

Te turaki i ngā ripa tauārai: He aratohu mō te manaaki tōtika i te hunga hauā i Aotearoa



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He whakaputanga ngātahi nā Te Tikanga Aroturuki Motuhake o Aotearoa i whakatūria i raro i te Upoko 33 a Te Kawenata a Te Kotahitanga o Ngā Whenua o te Ao mō Ngā Tika o te Hunga Hauā (Kawenata Hauātanga). Kei roto i Te Tikanga Aroturuki Motuhake o Aotearoa ko Te Hononga o Ngā Whakahaere o Te Hunga Hauā, Te Kāhui Tika Tangata, me Te Kaitiaki Mana Tangata.

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- Balance Aotearoa
- Tāngata Turi
- Disabled Persons Assembly Aotearoa
- Muscular Dystrophy Association of New Zealand Incorporated
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Kōrero Whakataki

He āhuatanga hira te manaaki tōtika i roto i Te Kawenata Hauātanga. He tikanga tēnei mō te whakarerekē e tautoko ana i te hunga hauā kia noho rātau i ō rātau ao i runga i te mana ōrite ki ētahi atu. Arā, i te mahi, i te wāhi noho reti, te whakamahi whakanōhanga tūmatanui me ngā ratonga, te kōrerorero rānei ki tētahi tari kāwanatanga, pakihī rānei.

Me kī, ko te whakarato i te manaaki tōtika ko te turaki i ngā tauārai ā-taiao, te hāngai i tētahi tūāpapa tika me te ōrite hei whakarite ka tino whakauru mai te hunga hauā. Kia tutuki ai tēnei, me whakarerekē pea te taiao, te āhuatanga rānei – i tētahi wāhi mahi, te wāhi ako, hokohoko, whakaurunga hauora, wāhi noho reti, wāhi pārekareka, ratonga rānei.

Mēnā he mea matua ki a tātau te iwi whānui te urutanga me te hoahoa ahuwānui (te waihanga i ngā whare, ngā hua me ngā taiao ka taea e te katoa) ka tino kauneke mātau i te whai wāhi ōrite. Engari, ahakoa te pai ake o te urutanga ka pā tonu pea ngā tauārai ki ētahi tāngata, ā, ka hiahia tonu rātau, ka āhei hoki rātau, ki te manaaki tōtika.

Ka puta i te manaaki tōtika ngā whai wāhitanga maha mō te hunga hauā i ngā wāhanga maha. Ka pōhēhē pea ko te 'manaaki tōtika' mō te whare noho, he wāhi noho kē rānei. Engari, he tino whānui ake tēnei āhuatanga, ka mutu he mana tōna ki te whakarei ake i ngā ao o te hunga hauā.

Ka huri, ka rea te māramatanga ki te hauātanga i roto i te wā. Ka ahū mai te manaaki tōtika i te tauira pāpori o te hauātanga. I mua, ko te whakaaro mō te waimaero o te tangata he mea tērā me whakatika kia pai ai tōna urunga mai ki te iwi whānui (tauira rongoā o te hauātanga). E whakatau ana te tauira pāpori me mātua whakawātea atu te iwi whānui i ngā tauārai kua whakatūria e rātau hei aukati i te tino whai wāhi atu o te hunga hauā. Ināianei, kei te mārāma te hunga ki tō rātau tika kia whai wāhi mai rātau i runga i te mana ōrite ki ētahi atu (tauira tika tangata hauātanga).

He tika tō te hunga hauā ki te tono kia tōtika te manaaki i a rātau. Ka taea te whakamahi tēnei aratohu hei whakatipu i te mōhio he aha te manaaki tōtika, ā, me pēhea te tono me te whakatinana.

Ka whaitake tēnei aratohu ki te hunga whakahaere pakihi, tuku ratonga rānei kia mārama ai ki te āhuatanga o te manaaki tōtika me ō rātau here ki te hunga hauā hei whakarite ka whakatinanahia te whakaurunga mai. Ina ū ana, nā ngā manaaki tōtika ka taea e te hunga hauā te noho motuhake i ō rātau ake ao i runga i te ngākau titikaha me te āhua rangatira.

He tata ki te kotahi tangata o Aotearoa i roto i te tokowhā e kī ana he hauā rātau. Mā te whakatinana i te manaaki tōtika mā te hunga hauā ko te katoa ka whiwhi. Mā tēnei ka whiwhi te hunga hauā i ō rātau tika. Nā tēnei, ka whiwhi te katoa mai i ngā mōhiotanga matawhānui o te hunga hauā i ō rātau tūranga hei kaimahi, hei apataki, hei kiritaki rānei.

He tika te manaaki tōtika. He tika tō ngā tāngata katoa o Aotearoa – hauā me te kore hauā – kia whakaurua mai. Koinei te āhuatanga tika.

Te katoa

I roto i tēnei aratohu ka whakamahia e mātau te kōrero 'te katoa'. He kōrero tāwharau tēnei mō ngā tāngata katoa he kawenga ō rātau hei tuku me te whiriwhiri i ngā manaaki tōtika mā te hunga hauā ina tonoa. Ko te katoa, i roto i tēnei aratohu, ko ngā tari kāwanatanga, ngā pakihi, ngā toa hokohoko, ngā whakanōhanga mātauranga, ngā kaiwhakarato ratonga, ngā whakanōhanga hauora, ngā wāhi mauhere, me ētahi katoa atu. He tika tō te katoa kia whakaurua mai. He kawenga tō te katoa kia whakatinanahia te whakaurunga.

He aha te tikanga o te manaaki tōtika?

Ko te manaaki tōtika he tikanga tēnei mō te pupuri i ngā tika o te hunga hauā kia noho rātau i ō rātau ao i runga i te mana ōrite ki ētahi atu. He āhuetanga hira te manaaki tōtika i roto i Te Kawenata Hauātanga. Ko te whakamārama a te Upoko 2 o te Kawenata Hauātanga mō te manaaki tōtika:

- *whakarerekētanga waiwai, tōtika hoki me ngā whakatikatanga.*
Ko te tikanga o tēnei ko te huri i te taiao kia taea ai e te tangata hauā te mahi ngā mahi ake, te whai wāhi atu rānei.
- *te whakarite ka whiwhi, ka whakatinana rānei te hunga hauā i runga i te mana ōrite ki ētahi atu ngā tika tangata katoa me ngā mana herekore.*
Ko te tikanga o tēnei ka ōrite te whakauru mai a te hunga hauā, ā, he ōrite ngā whai wāhitanga ki te hunga kāore i te hauā. Kua te tangata e aukatia nā tōna hauātanga.
- *ina hiahia ana i tētahi kēhi ake;*
Me whakarite pea he manaaki tōtika mō te tangata kotahi noa iho ki te mahi i tētahi mahi, ahakoa kia mōhiotia ka ū ana tērā ka taea te tautoko ētahi atu.
- *kāore e nui rawa te taumahatanga, he whakataumaha rānei*
Ko te tikanga o tēnei ko te manaakitanga ka marohitia me ū ki ngā mātāpono tika, ā, kia kua e noho mōrea, e nui rawa te utu, te whakararuraru rānei te tangata, tētahi whakahaere i roto i ngā āhuetanga. Me kī he whaitake te tono mō tētahi manaaki tōtika engari he taumahatanga anō i te wā i tonoa. He mea nui i tētahi āhuetanga pēnei ehara ko te tangata hauā kei te whakataumaha, engari ko ngā āhuetanga.

