ki te noho tonu koe hei mema uniana, ka hoki aunoa koe ki te kirimana tōpū ina whakapūmautia te whakaaetanga hou, ahakoa te roa o te wā kua hipa i te rā i 'hinga' ai.

#### 4. Me haina au i tētahi kirimana takitahi hou ina hinga taku kirimana tōpū

Kāo, he kaha te akiaki o tō tīma matapaki ahumahi, me tō uniana hoki kia kaua koe e pēnā. Heoi anō, mēnā he kirimana wā-motuhake tāu mō ētahi hāora, me haina pea koe i tētahi (tirohia [‘hāora, tūranga mahi wā-motuhake’](#) kei raro iho nei).

#### 5. He aha e whakahirahira ai te mematanga uniana mēnā kua 'hinga' te kirimana tōpū?

I tū ngātahi koutou ko ō hoa mahi i tā koutou pōti ki te whakahē i ngā whakatakoto a te Kāwanatanga hei whakatau i tā koutou kirimana tōpū. Ki te tū tonu koe hei mema uniana, ka whakaatu koe ki te Kāwanatanga he tangata whai wāriu koutou, pērā i ngā kerēme kua whakapuakitia e koutou.

Ka whai tonu koe i ngā painga o te mematanga uniana (he tautoko, he tohutohu, he māngai), ā, ka pōti hoki koe ki ngā whakatakoto kirimana tōpū hou. ***Mēnā he mema uniana koe, ka neke aunoa anō koe ki tō kirimana tōpū hei te wā e pōti ai koutou ko ō hoa mahi ki te whakapūmau i tētahi whakatakoto kirimana.***

#### 6. He aha e takaroa ai ngā matapaki ahumahi?

He roa, he uaua hoki te matapaki ahumahi, ā, he nui ōna tukanga; me whakaae ki ngā rā, me whakarite ngā pōti ki ngā whakatakoto kirimana hoki kia whai tāima ai koutou ko ō hoa mahi kia māramatia ai, kia kōrerohia ai, kia pōtīhia hoki e koutou.

Mai i te tīmatanga o ngā kōrero matapaki ahumahi i te Ōketopa 2024, kua huhua kē ngā hui i kōrero ai tō tīma matapaki ahumahi ki ngā māngai o te Manatū, ki ērā atu tīma matapaki ahumahi, ki ngā mema uniana hoki.

Arā te takaroatanga i muri i ngā hui uniana whaiutu (PUMs) i te Hune 2025 mō ngā kaiāwhina tautoko, mō ngā kaiārahi i te reo me ngā kaihaumanu hoki, nā te mea he mana ngā kirimana tōpū e whiriwhiria ana e te Manatū, ā, ka riro kia whakaaetia ngā rā tika mō te matapaki ahumahi i te taha o te kaitakawaenga.

#### 7. Ka whiwhi rānei mātou i te utu hoki whakamuri?

E ai ki te [2024 Government Workforce Policy Statement](#), kāore rātou e tautoko i te utu hoki whakamuri ahakoa te āhuatanga. I kerēmetia e koutou ko ō hoa mahi te 5% o ngā utu kaimahi kua tāia, kua utua hoki me ngā tahua anō mō te tau tuatahi, mai te te rā whakapūmautanga. Hei whakatika i tēnei āhuatanga, ***kua ū tō uniana ki tēnei tono: kia \$500 te utu haupū mō ngā mema uniana anake, ahakoa he harangotengote, he ukiuki rānei ō hāora mahi.***

#### 8. Mēnā kua haina pokerehū au ki tētahi kirimana hou, ka ahatia?

Kaua e maurirere! Ki te tū tonu koe hei mema o NZEI Te Riu Roa, ka neke aunoa koe ki tō kirimana tōpū ina whakapūmautia tētahi whakatakoto kirimana. Kōrero ki tō māngai wāhi mahi, ki tō uniana rānei kia tohutohua ai e rātou: 0800 693 443 ([nzei@nzei.org.nz](mailto:nzei@nzei.org.nz) rānei).

## Hāora/tūranga mahi wā-motuhake

### 1. Mēnā he kirimana wā-motuhake tāku, ka ahatia?

I raro i te ture, me whakarite tō tumuaki (tō kaiwhakahaere horipū rānei) kia haina ai koe i tētahi kirimana wā-motuhake hou, mēnā he hāora mahi anō hei tuku ki a koe e haere ake nei. Ki te hiahia tonu koe ki ēnei hāora, ki tō tūranga mahi rānei, ka akiaki tō uniana i a koe kia haina ai i te kirimana wā-motuhake hou, ahakoa he rerekē pea ngā tikanga me ngā herenga.

Me whakarite tō kaituku mahi kia “whai tāima e tika ana” koe ki te āta pānui i te whakatakoto hou i mua i tō hainatanga. I mua i tō haina, me kōrero ngā mema ki te uniana: tukuna tētahi kape matawai o te whakatakoto (te reta me te kirimana takitahi) ki [nzei@nzei.org.nz](mailto:nzei@nzei.org.nz)

### 2. He aha ngā kōwhiringa māku mēnā he kirimana wā-motuhake tāku, ā, kāore au i te hiahia ki te haina i te kirimana takitahi?

Me whai tohutohu koe: waea ki 0800 693 443, īmēra rānei ki [nzei@nzei.org.nz](mailto:nzei@nzei.org.nz). Ka āhei hoki te tono i tō māngai wāhi mahi kia haere ngātahi ai kōrua ki te kōrero ki tō kaituku mahi, ki te whakaatu i ngā huarahi anō, pērā i te:

- Tono i ngā hāora wā-motuhake pūmau. Ahakoa kāore pea e pūmau ngā hāora katoa, mēnā ka pūmau ētahi hāora (he hāora nui ake rānei), ka rite tonu ngā tikanga me ngā herenga mō aua hāora ki ērā o tō kirimana tōpū;
- Tono rānei i te kirimana wā-motuhake e rite tonu ana ngā tikanga me ngā herenga ki ērā o te kirimana o mua. Mā konei ka noho rite tonu ō tikanga me ō herenga ki ngā mea o te kirimana tōpū.

Heoi anō, mēnā kāore e taea, kāore e whakaaetia rānei e tō kaituku mahi te hoatu ki a koe he hāora pūmau, ā, ka hoatu kē tētahi kirimana takitahi he rerekē ōna tikanga me ōna herenga, ka akiaki tonu tō uniana kia haina ai koe mēnā e hiahia tonu ana koe ki aua hāora/ki te tūranga mahi. **Hei te wā kua whakapūmautia tōpūtia te whakatakoto kirimana hou, ka neke aunoa ō tikanga me ō herenga ki ērā o te hui tōpū, ina noho tonu koe hei mema uniana.**

**Ki te rongu koe i te whakatorotoro kia haina ai i tētahi kirimana, tonoa tētahi hoa tautoko, tō māngai wāhi mahi rānei kia haere ai i tō taha. Ki te whakapono koe me pūmau ō hāora/tō tūranga mahi, kei a koe te mana ki te kimi tautoko mai i tō uniana, ki te tīmata hoki i ngā whakawhiti kōrero i te taha o tō kaituku mahi.**