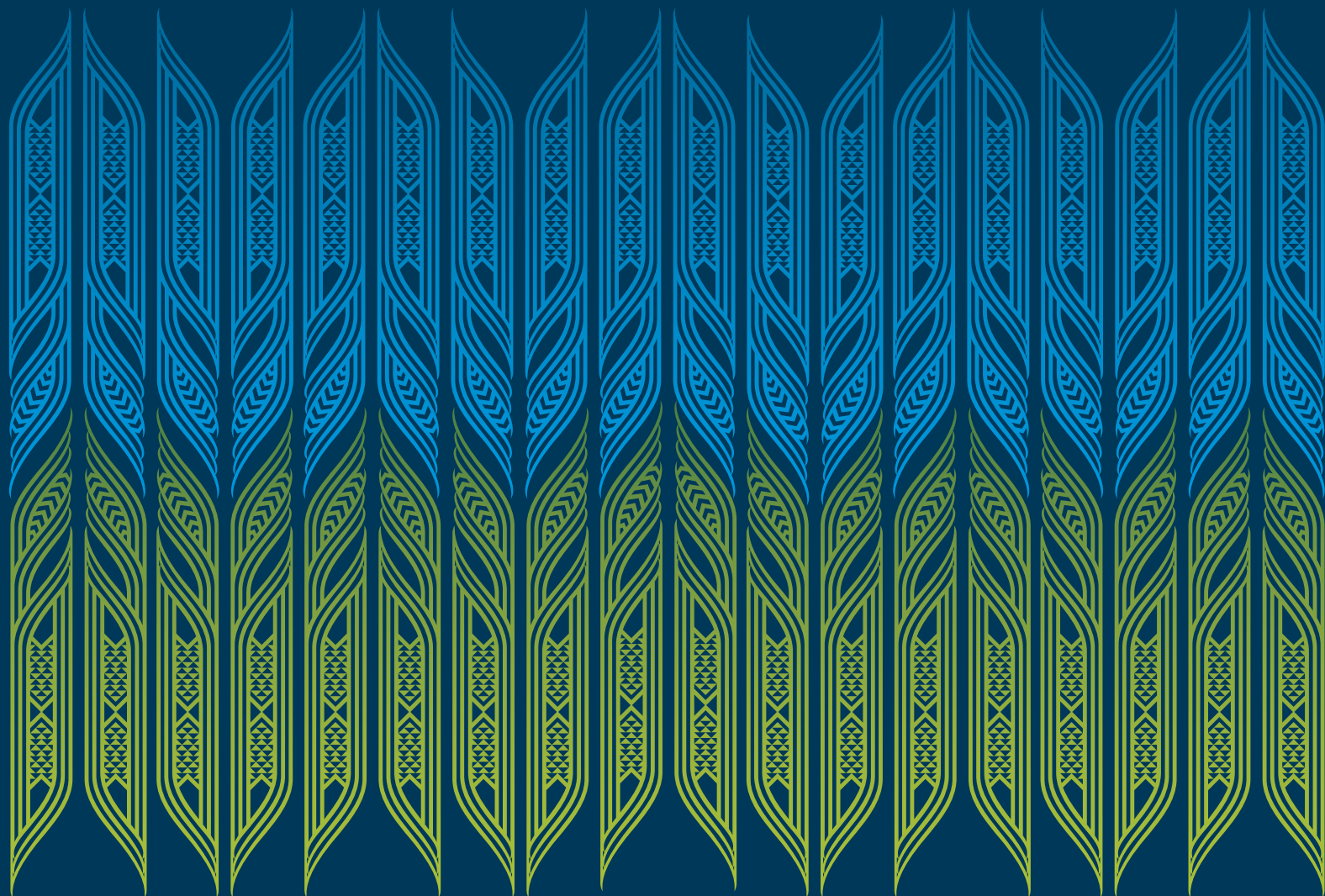


# Te whakaora, te ako me te whakapai ake i te kino

TE KAUPAPA HERE Ā-MOTU  
MŌ NGĀ MAHI TŪKINO

2023





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## He kupu whakataki

Kua puta tēnei kaupapa here i tētahi wā e kite haere ana i roto i ngā mahi tuku pūrongo me te ako hoki mai i ngā pāpono whētuki te korenga e whakaiti haere nei i te auau o te kino o te pāmamae.<sup>1</sup>

Inā hoki, kāore ngā mahi o āiane e whakatutuki i ngā matea o ngā tāngata (ngā kiritaki, ngā whānau me ngā kaimahi hauora) e kaha pāngia nei ki tētahi pāpono whētuki, ā, i ētahi wā ka kaha ake te pāmamae.<sup>2</sup>

Nā tā Kupu Taurangi Hauora o Aotearoa (te Komihana) anga 'he toki ngao matariki' (te tauwhiro hauora manahau) tēnei kōrero i tautoko, e rapu ana i tētahi ara whakawhanaunga ki te tauwhiro hauora e aro atu ana ki te whakatutuki i ngā matea o ngā tāngata nō roto mai i te pūnaha. Mā ngā ariā matua o tēnei kōrero hou ka whai wāhi kia:

- **whakaora**, mā te whakarongo, te mārama me te whakatutuki i ngā matea o ngā tāngata katoa i pāngia mai ai ki tētahi pāpono pāmamae, wheako rānei
- **ako** mō te pēhea ngā tāngata e noho haumarū ai me te mārama hoki ki te uaua o te whakahaere tūraru
- **whakapai ake** mā te mātua whakarite i te ako hei whakaniko i te pūnaha haumarū me ngā wheako o ngā kiritaki, o ngā whānau me ngā kaimahi.

I mea mai te kaupapa here o mua me whai wāhi ngā kiritaki ki te tukanga whakatewhatewha, engari i āhua iti tonu tā rātou urunga hei tuku whakaaro mō tētahi pāpono whētuki, ā, hei riro mai he kupu whakapāha, he pūrongo hoki mō te whakatewhatewha.

Putuputu mai ana he mātātūhi e kī ana ko te mārama ki te wheako pāmamae me te whakatutuki i ngā matea o rātou i mamae ai he tino āhuatanga hei whakatika i te whanaungatanga whaimuri i te pāmamaetanga.<sup>3</sup> Whaimuri mai i te pāmamae, me mātua whārite ngā mahi whakapai i te pūnaha haumarū ki te urupare wheako ā-tāngata.<sup>4</sup> Mā te urupare ā-whanaunga ka mārama ki ngā matea o ngā tāngata i kaha pāngia mai ai me te whakarite i ngā kaupapa hei whakaora tāngata, whakaora hononga, whakaora whakapono. Kia tutuki ēnei whāinga me mātua urupare atu hei hāpai, hei haumanu i te mana me te tapu rānei o ērā i uru mai ai.<sup>5</sup> Me mātua piri tahi me rātou kia mārama ki te pāmamae i pā atu me te whakarongo atu i runga i te aroha nui ki ō rātou wheako kia mōhio ai he aha te mea nui ki a rātou mō te tukanga.