He mea nui kia mōhio te katoa ki tō rātau herenga ki te tuku manaaki tōtika. Kei roto i tēnei ko ngā wāhi o te mātauranga, mahi, te tuku mōhiohio me ngā ratonga tūmatanui, te uru ki ngā whakanōhanga, te whakarato i ngā rawa me ngā ratonga, te taiao i hangaia me ngā whare.

Ka āhei te hunga hauā te tono manaaki tōtika mēnā ki ō rātau whakaaro kei te aukatia rātau, kei te raru rānei rātau i te pūnaha, i te āhua o te ratonga rānei

Ka tukuna ana tonu, ko te mahi nā he whiriwhiri i tētahi rongoā me te tangata hauā. Tērā pea he nui ake pea ngā tikanga hei turaki i tētahi tauārai, ā, me whaikiko te rongoā mō ngā tāngata katoa kei roto.

He maha ngā āhuatanga me whakaaroaro pea ina tuku ana i te manaaki tōtika, ā, ka rerekē ēnei mai i tēnā tangata ki tēnā tangata, mai i tēnā āhuatanga ki tēnā āhuatanga. Hei tauira:

- kāore pea e taea e tētahi tangata atarua te pānui tētahi mātārere nā te rahi o te kuputuhi me te koretake o te pūrata tae. Ko te manaaki tōtika ko te tuku i ngā mōhiohio mā te momotuhi nui ake, me te whakahāngai i te pūrata tae;
- tē taea e tētahi kaiwhakamahi kōrea te nekeneke haere noa i tētahi toa kākahu. Ko te manaaki tōtika pea ko te neke i ngā iringa kaka kia puta ai he ara haere i roto i te toa; ā,
- kei te haere tētahi tangata Turi ki tētahi whakaaturanga, ā, ka whakaritea e ngā kaiwhakahaere tētahi kaiwhakamāori Reo Rotarota o Aotearoa kia haere atu ki taua wāhanga.

He maha ngā tauira i hua ai te tangata tonu whakarerekētanga i te manaaki tōtika, otirā te iwi whānui hoki. Rapu mōhio atu anō i te [Āpitihanga 1](#).

I te nuinga o te wā he iti noa te utu, kāore he utu rānei o te manaaki tōtika. Tērā pea ko te huri i ngā waiaro, ngā tikanga whakawhitiwhiti kōrero, te tuku mōhiohio rānei, te whakapai ake rānei i te urutanga. Ko ētahi o ēnei he whakaaro atawhai noa iho. I ētahi atu wā me whakaū ētahi huringa taketake ake hei whakarite ka tika te hoahoa i ngā pūnaha hei manaaki tōtika i te hunga hauā.

Te turaki i ngā tauārai hei whakarite i te urunga ōrite

He tika ō te hunga hauā ki te noho i ō rātau ao me te kore whakahāwea. Ka whakahāwea te iwi whānui me ngā pūnaha i te hunga hauā. I ētahi āhuatanga, he rite te kore manaaki tōtika ki te whakahāwea.

Ngā tauārai me ngā rongoa

He maha ngā tauira o ngā momo tauārai rerekē e uaua ai, kāore e taea rānei i ētahi wā, mō te whakauru mai o te hunga hauā ki ngā āhuatanga o te ao o ia rā. Ka taea te nuinga te turaki mā tētahi manaaki tōtika māmā rawa. Kei roto i tēnei, engari kāore i te whāiti ki ēnei, ko ēnei e whai ake.

Hoahoanga, hanganga me te ōkiko

Kei roto i ēnei ko ngā āhuatanga o ngā whare me ngā wāhi e uaua ai mō te hunga hauā ki te uru atu me te whakamahi, te nekeneke haere rānei.

Ngā tauira

- **Tauārai:** Kāore i te whānui rawa te kūaha matua o tētahi whare reti mō tētahi kaiwhakamahi kōrea.
Rongoa: Ka kōrero te kainoho me te kairētiwhare mō te hanga pea i tētahi atu kuhunga, te whakawhānui rānei i te kūaha.
- **Tauārai:** He teitei rawa tētahi tēpu mō te tangata potopoto.
Rongoa: Me whakaheke te tēpu, me hoko rānei he tēpu arotau.
- **Tauārai:** Ko ngā arapiki anake te kuhunga tōtika, ki tētahi whare, i rō whare rānei.
Rongoa: Mēnā kei te whakamahi tētahi kaimahi, he kiritaki rānei i tētahi kōrea, turupou rānei, ā, kei runga ake te tari i tētahi taumata kē, ko te manaaki tōtika pea ko te neke i te tari ki tētahi wāhi kei te papa.

- **Tauārai:** Ka rongo ā-taringa anake koe i ngā pūoho auahi me ētahi atu pūnaha whakamōhiotanga ohotata engari kāore e kitea.
Rongoā: Ko te manaaki tōtika pea ko te whakamau i ngā pūoho ā-kite hei whakarite ka taea e te hunga Turi e whakamahi ana i te wāhi te whakamōhiotia ina pā he ohotata.

Taiao

He tika tō te hunga hauā kia ngāwari, kia māmā te nekeneke haere i ngā wāhi tūmataiti, tūmatanui hoki. Me āta whakaaroaro me pēhea te whakatutuki i tēnei, i roto me waho.

Ngā tauira:

- **Tauārai:** Ko ngā hanganga hoahoanga pērā i ngā roro, ngā ararewa rānei kāore he tohu ā-pā, orooro rānei.
Rongoā: Ko ngā manaaki tōtika pea ko te whakamau i ngā āhuatanga urutanga ki ngā papatohu ararewa, ngā tohu tuhikāpō kei ngā roro me ngā ararewa, me ngā pānuitanga reo kei ngā ararewa me ngā roro.
- **Tauārai:** He koretake te mārama o ngā ratonga tūmatanui āwhina i te hunga hauā, he tino hoihoi, he nui rawa te tāngata hoki.
Rongoā: Me whakarite kei te tika te whakamau i ngā rama kia mārama ai te kite i ngā kanohi o ngā tāngata. Mēnā he turituri rawa, me whakarite he wāhi hei kōrerorero ki te hunga he uaua te rongo kia mātua mārama ai ki ngā whakawhitiwhiti kōrero mai i ngā whakapōreareatanga.
- **Tauārai:** Ka anipā te tangata takiwātanga i te haere ki ngā toa me ngā whakanōhanga ā-rēhia i ngā haora mahi noa nā te hoihoi me ngā rama kōrekoreko tīahoaho.
- **Rongoā:** Ka whakaritea e ngā toa me ngā whakanōhanga ā-rēhia tētahi haora mārire māhina kotahi i te wiki, ā, ka pānuitia atu ki te hāpori hauā.

Ngā mōhiohio, ngā whakawhitiwhiti kōrero rānei

He tika tō te hunga hauā ki te whiwhi mōhiohio e taea ai e rātau te pānui, e mārama hoki ai ki a rātau. Me whakarato ngā mōhiohio ki tētahi takotoranga e taea ai e te tangata te pānui.

