



# Te taurite o te utu me te kerēme o ngā kaiārahi i te reo

I whakataungia te kerēme o ngā kaiārahi i te reo i te 4 o Hōngongoi 2022. Kei tēnei puka te tirohanga whānui mō:

- te tukanga mō te kerēme taurite utu mō ngā kaiārahi i te reo
- ngā kitenga o te tūhuratanga taurite utu, me ngā āhuatanga matua o te whakataunga kua whakaaetia
- ngā mahi mā ngā kura kua hua mai i te whakataunga
- ngā mahi ka whai ake, ngā ara kimi āwhina hoki.

## Ihirangi

He aha te taurite o te utu mahi?.....	1
He aha te ara i haere mai tātou ki konei?.....	2
He aha kei roto i te whakataunga.....	3
Ngā mahi mā ngā kura.....	4
Ka ahatia ināianei.....	7
Ētahi wāhi hei kimi tautoko.....	7

## He aha te taurite o te utu mahi?

- Ko te tikanga o te taurite o te utu mahi ko te whakawhiwhi o ngā tāngata ki te utu mahi ōrite mō ngā mahi e ōrite ana te uara.
- Ki te whakatutuki i te taurite o te utu mahi, me whakatairiterite tātou i ā tātou ritenga uara, ritenga utu hoki mō ngā momo mahi he rerekē te āhua – pērā ki ngā kaiārahi i te reo me ngā kaupūhanga metarahi.
- Nā te taurite o te utu mahi, ka kitea, ahakoa te tino rerekē o ngā tūnga mahi e rua ki te tirohanga pāpaku, ka ōrite, ka āhua ōrite rānei ngā pūkenga, te taumata wheako, ngā haepapa, te kaha o te mahi, ngā ritenga whakamahi rānei.
- Ka āhukahuka hoki, mō ētahi pūāhua, kua pāngia ngā utu mahi mō ngā kaimahi e mahi ana i ngā tūranga ka kaha hāpaitia e te hunga wahine ki te toihara ira, nā ngā tirohanga, me ngā whakahāweatanga mō te uara o te “mahī a te wahine”, me te kaha ki te whakaiti i ngā pūkenga, haepapa, āhuatanga mahi me te kaha e tika ana i ēnei momo mahi.
- Ko te taurite o te utu mahi tētahi ara kia wātea ai ngā utu ka utua ki ngā kaimahi kei ngā tūranga e kaha hāpaitia ana e te hunga wahine i ngā whakapae me ngā whakahāweatanga mō te uara o aua mahi i te mea, he wahine te tokomaha e mahi ana.
- Mā te whakatairite i te mahi me te utu kei ngā tūranga e kaha hāpaitia ana e te hunga wahine, me ngā tūranga e kaha hāpaitia ana e te hunga tāne, ka whakaū te taurite o te utu mahi e whiwhi ai ngā kaimahi o ngā tūranga e kaha hāpaitia ana e te hunga wahine i te utu e hāngai ana ki te uara o ā rātou mahi.

## Te kerēme o ngā kaiārahi i te reo: He aha te ara i haere mai tātou ki konei?

I te marama o Mahuru, 2018, nā NZEI Te Riu Roa i whakaara i tētahi kerēme taurite utu ki te Te Tumu Whakarae mō te Mātauranga mō ngā kaiārahi i te reo kei roto i ngā kura.

I te 18 o Pipiri 2020, i haina a NZEI Te Riu Roa me Te Tāhuhu o te Mātauranga i ngā tūtohu mahi mō te kerēme taurite o ngā utu mahi o ngā kaiārahi i te reo, kia ōkawa ai te tūhuratanga, kia whakatau ai mēnā kei te whakaitia te uara me te utu mahi o te hunga mahi kaiārahi i te reo kei roto i ō tātou kura.