Ka nekehia te aronga o tēnei kaupapa here ki te 'haumarū pūnaha'. Ko te haumarū pūnaha he kaupapa e tautohu ana i ngā pāpono whētuki hei *hua puaki* e puea ake ngā whanaungatanga me ngā pāhekohekonga i waenga i te tāngata me te horopaki o te mahi. Ka aro atu te nekehanga ki te akoranga me te māramatanga ki te tino o ngā mahi o ia rā o roto o tētahi pūnaha hauora matatini, ki te pēhea noa o te tāngata e whakahaere tūraru ai, ā, ki roto hoki i ngā horopaki ka uaua ake te whakahaere. Atu i te āwhina mai kia mārama mātou ki te aranga o te pāpono whētuki, ka āhei pea mātou ki te tautohu otinga e pai ake ai te tautoko i te tauwhiro haumarū. Mā konei me mātua tiroiro i ngā āhuatanga whānui e awe ana i te tauwhiro me te aha ka kitea ngā āhuatanga o te pūnaha e puta tonu mai ana ngā tūraru.

He huhua ngā take o te pāmamae o te tauwhiro hauora, ā, ko ngā pānga kikino ki te oranga tāngata me ngā whanaungatanga kua tuhia i Aotearoa tua atu.<sup>4,5,6</sup> Mā te tirohanga Māori, ka kī mai nei ko ngā pāmamae he whakaiti mana, he whakaiti wairua, he whakaiti rangatiratanga hoki o te tāngata takitahi, o ngā whānau me ngā hāpori. Ahakoa te take, te momo rānei, ko te tino āhua o te pāmamae o te tauwhiro hauora ko ngā tāngata – ngā kiritaki, ngā whānau, ngā kaimahi tauwhiro hauora me ngā hāpori – ka mamae me te aha ka puta mai ngā matea motuhake.

Ka mutu, ka tohu mai te kaupapa here nei 'ko te aha' me puta i te ako i ngā mahi whētuki, heoi anō ko te 'pēhea' te mea nui. Ka whakaora, ka ako, ka whakapai ake hoki inā ka mahia te kaupapa here mā roto mai i te whanaungatanga me te manaakitanga. Kia pēneitia me pono te mahi kia mārama ki ngā wheako o ngā kiritaki, ngā whānau me ngā kaimahi tauwhiro hauora mā te mahi tahi kia whakaora ake anō i te orangatanga me ngā whakawhanaungatanga kia hangā mai he hauora haumarū e pai ake ana.

## Te whāinga

Ka whakaratoa mai e te kaupapa here nei he anga ā-motu mā ngā kaiwhakarato hauora, hauātanga e whakapai haere ai i te kounga o te haumarū o ngā ratonga mō ngā kiritaki, whānau, ngā kaimahi tauwhiro hauora. Mā te ara nei ka mārama, ka pai ake mā te tuku pūrongo, te arotake me te ako i ngā momo whētuki katoa. Ka aratakina e te kaupapa here te tukanga tuku pūrongo ki te Komihana me te whakamahi mōhiohio e kohia ai i ngā arotakenga, me ngā ara whakapai kounga hei whakakaha i te haumarū pūnaha.

## Tiro whānui

Ko ngā ratonga me ngā pāpono nei he mea o roto mai i te tirohanga o tēnei kaupapa here.

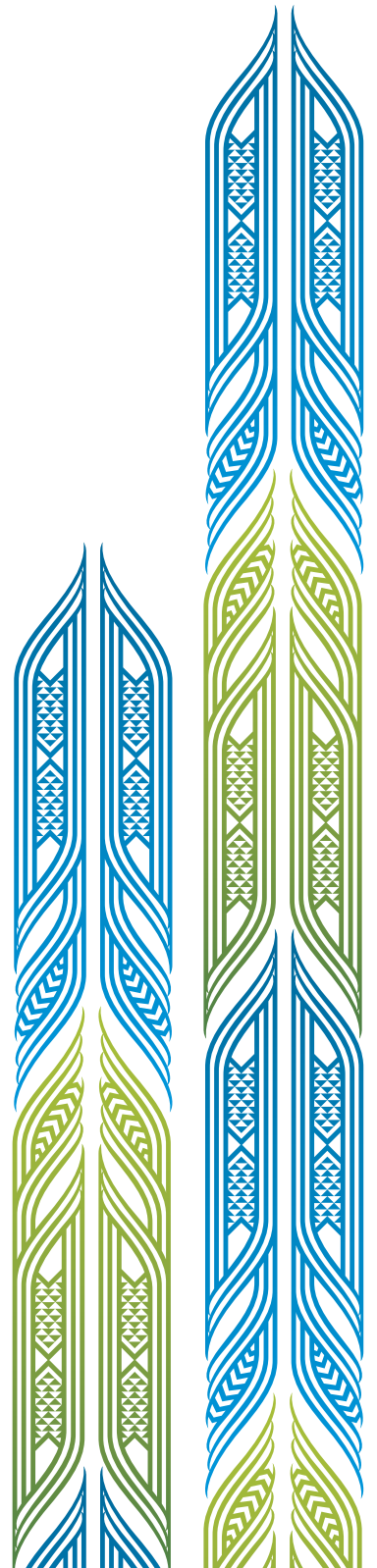
- Ngā kaiwhakarato katoa o Aotearoa mō te hauora me te hauātanga
- Ngā pāpono pāmamae, me ngā mea oraiti, ina puta ina noho torohū rānei, ki tētahi tangata (he kiritaki, he whānau, he kaimahi tauwhiro hauora rānei) nā te whakarite mai i ngā ratonga hauora, ratonga hauātanga hoki, nā te hāngai rānei.

Ko ngā ratonga me ngā pāpono e whai ake nei ka noho ki waho i te tirohanga o tēnei kaupapa here, engari, me whakaaro i te wā ka whakatauria he tukanga hei whai.

- Ngā pāpono ārai hauata mahi e pānga atu ana ki tētahi kaimahi, kaituku mahi, kaikirimana rānei nō roto mai i ngā horopaki ratonga hauora, hauātanga i Aotearoa nei. Ka whakahaeretia ēnei i raro i te ture Health and Safety at Work Act 2015<sup>7</sup> (me ngā ture tāpiri), e tika ai te hauora me te haumarū o ngā kaimahi me ngā wāhi mahi.
- Ngā take whiwhinga mahi e pānga atu ana ki tētahi kaimahi nō roto mai i ngā horopaki ratonga hauora, hauātanga i Aotearoa nei. Ka whakahaeretia ēnei i raro i te ture Employment Relations Act 2000<sup>8</sup> (me ngā ture tāpiri).

