



Ko e vevehega puipui gahua tokolalo kua tonuhia e tau tagata gahua ki ai mo e tau

Hatakiaga nakai fai falanaki. Kua fakakite ki loto he tohi nei falu he tau vevehega puipui gahua tokolalo kua tonuhia e tau tagata gahua ki ai mo e tau kotofaaga ne kua fakagahua ai ki lalo hifo he matafakatufono tohi ke he tau pule gahua pihia mo e tau tagata gahua, kamata mai ai he aho 27 lulai 2020. Ko e Faahi Gahua ma e Kumikumiaga he tau Puhala Foou ma e tau Pisinisi mo e Fakagahuaaga he tau tagata gahua kua nakai fai talahauaga ke he tau gahua kua taute hagai ke he tau fakailoaga kua tohia i loto he tohi nei, poke ha mena kua tohia kua nakai hako poke kua pokia ke fakamau ai.

Ko e vevehega puipui gahua tokolalo kua tonuhia e tau tagata gahua ki ai mo e tau kotofaaga

Ko e hatakiaga nei kua fakakite ai falu a vevehega puipui gahua tokolalo kua tonuhia e tau tagata gahua ki ai mo e tau kotofaaga ki lalo hifo he matafakatufono tohi ma e tau pule gahua pihia mo e tau tagata gahua. Nakai maeke ke ole ke he tau tagata gahuake talia ke he ha mena kua tote hifo ke he ha lautolu a tau vevehega puipui gahua tokolalo kua tonuhia e tau tagata gahua ki ai.

Ko e mavehega he tagata gahua (mavehega)

Kua lata he tau tagata gahua oti ke moua e taha tohiaga ke he mavehega he tagata gahua. Maeke ke taute e mavehega ma e taliaga auloa (ma e tau tagata gahua, tau pule gahua mo e tau matakau lagomatai ke he tau tagata gahua) poke tau taliaga taki tokotaha (he pule gahua mo e tagata gahua).

Hāhā i ai e falu a mena kua lata ke putoia ki loto he mavehega he tagata gahua ki lalo hifo he matafakatufono tohi. Ke tohia e mavehega he tagata gahua, ahiahi atu ke he www.employment.govt.nz mo e kumikumi ke he "Employment Agreement Builder".

Kua lata mavehega he tagata gahua ma e tagata tokotaha ke putoia ai:

- e tau higoa he tagata pule gahua mo e tagata gahua
- koe fakamaamaaga laulahi he gahua kua amanaki ke fakagahua ai koe fakakiteaga hanei ke he matakavi ne gahua ai pihia mo e tau tulā kua talia ki ai poke fakakiteaga he tau tulā kua amanaki he tagata gahua ke gahua ki ai
- ko e fufuta totogi poke totogi katoatoa he tagata gahua mo e puhala kua totogi ai
- koe kakano fakalalapa ke he puhala kua maeke ke lagomatai ke fakamafola aki e tau lekua ke he tau matutakiaga putoia ai foki e tau talahauaga kua lata ke fakakite e tau lekua fakatagata ki loto he 90 e aho
- ko e tohiaga to moua he tagata gahua e (fakakaupā mai ai he) totogi taimi-mo e-hafa kaeke kua gahua ai ke he tau aho okioki
- ke lata mo e falu tagata gaua, ko e matakupu ma e puipuiaga he gahua he tagata kua fakagahua ai kaeke kua sela ai e pisinisi he pule gahua poke kua tuku atu ke he taha foki, poke kua konotuleke ki fafo e gahua he tagata gahua



- ha manatu foki kua talia ki ai, tuga e tau magaaho gahua fakataitai, tau fakatokatokaaga gahua ka gahua foou ai, poke fakaatāaga he falu fakatokaaga faka matafakatufono
- ko e fakatokatokaaga he gahua kaeke kua taute ai ke he taha magaaho kua fakatoka pauaki.

Ko e Employment Agreement Builder ko e koloa moua noa ke lagomatai ke talaga aki e tau konotuleke ma e tau pisinisi pihia foki ke lata ma e ha lautolu a tau tagata gahua takitaha. Haia e tau puhala ke lagomatai ke fifili ko e heigoa e tau mena kua lata ke tuku ki loto he maveheaga — mo e tau mena kua NAKAI lata ke tuku ki loto. Kua putoia ai foki e tau mena kua lata ia koe ke taute tuga kua hataki ki loto he matafakatufono tohi, mo e kua fakatoka foki e falu a tau hepehepe maeke ke tutupu mo e tau puhala ke kalo ke he mai ai he tau mena nei.

Kua lata ke muitua tumau ke he tau vevehega puipui gahua tokolalo kua tonuhia e tau tagata gahua ki ai, pete ni ka nakai putoia ki loto he tau fakatokaaga kua talia he tagata gahua poke kua tohia he maveheaga nei e mena kua tote hifo mai he mena kua fakatoka ki ai.

Ko e magaaho ka fakatutala ai ke he tau maveheaga takitaha ma e tau tagata gahua (IEAs), kua maeke he tau tagata gahua ke moua e tau talahauaga tū tokotaha (fakatai pehe nei, mai ia he tau matakau ne kua leveki atu ke he tau tagata gahua, lautolu kua lagomatai ke fakapuloa e tau manako, tau loea, tau kapitiga mo e tau magafaoa).

Kua lata ke moua e taliaaga mai he pule gahua mo e tau tagata gahua kaeke kua fai hikiaga ke he tau fakatokaaga gahua he tagata gahua. Nakai maeke he pule gahua ke hiki e tau fakatokatokaaga gahua ka nakai moua e fakamooliaga mai ia he tagata gahua. Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “employment agreements”.

Ko e tonuhia ke gahua i Niu Silani

Kua lata he tau pule gahua oti ke iloa ko e tau tagata gahua oti kua fakagahua e lautolu kua hāhā ia lautolu e tonuhia ke gahua i Niu Silani.

Ko e koloa he Faahi Gahua ne leveki ke he tuaga nofo motu he tagata i Niu Silani ko e VisaView kua lagomatai atu ke he tau pule gahua ke fakamooli e tau fakailoaaga haggao ia ke he tau fakatokaaga gahua kua tonuhia e tagata gahua ki ai. Ahiahi atu ke he www.immigration.govt.nz mo e kumikumi atu ke he “VisaView”.