Mahi tahi ai ngā rōpū mai i te Hōngongoi 2020 ki te Hereturikōkā 2021 ki te tūhura i te kerēme.

Tekau mā waru ngā uiui i whakahaeretia ki te taha o tētahi kohinga tīpako matapōkere o ngā kaiārahi i te reo, me ō rātou kaiwhakahaere (he tumuaki te tokomaha), hei tīpako tōtika o te hangapori o ngā kura. I tātaritia ngā patonga kōrero o ngā uiui, ā, i tautohua ngā wāhi haepapa matua, me ngā mahi, ngohe hoki e hāngai ana.

Kātahi ka kimi urupare mātou i ngā kura, kia whakaū mēnā kua waihotia tonutia he āputa kei ō mātou wāhi haepapa whānui.

Hei hihiratanga anō, i whakatū mātou i tētahi raupapatanga hui puta noa i te motu, ki te toro atu, kanohi ki te kanohi ki ngā kaiārahi i te reo, ki te whakamātau i ā mātou mahi ki tō rātou taha.

Kātahi, i uiui tangata mātou i ētahi tūranga whakatairite whānui, ka rerekē te mahi, engari ka ōrite, ka āhua ōrite rānei ngā pūkenga, te taumata wheako, ngā haepapa, te kaha o te mahi, ngā ritenga whakamahi rānei ki ngā mahi o te hunga kerēme, engari e kaha hāpaitia ana e te hunga tāne. Ka whakahaeretia aua uiui kia mārara pū ki ngā mahi o te hunga whakataurite.

Ko ngā tūranga whakataurite i whakaaetia, i whakamahia hoki ko ngā kaipūhanga metarahi (kaunihera ā-rohe), āpiha hao ika (Manatū Ahu Matua/MPI), ngā āpiha atoato waka (kaunihera ā-rohe), ngā āpiha whare herehere (Ara Poutama Aotearoa), ngā āpiha taupare (Te Mana Ārai o Aotearoa), ngā kaitakawaenga iwi (Ngā Pirihimana o Aotearoa), me ngā kaiāwhina whakaako. Hei tāpiri atu, i tātaritia ngā ritenga o ngā whakataunga ngātahi, he raraunga mai i ngā rōpū kerēme me ngā rōpū whakataurite, tae atu ki ngā mōhihio o ngā wā o mua e pā ana ki te whanaketanga o te tūranga, kia whānui ai te taunakitanga.



## Ngā kitenga

I te tūhuratanga o te kerēme, ka kitea, ahakoa he ōrite, he āhua ōrite rānei ngā pūkenga, te taumata wheako, ngā haepapa, te kaha o te mahi, ngā ritenga whakamahi rānei o ngā kaiārahi i te reo i ō ngā kaimahi whakataurite, he iti iho te utu mā ngā kaiārahi i te reo.

Nō te whakakapinga o te tūhuratanga i kitea kua pāngia te utu mahi o ngā kaiārahi i te reo e te whakaitinga uara nā te ira, ā, me whakatika. Mō ētahi mōhiohio anō mō ngā kitenga, pānuitia te [pūrongo taunakitanga](#).

## Te whakaaetanga e pā ana ki ngā āhuatanga taurite utu mahi

I te 1 o Pipiri 2022, i tutuki te whakataunga marohi i waenga i Te Tāhuhu o te Mātauranga me NZEI Te Riu Roa, ka whakamana i te uara o ngā pūkenga, ngā haepapa, me ngā tono e pā ana ki ngā kaiārahi i te reo, ka whakaū hoki i te utu tōkeke mō aua mahi. I whakamanahia te whakataunga e ngā kaiārahi i te reo i te 4 o Hōngongoi 2022.

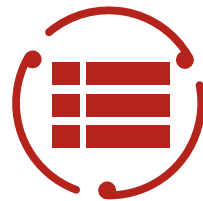
Ka hāngai tēnei kerēme ki ngā kaiārahi i te reo me te hunga katoa e mahi ana i ngā mahi e whakamāramatia ana i te poukapa mahi, kei roto i ngā kura ka kīia he 'state', he 'state integrated' rānei.