Ngā tauira

- **Tauārai:** He pakupaku rawa te tānga kia pānuitia e te tangata atarua.
Rongoā: Me whakarite tēnei mā tētahi putanga tānga nui, te tuku mōhiohio rānei mā tētahi tuhinga tāhiko ka taea te pānui.
- **Tauārai:** Ina wātea ngā mōhiohio ki tētahi tuhinga tā anake, ā, tē taea te pānui e tētahi tangata kāpō.
Rongoā: Me whakarato ngā mōhiohio mā tētahi atu āhuatanga, pērā i te whai i te kōnae tāhiko ka taea te pānui, tuhi kāpō, ororongo rānei.
- **Tauārai:** Ka tuhia ngā mōhiohio ki te reo uaua.
Rongoā: Ina taea, me whakamahi i te reo māmā. He tauārai pea te reo uaua ki te tokomaha. E tautoko ana te reo māmā i te hunga hauātanga akoranga o rātau, te hunga kāore e kaha ki te pānui, me rātau ko te reo Ingarihi tō rātau reo tuarua.
- **Tauārai:** Ina tuhia anake ngā mōhiohio ki te reo Ingarihi.
Rongoā: Ka hiahia pea tētahi tangata Turi, kaiwhakamahi Reo Rotarota o Aotearoa rānei i ngā mōhiohio kia tukuna ki te Reo Rotarota.
- **Tauārai:** Ina tukuna ngā mōhiohio mā te ataata, ka roma matawātia rānei.
Rongoā: Kia taea e tētahi tangata Turi, he kaiwhakamahi Reo Rotarota o Aotearoa rānei ēnei mōhiohio, me whai i tētahi kaiwhakamāori Reo Rotarota. Me whakarato kupu hauraro i te wā tūturu hei tautoko i te hunga he uaua te rongō.

Whanonga me ngā waiaro

He tauārai nui ngā waiaro o te tangata ki te hunga hauā me te hauātanga hoki, mā te whakapae i ngā mea ka taea e te tangata, kāore rānei, me te kore pātai atu ki te tangata. Ka whakahāweatia anōtia te tangata hauā ahakoa he mahi ka āta whakaarohia, pokerehū rānei.

Ngā tauira

- **Tauārai:** Ko te whakapae a tētahi kaitukumahi kāore e taea e tētahi tangata anipā ā-pāpori te mahi i te mea e mōhiohia ana he ahotea.

Rongoā: Ka whai wā te kaitukumahi ki te kōrero i ngā iroirotinga o te mahi me te kaimahi. Ka whakaae tahi rāua ahakoa he ahotea ka whakahaerehia e te kaimahi te mahi i runga i te tikanga whakamātautau, ā, ka oti tētahi arotake hei te rua wiki hei tiroiro mēnā kei te pai te kaimahi.

- **Ngā tauārai:** E ētahi wā ko te pōhēhē mō te tangata he uaua te kōrero kāore ia i te mārāma ki ngā tohutohu e kōrerohia ana. **Rongoā:** Kaua e pōhēhē noa kāore e taea e tētahi tangata ake te whai i tētahi mahi ake. Me rapu mā te pātai ki a ia, ā, me whai wā ia ki te whakautu pātai, me te whakarongo ki tana whakautu.
- **Tauārai:** Ko te hunga Turi anō te papa o ngā riri poka noa. Ka taea tēnei i runga i te pōhēhē o te tangata rongo kāore ia i te arohia atu ina kāore tētahi tangata Turi i te whakautu, i te urupare rānei ki tētahi mea kua kōrerohia atu ki a ia.
Rongoā: Kaua rawa e pōhēhē kāore te tangata i te aro atu ki a koe me te whai whakaaro mēnā he uaua tōna rongo.
- **Tauārai:** Kāore i te tāwariwari tētahi whakahaere i te wā o te mate urutā o te ao, ā, ka whakahau tonu rātau kia tae atu ā-tinana tētahi kaimahi hauā ki te tari.
Rongoā: Me kōrero ki te kaimahi ki te rapu mēnā ka tino taea e ia ana mahi i te kāinga, me te whakangāwari i ngā āhuatanga.

Taha hangarau

Ka taea e te hangarau te whakarei ake te ora me te whakawhāiti te ora o te hunga hauā. Kāore i hangaia mā ngā mātāpono [hoahoa ahuwahānuī](#), ko te tikanga o tērā kāore pea e taea pea e te hunga whakamahi hangarau āwhina te whakamahi ētahi paetukutuku me ngā taupānga, ā, kāore hoki e taea ngā mōhiohio e hiahiatia ana e rātau.

Ngā tauira

- **Tauārai:** Kāore e tautokona e tētahi paetukutuku te pānui-mata, te pūmanawa kuputuhi-ki-kōrero rānei, arā, tē taea e tētahi kaipānui whakamahi hangarau ngā mōhiohio me pānui e ia.
Rongoā: Hoahoatia te paetukutuku mā te whai i Ngā Paerewa Tukutuku a te Kāwanatanga o Aotearoa hei whakarite ka taea e te katoa, tae atu ki te

hunga e whakamahi ana i te papapātuhi hei whakaterere anake i te paetukutuku.

- **Tauārai:** Kāore e puta i ngā tuhinga tāhiko ngā mōhiohio mō ngā whakairoiro me ngā pikitia, arā, kāore ngā kaipānui e whakamahi ana i ngā hangarau āwhina i te whiwhi i ngā mōhiohio e whiwhi ana i ngā kaipānui kite.
Rongoā: Tuku kia uru atu te katoa mā te tāpiri kuputuhi kē ki ia āhuatanga whakairoiro hei whakarite ka whiwhi ngā kaipānui kāpō i ngā mōhiohio e whiwhi ana i ngā kaipānui kite.
- **Tauārai:** Ka raruraru te whakamahi a te hunga Turi me ngā kaiwhakamāori Reo Rotarota i ngā pūhara hui kāore he taumahi 'pin', 'ramanui' rānei. Me kite ngā kaiwhakauru Turi i ngā kaiwhakamāori me ētahi atu e whakamahi ana i te Reo Rotarota. He mea hira tēnei mō ngā hui he tino nui ngā kaiwhakauru.
Rongoā: Me whakarite kua pinea ngā kaiwhakamāori Reo Rotarota, ā, e mārama ana ngā kaiwhakauru ki ngā tikanga mō te mahi me ngā kaiwhakamāori he whakarite he tuwhera te hui.

Kia mahara me eke ngā hiahia o te katoa i ngā pūnaha me ngā hangarau hou e whakaurua mai ana. Ahakoa ka ū pea ēnei ki ngā paerewa urutanga ahuhānui kua whakatauhia, he wā anō pea me whakauru mai i te manaaki tōtika kia taea ai e tētahi tangata he hiahia tauwhāiti ōna i te mea kaore e taea e ia anake te whakamahi te pūnaha.

Pūnahanaha me te ōhanga

Ko ngā kaupapahere, ngā tikanga, ngā hātepe rānei he whakahāwea ki te hunga hauā. I te nuinga o te wā ka taea tētahi rongoā te rapu mā te whakangungu kia urupare ki te hauātanga, me te huri i ngā waiaro mā te hāpai i ngā tika hauātanga.

Ngā tauira

- **Tauārai:** He tukanga rapu kaimahi kaore nei e tautoko ana i te hunga hauā ki te tonono mō tētahi tūranga, ā, ka tuku i ngā pātai tātari mā tētahi āhuatanga pea e whakahāwea ana i te tangata nā tētahi waimaerotanga.
Rongoā: Me whakaputa mōhiohio e wātea ana ki ngā takotoranga rerekē maha hei whakarite ka whakaurua mai. Me arotake i ngā pātai kaitono katoa hei whakarite kāore i te whakahāwea.