Ko e totogi tokolalo

Ko e tau totogi tokolalo kua fakagahua ke he tau tagata gahua oti, pete ni kaeke ko lautolu ko e tau tagata gahua tumau, ke he falu ni a magaaho, ke he magaaho kua fakatoka ai, nakai gahua tumau, poke gahua mai i kaina, poke kua totogi (katoa poke valavala) ke he tau koloa kua fakafua poke tau fufuta totogi valavala. Ko e tau tagata gahua kua 16 e tau tau moui ki luga kua lata ia lautolu ke moua e tau fufuta totogi he totogi tokolalo kua moua he tau tagata gahua lalahi, kaeke kua kamata a lautolu ko e tau tagata gahua poke tau tagata gahua fakaako.

Kua lata he tau pule gahua mo e tau tagata gahua ke talia kehe ha fufuta totogi kaeke kua nakai tokolalo hifo mai ia he tau fufuta totogi tokolalo ke he magaaho tonu nei.

Ko e tau fufuta totogi tokolalo kua kitekite ki ai he tau tau oti mo e kua toka ai e tau fufuta totogi oti ke he magaaho tonu nei ke he www.employment.govt.nz/minimum-wage.

Ko e tau tagata gahua oti kua lauia ke he tau puhala fakaako poke kua leveki atu ke he falu tagata gahua foki kua lata a lautolu ke moua e totogi ke he tau fufuta totogi tokolalo ma e tau tagata lalahi.



Ko lautolu e tau tagata gahua kua kamata laia kua lata ke totohi ke he fufuta totohi tokolalo ke lata mo lautolu kua kamata laia e gahua, mo e tau tagata gahua fakaako kua 20 e tau tau moui ki luga kua lata ia lautolu ke moua e fufuta totohi tokolalo ma e tau tagata gahua fakaako.

Ko e fufuta totohi tokolalo ma e tau tagata kua kamata laia kua fakagahua ai ke he:

- Tau tagata gahua kua 16 mo e 17 e tau tau moui ne kua nakai la fakaoti ia e ono mahina he gahua tumau mo e ha lautolu a pule gahua ke he magaaho tonu nei.
- Ko e tau tagata gahua kua 18 mo e 19 e tau tau moui kua totohi ai ke he social security benefit ke he ono e mahina poke molea, mo e kua nakai la oti ia e gahua tumau ke he ono e mahina mo e ha pule gahua ke he magaaho ne kamata ai e totohiaga he penefiti. Ko e magaaho ka oti ai e ono mahina he gahua tumau mo e taha ni e pule gahua, kua nakai totou a lautolu ko e tagata gahua kamata foou mo e kua lata ia lautolu ke moua e fufuta totohi tokolalo ma e tau tagata gahua lalahi.
- Ko e tau tagata gahua ne kua 16 ke he 19 e tau tau moui ne kua lata ke fakafita ke he tau fakaakoaga gahua ke he 40 e ola he tau ke moua e fakamailoga gahua ke he gahua kua talia he mavehega gahua ha lautolu ki ai.

Kua nakai fai fakatokaaga ma e tau totohi tokolalo ma e tau tagata gahua kua 16 e tau tau ki lalo ka e ko e tau tonuhia mo e tau fakatokaaga ma e tau tagata gahua kua fakagahua ai. Ko e magaaho ka tū ai e 16 e tau moui ha lautolu mo e kua gahua a lautolu ke he 6 e mahina ma e taha ni e pule gahua, kua tonuhia a lautolu ke moua e totohi tokolalo he tau tagata gahua lahi.

Ko e fufuta totohi tokolalo ma e tau tagata gahua fakaako kua putoia ai e tau tagata gahua fakaako kua:

- 20 e tau tau moui poke molea, mo e kua
- fakatoka ki loto he ha lautolu a mavehega gahua ke taute ai e 60 e ola he taha e tau ke lata mo e fakaholoaga fakaako gahua ke moua e fakamailoga ke he gahua kua fakatoka ki loto he mavehega gahua.

Totogiaga he gahua

Kua lata he tau pule gahua ke totohi tupe e tau tagata gahua (nakai putoia e Fakatufono mo e tau takitaki maaga). Ke totohi e tau gahua he taha puhala foki (fakatai ko e totohi hako poke cheque), kua lata he tau pule gahua ke tuku ai e tau mena nei ki loto he tohiaga he mavehega he tagata gahua.

Kua lata he tau tagata gahua ke moua e totohi ma e tau tulā oti kua gahua a lautolu ki ai lauia ai foki e tau matagahua ke taute ke he kamataaga poke fakaotiaga he gahua fakatai atu ko e tagata gahua ke he fale koloa kua lata ke totohi a ia ka hafagi poke pa e ia e fale koloa.

Nakai maeke he tau Pule Gahua ke mutu ha tupe taha, ka e maeke ke mutu e tupe kua fakatoka ki lalo hifo he tau matafakatufono tohi (fakatai, tuga e tukuhau he totohi, tau tupe kaitalofa ma e tau fakaakoaga mo e ACC), a to moua e lautolu e fakamooliaga mai ia he tagata gahua.

Ke lata mo e tau fakailoaga laulahi ahiahi atu ke he, www.employment.govt.nz mo e kumikumi atu ke he “Types of pay”.

Kua lata he tau pule gahua ke toka mo e tohia e tau fakamauaga kua hako



Kua lata he tau pule gahua ke tohia e tau fakamauaga kua hako ma e tau tulā gahua he tagata gahua, tau totoi, tau aho okioki mo e tau magaaho kua nonofo ki kaina, mo e tau tonuhia oti.

Kua lata ia lautolu ke toka mau e taha laupepa ne kua tohia ki ai e maveheaga he tagata gahua poke fakamooliaga he tau puipuiaga i loto he tau maveheaga, mo e kua lata ke tuku atu e taha lagaki kaeke kua ole ai he tagata gahua.