## Tuku kōrero

Ka herea te Komihana ki tētahi kawenga ā-ture nei<sup>9</sup> kia tukua ngā pāpono whētuki ki ētahi atu rāngai mēnā he take hei tiaki me te hāpai i te hauora tūmatanui me te haumarū. Ka mahi te Komihana kia pūataata te titiro hei waka eke noa ki ngā kaiwhakarato hauora, hauātanga whai mahi i te wā e mahi ana i ōna mahi.





# Te arotakenga o tēnei kaupapa here

Ka arotakengia tēnei kaupapa here me ngā mahi aratohu i ia rima tau.

---

## Ngā mātāpono o ngā kaupapa here

Ko tētahi mahi matua o tētahi rōpū kia whakapai ake i te haumarua mā te ako i te pāmamae me te angitu kia pūmau te mahi whakapai. Ko tā te kaupapa here nei he tautoko i ngā kaiwhakarato hauora, hauātanga kia hanga pūnaha me te tiaki pūnaha e mau nei ko te tuku pūrongo, te whakaora, te ako me te whakapai. Ko ngā mātāpono e whai nei (pū rārangi nei) he pou here hei titiro ki ngā pāmamae katoa:

1. kia whai wāhi ngā kiritaki me ngā whānau
2. kia urupare ā-ahurea nei
3. mana taurite
4. whakawhiti whakaaro
5. mahi whakaora me te hohou te rongou
6. kia haumarua te tuku pūrongo
7. kia noho haepapa te pūnaha
8. kia ako ā-pūnaha.

---

Ko tā te kaupapa here nei he tautoko i ngā kaiwhakarato hauora, hauātanga hei hanga me te tiaki pūnaha e whakarato mai i te tuku pūrongo, te whakaora, te ako me te whakapai.

---

## 1. Whai wāhi a te kiritaki me te whānau

Ko mahi tahi a ngā kaiwhakarato me ngā kiritaki, ngā whānau he mea nui kia mārama, kia ako hoki i te pāmamae. Mā te tirohanga a ngā kiritaki me ngā whānau ka whānui atu te māramatanga mō te pēhea e puta ai he pāmamae kia āwhina hoki te tautohu mahi whakapai hei whakatutuki i tā rātou matea. Ka hāngai tēnei ki te tino rangatiratanga e whakamana ana i te mana tangata whenua me te rangatiratanga.

### Ngā kiritaki me ngā whānau

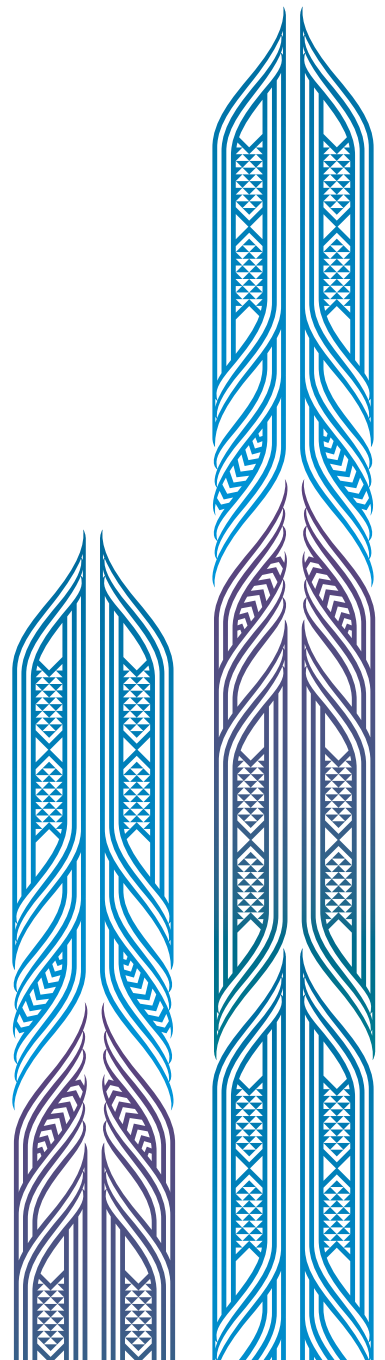
Ka tautoko i ngā kiritaki me ngā whānau kua wheako i te pāmamae kia mahi tahi me ngā kaimahi hauora haumarū hei tautohu i te āhua o te mahi tahi ki tā rātou e hiahia ai, kia tuari mai i ō rātou wheako, ā, kia tuku whakaaro mai hoki hei whakapai ake i ngā mahi e tutuki ai tā rātou matea. Ka whai wāhi ngā kiritaki me ngā whānau ki te tuku pūrongo mō te pāmamae i wheakohia ai e rātou mehemea kāore anō te pūnaha kia urupare atu i tā rātou pāmamae.

### Ngā kaiwhakarato

Kei ngā kaiwhakarato te mana kia kitea ina hāpaitia ana rānei te Tikanga Motika o ngā Kiritaki o ngā Ratonga Hauora Hauātanga<sup>10</sup> me te tikanga haepapa mō ngā mahi a ngā rōpū hauora e mahi tahi ana me ngā kiritaki me ngā whānau.<sup>11</sup> Arā, me mātua mahi ngātahi ngā kaiwhakarato hei tautoko i ngā kiritaki me ngā whānau i te mahi tahi kia whakatutuki i ō rātou matea.

### Ngā paearu

- 1.1 Me whai tukanga ngā kaiwhakarato e taea ai e ngā kiritaki me ngā whānau te tuku kōrero pāmamae.
- 1.2 Ka whakamanahia ngā hopo ā-ngākau o ngā kiritaki me ngā whānau, ka purihia me te tiro tiro nō roto mai i te arotakenga me ngā whakapai i te pūnaha i puta mai i ngā kitenga.
- 1.3 Ka tuari ngā tauira kitenga o te arotake me ngā akoranga ki te kiritaki me te whānau e taea ai e rātou te whakahoki kōrero.
- 1.4 Ka whakarite ngā kaiwhakarato i ngā tukanga e tutuki ai ā rātou haepapa kia kore ai e pā tonu atu te pāmamae ki ngā tāngata katoa me te whakaora orange.
- 1.5 Ka whai kanohi kiritaki ngā kaiwhakarato, tērā e kore whai whakapapa, whai hononga ki te kiritaki me te whānau i pāmamaetia i runga i ngā rōpū arotake, rōpū arotahi.





## 2. Kia aro ki te ahurea

Ko tā te mahi urupare ā-ahurea he whakamana i tēnā tangata me tōna ahurea i tēnā tangata me ōna uara, me ōna whakapono ina pāngia ki te pāmamae. Ka tautokona te hiranga o te wairua – hāpai uara, pūnaha whakapono me ngā tirohanga ki te ao.