- **Tauārai:** Kāore tētahi kaitukumahi i te whakamōhio atu ki ngā kaimahi mō ngā ratonga hauora hinengaro, waranga rānei e wātea ana i te mea kāore rātau i te hiahia kia whakatā ngā kaimahi mai i te mahi.
Rongoā: Me mātua whakarite kei te mārāma ngā kaimahi ki ngā tautoko e wātea ana ina whakatauhia ki te mahi me te whakatairanga hoki i ngā ratonga.

Ka taea e te manaaki tōtika te āwhina ki te turaki tauārai, ā, mā te mahi tahi ka taea e ngā mahi whai kiko te turaki ngā tauārai!

He aha te manaaki tōtika?

Kei te rea haere te ture me ngā ārahitanga mō te manaaki tōtika i Aotearoa me te ao. Mō te hunga e hiahia ana ki te mōhio ki te kaupapa a Te Komiti o Te Kotahitanga o Ngā Whenua o te Ao mō Ngā Tika o te Hunga Hauā (te Komiti Hauātanga o te UN) mō te manaaki tōtika me tiro tiro i [Ngā Kōrero Whānui 6¹](#) e whakarite whānui ana i te mana ōrite me te kore-whakahāwea (tirohia te wāhanga D e aro ana ki te mahi a te manaaki tōtika).

I raro i Te Ture Tika Tangata 1993 he takahi ture te whakahāwea i tētahi tangata nā te hauātanga e pā ana ki ngā take whai mahi, te tuku rawa me ngā ratonga, te āhei atu ki ngā wāhi me ngā whakanōhanga tūmatanui me ētahi atu āhuatanga tauwhāiti. He momo whakahāwea pea te kore manaaki tōtika. Ka taea e te tangata te tuku amuamu mō ngā whakahāwea e whakapaetia ana ki Te Kāhui Tika Tangata e whakarato ana i tētahi ratonga takawaenga koreutu hei whakamātau ki te whakatau amuamu.

I te Hepetema 2022, i tūtohu te Komiti Hauātanga o te UN ki te Kāwanatanga o Aotearoa kia whakarerekēhia te Ture Tika Tangata. Ahakoa ka whakakahatia pea te ture me ngā ārahitanga ā muri ake kia ū ai te tika o te hunga hauā kia kaua e whakahāweatia, he mea nui kia mārama ngā tari me ngā whakahaere ki ō rātau herenga tonu i raro i te Kawenata Hauātanga kia manaaki tōtika i roto i ā rātau mahi katoa, ngā ratonga me ngā whakatau tikanga. Me mātua whakaaroaro tonu i ngā tono takitahi mō te manaaki tōtika, ka mutu me āta whakaaro hoki me pēhea te whakaū i ngā whakarerekētanga hei tautoko i te ōrite me te mana ōrite o te urunga mai o te hunga hauā. Me mātua whiriwhiri aua tono mō te manaaki tōtika hei ārahi atu ki tētahi tukanga whai wāhi mai me ngā kaitono hauā tonu.

E whakarārangi ana te Komiti Hauātanga o te UN i ngā āhuatanga hira e whai ake hei whakaaroaro ina aromātai ana i ngā tono manaaki tōtika:

- Te tautuhi me te whakakore i ngā tauārai ka pā ki te kaha o te hunga hauā ki te whai i ō rātau tika tangata me te whai wāhi mai ki te iwi whānui – e

¹ Tirohia a <https://www.ohchr.org/en/documents/general-comments-and-recommendations/general-comment-no6-equality-and-non-discrimination>, i toroa i te Tihema 2022.

maumahara ana ko te manaaki tōtika pea he āhuetanga takitini, he painga mō te iwi whānui hoki/rānei;

- Te aromātai mēnā he whaihua/ka taea rānei tētahi tono mai i tētahi tirohanga ā-ture, pūtea, whaikiko hoki;
- Te aromātai mēnā kei te hāngai, kei te whaitake te tono mō te whakarite i ngā tika o te hunga hauā;
- Te whakaaroaro mēnā ka tau mai he pēhitanga i tētahi tono, me oti rānei he aromatawai o ngā mea e hiahiatia ana hei whakatutuki i tētahi whāinga ake;
- Te whakarite ka whānui ake te tutuki a tētahi tono i te whāinga kia ōrite me te aukati i te whakahāwea i te hunga hauā; me
- Te whakarite kāore e riro mā te hunga hauā katoa e waha ngā utu o tētahi tono.

Me mātua ahu mai tētahi whakahēnga ki te manaaki tōtika i ngā whakaritenga tōkeke me tātari, me whakaputa ki te tangata hauā kua tukuna te tono i roto i te wā tika. Otirā, me whakaaroaro ngā tono takitahi mō te manaaki tōtika i runga i tēnā kēhi, me tēnā kēhi. Me tino whakapau kaha ki te manaaki i te hunga hauā. Ina kāore e whaikiko tētahi rongoā i marohitia, me tirotiro i ētahi atu huarahi. Ko te whakakāhore i te manaaki tōtika ko tētahi momo whakahāwea pea, otirā mēnā kāore i ahu mai i tētahi whakaritenga tōkeke.

Me rerekē te whakaaro! Kia maumahara ki te mahi tōtika tonu me te hunga hauā nāna te tono ki te rapu i tētahi rongoā. Ko te nuinga o ngā tono mō te manaaki tōtika kāore he utu, he tino iti noa rānei, ā, i te nuinga o te wā ko te wairua aukati te tauārai nui rawa mō te tautoko i te whakaurunga mai o te hunga hauā. Ina pokea ana te tāngata e te mahi ka māmā noa te pōhēhē o te tangata he uua rawa te whakatutuki, engari kia maumahara kāore e kore kāore e whāiti ki te kaitono anake ngā hua o te manaaki tōtika – ka whai hua te katoa i te manaaki tōtika.

Hoahoa ahuwihānui

E kōrero ana te hoahoa ahuwihānui (e kīia anō ko te hoahoa urutomo) ki te waihanga o ngā whare, ngā hua me ngā taiao kia urutomo ai te katoa. E whakamāramahia ana te hoahoa ahuwihānui i roto i te Upoko 2 o te Kawenata Hauātanga ko:

“...te hoahoa o ngā hua, ngā taiao, ngā kaupapa me ngā ratonga hei whakamahi mā te tangata, ki tōna whānuitanga e tino taea ana, me te kore e mate ki te urutau, te hoahoa motuhake rānei”.

Ko te whakatenatena i te hoahoa ahuwihānui mai i te tīmatanga tētahi tikanga hei whakarite pea ka manaakitia tōtikahia te hunga hauā. I te nuinga o te wā ka whakakorehia e te hoahoa ahuwihānui te hiahia mō te urutau takitahi i te mea ka hāpai tēnei i te urutomo whānui me te wāteatanga i roto i te whanaketanga o ngā whakanōhanga, ngā paerewa me ngā aratohu. E whakatenatena ana te ariā o te hoahoa ahuwihānui kia whakaaro ake mō te roa o tētahi hanganga, ratonga rānei i te wā ka tīmata te waihanga, tae atu ki ngā momo tāngata me whakamahi i taua hanganga, ratonga rānei i roto i te wā. Waihoki, ka whakaiti tēnei i te tūponotanga o te whakaurutau ā muri ake.