Kua lata ia lautolu ke tokamau foki e tau lagaki he:

- tau mavehega ke hiki e tau aho okioki, poke
- tau maveheaga ke totoi hako e tau aho okioki he tau, poke
- tau tohi ole ke hiki e tau aho okioki, poke
- tau tohi ole ke totoi hako e tau aho okioki kua nakai talia he pule gahua ki ai, poke
- fakaatāaga ke mutu e totoi.

Ke lata ma e tau fakailoaga kua lata ke fakamau, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Keeping records”.

Ko e tau magaaho okioki mo e tau magaaho kai

Kua hāhā he tau tagata gahua e tonuhia ke fakatoka ai e tau magaaho ke okioki mo e tau magaaho ke kai. Ko e fiha mo e fiha e loa he tau magaaho okioki nei uta ni ke he tau tulā kua gahua ai a lautolu, fakatai:

- ko e aho gahua ke he valu e tulā kua lata ke ua e magaaho okioki ke he 10 e miniti kua totoi ai mo e taha e magaaho okioki ke kai ke he 30 e miniti kua nakai fai totoi.
- ko e gahua ke he ono e tulā he aho kua lata ke putoia ai taha e magaaho okioki ke he

10 e miniti mo e taha e magaaho okioki ke kai ke he 30 e miniti kua nakai fai totoi.

Ko e tau magaaho okioki ke lata mo e tau magaaho ke okioki ai, ke kai ai mo e taute falu a tau mena fakatagata. Mitaki e tau magaaho okioki ke lata mo e tau matakavi gahua ha kua maeke he tau mena nei ke lagomatai e tau tagata gahua ke gahua haohao mo e gahua fakamitaki.

Ko e tau pule gahua mo e tau tagata gahua kua lata ke talia ke he tau magaaho kua lata ai he tagata gahua ke uta ai ha lautolu a tau magaaho okioki ki loto he ha lautolu a maveheaga gahua. Kaeke kua nakai talia, kua tohia ki loto he matafakatufono tohi kua lata he tau magaaho okioki nei ke uta ai he tau tulā kua tohia ki loto he Employment Relations Act 2000, ke he puhala kua hagahaga mitaki mo e tūtū mitaki.

Kua lata foki he tau pule gahua ke foaki age e falu magaaho okioki mo e fai matakavi foki ma e tau tagata gahua ke fagai huhu e tau tama mukemuke poke matua fifine kua tatau e tau huhu, ke he puhala kua hagahaga mitaki mo e tūtū mitaki. Kua nakai lata he pule gahua ke totoi e tau tagata gahua ke he tau magaaho okioki nei kae maeke ia lautolu ka manako.

Ke lata mo e tau fakailoaga fakalaulahi ahiahi atu ke he, www.employment.govt.nz mo e kumikumi atu ke he “Rest and meal breaks”.

Ko e matakupu ma e fakaatāaga

Ko e mavehaga he tagata gahua kua nakai lata ke fai tohiaaga ma e fakaatāaga kua putoia ki loto (ko e gahua ni ke he tau fakatokatokaaga kua fakatoka he pule gahua ke taute e tagata gahua mo e kua lata ia lautolu ke atā ke talia ha gahua kua foaki ai he pule gahua) poke kaeke kua nakai fai:

- kua fakamihino ki loto he maveheaga he tagata gahua e tau tulā gahua mo e kua putoia ai foki e tau tulā kua fakatoka pauaki



ki loto he tau tulā kua fita he talia ki ai, mo e kua fakalaulahi ki luga he tohiaaga ma e fakaatāaga ke he tau tulā kua fakamau ke gahua, mo e

- kua fai kakano hokulo e pule gahua ati kua puotia ai e tohiaaga ma e fakaatāaga nei pihia mo e tau tulā gahua kua fakatoka ai, mo e
- kua maeke he tohiaaga ma e fakaatāaga nei ke foaki e tau fakatautonuaga fakalatalata ke he tau tagata gahua ha kua maeke ia lautolu ke fakaatā ha lautolu a tau magaaho ke gahua.

Kaeke kua nakai toka ha tohiaaga ma e fakaatāaga ki loto he maveheaga he tagata gahua ke lata ma e tau fakatautonuaga fakalatalata, kua maeke he tagata gahua ke talahau "nakai" ke he tau gahua kua nakai putoia ke he tau tulā kua fafati pauaki i loto he ha lautolu a mavehega he tagata gahua. Kua nakai maeke he pule gahua ke fakamatematekelea e tagata gahua kaeke kua nakai talia a ia ke gahua.

Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he "Hours of work".

Tau magaaho okioki he tau

Ke he matahiku he tau tau oti kua gahua tumau e tagata gahua ma e taha ni e pule gahua, kua tonuhia ai e tagata gahua nei ke he 4 e faahi tapu totogi ke lata mo e tau magaaho okioki he tau.

Kua maeke he tau tagata gahua ke ole (ke he tohi) ke totogi tupe e 1 e faahi tapu he ha lautolu a tau magaaho okioki he tau ma e tau tau takitaha. Nakai maeke he tau pule gahua ke fakaohooho e tau tagata gahua ke totogi tupe e tau magaaho okioki he tau, mo e kua nakai maeke he putoia foki ke ole ke totogi ki loto he tau maveheaga he tagata gahua.

Ko e tau magaaho okioki kua totogi ai ke he fufuta totogi kua lahi mai ai he:

- totogi ne fa mahani e tagata gahua ke moua he taha e faahi tapu ke he kamataaga he tau magaaho okioki he tau; poke
- tau totogi fakaevalisi he tagata gahua ke he 12 e mahina ke he magaaho tonu to hoko ai e tapu totogi fakahiku to hoko ai e tau magaaho okioki he tau.

Kua lata he tau totouaga nei ke putoia ai e tau tupe kua moua ai he tagata gahua kaeke kua fakafua e tau koloa ke he taha vala he maveheaga he tagata gahua.

Kaeke kua toka ai he tagata gahua e haana gahua ka e nakai la oti e taha e tau he gahua ai, ko e ha lautolu a totogi ma e magaaho okioki ko e 8% he totogi katoa utakehe ai e totogi kua fita he moua ma e magaaho okioki.