### **Ngā kiritaki me ngā whānau**

Ka meatia ngā pūnaha uara, pūnaha whakapono o ngā kiritaki me ngā whānau hei arataki tukanga arotake me te aro atu ki ngā āhua mātuatua puta noa i te tukanga.

### **Ngā kaiwhakarato**

Me whai whakaaro ngā kaiwhakarato ki ngā uara ahurea me ngā whakapono o ngā kiritaki, whānau me ngā kaimahi tauwhiro hauora puta noa i te tukanga arotake.

### **Ngā paearu**

- 2.1 Ka whai mātauranga ngā kaimahi tauwhiro hauora e mauritau ai tā rātou mahi kia whakarite i ā mātou herenga ā-ture nei me te ū ki ngā kupu me ngā mātāpono o te Tiriti o Waitangi.
- 2.2 Ka whaimana ngā kiritaki me ngā whānau ahakoa te ahurea kia whakatutuki ai i ō rātou matea ā-takitahi nei puta noa i te tukanga.
- 2.3 He mea hira te whakaute, te mana, te kawa me te tikanga i ngā tukanga arotake.
- 2.4 Ka whai wāhi ngā whiringa taura tautoko ahurea ina tika ana hei hoa haere i te tukanga arotake.

---

**Ko tā te mahi urupare ā-ahurea he whakamana i tēnā tangata me tōna ahurea i tēnā tangata me ōna uara, me ōna whakapono ina pāngia ki te pāmamae.**

---



### 3. Mana taurite

Ki Aotearoa nei he tino kitea ngā rerenga kētanga ki roto ki te hauora me ngā āhuetanga hauora, inā hoki mō te iwi Māori me te iwi Pasifika. Ka pā atu ngā rerenga kētanga huri noa i te tauwhiro hauora kaua anake ki te putanga pāmamae engari ki te mauritau o te mahi hāpaiora whaimuri i te pāmamae. Me hoahoa te tukanga arotake me te mārama ki ēnei rerenga kētanga ki te whakawhanake mahi tika hei whakatutuki ki tā te ōritetanga e kī ai.

#### Ngā kiritaki me ngā whānau

Ka riro mai i ngā kiritaki me ngā whānau he arotakenga tino-kounga kia whakamana i ō rātou āhua whaiaro ake kia āwhina hoki i ā rātou whakatau, ō rātou oranga hoki/rānei whaimuri i te pāmamae.

#### Ngā kaiwhakarato

Me whakaaro ngā kaiwhakarato he motika ō ia tangata e wheako ai te mana taurite ā-hauora nei puta noa i te tukanga arotake me te whai wāhi ki ngā ratonga tino kounga e aro ana ki ō rātou matea hauora me ngā wawata.

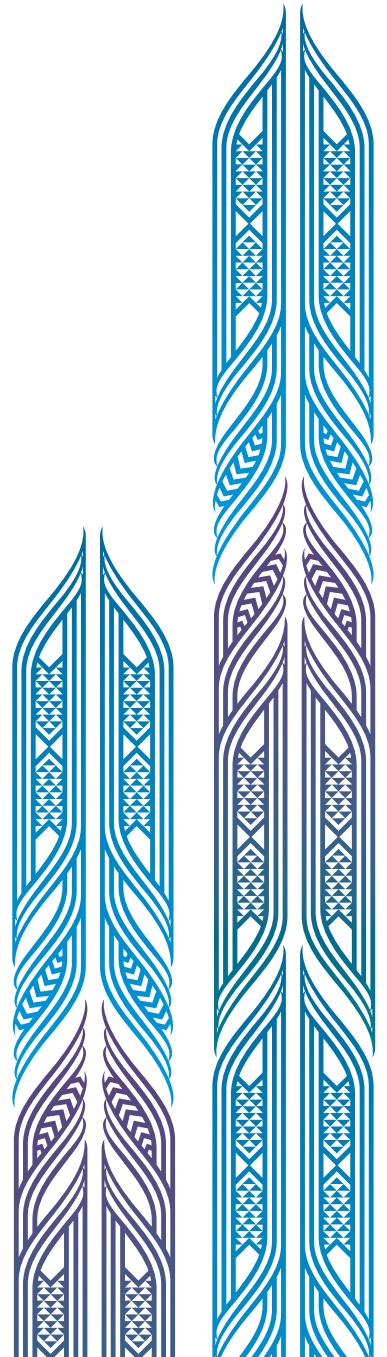
#### Ngā paearu

- 3.1 Ka whakaritea kia ako me te whakapai pūnaha hei whakaiti haere i ngā manarite-kore.
- 3.2 Ka meatia ngā taputapu mana taurite hei wāhanga o te tukanga arotake e tautohu āhuetanga ai i aweawe rā i ā te kiritaki me te whānau wheako pāmamae.

---

Ka pā atu ngā rerenga kētanga huri noa i te tauwhiro hauora kaua anake ki te putanga pāmamae engari ki te mauritau o te mahi hāpaiora whaimuri i te pāmamae.

---



## 4. Kia kōrerorero noa

Ko te kōrerorero noa he tukanga tika he tukanga pūataata hei kōrerorero ki ngā kiritaki me ngā whānau ina puta mai he pāmamae, ina noho torohū ana rānei.<sup>12</sup> He tino hīkoinga wae ki tētahi urupare whanaunga e mārama ai ki ngā wheako o ngā tāngata i mamae ai. Me tiaki te kōrerorero noa me haumanu rānei i te tapu me te mana o ngā tāngata katoa.

### Ngā kiritaki me ngā whānau

He mōtika tō ngā kiritaki me ngā whānau kia mōhio ina pāngia mai he pāmamae, he mea totohu rānei ki a rātou. Me whakaaro kia kōrerorero noa i ngā wā kāore te pūnaha i mahi tika, ahakoa kīhai i tētahi pāmamae i wheakohia.

### Ngā kaiwhakarato

Me whakauru e ngā kaiwhakarato te kōrerorero noa ki rō kaupapa here kia kitea ki ngā mahi o ia rā, o ia rā whaimuri i tētahi pāpono pāmamae, mahi torohū rānei.