Kei roto i ētahi mātāpono hira o te hoahoa ahuwihānui ko te:

- **Whakamahinga ōrite** – te whakarite he whaitake te hoahoa, ā, ka taea te pānui atu ki te hunga whai kaha rerekē;
- **He ngāwari te whakamahi** – te whakarite ka manaaki te hoahoa i ngā tūmomo manakohanga me ngā kaha rerekē maha o te tangata;
- **He māmā, he ihumanea te whakamahi** – te whakarite ka mārama noa iho i te hoahoa, ahakoa te wheako, te mōhio me ngā pūkenga reo o te kaiwhakamahi;
- **Te whakawhitiwhiti kōrero whaitake** – te whakarite ka whaitake, ka mārama te whakawhitiwhiti a te hoahoa i ngā mōhiohio e hiahiatia ana;

- **Manawa nui ki te hapa** – te whakarite ka whakaiti i te hoahoa ngā pūmate me ngā mutunga iho kino o ngā mahi ohorere, tē hiahiatia rānei;
- **Kaha ā-tinana iti** – te whakarite ka whaitake, ka hāneanea te whakamahi i te hoahoa, ā, kia iti noa te ngenge; me
- **Te nui me te wāhi whai tikanga** – te whakarite he tōtika te rahi me te wāhi e taea ai te whakatata atu, te toro me te māmā ki te whakamahi, ahakoa te nui o te tinana, te tūranga, te kaha nekeneke rānei o te kaiwhakamahi.

Kia tino eke ai ki te hoahoa ahuwānui o te whakaurunga he whai kiko te hoahoa ahuwānui. Mā te whai i ēnei mātāpono mai i te tīmatanga ka whakarite i te whakaurunga mai – mō te katoa.

Ngā tohutohu mā te hunga hauā

Ō tika e pā ana ki te manaaki tōtika

He maha ō tika e pā ana ki te manaaki tōtika, tae atu ki te tika kia:

- tuku tonu tōtika kia manaakitia hei whakarite ka taea e koe te toro ngā ratonga e hiahiatia ana e koe;
- whakaara māharahara mēnā ka pā mai ngā tauārai, ngā whakapātaritari rānei mō te toro, te whakamahi rānei i ngā pūnaha me ngā ratonga;
- whai taringa mai, me te aro tūturu mai ki ō māharahara;
- whakamaumahara ki tētahi ka āwhina te manaaki tōtika ki te whakarite ka whai wāhi te hunga hauā kia whai hua rātau, ā, kia whai kiko ā rātau mahi mā te iwi whānui; me te
- tonu mōhiohio mō ngā mahi kua oti, kāore rānei i oti, e pā ana ki ō tonu mō te manaaki tōtika.

Ngā āwhina mō te tonu manaaki tōtika

Ina tonu ana i te manaaki tōtika he whitake pea te:

- pātai mō ngā kaupapahere me ngā hātepe kua ū mō te āwhina i te hunga hauā. Me pātai ka pēhea te whiriwhiri i tō tonu, ā, ka pēhea te whakamōhio atu i te whakataunga ki a koe;
- me whakamārama atu i te āhua o te kore hāngai o ngā whakaritenga onāiane ki ō hiahia;
- me tuku tētahi whakamāramatanga o te āhuatanga onāiane, ā, he pēhea te ārai a tēnei i a koe;

- me āta whakamārama he aha ngā manaaki me whakauru mai hei turaki i ngā tauārai kua kitea kia tino whai wāhi atu koe. He whaitake i ētahi wā te tuku taura me pēhea te whakapai ake i ngā whakaritenga onāiane;
- he hiahia ki te tautuhi i ngā huringa ka taea e hiahiatia ana pea me te kōrerorero i ngā mea ka whaikiko, kāore rānei;
- me tautuhi ngā upoko kei te [Kawenata Hauātanga](#),² tētahi atu ture rānei e tautoko ana i tō tono mō te manaaki tōtika. Ka taea e koe te kōrerorero i ēnei ki te whakahaere e toro ana koe, me tuhi atu rānei;
- kia maumahara i ētahi atu āhuetanga ka whakakāhoretia pea tō tono mēnā ko te whakatau he mea whakataumaha noa. I aua āhuetanga, me whakaaroaro pea koe mēnā ka taea e koe te kōrero mō ētahi atu huarahi e tau ai pea tēnei take. Me kaha katoa ngā tāngata ki te kōrero me te rapu huarahi kē;
- me tiro tiro mēnā he pūtea kei te wātea hei tautoko i tō tono; ā,
- ina ū he manaaki tōtika hei tautoko i a koe i te mahi, me whakarite ka tuhia tēnei, hei taura, ki roto i tō kirimana.

Ka hiahia pea koe ki te whakaaroaro ki te whakamahi i te hanganga e whai ake ina kōrero atu i tō tono mō te manaaki tōtika:

- Me whakamārama te pūtake he aha koe e tono ana i te manaaki tōtika. Ka hiahia pea koe ki te whakauru i ngā taipitopito o tētahi waimaerotanga engari kāore i te herea.
- Me whakamārama i ngā uauatanga ki a koe e whakararu ana i tō kaha ki te whakauru atu, te tautoko rānei i roto i te taiao onāiane.

² Tirohia a <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention-on-the-rights-of-persons-with-disabilities-2.html>, i toroa i te Hepetema 2022.

- Me whakamārama e koe ngā huringa ki ōu whakaaro e hiahiatia ana kia oti i a koe ō mahi.

Te tuku amuamu

He whakahāwea pea te kore manaaki tōtika i tētahi tangata hauā. Mēnā kāore anō kia whakautua mai tō tono manaaki tōtika, kāore rānei koe i te whakapono i eke ngā tautoko i a koe, ka hiahia pea koe ki te tuku i tētahi amuamu.

Te Kāhui Tika Tangata

<http://www.hrc.co.nz>

E tuku ana Te Kāhui Tika Tangata i tētahi ratonga takawaenga mēnā kei te māharahara koe mō te whakahāwea takahi ture, kāore rānei i manaaki tōtika nā ngā tauārai ā-hauātanga.

Kāore Te Kāhui Tika Tangata e tuku whakatau mēnā kua takahia Te Ture Tika Tangata engari ka taea te tuku ratonga takawaenga motuhake hei tautoko i a koe ki te whakatau i ō māharahara me te tangata tonu, te tari rānei e hāngai ana. Ki te kore e tau tō amuamu mā te takawaenga, kāore rānei e taea te tuku takawaenga rānei, ka taea e Te Kāhui Tika Tangata te tuku mōhiohio atu anō mō ētahi atu ara ka taea e koe. Hei tauira, ka taea e Te Taraipiunara Arotake Tika Tangata (he wehe kē tēnei mai i Te Kāhui Tika Tangata) ngā kēhi whakahāwea takahi ture pea, ā, ka taea te tuku rongoā i ngā kēhi tōtika.

He maha ngā ara kei reira hei whakapā atu ki Te Kāhui Tika Tangata:

Waea koreutu: 0800 496 877
Īmēra: infoline@hrc.co.nz
Patowaea: 021 0236 4253

Ngā uiui tika tangata me ngā mātārere amuamu

- [Ngā amuamu tika tangata: Ngā mea me mōhio koe\(PDF\)](https://www.hrc.co.nz/files/1415/9944/9885/HRC_Complaints_A5_Booklet_Digital.pdf)
[https://www.hrc.co.nz/files/1415/9944/9885/HRC Complaints A5 Booklet Digital.pdf](https://www.hrc.co.nz/files/1415/9944/9885/HRC_Complaints_A5_Booklet_Digital.pdf)
- [Ngā amuamu tika tangata: Ngā mea me mōhio koe \(Taea e te katoa\)](https://www.hrc.co.nz/how-we-can-help/)
<https://www.hrc.co.nz/how-we-can-help/>

- [Me pēhea tā mātau āwhina?
https://www.hrc.co.nz/how-we-can-help/](https://www.hrc.co.nz/how-we-can-help/)

Te Tari o Kaitiaki Mana Tangata

<http://www.ombudsman.parliament.nz>

Ka taea e Te Kaitiaki Mana Tangata te tūhura amuamu mō ngā mahi me ngā whakataua ā-whakahaere a ngā tari kāwanatanga, kaunihera hoki.