## Tae ana te whakataunga ki:



### He tautuhinga tūranga hou mō ngā kaiārahi i te reo

Kua whakahoungia te kōrero whakamārama kei te Whakataunga Ngātahi mō ngā Kaiārahi i te Reo me ngā Kaihaumanu (Collective Agreement) ki te whakaata i te tūranga motuhake o ngā kaiārahi i te reo kei roto i ngā kura.



### He Poukapa Mahi Hou

Kua whanakehia tētahi poukapa mahi hou, hei whakamana i te uara o ngā pūkenga, ngā haepapa, me ngā tono e pā ana ki ngā tūranga kaiārahi i te reo. E rua ngā taumata o te poukapa mahi hou, e whakatātū ai i te utu mahi e tika ana mō tētahi kaimahi kaiārahi i te reo.



### Ngā utu mahi taurite hou

Ka toro atu ngā utu mahi taurite hou atu i te \$37.56 ki te \$46.94 ia haora, ā, ko te rā tīmata ko te 20 o Hereturikōkā 2021. Ko te hunga kaiārahi i te reo e uhia ana ki te whakataunga utu mahi taurite, ka uru aunoa ki ngā utu mahi taurite hou ā te Whiringa-ā-rangi 2022, ā muri i te whiwhi a ngā kura i te tukunga pūtea tuatahi o ngā takuhe whakahaere o 1 Whiringa-ā-nuku 2022.



### Te rārangi haora tuwhene

Ka whakaurua tētahi rārangi hou ki te whakataunga ngātahi, hei whakaū ki te mahi tētahi kaiārahi reo i ngā haora tuwhene ka utua ia mō aua mahi.

## Ngā mahi mā ngā kura ka tīmata ā te Wāhanga 3 2022

Kei te tīmatanga o te Wāhanga 3, arā ētahi mahi mā ngā kura me ētahi āhuatanga hei aronga, kia whakaū ka whiwhi ngā kaiārahi i te reo i ngā painga me ngā utu mahi kua hua mai i te whakataunga.

### Hei tiro wawe

- Me whakaū kua whakahoungia ngā kirimana mahi, me ngā whakaaturanga tūranga mō ngā kaimahi e uhia ana
- Me whakaū kua whakahoungia ngā rārangi utu kaimahi o ngā kaimahi katoa kua pāngia, ā, kei te waehere tūranga tika kei roto i te EdPay
- Kia mārama ki ngā pūtea moroki ka whiwhi ai koutou ki te utu i ngā nama
- Kia mārama ki ngā utu mahi hou mō ngā kaimahi tautoko ā-tari kura; me te mea ka aunoa te nekehanga taumata-ki-te-taumata; ka nekehia aunoatia hoki ngā kaimahi kei runga i ngā kirimana mahi kiritahi (IEA) me ngā kirimana mahi kiritōpū (CEA)
- Tukuna ngā reta ki ngā kaimahi
- Kia mārama me pēhea te whakanoho kaimahi hou ki runga i te poukapa mahi hou
- Me whakaū mēnā kei te whakamahi koe i tētahi taura tukunga tūnga mahi hou
- Kia mārama ki te tukanga mō ngā tono whakahou taumata mahi mō tētahi kaimahi



### Hei tautoko anō mō ēnei mahi:

- whakapā mai ki te Tāhuhu o te Mātauranga ki [ohumahi.support@education.govt.nz](mailto:ohumahi.support@education.govt.nz), ki 0800 114 117 rānei
- toro atu ki te tomokanga 'Taku' kei [education.govt.nz/taku](http://education.govt.nz/taku), (takiuru mā tō urunga ESL)
- whakapā atu ki NZEI Te Riu Roa ki [payequity@nzei.org.nz](mailto:payequity@nzei.org.nz), ki 0800 693 443 rānei
- whakapā atu ki NZSTA ki [eradvice@nzsta.org.nz](mailto:eradvice@nzsta.org.nz), ki 0800 782 435 rānei (kōwhiringa #2)