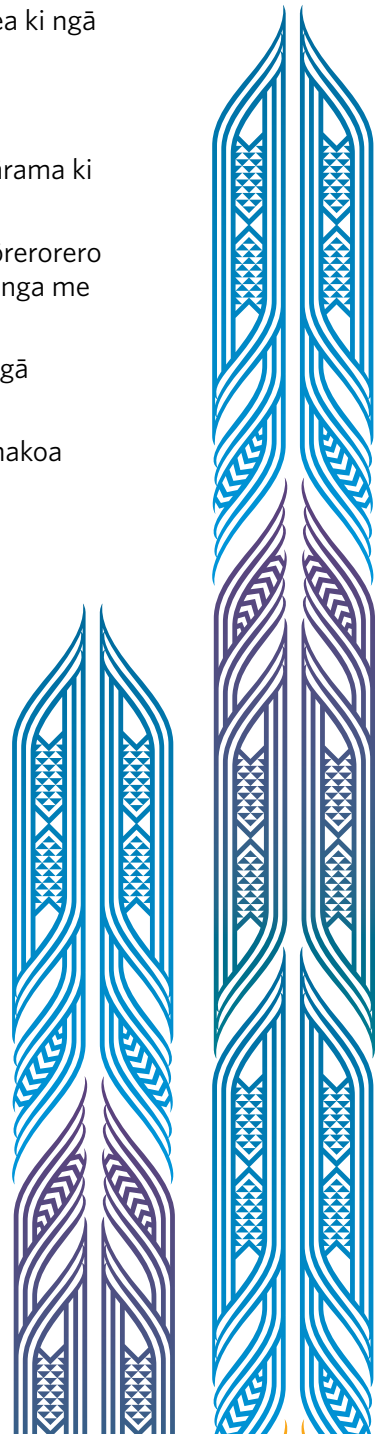
### Ngā paearu

- 4.1 Ka mahi ngātahi ngā kaiwhakarato ki ngā kiritaki me ngā whānau kia mārama ki te kaha o te pāmamae i puta ai.<sup>13</sup>
- 4.2 Ka whai wāhi ngā kiritaki me ngā whānau ki te tukanga arotake mā te kōrerorero noa e tūtuki ai ngā aratohu i whakaritea e Kaikomihana Hauora,<sup>12</sup> hauātanga me te Komihana.<sup>14,15</sup>
- 4.3 Ka whakaritea e ngā kaiwhakarato he ara tautoko, ara mātauranga mā ngā kaimahi tauwhiro hauora e kōrerorero noa ana.
- 4.4 Ka whakaarohia te kōrerorero noa i te wā kāore te pūnaha i mahi tika, ahakoa karekau te pāmamae i wheakohia ai. Hei tauira, ngā mea oraiti.

---

He mōtika tō ngā kiritaki me ngā whānau kia mōhio ina pāngia mai he pāmamae, he mea totohu rānei ki a rātou.

---



## 5. Mahi haumanu, hohou te rongō

Ko te mahi haumanu 'he tukanga tūao, tukanga paheko kia hui tahi ai ērā i pāngia ki tētahi pāpono whētuki ki tētahi wāhi haumarū, wāhi tautoko, me te āwhina a ngā mātanga whakahaere kia kōrerorero noa mō te mahi whētuki, kia mārama ki ngā pānga tangata, ā, kia whakamārama i te haepapa mō ngā tūmahi whakaora, tūmahi ako'.<sup>4</sup>

Ko ngā urupare haumanu he mea ā-mātāpono e whakamahi ana i ngā tikanga kia whakaritea ai he wāhi haumarū, wāhi tautoko ki te tūhura i te pāmamae tauwhiro hauora. Mātua rā, kia hui tahi ngā tāngata i pāngia ai kia tuari mai i runga i te ngākau pai me te haumarū i ō rātou tirohanga kia meatia ai he māramatanga kotahi he pono kotahi ahakoa he rerekē ngā whakaaro. Ina kore tēnei e taea ka whakaora tonu. Ko te whāinga kia kōrerotia ngā pāmamae, kia tutuki *matea*, kia whakaora *whakapono*, kia hāpai whakaora mō te katoa i te taha o te ako ā-pūnaha. Mā te haumanu whanaunga, haumanu orange me te whakapono ka ora.

Kia hua mai i tētahi kupu whakapāha whaitake me aro atu ki ngā tino āhuatanga o te whakapāha: kōrero whai koha, te whāki haepapa me ngā mahi e aro atu ana ki ngā matea o te katoa. Ko ngā mahi hohou te rongō (ki tā te Māori titiro ki te ao) ka aro atu kia haumanu i te mana, i te kaha, i te rangatiratanga me te tapu o te tangata me ōna whanaungatanga.

### Ngā kiritaki me ngā whānau

Ko ngā tāngata i kaha pāngia ki tētahi pāpono pāmamae tētahi wheakonga rānei ka karangahia kia whai wāhi kia uru ki tētahi urupare haumanu.

### Ngā kaiwhakarato

Ka whakatenatena i ngā kaiwhakarato kia kaha ake te taha mahi haumanu me te mahi ngātahi ki ngā iwi hei tautoko i te whakamahi hohou te rongō. E rua e rua, he ara aronga tangata hei haumanu pāmamae.

### Ngā paearu

- 5.1 Ka whakakaha ake ngā kaiwhakarato i te mahi mā ngā pūkenga haumanu te mahi ngātahi ki ngā iwi hei tautoko i te mahi me te whanake o hohou te rongō.
- 5.2 Ka tautoko ngā rohe i te whiringa taura tangata e whakamana ai i te mana taurite ki ngā urupare haumanu.
- 5.3 Ina whakaae katoa mai ngā rōpū ka tuaritā ngā whakataū me ngā tūmahi e puta ai i ngā whakaaetanga haumanu ki ngā kāinga, ki ngā rohe ki te motu.





## 6. Kia haumaru te tuku pūrongo

Mā te ahurea tuku pūrongo ka noho haumaru ngā kiritaki, ngā whānau me ngā kaimahi tauwhiro hauora hei tuku auhi, tuku pūrongo, tuku pātai, tuku whakaaro rānei me te kore pā kinotia mai.<sup>16</sup>

### **Ngā kiritaki me ngā whānau**

Ka noho haumaru ā-ahurea ngā kiritaki me ngā whānau kia tuku pūrongo mō ngā pāpono pāmamae e whakamana ai i te tapu, i te mana o ngā tāngata me te kore matakū kei whakawhiua.

### **Ngā kaiwhakarato**

Ka aro atu ngā kaiwhakarato kia whakapai ake i ngā pūnaha tuku pūrongo me ngā wāhi tautoko e noho haumaru ai ngā kiritaki, ngā whānau me ngā kaimahi tauwhiro hauora. Mā konei e wātea ai te tangata ki te tuku auhi, ā, ko ērā ka arotake ako ka whakarangona, ka manaakitia ka tōkeke te tiaki.