I mua i te tuku amuamu ki Te Kaitiaki Mana Tangata, me ngana koe ki te whakataua i te amuamu me te tari i te tuatahi. He maha ngā tari he tukanga amuamu tā rātau. Mēnā kāore i te pēnei, me whakapā atu koe ki te upoko, te pou whakahaere rānei o te tari ka tuku ai i tō amuamu.

Mēnā kua pau katoa i a koe ngā ara katoa te whai, ā, kāore tonu koe i te rata, ka taea pea e Te Kaitiaki Mana Tangata koe te āwhina. He maha ngā tikanga ka taea mō te tuku amuamu ki Te Tari o Te Kaitiaki Mana Tangata:

- me whakakī te puka kei te paetukutuku
<https://www.ombudsman.parliament.nz/what-ombudsman-can-help/complaints-about-government-agencies/how-make-complaint>
- te tuhi reta:
PO Box 10152,
Wellington 6143
- te tuhi īmēra:
info@ombudsman.parliament.nz
- waea atu ki te Tari:
0800 802 602
- te whakamahi i Te Reo Rotarota o Aotearoa – rapua te hono e whai ake:
<https://www.youtube.com/watch?v=xruI9AbwwOY>

- mā te whakamahi i te NZ Relay Service hei whakapā atu ki te Tari:
<https://www.nzrelay.co.nz/>

Ngā tohutohu mā ngā whakahaere

Te waihanga mō te manaaki tōtika

Ko ngā huringa ka taea e koe hei manaaki i te hunga hauā ka taea:

- kia wātea mai ngā ratonga e tukuna e koe kia whānui ake ki te tokomaha;
- te whakatutuki o tika tangata me ngā here ā-ture e pā ana ki te kore-whakahāwea;
- te whakarite kia māmā te nekeneke haere i tō wāhi;
- tuku i ngā kaimahi ki te urupare ki ngā hiahia o te katoa;
- kia rongu te katoa i te wairua manaaki; me te
- tuku i tētahi ratonga e hiahia ana te tangata ki te hoki atu anō.

I roto i te tuku i te manaaki tōtika ki te hunga hauā ka:

- whiwhi painga anō te iwi whānui;
- whānui ake tō toro atu ki roto i te hapori;
- whakarei ake i tō ingoa pai i roto i te iwi;
- whakarei ake i tō kaha whakataetae; me te
- whakatairanga i tō pakihi me ngā mātāpono tika tangata.

Te mōhiotia o tō whakahaere

Mā te tuku i te manaaki tōtika ka taea te whakamahi tērā hei whakatairanga kia whānui ake te mōhiotia o tō whakahaere. Hei tauira:

- Te pānui i ō ratonga kia kitea ai e te hunga hauā. Me whakaaro ake mō ngā ara ka whakamahia e koe kia whaitake ai tēnei.
- Me whakamōhio atu ki te hunga hauā he aha ngā mahi kua whāia, ka whāia rānei e koe, hei whakarite ka whakaurua mai e ō ratonga, ā, kei te wātea, ka taea hoki e te katoa.
- Me kaha kia whaitake te whakawhitiwhiti kōrero ki te hunga hauā. Hei tauira, me tuku mōhiotia ki ngā takotoranga rerekē pērā i te ororongo, tuhi kāpō, tānga nui me te NZSL.

Ngā kaupapahere me ngā hātepe

Ko te mea pai rawa me mātua te āhuatanga o te manaaki tōtika i roto i ō kaupapahere me ngā hātepe hei whakarite ka whakaurua mai. Hei tauira:

- Me whai whakaaro ki ngā hiahia o te hunga hauā. Me whakatairanga i tētahi aronga manaaki me te urupare ina āwhina me te tautoko i te hunga hauā.
- Me ū ngā kaupapahere kāore i te whakahāwea i te hunga hauā. Hei tauira, ka whakahāwea tētahi kaupapahere rāhui kurī i te wāhi i te hunga hauā e whakamahi ana i ngā kararehe āwhina.
- Te whakangungu i ngā kaimahi ki ngā mōhiotanga hauātanga me te urupare.

Te tuku ratonga

Me whakaaroaro mēnā he kakama ngā ratonga e tukuna ana e koe ki te manaaki me te tautoko i te hunga hauā. Hei tauira:

- Me whakarite he māmā te kuhu atu me te nekeneke i tō wāhi.
- Me tirotiro kei te whai pānui ngā rawa, ngā ratonga me ngā whakanōhanga kei tō wāhi. Me whakarite kei te kitea, he mārama, ā, ka arohia. Me whakarite ka taea ngā pānui.
- Me arotake mēnā ka taea e te katoa ngā hangarau whakawhitiwhiti kōrero ka whakamahia e koe, ā, mēnā he ngāwari mō te hunga hauā mēnā kāore tētahi tikanga whakapā e tōtika mō rātau.
- Me whakarite ka kitea, ka taea māmā noa e te katoa ngā wāhi ratonga.
- Me whai whakaaro mēnā he whaitake tō whakahau i te hunga hauā ki te pātai mēnā kei te whakatutukihia ō rātau hiahia.

Kia maumahara: Me tino whakapau kaha ki te manaaki i te hunga hauā i te mea ki te kore ko te mutunga atu he momo whakahāwea tērā. Mēnā kāore i te whaikiko te whakarite i te manaaki i tonoa i te tuatahi, me tirotiro ētahi atu ara atu anō. He mea nui kia mārama te whakawhitiwhiti kōrero ki te tangata nāna te tono manaaki tōtika i te wā e whiriwhiria ana tana tono, ka kōrero atu i ngā mahi ka whāia e koe, kāore rānei. Me mōhio ki ngā pūtea e wātea ana pea hei tautoko i te hunga hauā.

Kia mōhio mai koe ka hauā pea te tangata mō tētahi wā noa iho nā tētahi māuiui, wharanga rānei, ā, ko ngā manaaki pea i tutuki i a koe mā te tangata hauā ka tautoko anō i a ia.

Ngā rauemi mā ngā whakahaere

Ka tukuna e ngā hono e whai ake ngā mōhiohio whaitake ka āwhina pea hei whakarite ka whakaratoa te manaaki tōtika:

Whai mahi

Ko Workbridge te tari tuku mahi nui rawa o Aotearoa mā te hunga hauā. He tuku mōhiohio mā ngā kairapu mahi hauā, kaitukumahi me ngā wāhi mahi, ā, kitea tuihonotia i: <http://www.workbridge.co.nz>

Te Manatū Whakahiato Ora

He aratohu whaitake tā te Manatū mā ngā whakahaere hei whakaū i te manaaki tōtika i roto i ngā kaupapahere me ngā hātepe.