Ko e tau tagata kua fa gahua ke he falu a magaaho ni (ko lautolu ne gahua magaaho) mo e tau tagata gahua kua fakagahua ni ke he tau magaaho kua lata ai (tau tagata gahua kua gahua ki lalo hifo he 12 e mahani) kua maeke ke talia ke moua e totogi ma e magaaho okioki tuga na i luga (ke he 8%) kaeke kua hokotia ke he tau fakatokatokaaga. Ke lata mo e tau fakailoaaga fakalaulahi ahiahi atu ke he, www.employment.govt.nz poke kumikumi atu ke he "pay as you go".

Maeke he tau pule gahua ke hataki atu ke he tau tagata gahua ke uta ha lautolu a tau magaaho okioki ke he taha magaaho kua pa ai e fale gahua kato lagataha he tau (fakatai ke he magaaho Kilisimasi), kaeke kua tuku ai ha lautolu a fakailoaaga ke he 14 e aho. Kaeke kua fai magaaho kua pa ai e fale gahua tuga ke he tau magaaho okioki, kua tonuhia e tagata gahua ke totogi e tau aho okioki nei kaeke ko e tau magaaho gahua a nei ha lautolu.



Ko e tau fakailoaaga laulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Annual holidays”.

Tau aho okioki

Ke he 12 e mahina, kua lata he tau tagata gahua ke moua ai 11 e aho totogi ma e tau magaaho okioki, kaeke ko e tau aho nei kua fa mahani e tagata gahua ke gahua ai.

Kua lata he tau pule gahua ke totogi e tau tagata gahua ke he tau totogi fa mahina he tau aho takitaha poke totogi fakaevalisi ke he tau aho takitaha (ka lata ai) ke lata mo e tau aho okioki.

Kaeke kua gahua e tagata gahua ke he tau aho okioki kua lata a lautolu ke totogi taimi-mo e-hafa ma e magaaho ia kua gahua ai. Kaekea kua to ai e aho okioki nei ke he aho kua gahua ai e tagata gahua, kua tonuhia a lautolu ke moua taha aho okioki mo e fai totogi.

Maeke he tau tagata gahua ke nakai talia ke gahua he tau aho okioki nei kaeke ni kua kehe e mena kua tohia ki loto he maveheaga he tagata gahua.

Ke lata mo e tau fakailoaaga laulahi, ahiahi atu ke he visit www.employment.govt.nz poke kumikumi atu ke he “Public holidays”.

Tau aho gagao

Ka mole ai e ono e mahina he gahua tumau e tagata, kua tonuhia e tau tagata gahua oti ke he 10 e aho totogi kaeke kua gagao.

Ke he 10 e aho fakamua ia, kua tonuhia foki e tau tagata gahua ke he 10 foki e aho kaeke kua gagao ke lata ia mo e 12 e mahina. Ka mole ai maeke ke fakaholo ki mua e 10 e aho he tau aho kua gagao ne kua nakai fakaaoga ke fakakaupā mai ni he 20 e aho.

Maeke ke fakaaoga e tau aho gagao nei kaeke:

- kua gagao poke pakia e tagata gahua, poke
- kua gagao poke pakia e tokoua, hoa poke tau tama he tagata gahua, poke
- kaeke kua gagao poke pakia e tagata nofo ke he levekiaga he tagata gahua.

Kua lata he tau pule gahua ke totogi e tau tagata gahua ke he totogi kua fa mahina ke moua he tau aho takitaha poke totogi fakaevalisi ke he tau aho takitaha (ka lata ai) ke lata mo e tau aho kua gagao ai.

Ko e tonuhia ma e tau aho gagao kua holo hake mai ia he 5 ke he 10 e aho mai ia he aho 24 ia Iulai 2021. Lima foki e aho lafi ki luga kua moua ai he tau tagata gahua ka hoko ai e aho ke liu ke moua ai foki taha fatifatiaga – to hoko ai e ono e mahina he gahua ai poke magaaho ka hoko ai e taha tau ke liu ke moua ai a fatifatiaga he tau aho okioki ha kua gagao ai (12 e mahina he mole ne kua tonuiha ke moua e tau fatifatiaga foou ma e tau aho okioki ha kua gagao).

Maeke ai he pule gahua ke ole ke moua e fakamooliaga he gagao, tuga e laupepa mai ia he faahi malolō tino. Kaeke kua ole ai he pule gahua ke moua e taha fakamooliaga ki loto he tau aho 3 fakamua he gagao mo e pakia, kua lata he pule gahua ke totogi e tau totogi he ekekafo. Nakai maeke he pule gahua ke fakaohoo atu ke he tagata gahua ko e ekekafo fe haana ka ahiahi atu ki ai. Kaeke kua mole ai e tolu e aho he gagao, ko e tagata gahua ni ke totogi e apoinimene he ekekafo.

Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Sick leave”.

Tau aho okioki ha ko e mauku



Kaeke kua mole ai e ono e mahina he gahua tumau ai kua tonuhia a e tau tagata gahua oti ke he tau aho okioki ma e tau mauku ke he:

- tolu e aho mai ia he aho ne okioki ai e tokoua poke hoa, matua, tama, lafu, matua tupuna, mokopuna, poke matua he tokoua poke hoa.
- taha e aho kaeke kua talia he pule gahua kua lauia mooli a lautolu ke he mauku kua putoia e taha tagata kua tata kae nakai putoia ke he tau tagata na i luga.

Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Bereavement leave”.

Ko e tau tagata gahua kua lauia ai ke he tau lekua ke he mahani fa vale fakamagafaoa

Ko e tau tagata kua lauia ai ke he tau lekua ke he mahani fa vale fakamagafaoa kua fai puipuiaga laulahi a lautolu ki lalo hifo he matafakatufono tohi ke he ha lautolu a gahuaaga.

Nakai putoia ke he tonuhia nei e tau tagata kua mahani vale mo e mahani kelea ke he taha ne nofo ke he magafaoa poke nonofo kapitiga ai. Kua putoia ai e hoa, hoa kua mavehevehe, tagata i loto he magafaoa poke magafaoa laulahi, poke tagata kua nonofo aulua poke tagata kua nakai nonofo mo lautolu.