### **Ngā paearu**

- 6.1 Mā te kaupapa here whakahaere me te whakamahi ka whakamanahia he ahurea aroha kia kore ai ngā kiritaki, ngā whānau me ngā kaimahi tauwhiro hauora e whiua, e hātepea, e whakaitihia mō te tuku pūrongo pāmamae.
- 6.2 Ka rauhi ā-hinengarotia ngā tāngata katoa i pāngia ai ki tētahi pāpono i te wā ka tuku pūrongo me te wā ka arotakengia kia whakangāwari i te pāmamae hōhonu.
- 6.3 Ka whai tukanga ā-kainga nei ngā kaiwhakarato hei whakarite tautoko mā ngā kiritaki, ngā whānau me ngā kaimahi tauwhiro hauora whaimuri i tētahi pāpono, i te wā hoki o te tukanga ka whāia rā.

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**Ka noho haumaru ā-ahurea ngā kiritaki me ngā whānau kia tuku pūrongo mō ngā pāpono pāmamae e whakamana ai i te tapu, i te mana o ngā tāngata me te kore matakū kei whakawhiua.**

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## 7. Tā te pūnaha kawenga

Ka noho haepapa ngā kaiwhakarato hauora hauātanga kia tika ai ngā pūnaha nā rātou i whakarite hei tautohu nei i ngā momo pāmamae (ā-tinana, ā-hinengaro, ā-ahurea, ā-wairua) ka tutuki ngā paearu ā-motu mō te tuku pūrongo, te whakaora, te ako me te whakapai.

### Ngā kiritaki me ngā whānau

Me tūmanako ngā kiritaki me ngā whānau ka mahi tahi ngā kaiwhakarato me rātou, a, ka ū hoki ki tā kaupapa here nei e kī ai, ōna mātāpono kia tutuki ō rātou matea.

### Ngā kaiwhakarato

Ka whakaritea e ngā kaiwhakarato he tukanga whakahaere ā-kāinga i te kaupapa here nei. Ko ngā hanga whakahaere ka ārahina tirohanga me te whakaōritenga.

### Ngā paearu

- 7.1 Ko ngā tūraru e tautohu rawatia ana whaimuri i te pāmamae ka tirohia i mua i tētahi arotakenga matua.
- 7.2 Ka meatia tā te Aotearoa āwhata tatau pāpono whētuki ā-motu ki ngā pāpono katoa e puta ai tētahi pāmamae.
- 7.3 Ka whakatutuki te tukanga ā-motu mō te tuku pūrongo ki te Komihana i ngā paearu e whai ake nei:
  - 7.3.1 ka whakamōhio tuatahi atu (wāhanga A) o tētahi tikanga aromatawai (SAC) 1, SAC 2, 'me tuku pūrongo, me arotake' rānei (ARR) pāpono o roto o te **30 rangi mahi** o te whakamōhioanga atu i te pāpono
  - 7.3.2 ka meatia he arotakenga ki tētahi tikanga arotake e whakamanahia ana
  - 7.3.3 ka tukua atu he pūrongo matatapu (wāhanga B) e whakamārama ana i ngā akoranga ā-pūnaha me ngā mahi ka mahia ki te Komihana o roto o te **120 rangi** o te tukunga pūrongo ki te kaiwhakarato mō te pāpono.
- 7.4 Ka whakatakotoria he ara whakahaere hei whakarite i ngā akoranga pūnaha me te ara hei aromatawai.
- 7.5 Ka noho haepapa ngā kaiwhakarato mō te arotake pāmamae i whakamōhioatia atu e ngā kiritaki me ngā whānau.
- 7.6 Me whakaaro rā ngā kaiwhakarato ki hononga i waenga i ngā ratonga o tō rātou ake rohe me kite atu ina awe atu rā ngā pāpono pāmamae ngā mea oraiti rānei.
- 7.7 Me pūataata ngā tukanga whakahoki kōrero a ngā kaiwhakarato ki ngā kaimahi tauwhiro hauora, ngā kiritaki me ngā whānau e aro atu ana ki te ako me ngā mea whakapai whaimuri i te arotakenga.
- 7.8 Ka noho haepapa ngā kaiwhakarato hei whakatika me te aroturuki i ā rātou raraunga mā te tuku pūrongo i ia mārāma ki tā te Komihana pae ipurangi.
- 7.9 Ka noho haepapa ngā kaiwhakarato kia ū ki ngā ture e kī ana me tuku pūrongo ki ngā rāngai kāwanatanga.



## 8. Tā te pūnaha ako

Me tāpiri ki ngā pūrongo he tātaringa whaitake hei whakapai i te pūnaha. Pai ana ki te Komihana ngā kaiwhakarato e whakamahia ana i te tukanga 'arotake ako' i te arotakenga pāmamae i te mea he tirohanga ā-pūnaha.<sup>17</sup>

Ko tētahi tirohanga ā-pūnaha hei whakawhanake akoranga, whakawhanake tūmahi ka whakaarohia ngā āhuatanga katoa o te pūnaha. Mā te whakauru āhuatanga tangata ka kitea ngā tāngata, ā rātou taputapu, ngā tūmahi, ngā wāhi ā-roto, ā-waho, ngā kaiwhakarato me ā rātou ahurea.<sup>18</sup> Mā te ū ki tētahi tirohanga ā-pūnaha e whai mana taurite ana, he waka eke noa, he mea whai aroha ki ngā tāngata katoa, ngā mea i pāngia ki te pāmamae i ngā taonga, tukanga, pūnaha rānei.<sup>19</sup>

### Ngā kiritaki me ngā whānau

Ka whakatenatena, ka tautoko hoki i ngā kiritaki me ngā whānau kia uru ki te akoranga ā-pūnaha me te tukanga panoninga toitū ki tā rātou e hiahia ai, arā, mā te kōrero ā-tuhi, ā-waha rānei.

### Ngā kaiwhakarato

Me whakarite e ngā kaiwhakarato he ahurea e mōhio ana ki te pai o te māramatanga me te ako i te mahi haumarua a ngā kaimahi tauwhiro hauora me ngā mahi hei whakapai i te pūnaha. Tae atu ki te ako i ngā pāpono pāmamae me ngā whakaritenga tauwhiro o ia rā.

### Ngā paearu

- 8.1 Ka whakatenatena i ngā kaiwhakarato kia whai i tētahi tirohanga ā-rōpū ki ngā pāpono pāmamae kia ako ā-rōpū ai hei waihanga tūmahi.
- 8.2 Ka tātaria ngā pāmamae iti (SAC 3 me te 4) hei waihanga tūmahi kia whakapai ake ā-roto o te rōpū.
- 8.3 Ka whakawhanake ara ngā kaiwhakarato mō ngā kiritaki me ngā whānau hei tautohu i ngā mea pai o te pūnaha kia waihanga otinga kia toitū ngā whakapaitanga.
- 8.4 Ka meatia e ngā kaiwhakarato ngā tikanga kounga hei whakapai, ā, ka waihanga mahere mahi, ka whakaritea, ka aromatawaia kia iti ngā tūraru, kia pai ngā otinga mō ngā kiritaki me ngā whānau.
- 8.5 Ka whakaritea e ngā kaiwhakarato ngā tukanga e āhei ai ngā kaimahi tauwhiro hauora ki te aro ā-pūnaha atu ki ngā arotakenga pāmamae katoa o roto o ō rātou rōpū, puta atu hoki i ngā rohe.
- 8.6 Hei hāpai mahi tahi, ka waihanga huarahi ngā kaiwhakarato kia tuarhia te akoranga ā-pūnaha me ngā mahi whakapai i ngā momo pāmamae katoa o roto o ō rātou wāhi, puta noa i ngā rohe hei whakaiti i te tūraru o te auau o te pāmamae.