Manaaki tōtika: He aratohu hei hanga kaupapahere me ngā hātepe hei āwhina i te hunga hauā mā te manaaki tōtika (ngā whakatikatanga i te wāhi mahi)

<https://www.msd.govt.nz/about-msd-and-our-work/work-programmes/lead-programme-work/information-and-support/reasonable-accommodation.html>

Ngā Paerewa Tukutuku a Te Kāwanatanga o Aotearoa

E herea ana e te Paerewa Urutanga Tukutuku a Te Kāwanatanga o Aotearoa kia tuku ngā tari kāwanatanga matua i ngā mōhiohio tuihono me ngā ratonga kia taea e te hunga hauā. E tautiakina te Paerewa Urutanga Tukutuku me ngā ārahitanga hāngai e Te Tari Taiwhenua, ā, ka kitea tuihonotia i:

<https://www.digital.govt.nz/standards-and-guidance/design-and-ux/accessibility/>

Ngā Ture o Aotearoa

Kua hangaia e Te Tari Tohutohu Pāremata tētahi paetukutuku he pūtake whaimana mō Ngā Ture, Ngā Pire me Ngā Tikanga Ture i Aotearoa. Kei roto i te paetukutuku ko tētahi taumahi rapu, ā, me whakamahi e koe ngā kupu rapu 'disability', 'reasonable' me te 'accommodation'. Ka kitea tuihonotia tēnei utauta i:

<http://www.legislation.govt.nz/searchadvanced.aspx>

Whaikaha – Te Manatū Hunga Hauā

Ko te matakitenga a Whaikaha he whakapai ake i ngā putanga mā te hunga hauā i Aotearoa, te whakahou i te pūnaha hauātanga, me te whakariterite anō i ngā kaupapahere hauātanga a te Kāwanatanga.

<https://whaikaha.govt.nz>

Ka whakahaere anō a Whaikaha i Te Tari mō Ngā Take Hauātanga (ODI) – he rōpū kaupapahere e arotahi ana ki te rautaki me te kāwanatanga whānui. E tautoko ana a ODI i te whakatinanatanga o te Rautaki Hauātanga o Aotearoa me te Kawenata Hauātanga.

<https://www.odi.govt.nz>

Āpiti hanga 1: Ētahi atu tauira o te manaaki tōtika

Ko ēnei e whai ake he tauira o te manaaki tōtika i roto i ngā wāhi me ngā āhuatanga maha. Kei roto i ēnei ko ngā tauira i tutuki ai te tono ki tērā i tonoa, i whakaaroarohia te tono tuatahi, ā, ka kitea he rongoā kē; ā, me ngā tono i whakahēngia me ngā mutunga iho o tēnei whakataua.

Ko te tikanga kaore e tika mā te hunga hauā e whakaputa i tētahi whakataunga, engari me puta i tētahi tukanga mahi tahi – mā te mahi tahi a te tangata hauā me ngā rōpū hāngai ki te turaki, te whakangāwari rānei i ngā tauārai ki te whakaurunga. Ka mahi te manaaki tōtika, ina ū ana ki te tautoko i ngā tūmomo tāngata me ngā whakaritenga urutanga rerekē, ā, i ngā āhuatanga rerekē.

Taunakitanga

Te tono	Te whakautu
Ka tono tētahi tangata hauātanga akoranga, kei runga i tētahi rōpū tohutohu, i tētahi kaiāwhina hui i te wā o ngā hui a te rōpū.	Ka whakahēngia e te whakahaere tēnei tono, nā ngā utu. Ka wehe te tangata i te rōpū.
Kei te hiahia tētahi tangata Turi ki te whakauru ki tētahi tukanga kōrero ki te iwi whānui e tono ana i ngā whakaaro mā tētahi rangahau tuihono. Ka tono te tangata Turi kia tukuna te rangahau ki Te Reo Rotarota o Aotearoa.	Ka ki te whakahaere neke atu i te whā wiki te roa o te tuku i tētahi putanga Reo Rotarota o te rangahau, ā, engari ka kati te wā mō ngā whakautu i taua wā. Kua kore e taea e te tangata Turi te tuku ōna whakaaro.

Te tono	Te whakautu
<p>Ka tono tētahi tangata he raruraru hauora hinengaro ōna mō tētahi kaiārahi ina tiro tirohia tōna hauora e pā mai ai te anipā.</p>	<p>Ko te mahi a tētahi kaimahi hauora i te hōhipera he ārahi i te wā o te tiro tiro tangata. Ka whakaae te tangata e tiro tirohia ana ki te kaiārahi i mua i te tiro tiro tangata.</p>

Tirohanga Tangata Whenua

Te raruraru / tono	Te whakautu
<p>Kua pōhiritia e tō marae kia whakahaerehia e tētahi whakahaere he wānanga mā ngā kaimahi katoa. Ka whakamōhiotia atu koe e te whakahaere he atarua tētahi o ana kaimahi, ā, me whai ia i tētahi kurī ārahi hei ārahi haere i te taiao. Ko te tikanga kāore e whakaaetia ngā kararehe i runga i te marae.</p>	<p>I muri i ngā kōrerorero me te whānau me ngā kaumātua ka kitea he whakamahi kurī ētahi whānau engari kāore i te haere atu ki te marae i runga i te pōhēhē kāore pea i te hiahiatia ngā kurī. Ka whakaae ngā kaumātua kia tukuna ngā kurī ki runga i te marae i tēnei wā, ā, ka whakaae kia whai whakaaro anō me pēhea te tuku haere i tēnei mō ngā whānau katoa. I runga i te whakaae me te whakahaere, ka whakaae kia whakahaerehia te wānanga i roto i te wharekai, e āhei ai te kurī ki te noho ki te taha o te tangata hauā i ngā wā katoa.</p>
<p>Kua whakaritea e te rōpū raranga o te rohe ki te whakatū i tētahi pikiniki i te Rā Tuatahi o te Tau Hou engari kāore e taea e ētahi atu te haere atu i te mea kāore he whāriki ākau kōrea.</p>	<p>Nā runga i ngā māharahara urutanga, i puta tētahi tono mō tētahi atu wāhi, ā, ka whakaae te rōpū ki tētahi atu wāhi mō te pikiniki. Ka whakaae te rōpū ki te whakahau i tō rātau kaunihera kia hokona he whāriki ākau kia taea e te katoa ngā pikiniki ki te ākau ā muri ake.</p>

Pakihi

Te raruraru / tono	Te whakautu
Ka uaua ki te kaiwhakamahi kōrea te nekeneke haere i tētahi toa taonga hanga.	Ka whakawhānuitia e te toa ana ara me ngā ara hoko kia māmā ai mō ngā kaiwhakamahi kōrea katoa. Ka āwhina anō tēnei mahi i te hunga atarua, ngā kiritaki kaumātua, me te hunga whai tamariki.
Ka uaua ki te kaihoko kāpō te hokohoko ā-tinana i tō rātau toa hokomaha.	Kāore he take o ngā utu me te tuhi i ngā āhuatanga rerekē o te hokomaha ki te reo tuhi kāpō. Engari i taea he rongoā, arā, i haere tētahi kaihoko i te taha o te tangata kāpō i a ia hokohoko ana.
Ka tono tētahi kaiwhakamahi kōrea ki tētahi whakahaere kia whakaurua mai he ararewa i te mea he uaua ki a ia te whakamahi i tētahi papa rōnaki.	Ka whakaaroarohia e te whakahaere tēnei engari ka whakahēngia tana tono nā te nui o te utu. Ka kōrerorero tahi rātau ki te tangata kia mārāma ai ki ōna uauatanga mō te whakamahi i te papa rōnaki, kātahi ka whakarerekēngia te papa rōnaki.
Raua ai e te taka rongoā ana hua horoi tinana ki ngā tarenga teitei, ā, kāore e taea e te hunga potopoto ērā engari mā ngā āwhina rā anō a ngā kaimahi.	Ka tukuna he tono kia raua ngā mea waiwai ki tētahi teitei pāpaku ake, ā, ka tahuri ngā kaimahi ki te nekeneke i ēnei.