Ko e mahani fa vale ko e mahani tau latau, mahani fakapilo tagata, poke mahani ekefakakelea ke he manamanatuaga. Kua lauia ai foki e tau magaaho ka mahani hemu poke mahani vale, poke lali ke pule okooko ke he tau mena kua taute poke manamanatu ki ai e tagata. Falu fakatai ko e:

- fakamatakutaku
- eke fakakelea

- matahavala ke he ha lautolu a tau koloa
- fakamatakutaku ke he puhala ke he mahani fa vale atu kia lautolu
- tau mahani fa vale kua fakaaoga e tau tupe
- ko e mahani fa vale ke he puhala he tuaaga he logonaaga he tagata poke haana a manamanatuaga.

Ke lagomatai atu e tau tagata gahua ke he tau lekua ke he mahani fa vale ke he magafaoa, kua tohia ki loto he matafakatufono tohi ko lautolu e tau tagata kua lauia ai ke he tau mahani fa vale kua haha kia lautolu e tonuhia ke:

- uta ai ke 10 e aho totogi ma e tau lekua ke he mahani fa vale fakamagafaoa he tau — i luga he tau aho okioki, tau aho okioki ha koe gagao mo e tau aho mauku
- ke he tau puhala gahua ke he magaaho kū kua fakatokatoka ai ne kua gahuahua mitaki – ke hoko ke he ua e mahina
- kua nakai lata ke eke fakakelea a lautolu ki loto he tau gahuaaga ha kua lauia a lautolu ke he tau lekua he mahani fa vale ke he magafaoa.

Ko e tonuhia hanei he tau tagata gahua pete ni kua tutupu ai e tau lekua nei ke he tau magaaho kua mole.

Ke he tau lekua ke he mahani fa vale fakamagafaoa, kua lata he tagata gahua ke tohi ole atu ke lata mo e tau aho okioki mo e kua lata he pule gahua ke tau ai puhala ai ke he tohi ki loto he 10 e aho. Kaeke kua ole ai e tagata gahua ke he tau magaaho kua gahuahua ma ha lautolu, ua e mahina he pule gahua ke tau ai atu kia lautolu.

Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “family violence”.



Ko e tau aho okioki ma e tau mamatua mo e tau totogi ma e tau aho okioki ma e tau mamatua

Ko e tau aho okioki ma e tau mamatua mai ia he gahuaaga ke leveki atu ke he tama.

Kaeke kua hokotia ai ke he tau fakatokatokaga, kua maeke he tau pule gahua ke moua e fakaatāaga ma e:

- tau aho okioki ma e tau mamatua kua nakai totogi, mo e
- tau totogi ma e tau aho okioki he tau mamatua (kua iloa ai foki ko e tau aho okioki he tau mamatua kua totogi).

Kua tonuhia ai e tau tagata gahua ke he tau aho okioki ma e tau mamatua kua nakai fai totogi (lauia ai foki e aho okioki ma e tau hoa, tau tagata leveki mo e fakaholoaga he tau aho okioki) kaeke kua hokotia ai ke he fakaatāaga he ono e mahina poke 12 e mahina.

Ko e fakatokatokaaga ke lata ma e fakaatāaga ke he ono e mahina

Kua lata he tagata gahua ke gahua ai ma e pule gahua ke he evalisi he kavi ke he 10 e tulā to hoko e magaaho ke fanau haana a tama mukemuke (poke aho kua putoia ai a koe ke he kotofaaga ke leveki atu tumau ke he tama kua nofo ki lalo hifo he 6 e tau moui).

Ko e tau tagata gahua kua hokotia ai ke he tau fakatokatokaaga ke lata ma e fakaatāaga ke he ono e mahina kua tonuhia foki a lautolu ke he 26 e faahi tapu okioki mo e nakai fai totogi (putoia ai foki mo e tau aho okioki ma e tagata leveki).

Ko e fakatokatokaaga ke lata ma e fakaatāaga ke he 12 e mahina

Kua lata he tagata gahua ke gahua ai ma e pule gahua ke he evalisi he kavi ke he 10 e tulā he taha e faahi tapu ke he 12 e mahina to hoko e aho fanau he tama mukemuke (poke aho ne moua e kotofaaga ke leveki tumau atu ke he tama kua nofo ki lalo hifo he 6 e tau tau moui).

Ko e tau tagata gahua kua hokotia ai ke he tau fakatokatokaaga ke lata ma e fakaatāaga ke he 12 e mahina kua tonuhia foki a lautolu ke moua e 52 e faahi tapu okioki mo e nakai fai totogi (putoia ai foki mo e tau aho okioki ma e tagata leveki).

Maeke he tagata gahua ke fakaaoga aulao ai e tau aho okioki ma e tau mamatua kua nakai fai totogi mo e haana hoa, mo e kua lata ke hokotia ai ke he tau fakatokatokaaga ke he ono e mahina poke 12 e mahina.

Ko e tau fifine fatu kua tonuhia a lautolu ke moua ai 10 e aho pauaki kua nakai fai totogi ke lata mo e tau fakaholoaga fifine fatu to kamata ai e tau aho okioki ma e tau mamatua.

Ke lata mo e tau lagomataiaga ma e maamaaga he tau aho okioki ma e tau mamatua, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “parental leave”.

Ko e tau totogi ma e tau aho okioki he tau mamatua (kua hea ai foki ko e tau aho okioki he tau mamatua) ko e tau totogi mai ia he fakatufono, kua takitaki ki ai he faahi gahua Inland Revenue. To maeke ai he tagata ke moua ai e tau aho okioki ma e tau mamatua kaeke kua nakai hokotia a lautolu ke moua ai e tau aho okioki mai ia ha lautolu a tau gahuaaga. Ko e tau totogi ma e tau aho okioki he tau mamatua kua lahi ni ke matutaki ai ke he matua fifine kua fanau poko ia kua fifili ai ke eke ia mo e tagata leveki (kaeke kua amanaki a lautolu ke eke ai mo e tau tagata leveki tumau ke he tama kua nofo ki lalo hifo he 6 e tau tau moui). Kua toka ke he Inland Revenue e tau fakailoaga fakalaulahi



hagaao ia ke he tau aho totohi ma e tau aho okioki ma e tau mamatua, ahiahi atu ke he www.ird.govt.nz mo e kumikumi atu ke he “parental leave”.