### Te whakaū kua whakahoungia ngā kirimana mahi, me ngā whakaaturanga tūranga mō ngā kaimahi

Ahako ka aunoa te panoni o ngā kirimana mahi i tēnei whakataunga, he mea nui tonu kia whai koutou i te kirimana hou kua hainatia me tō kaimahi.

### Action

Me whakaū kei a koutou tētahi kirimana mahi kua whakahoungia, mēnā e tika ana, (tae atu ki ngā IEA mō ngā tāngata ehara i te mema o ngā uniana, ka kitea kei [te paetukutuku a te Tāhuhu o te Mātauranga](#)) me ngā whakaaturanga tūranga kei ngā kōnae mō ō koutou kaimahi. Ka riterite tonu tēnei mahi o ia rā.



## Te whakahou i ngā mōhiohio rārangi utu kaimahi

### Te tūnga whiwhinga mahi kei EdPay

Me whakaū he tika te tūnga whiwhinga mahi o ngā kaimahi katoa kei runga i te rārangi utu kaimahi.

### Waehere tūranga

Kia whiwhi ai ngā kaimahi i ngā utu whai i muri i te whakataunga, me noho rātou ki te waehere rārangi utu tika i te Education Payroll. Tirohia te My Employee's Tab ki te whakamahi i tēnei mā te EdPay. Ki te kore e tika te waehere mō te kaimahi, e kore ia e whiwhi i ngā taumata utu hou.

### Hei mahi

Mā ngā tumuaki me ngā kaiwhakamahi kua whakaaetia te whakahaere rārangi utu, e whakaū he tika te waehere tūranga kei EdPay o ngā kaimahi e uhia ana ki tēnei kerēme utu mahi taurite.

Ki te kore e tika te waehere tūranga o ngā kaimahi, me panoni tēnei ināiane tonu, ā, me hoki whakamuri te panoni ki te rā i tīmata ai rātou i taua tūranga mahi mēnā ka taea. Ka taea te panoni i ngā waehere tūranga kei EdPay, mā te whakamahi i te puka NOVO2nt rānei.

Kei te taha matau te waehere tūranga mō ngā Kaiārahi i te reo. Mō te hunga e mahi ana i ngā momo mahi e whakaaturia ana i te poukapa mahi anake te waehere tūnga mō ngā kaiārahi i te reo.

Waehere tūranga	Whakamārama
S57	Kaiārahi i te reo



## Kia whai māramatanga mō te pūtea e whiwhi ana koe

Ka tukuna he pūtea tūturu ki ngā kura hei utu i te pikinga utu o te whakataunga utu mō ngā kaiārahi i te reo. Ka tukuna te pūtea hei wāhanga o ā koutou takuhe whakahaere, ā, ka tukuna te wāhanga utu tuatahi ā te 1 Whiringa-ā-rangi 2022. He herenga mō ngā kura katoa kia whakamahia tēnei pūtea whakataunga hou ki te utu i ngā utu mahi taurite hou mō ngā kaiārahi i te reo.

### Hei mahi

Kāore he mahi mō tēnei mā ngā kura, nā te mea ka tātaihia, ka tukuna aunoatia hoki ngā pūtea whakataunga katoa. Heoi anō, mai i te tīmatanga o te Wāhanga 3, ka wātea te aratohu pūtea ka whakatakotoria ngā pūtea taurite utu mahi e whiwhi ai koutou hei pānuitanga mā koutou.