## Kuputaka

**Āhutatanga tangata:** 'Kia mārama ki ngā pāhekoheko tangata me ērā atu huānga o roto o te pūnaha me te hoahoa nā tēnei māramatanga.'<sup>20</sup>

**Arotake ako:** He tukanga i hoahoa ai hei tūhura i tā te pūnaha tautoko ki ngā mahi me te tūhono i ngā rauemi ako ki ngā mahi o ia rā, o ia rā. Kua hoahoa nei te tukanga hei arotake i ngā pāpono hua kino me te whakamahi kia mārama ai ki ngā pēhanga me ngā āhua ā-mahi e kīia nei he mahi noa.<sup>21</sup>

**Haumarū ā-hinengaro:** He whakapono kotahi kia kore ai tētahi tangata e whakawhiu, e whakaitiā rānei mō te whakaputa whakaaro, tuku pātai, āwangawanga, hē rānei.<sup>16</sup>

**Hauora:** He āhua oranga torowhārahi (ā-tinana, ā-hinengaro, ā-pāpori, ā-whānau) kāre noa iho te ngaronga mate, te tārutunga.<sup>22</sup>

**Hohou te rongō:** He rongomau ki tā te Māori titiro. Ka tiroiro tēnei tukanga i te pāmamae mā te whakaora mana, whakaora kaha, rangatiratanga me te tapu o ngā tāngata me ngā whanaungatanga.

**Kaimahi tauwhiro hauora:** Ko ngā tāngata e mahi ana, e kirimanatia ana rānei mō tētahi kaiwhakarato hauora hauātanga e rato tauwhiro ana. Tae atu ki te kaimahi haumanu, kore haumanu, waeturetia ana korenga rānei.

**Kaiwhakarato:** He rōpū e noho haepapa ana mō te tauwhiro ka riro mai i ngā kiritaki me ngā whānau, arā, hōhipera, whare tauwhiro kaumātua, whare oranga e tū motuhake ana.

**Kiritaki:** Mōhio pai ana te Komihana he maha ngā tirohanga mō te 'kiritaki hauora'. Ahakoa karekau he kupu kotahi, ka meatia e mātou te kupu 'kiritaki' mō ā mātou kaupapa, ki roto hoki i ā mātou tuhinga kia rite tonu te whakaaro. Ki a mātou ko te 'kiritaki' he tangata kua mahia, e mahia tonutia ana tētahi ratonga hauora, ratonga hauātanga rānei, ka mahia pea hoki āpōpō. Tae atu tēnei ki te takitahi, tangata o te hāpori, whānau, kaitiaki, tūrora me ngā tāngata whaiora. Ko te kupu 'kiritaki ka pai ki te nuinga. Heoi, ko te mea nui kia mahia e te tangata te reo e pai ana ki a ia.

**Kiritaki motuhake:** He kanohi kiritaki kua kore e hono ana, e whanaunga ana rānei ki te kiritaki me te whānau e pāmamae ana. Ko tōna tikanga he mema o te kaunihera o te kaiwhakarato, o tētahi rōpū rānei e āhua ōrite ana.

**Mahi whakaora:** He 'tukanga tūao, tukanga hononga, ko te tūmanako kia huitahi ki tētahi wāhi haumarū, wāhi tautoko ko ērā tāngata i pāngia ai ki tētahi pāpono whētuki me te āwhina a ngā mātanga whakahaere kia kōrero noa atu mō te pāpono, kia mārama ki ngā pānga ā-tangata me te whakamārama i te haepapa mō ngā tūmahi me whai hei whakaora, hei ako'.<sup>5</sup>

**Oraiti:** He pāpono ina ki raro i ētahi āhua rerekē ka pāmamae pea tētahi kiritaki engari kīhai pāmamae, inā hoki tē taea te kite i te rerenga kētanga i tētahi pāpono whētuki engari anō te hua. Ka whakarato mai ēnei pāpono i tētahi huarahi ako, huarahi hei whakapai ake i te pūnaha i mua i te pāmamae.

**Ōritetanga:** Mana taurite, ōritenga, ara tautika.

**Pāmamae:** He hua kino ki ngā kiritaki me ngā whānau e puta tōtika mai ai, e whai pānga ai rānei ki ngā mahi i maheretia, ngā tūmomo mahi, ki ngā hapa rānei i te wā e tuku tauwhiro hauora ana engari anō te mate, te whara rānei.<sup>23</sup> Ko te pāmamae pea:

- ā-tinana – te pāmamae hei whara ā-tinana, korenga ā-tinana, mate rānei. Tae atu ki ngā tepenga hirikapo me ngā pūkenga, tae atu ki ngā pūkenga kōrerorero, whakahoahoa, tiaki i a koe anō
- ā-hinengaro – te pāmamae e puta ai he whētuki, ka rerekē rānei te whanonga, tohumate ā-tinana rānei
- ā-ahurea – te hātepea tō te kiritaki pūnaha whakaponu, uara
- ā-wairua (e kīia ana hoki he auhi ā-wairua) – he āhua mamae, ka puta i te korenga e āhei ki te wheako oranga mā te hono ā-whaiaro, hononga ā-hoa hono ki te ao, hono ki tētahi atua.<sup>24</sup>

**Pāpono whētuki:** He pāpono ka pāmamae he tangata e whiwhi tauwhiro hauora ana.<sup>25</sup>

**Pūnaha:** He huinga huānga he wāhi rānei e āta whakahaeretia ana me te whātuitui ā-tauira nei, ā hanga nei e whakaputa ai i tētahi huinga whanonga, e kīia nei ko tō tōna mahi, ko tōna whāinga tēnei. Me whai huānga tētahi pūnaha, whai whātuitui, whai mahi, whāinga hoki.<sup>26</sup>

**Pūnaha matatini:** He momo whakaaro, he momo tātari e kitea ai te matatini, ngā tauira, ngā whakawhanaungatanga engari anō te aro atu ki te pūtake me te pānga.