Falu he tau tonuhia foki ke lata mo e tau aho okioki

Kua lata he tau tagata gahua ke moua e tonuhia ke he falu foki a tau aho okioki, fakatai atu ke he ha magaaho kua pakia ke he lekua he gahuaaga poke taha he tau tagata ne kua fakaako ai ke he tau amii.

Ke lata mo e tau fakailoaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Falu aho okioki foki”.

Ko e tau puhala fakagahuahua kua fakatoka ma e tau magaaho gahua

Kua hāhā ke he tau tagata gahua oti e tonuhia ke ole ke taute e taha hikiaga ke he ha lautolu a tau tulā gahua, tau aho gahua poke tau gahuaaga. Kua lata he tau pule gahua ke onono atu ai ke he tohi ole mo e maeke foki ke nakai talia ke he falu ni a tau fakatokaaga pauaki.

Ke lata mo e tau fakailoaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “flexible working”.

Ko e mahani eke fakakelea ha ko e tuaga he tagata

Nakai maeke he tau pule gahua ke eke fakakelea atu ke he magaaho ka fakagahua poke fakaoti e gahua, totohi, fakaako poke tukutuku hake e totohi he tagata gahua ha ko e haana a motu ne hau ai, ko e lanu he haana kili, poke haana tuaaga nofo motu, tuaaga fakatagata, ko e tuaga he haana a magafaoa, tuaaga he gahua, tau moui, tau manatu

fakaagaaga poke tau manatu fakapolitika, nakai katoatoa e tau moui malōlō tino, poke fakafitaaga ke he tau gahua he tau matakau kua lagomatai ke he tau tagata gahua, poke kua lauia ai ke he tau lekua ke he mahani fa vale fakamagafaoa. Kua lauia foki kia lautolu e tau tagata kua kumi gahua ai.

Fai tonuhia oti a lautolu ke he tau gahuaaga mo e kua tonuhia foki ke moua e tau totohi kua tatai mo e tau tagata kua taute e tau gahua kua tatai mo e ha lautolu, mo e kua tatai e tau magaaho gahua.

Ke lata mo e tau fakailoaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Discrimination”.

Ko e tau tagata gahua kua gahua ni ke he tau magaaho kua fafati ai

Maeke ni he tau pule gahua ke foaki ai e tau gahua ke he tau magaaho kua fafati kaeke kua:

- kua fai kakano pauaki – tuga e tau gahua ke he tau vaha, tau gahua ki lalo hifo he tau mata gahua, poke tau magaaho ka lagomatai ai he tagata gahua e tau tagata gahua mau kua fano ke okioki, mo e
- kua tala ai he pule gahua ke he tagata gahua e tau kakano, ko e puhala fe mo e magaaho fe ka oti ai e gahua, mo e talia he pule gahua ke he mena nei ki loto he mavehega he tagata gahua.

Tuga ni falu a tau mavehaga ma e tau tagata gahua, mo e tau mavehega gahua ke he magaaho kua fakatoka pauaki kua lata ke tohia ai ke he tohi.

Ke lata mo e tau fakailoaga laulahi ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Types of employee”.



Tau tagata gahua ke he falu ni a magaaho

'Ko e tau tagata gahua ke he falu ni a magaaho kua nakai fakakakano ai ki loto he matafakatufono tohi ma e tau tagata gahua, ka e ko e matakupu nei fa mahani ke iloa ai ke he tau magaaho kua nakai fai tulā kua fafati pauaki ai ma e tagata gahua, nakai fai gahuaaaga kua tatai, mo e nakai fai amamanakiaga ke lata mo e gahua ke he tau aho i mua. Kua nakai lata e pule gahua ke foaki ha gahua ke he tagata gahua, mo e nakai lata ai foki he tagata gahua ke talia e gahua kaeke kua foaki age. Kua gahua e tagata gahua ke he magaaho kua mitaki ke lata mo ia pihia mo e pule gahua.

Fa tupu ai e mena nei ke he falu a magaaho ha kua uka ai e pule gahua ke iloa e tau magaaho tonu kua lata he gahua ke taute, poke magaaho tonu fe kua lata e gahua ke taute fakamafiti. Ko e tau magaaho oti kua talia he tagata gahua e gahua kua tuku age kia ia kua taute ai e tau mena nei tuga ko e kamataaga he gahua foou.

Kaeke kua fakagahua e tagata gahua ke taute e tau gahua ke he falu ni a magaaho, kua lata ke mahino mitaki e maveheaga kua tohia ki loto he maveheaga he tagata gahua.

Ko e tonuhia mo e tau kotofaaga he tau tagata gahua kua putoia ai foki ke he tau tagata gahua kua gahua ni ke he falu a magaaho, ka e kehekehe e tau puhala ke tuku e tau tohi ole he tau tagata gahua ma e tau aho okioki he tau, tau aho okioki ha kua gagao pihia mo e tau aho okioki ha ko e tau mauku.

Ke lata mo e tau fakailoaaga laulahi ahiahi atu ke he, www.employment.govt.nz mo e kumikumi atu ke he "Types of employee".

Ko e tau tagata gahua fakakonotuleke fakatai ke he tau tagata gahua noa

Kehekehe e tonuhia mo e tau kotofaaga he tau tagata gahua fakakonotuleke fakatai ke he tau tagata gahua noa mo e kua ha i ai e tau tiviaga ke lagomatai ai ke kitia ai e kehekeheaga nei. Fakatai, ko e tau tagata gahua fakakonotuleke kua lahi e ha lautolu a pule ke he tau magaaho fe mo e tau puhala fe ke taute aki e ha lautolu a tau gahua. Mahuiga lahi ke hako ai e tau mena nei ke kalo kehe mai he tau fakahala.

Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he "Contractor versus employee".

Tau magaaho gahua kua fai ononoaga ki ai

Ko e tau pule gahua ne 19 ni ki lalo e tagata gahua kua maeke ke foaki age e gahua ne kua putoia ai e tau magaaho gahua kua fai ononoaga ki ai (ke he 90 e aho).

Tau magaaho gahua kua fai ononoaga uta ke he haau a manako fakatagata. Kua lata ke tohia e taliaga ke he tohi mo e fakatutala ai ke he puhala mitaki ke he taha vala he maveheaga he tagata gahua, to kamata ai e gahua he tagata gahua.