### Kia whai māramatanga mō ngā utu mahi hou

Ka aunoa te whakawhitinga o te Education Payroll mai i ngā utu mahi o mua ki ngā utu mahi hou ā te Whiringa-ā-rangi 2022. Tae ana tēnei ki ngā kaimahi kei runga i ngā IEA. Ka whakawhiti ētahi o ngā kaimahi ki tētahi taumata hou ā te Whiringa-ā-rangi 2022, ā, ki tētahi taumata anō ā te 2023 nā ngā nekehanga o te whakahou i ngā taumata taurite utu mahi. Tirohia [te tonu mō te whakahou i te taumata mahi](#).

#### Hei mahi

Atu i te tīmatanga o te Wāhanga 3, ka wātea ki a koutou te aratohu whakawhitinga hei pānuitanga, kia whai māramatanga mō ngā whakawhitinga ki ngā utu mahi hou mā ngā kaiārahi i te reo.



### Te tuku i ngā reta ki ngā kaimahi

Kia ōkawa te whakamōhio atu ki ngā kaimahi, kua whakataungia te kerēme taurite utu e hāngai ana ki ā rātou tūranga mahi. Tae ana tēnei ki te whakamōhio atu ki a rātou mō ngā panonitanga i ā rātou kirimana mahi.

#### Hei mahi

Ā muri ake, ā te Wāhanga 3, ka tuku mātou ki a koutou tētahi whakarāpopototanga o ngā panoni mō ō koutou kaimahi kua uhia ki te kerēme, ko ngā reta hoki hei tuku ki ngā kaimahi e mahi ana i raro i te whakataunga kerēme utu mahi taurite. Arā ngā reta mō: ngā kaimahi kua uhia ki te whakataunga, e whakarāpopoto ana i te whakawhitinga taumata-ki-te-taumata mai i ngā utu mahi tawhito ki ngā utu mahi hou; ngā kaimahi hoki i kōwhiri kia puta i te tukanga o te kerēme; ngā kaimahi hou hoki.



### Kia whai māramatanga mō te poukapa mahi hou

Mā te poukapa mahi e whakanoho ngā kaimahi hou, tētahi tūranga hou rānei, ngā nekehanga tūranga mō ngā kaimahi tūturu rānei, te whakahou hoki i ngā whakaaturanga tūranga mō ngā kaiārahi i te reo katoa, kia whakamahia hoki haere ake nei mō ngā nekehanga me ngā pikinga taumata mahi.

#### Hei mahi

Atu i te tīmatanga o te Wāhanga 3, ka wātea te aratohu poukapa mahi hei pānuitanga mā koutou. Ka āwhina tēnei kia whai māramatanga koutou mō te whakamahi i te poukapa mahi hou.



### Te tauira tukunga tūnga mahi hou

Me whiwhi ngā kaimahi hou i tētahi tauira tukunga tūnga mahi hou e hono ana ki ngā ritenga o te whakataunga.

#### Hei mahi

Me whakaū kei te whakamahi koe i te tauira tukunga tūnga mahi hou mō ngā kaimahi kei runga i ngā IEA. Ka wātea ēnei mā koutou i a NZSTA ā te tīmatanga o Hōngongoi.



## Te tono mō te whakahou i te taumata mahi

Hei ētahi wā, ka tuku te whakawhitinga aunoa, taumata-ki-te-taumata o tētahi kaimahi ki tētahi taumata o te poukapa mahi hou ka kore e uhia ai ngā pūkenga, ngā haepapa me ngā takohanga o tōna tūranga. Ina ka whakaae te kaimahi rāua ko tōna tumuaki, kaiwhakahaere rānei, kua hē te taumata o te kaimahi, ka taea e te kura te tono mō te pūtea whakahounga taumata taurite utu mahi.