**Tauwhiro hauora:** Ko ngā ratonga ka riro mai i te takitahi, i ngā hapori rānei hei hāpai, hei aroturuki, hei whakaora hauora rānei.

**Tuku pūrongo, arotake (ARR) mō ngā pāpono:** Ko te rārangi 'ARR' he huinga iti o ngā pāpono me arotake me tuku pūrongo, ahakoa ka wheakohia rānei e te kiritaki te pāmamae. Ka waiho ngā pāpono ki tētahi rārangi hei tautohu i ngā wāhi whai tikanga o roto o te pūnaha, ā, ka arotakengia ā-tau te rārangi. Ka meatia te tuku pūrongo ARR hei tautohu i ngā wāhi āwangawanga me te whakamārama i te pēhea ngā tukanga haumarua pūnaha e whakapaitia ake ai.

**Whānau:** He whānau, whānau whānui, rōpū whānau rānei e noho mātuatua ana ki tētahi tangata i riro mai ana i a ia tētahi ratonga. Ka piri atu ki te whānau te whānau whānui o tētahi tangata, ōna hoa, ōna kaitiaki, ētahi atu kaitautoko i kōwhirihi ai e te tangata anō.





# Āpitianga: Ko ngā paearu aromatawai mahi pākaha

## Ngā paearu SAC hei ine pāmamae

### SAC 1: tino

He matenga, he pāmamae rānei kia tino ngaro tētahi mahi ā-tinana, tērā hei hāpaiora hoki/rānei kia whakaora

- Kāore he hononga ki tētahi māuiui noa, maimoatanga rānei
- Ka rerekē i tētahi hua tauwhiro e hiahia rawa ana
- He mea ā-tinana, ā-hinengaro, ā-ahurea, ā-wairua rānei

### SAC 2: nui

He pāmamae kia ngaro tētahi mahi ā-tinana kia tino hāpaiora

- Kāore he hononga ki tētahi māuiui noa, maimoatanga rānei
- Ka rerekē i tētahi hua tauwhiro e hiahia rawa ana
- He mea ā-tinana, ā-hinengaro, ā-ahurea, ā-wairua rānei

### SAC 3: āhua

He pāmamae ka puta i tētahi ngaro poto te wā, ā, he hāpaiora iti anō hoki rānei

- Kāore he hononga ki tētahi māuiui noa, maimoatanga rānei
- Ka rerekē i tētahi hua tauwhiro e hiahia rawa ana
- He mea ā-tinana, ā-hinengaro, ā-ahurea, ā-wairua rānei

### SAC 4: iti

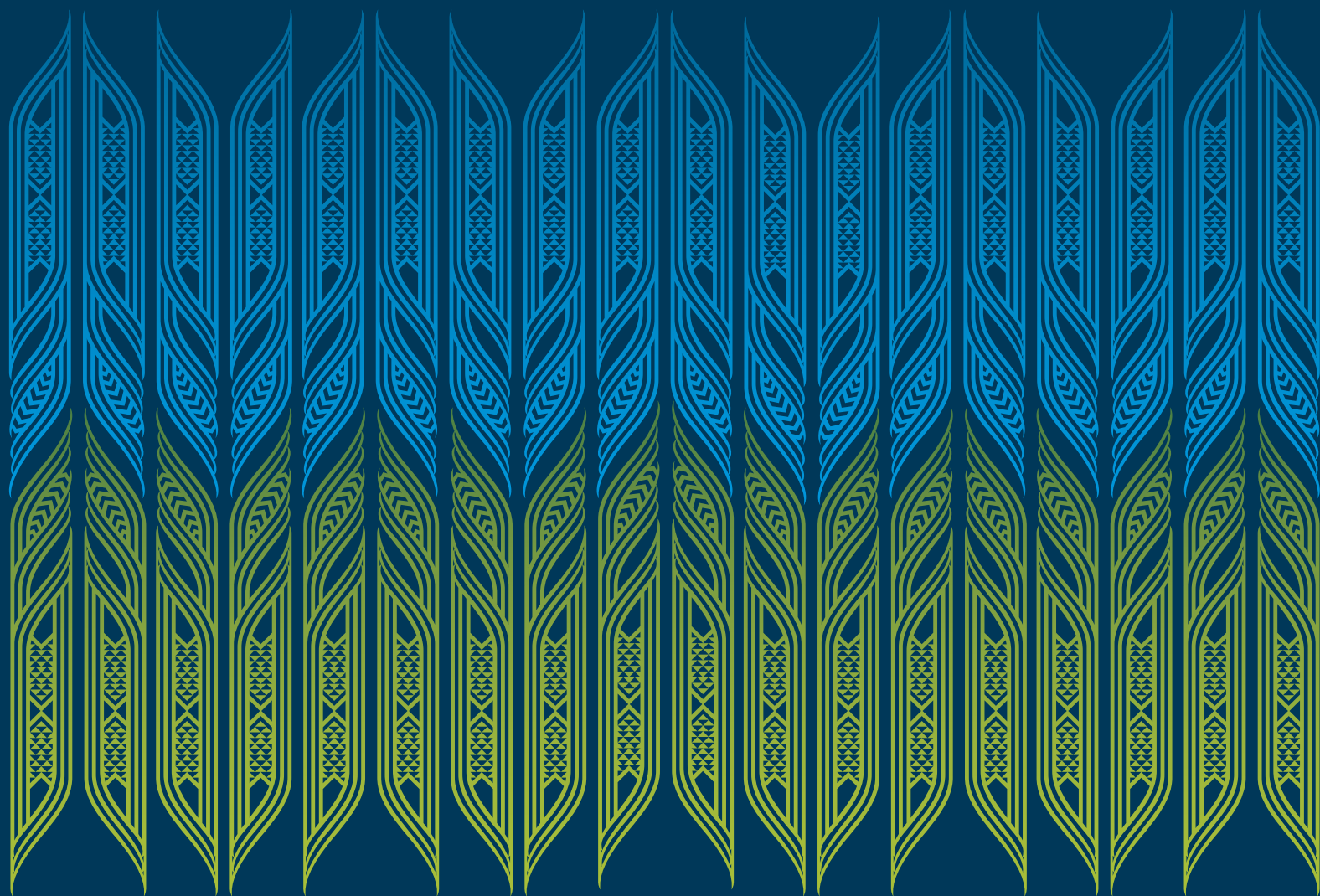
He hāpaiora iti, kāore rānei he take hei hāpaiora

- He whakatewhatewha anō, he mātāi rānei
- Kia arotakengia e tētahi mātanga
- He maimoatanga iti
- He mea ā-tinana, ā-hinengaro, ā-ahurea, ā-wairua rānei

Kei roto hoki ngā oraiti

# Ngā tohutoro

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**Te Kāwanatanga  
o Aotearoa**  
New Zealand Government