Kua nakai maeke he tagata gahua kua fakatoka ai to hoko e fakaotiaga he tau magaaho gahua kua fai ononoaga ki ai ke fakakite haana tau manatu nakai fiafia ha ko e puhala kua nakai mitaki kua fakatoka ai a ia.

Maeke ia lautolu ke fakakite e tau manatu nakai fiafia ke he falu a puhala foki, tuga e tau mahani eke fakakelea ha ko e tuaga he tagata, mahani eke fakakelea poke ha mahani kua nakai tonu kua taute ai he pule gahua.

Ko e tau tagata gahua kua gahua ke he tau magaaho gahua kua fai ononoaga ki ai kua tonuiha a lautolu ke he tau vevehega puipui gahua tokolalo kua tonuhia e tau tagata gahua ki ai mo e tau kotofaaga.



Ke lata mo e tau fakailoaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he "Trial periods".

Tau matakau leveki ke he tau tagata gahua

Ko e matakau leveki ke he tau tagata gahua ko e kautaha ne lagomatai ai ke he tau tagata gahua i loto he gahuaaga ke tutala ma ha lautolu ke he tau pule gahua. Fai tonuhia e tau tagata gahua ke fifili ke putoia poke nakai ke he matakau ne leveki ke he tau tagata gahua, kaeke kua pihia, ko e matakau leveki fe. Nakai maeke e pule gahua poke ha tagata foki ke fakaohoho atu ke he tagata gahua ke matutaki poke nakai matutaki ke he matakau leveki nei.

Kua lata he tau pule gahua ke:

- foaki e taha laupepa ke he tau tagata gahua fouu ke fakakite ko e manako nakai a lautolu ke tutaki atu ke he matakau nei ke he 10 e aho he magaaho ne kamata ai e ha lautolu a gahua
- ke liuaki e laupepa nei ke he matakau leveki, kaeke kua fakakite ai he tagata gahua kua nakai manako a ia ke foaki age haana a tau fakailoaga fakatagata
- foaki age e tau fakailoaga hagai ke he tau kotofaaga mo e tau gahua he matakau leveki ke he tau tagata gahua kia lautolu e tau tagata gahua a anoiha.

Kua lata he tau matakau leveki ke he tau tagata gahua ke tologi e tau koloa kua lolomi ai kaeke kua manako a lautolu ke foaki age e tau fakailoaga nei.

30 e aho kua fakatoka ai ke liuaki ai he tagata gahua e tau laupepa ha lautolu. Fai magaaho a lautolu ke maeke ke tutala ke he ha lautolu a tau

hukui he matakau nei to maeke ia lautolu ke fifili ko e manako nakai ke tutaki atu ke he matakau ne leveki ke he tau tagata gahua. Kaeke kua matutaki atu a lautolu ke he matakau ne leveki ke he tau tagata gahua, to hiki ai a lautolu ke he maveheaga aulao. Ka nakai talia a lautolu ke matutaki atu ke he matakau ne leveki ke he tau tagata gahua, to nonofo ni a lautolu ke he tau maveheaga takitaha ma e tau tagata gahua.

Kua lata he tau pule gahua ke fakatoka e tau tagata gahua ne matutaki atu ke he matakau ne leveki ke he tau tagata gahua ke taute ha lautolu a tau gahua ke he tau magaaho gahua mo e moua ai e fufuta tologi fa mahani ma e tulā gahua. Ko e fakatai ke lata ai ma e tau gahua he matakau ne leveki ke he tau tagata gahua ko e hukui e tau tagata gahua ke he tau magaaho ka fakatutala ai.

Ko e tau tagata gahua ne kua matutaki atu ke he matakau ne leveki ke he tau tagata gahua ke talia mo e ha lautolu a pule gahua ko e magaaho fe ka fakagahua ai ha lautolu a tau fakaholoaga ma e matakau nei poke talaage kia lautolu to hoko e magaaho. Maeke he pule gahua ke nakai talia kaeke kua lulutu ai e pisinisi mo e nakai fai kakano poke lauia ai he puhala kua maeke he tau tagata gahua ke taute fakamitaki ha lautolu a tau gahua.

Kua maeke he tau hukui ma e tau matakau ne leveki ke he tau tagata gahua nei ke hūhū atu ke he tau gahuaaga mo e nakai fai fakaatāaga, kaeke kua putoia ai e tau tagata gahua ki lalo hifo he tau fakatutalaaga ke he tau maveheaga aulao. Kua maeke ni e tau hukui ke hūhū atu ke he gahuaaga ke lata mo e falu ni a kakano, kua lata ke fakalilifi ke he tau tulā gahua fa mahani, mo e muitua atu ke he tau fakatokatokaga he moui malolō tino, faahi haohao mo e faahi puipui.

Ke lata mo e tau fakailoaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he "Unions" mo e "Employment Relations Amendment Act".



Moui malolō tino mo e faahi haohao

Kua lata he tau pule gahua ke foaki e tau gahuaaga kua haohao, pihia mo e tau fakaakoaga kua katoatoa, levekiaga he tau tagata kua leva e gahua pihia mo e tau koloa gahua.

Kua putoia ai ke he kotofaaga nei e tau puhala ke iloa, kitekite mo e utakehe (poke tukutuku hifo ki lalo) e tau lekua matematekelea mo e nakai hagahaga mitaki, mo e kumikumi ke he tau lekua kua lauia ai e moui malolō tino mo e haohao. Kua hataki foki ke he tau pule gahua kua lata ia lautolu ke tuku e tau hokotaki kaeke kua tupu ai e tau pakia lalahi ke he gahuaaga ke he matakau WorkSafe New Zealand.