Mātauranga

Te tono	Te whakautu
<p>Ka uru tētahi ākonga matehuka ki tētahi kura e rāhuitia ana te kai i te wā o ngā akoranga. Ka tono te ākonga kia tukua ia ki te kai ina hiahia ana ia.</p>	<p>Ka tukua e te kura te ākonga nei kia wātea mai he kai māna hei whakarite ka noho tōna taumata huka toto ki te taumata tika me te haumaruru.</p>
<p>Ka tono tētahi ākonga Turi kia whai kupu hauraro ngā akoranga kua hopukia kia mātakina i runga ipurangi kia mārāma ai ki ngā kōrero a te pouako.</p>	<p>Ka whakahēngia e te pouako tēnei tono nā ngā whāititanga hangarau. Engari, ka tukuna e te pouako tētahi tuhinga kupu o te akoranga hei rongoa i te rarururu.</p>

Whai mahi

Te tono	Te whakautu
<p>Tē taea e tētahi tangata hauātanga akoranga tā rātau rārangi tūmahi i te mahi, ā, kāore i te aro i a ia he aha katoa āna tūmahi.</p>	<p>Ka tuhia te rārangi tūmahi ki te Pānui Ngāwari, arā, ko ngā kupu o ia rā me ngā pikitia e tautoko ana i ngā whakamārama. Ka taea e te tangata te pānui ināiane me te mārāma ki āna mahi.</p>
<p>Kua kore e mau i tētahi kaimahi hanganga – kua āhua pararaiha i muri i tētahi aituā – tōna tūranga o mua nā te āhua ā-tinana o te mahi. Ka tono ia kia mahi tonu ia i ētahi wāhanga o te mahi.</p>	<p>Ka whakahēngia e tōna kaitukumahi tana tono nā ngā pūtaka hauora me te haumaruru. Engari, ka āwhinatia ia e tōna kaitukumahi ki te kimi i tētahi atu mahi whai pūkenga i roto i te kamupene.</p>

Te tono	Te whakautu
<p>Ka kōrero atu tētahi kaimahi atarua ki tōna kaiwhakahaere he uua ki a ia te pānui i ngā tuhinga ā-mahi kua whakaputaina ki te hōputu PDF.</p>	<p>Ka whakaritea e tōna kaiwhakahaere ngā tuhi ā-mahi kia wātea mai ai ki te hopu Microsoft Word me te PDF. Ā, ka taea e te kaimahi te huri te rahi o te kupu mā Microsoft Word kia hāngai ai ki ō rātau hiahia, te whakamahi pūmanawa kuputuhi-ki-kōrero rānei hei pānui.</p>
<p>I te waiwai tētahi kaimahi hauātanga akoranga i ngā tipu i tētahi pārekereke i ngā rā hē.</p>	<p>I mahi tahi te kaitukumahi me te kaimahi, ā, ka kitea he rongoā mā te whakauru i ngā tipu me waiwai i ngā rā wehe kē ki ngā ipu karakara kia mārama ai ia.</p>
<p>Ko te mahi a tētahi kaimahi hauātanga akoranga e mahi ana i tētahi whare pukapuka he tuku pānui tauākī. Kāore i taea e ia te pōkai kia pai ai te whakaatu i te wāhi noho ki te mata o te kōpaki.</p>	<p>Ko te rongoā i kitea ka whakamahia e te kaitiaki pukapuka tētahi kāri e rite ana ki te kōpaki te rahi hei tākai haere i te tauākī, hei whakarite ka kitea te wāhi noho ki te mata o te kōpaki i ngā wā katoa.</p>
<p>Ka tono tētahi kaimahi Turi me whakarato ngā kaiwhakamāori Reo Rotarota mō ngā hui mahi ā-roto me ā-waho.</p>	<p>Ka whakaae te kaituku mahi me te kaimahi Turi ki te mahi tahi ki te hanga i tētahi kaupapahere mō te whakarite kaiwhakamāori, kia māmā rawa atu ai te tukanga.</p>
<p>Ka tono tētahi kaimahi Turi e haere atu ana ki ngā awheawhe whakangungu kaimahi kia tukuna anō te whakangungu ki runga ataata, me ngā kupu hauraro.</p>	<p>Ka whakaahuahia ngā wāhanga whakangungu me te tāpiri kupu hauraro kia whai wāhi atu ngā kaimahi Turi katoa.</p>

Te tono	Te whakautu
Ka tono tētahi kaimahi Turi i tētahi iPhone hei waea mahi māna (i te mea e mārama ake ana ia ki ngā āhuahira urutanga o te iPhone).	Ka whakahēngia e te kaitukumahi te tono i te mea me mātua pūrere Samsung ngā waea mahi katoa (e ai ki ā rātau ture whai rawa). Engari, ka whakaae te kaitukumahi kia whakamahia e te kaimahi tana waea iPhone mō ngā kaupapa mahi.

Hauora

Te tono	Te whakautu
Ka uaua ki tētahi tangata e whakamahi ana i ngā ratonga hauora hinengaro te whakawhitiwhiti kōrero ki te kaiwhakarato ratonga.	Mā te mahi tahi me tētahi kaitaunaki hauora, ka kōrero atu te tangata i te uauatanga mōna ki te whakawhitiwhiti kōrero ki te kaiwhakarato ratonga. I runga i tōna whakaae, ka takawaenga te kaitaunaki hauora mōna me te kaiwhakarato ratonga.
Ka uru tētahi tūrora me tētahi waewae rākau ki te hōhipera, ā, kāore he whāriki kore-mania o te rūma kaukau.	Ka tukuna te tūrora ki tētahi atu rūma kaukau. Ka ōtahia e te hōhipera tētahi whāriki kore-mania mō te takotoranga tūrora mō te tūpono hoki atu anō o tēnei tūrora, ka hiahia rānei tētahi atu tūrora i tētahi whāriki kore-mania ā muri ake.

Ngā mahi ā-rēhia

Te tono	Te whakautu
<p>Ka tono tētahi tangata kāpō ki tana kauranga hapori kia wehea mai he ara mō ngā kaikaukau atarua.</p>	<p>Ka whakahēngia e ngā kaimahi o te kauranga nā te nui rawa o ngā kaikaukau e poke tonu nei i ngā ara kaukau. Ka kōrero ngā kaimahi ki te tangata mō tana hōtaka kaukau ake. Kātahi ka whakarite ngā kaimahi ka wātea tētahi ara kaukau i ngā wā e whakamahi ana te tangata i te kauranga.</p>
<p>Ka tono tētahi kiritaki ki te whare pikitia kia whakaaetia tana kurī haumanu kia whai i a ia i te wā o te whitiāhua.</p>	<p>Kāore he kaupapahere a ngā kaimahi o te whare pikitia mō ngā kurī haumanu engari ka tukuna ngā kiritaki kāpō kia whai atu ā rātau kurī i a rātau. Nā te kore kaupapahere mō tēnei āhuatanga, ka whakaaetia e ngā kaimahi te kurī haumanu kia whai te kurī i a ia. Ka ngana ngā kaiwhakahaere o te whare pikitia ki te whakarite kaupapahere mō ā muri ake kia kore ai e rangirua.</p>