E toru ngā wāhanga mā ngā kura (atu i te 1 o Hereturikōkā 2022, ki te 31 o Poutūterangi 2023) e tono mō te pūtea mō te whakahou i ngā taumata taurite utu mahi. Ki te tono tētahi kaimahi kia whakahoungia tōna tūranga, ka tūtohi atu mātou kia hui tahi ki tōna taha, ki te whakawhiti kōrero mō te tūranga, te whakaaturanga tūranga, me ngā haepapa kei roto i te poukapa mahi hou. Ka roa pea ērā whakawhitinga kōrero, ā, kei a koutou te tikanga tae atu ki te mutunga o te Wāhanga 1 ā tērā tau ki te whakaoti i ērā. Mēnā ka whakatau koutou, kei te whakaoti tō koutou kaimahi i ngā mahi kei tētahi taumata teitei ake, nā te whakataunga taurite utu mahi, ka taea te tono mō te pūtea mō te whakahou i ngā taumata taurite utu mahi.

Ka taea tonutia he tohutohu e pā ana ki ngā paearu mō te whakahou i ngā taumata taurite utu mahi ā te tīmatanga o te Wāhanga 3. Ka tukuna te utu ki ngā kaimahi mō ngā tono kua angitu ā muri i te whakawhitinga utu mahi taumata-ki-te-taumata o te whakataunga utu mahi taurite. Ko te tikanga pea, ka whakawhiti aunoa ētahi kaimahi ā te Whiringa-ā-rangi 2022, kātahi ki tētahi taumata anō o te poukapa mahi ā muri, nā te nekehanga o te whakahou o ngā taumata taurite utu.

Kua ratoa tēnei tukanga mō te tono pūtea whakahounga taumata utu mahi taurite ki te whakahou i ērā o ngā taumata utu, kua ara mai i te whakataunga utu mahi taurite, ehara i te mea kia whakatika i ngā take mahi tawhito, ngā nekehanga o ngā haepapa rānei, te hē o te noho rānei i te pūnaha whakatau taumata o mua.

## Hei mahi

Ki te panoni i ngā waehe tūranga kei EdPay, me whakamahi koe i te puka hou, kaua ko te puka NOVO2nt e whakamahia ana ki te panoni i te taumata o tētahi kaimahi i te nuinga o ngā wā.

## Ka ahatia ināianei

Kua whakawhanake mātou ko NZEI Te Riu Roa, ko NZSTA hoki i ngā taipitopito tohutohu mō ngā kaiārahi i te reo me ngā kura.

Kei roto i ēnei tohutohu he mōhiohio pūtea, he tohu whakamārama i ngā utu mahi, he tohu poukapa mahi me tētahi tohu whakahou taumata mahi. Kei ēnei tohu he taipitopito anō me ngā tauira hei pānuitanga māu. Atu i te tīmatanga o te Wāhanga 3 whakaputaina ki [education.govt.nz](http://education.govt.nz) me [nzei.org.nz](http://nzei.org.nz), ā, kāore he mahi mā ngā kura mō tēnei, tae atu ki taua wā.

Mō ētahi rā hāngai me ētahi ngohe whakatinana anō i te whakataunga kerēme mō ngā kaiārahi i te reo, tirohia [te mahere whakatinana mō ngā Kaiārahi i te reo me ngā Kaimahi tautoko ā-tari](#).

## Ētahi wāhi hei kimi tautoko

- whakapā mai ki te Tāhuhu o te Mātauranga ki [ohumahi.support@education.govt.nz](mailto:ohumahi.support@education.govt.nz), ki 0800 114 117 rānei
- toro atu ki te tomokanga 'Taku' kei [education.govt.nz/taku](http://education.govt.nz/taku), (takiuru mā tō urunga ESL)
- whakapā atu ki NZEI Te Riu Roa ki [payequity@nzei.org.nz](mailto:payequity@nzei.org.nz), ki 0800 693 443 rānei
- whakapā atu ki NZSTA ki [eradvice@nzsta.org.nz](mailto:eradvice@nzsta.org.nz), ki 0800 782 435 rānei (kōwhiringa #2)