Kua hāhā ke he tau tagata gahua e kotofaaga ke leveki ni ha lautolu a tau moui malolō tino mo e haohao. Kua lata ia lautolu ke muiatua atu ke he tau fakatokaaga mo e tau fakaholoaga ma e faahi malolō tino pihia mo e haohao ke kalo ke he mai he tau matematekelea ka tutupu ke he tau tagata ha ko e tau puhala kua taute e lautolu ha lautolu a tau gahua. Maeke he tau tagata gahua ke nakai talia ke gahua kaeke kua tuahā lautolu kua fakakite ai a lautolu poke falu foki ke he tau tutuaga hagahaga kelea kehe moui malolō tino mo e haohao. Kua lata he tau pule gahua ke fakatutala mo e ha lautolu a tau tagata gahua ke he ha fakatokatokaaga kua lauia ai e moui malolō tino mo e haohao.

Ke lata mo e tau fakailoaga fakalaulahi, ahiahi atu ke he www.worksafe.govt.nz.

Ko e fakaotiaga he gahua, tau hikihihiaga ke he gahuaaga poke hikihihiaga ke he tau fakatokatokaaga

Kua lata he tau pule gahua ke fakatutala ke he tau tagata gahua ke he puhala kua mitaki hagaaio ia ke he tau amaamanakiaaga kua amanaki ke lauia fakalahi ai e tuaga he gahuaaga he tagata gahua. Kua putoia ai ke he mena nei e tau hikihihiaga ke he

ha lautolu a tuaga he mavehega he tagata gahua, tuga e tukutuku hifoaga he tau tulā gahua poke tau aho gahua

Kua lata he tau pule gahua ke foaki age oti e tau fakailoaga ke he tau tagata gahua kua lauia ai mo e foaki kia lautolu taha magaaho ke fakakite ai e tau manatu to taute ai e fifiliaga.

Kua lata he tau pule gahua ke kitekite atu ke he tau manatu nei ke he puhala kua mitaki mo e lilifu, taute ai e tau hikihihiaga kua lata mo e fakatutala e tau fifiliaga fakahiku kia lautolu e tau tagata gahua kua lauia ai. Kua lata he tau pule gahua ke manamanatu ke he kumiaga he tau gahua foki poke tau fakaakoaga ma e tau tagata gahua kua toe hifo.

Ko e tau mavehega ma e tau tagata gahua oti kua lata ke fai 'matakupu ke puipui aki e tagata gahua' ke lagomatai ai e puhala 'kua mitaki' mo e puipui e tau tagata gahua kaeke kua fakafua ai e pisinisi, konotuleke poke kua uta ki fafo.

Hāhā i ai e tau matafakatufono pauaki ke lata mo e tau tagata gahua ke he faahi taute kai, faahi fakameā, faahi unu mena tui mo e falu gahua tukutuku foki kaeke kua fakafua e pisinisi poke kua konotuleke ki fafo poke kua foaki age ke he taha konotuleke foou. Ke lata ma e tau fakailoaga laulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he "Restructuring when a business is sold or transferred".

Ke lata mo e tau fakailoaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he "Workplace change".

Ko e tau lekua ke he tau fakafetuiaga he gahuaaga

Kaeke kua fai lekua ka hake mai he gahuaaga, kua lata he tau pule gahua mo e tau tagata gahua ke onono fakamitaki ke he tau mena mooli kua tutupu mo e lali ni a lautolu ke kumi taha puhala ke fakamitaki aki. Kua lata ia lautolu ke fetutalaaki, mo



e maeke he tagata gahua ke moua e tau lagomatai mai ia he tagata poke matakau ne leveki ke he tau tagata gahua/ hukui he matakau ke he tau fakatutalaaga. Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Steps to resolve”.

Kaeke kua tumau ni e lekua, kua maeke he tau pule gahua mo e tau tagata gahua ke fakaaoga e tau faahi gahua nakai fai totogi ha Employment New Zealand ke moua taha fakamafolaaga. Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “mediation”.

Ko e tau lekua kua nakai maeke ke fakamafola he tagata poke fakamafola ke he tau fakatutalaaga kua maeke ke uta atu ke he Employment Relations Authority ki loto he 90 e aho ke he magaaho ka tupu ai e lekua poke uta ai ke he Faahi Fakafili ma e tau gahuaaga (Employment Court).

Ko e tau pule gahua mo e tau tagata gahua kua maeke ke moua e tau fakailoaaga haggao ia ke he tonuhia mo e tau kotofaaga mai ia he Employment New Zealand.

Ahiahi atu ke he www.employment.govt.nz

Vilo ke he numela foni 0800 20 90 20 nakai fai totogi.

Tau fakahala

Haia e tau fakahala tupe ke lata mo e tau pule gahua kua nakai maitua ke he tau matafakatufono ma e fakagahuaaga he tau tagata gahua. Kua hoko ai ke he \$50,000 ke lata mo e tau tagata takitaha; mo e tau kautaha lalahi, kua lahi ke hoko ke he \$100,000 poke fakalahi tolu e numela he tupe kua moua he kautaha kaeke kua holia ai.

Maeke foki ke fakahala e tagata gahua kaeke kua nakai maitua ke he tau matafakatufono ma e moui malolō tino mo e haohao ki loto he gahuaaga.

Ke lata mo e tau fakailoaaga fakalaulahi, ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “Employers who have breached minimum employment standards”, mo e ahiahi atu ke he www.worksafe.govt.nz mo e kumikumi atu ke he “enforcement”.

Manako nakai ke moua taha fakaaoga haggao ia kehe tau matafakatufono ke lata mo e fakagahuaaga he tau tagata gahua?

Haia e tau fakaaoga ke he initanete kua talaga ai he Employment New Zealand (MBIE) mo e nakai fai totogi ki ai, ke maeke ia koe ke taute e tau fakaaogaaga haggao ia ke he falu a fakailoaaga mahuiga ma e fakagahuaaga he tau tagata gahua ke he tau puhala kua mukamuka. 15 e miniti he loa ke fakaoti ai e taha he tau fakaaoga nei ke lata mo e tau pule gahua pihia mo e tau tagata gahua. Ko e tau fakailoaaga kua aoga lahi ke maeke he tau pule gahua mo e tau tagata gahua ke maama mitaki ha lautolu a tonuhia mo e tau kotofaaga mo e maeke ke maitua atu ke he tau matafakatufono tohi ha Niu Silani.

Fakamau haau a higoa haau he aho nei ke he www.employment.elearning.ac.nz poke ahiahi atu ke he www.employment.govt.nz mo e kumikumi atu ke he “modules”.