



**TE WHAKARITENGA
WHAKAARO TAHI**

2001 - 2002

(Translation of the English)

1. TE KUPU WHAKATAKI

- 1.1 Ko āna kaimahi whai pūkenga te tino rauemi kei a Tranz Rail. Ki te āta kitea kei te whakakaha, kei te whakapai ake a Tranz Rail i tōna tūranga i roto i tētahi mohoa whakataetae he mea nui kia taea e ia te rōnaki me te whanake ngā tāngata e mahi ana i roto ake i te Kamupene.
- 1.2 Ko te kaipakihi momoho te hua o te mahi i roto kapa; arā, te mahitahi a ngā tāngata i roto i te wairua o te whakahoā. Kua tuhia e ngā taha ki te whakaritenga nei o rātou ūtanga ki te whakaaro, ko te ratonga kiritaki te huarahi whai mana rawa atu ki te hanga i tētahi kaipakihi momoho atu, ā, e mōhio ana ko tētahi hononga mahi e noho ana i runga i te whakapono, i te rata, i te ngākau kotahi te huarahi pai kē atu ki te whakatutuki i tēnei whāinga.
- 1.3 Kāore e taea, ā, kāore hoki e hiahiatia kia whakatakotoria ngā momo ritenga e pā ana ki ngā āhuratanga katoa ka tūpono puta ake i te wāhi mahi. E uara ana a Tranz Rail i te kaha o ōna kaimahi ki te hanga whakataunga mō rātou ake i runga anō i ngā tūponotanga ka puta ake a tōna wā. Heoi anō, ka taea e te whakaritenga nei, me te tika anō hoki, te whakatakoto ngā whakataunga whānui me ngā tikanga whānui o te mahi hei hōmai i tētahi tūāpapa mō tō mātou hononga.

2. TE KAUPAPA HERE MAHI

- 2.1 E ū ana ngā taha ki te whakahau i te whakaaro tahi mā te whai wāhitanga, ā, mā te pērā e āta kitea ai ko te ngākau tahi te pūtake mō te hononga i waenganui i a rātou. Ka uru atu ki roto i ō mātou whāinga, ēnei e whai ake nei, arā:
- Te whakapai ake i te wāhi mahi.
 - Te hoatu i te tōkeke me te whakaōrite whiwhinga mahi ki te katoa.
 - Te whakarahi atu i te whakataetae o te kaipakihi mā te arotahi i te kiritaki, mā te kaha, mā te ngāwari.
 - Te whakatitina i te whai wāhitanga o te kaimahi ki roto i te kaipakihi.
 - Te mōhio ki ngā āwhina a ngā kaimahi me ngā mahi a te whānau.
- 2.2 Heoi anō, ahakoa pēhea te pai o ngā hiahia ka puta tonu ngā rere kētanga. Ko te mea nui, ko te tere, ko te tōkeke ki te whai take i ngā rere kētanga. Ka āhei koe ki te tohu i te uniana, i tētahi atu rānei ki te noho hei māngai mōu i roto i te takinga e whai ake nei ahakoa āhea.
- 2.3 Me whakaarahia te nawe ki mua i te aroaro o tō Kaiwhakahaere i te tuatahi.
- 2.4 Ki te noho kore whakatau he take, ki te whakarite rānei koe ko tō Kaiwhakahaere tonu te raruraru, ka taea te take te tono tika tonu atu ki tētahi tumu whakahaere pakeke atu. Kaua e wareware, ko tō tika tēnei, ā, kaua e noho māharahara ki te whakamahi i taua tika.
- 2.5 Ki te kore tonu he whakataunga, kua āhei koe ki te neke whakamua i tō tono kia haere mā roto i tētahi huarahi ōkawa motuhake mō ngā amuamu whaiaro me ngā whakataunga tautohe kua oti te whakaatu i roto i te Pukapuka Āpiti mō te whakaritenga nei, ā, mā ngā huarahi ōpāki rānei o roto i te Whiti 16.
- 2.6 Kaua e wareware, e hiahia ana mātou kia tōtika, kia whai hua tō wā i Tranz Rail. Ki te taka he raruraru ki runga i a koe, me mahi tahi kē tātou katoa ki te whakatika. Ā, i te wā e oti ana te whakatau, ko te tikanga me taea e tātou te whakatutuki te mahi me te kore he whakawākanga o te ngākau. Ki te whakaaro koe, tō kaiwhakahaere rānei, kāore i te pēnei me whakahaerea anō ētahi atu matapakanga hei whakatau i ngā take ka whai atu.

3. TE KIRIMANA I TE MAHI KI WAHO

Ko te hiahia kē a Tranz Rail kia whakamahia e āna ake tāngata me āna ake utauta āna ake mahinga kaupakihi-haere tonu.

Tua atu ki tēnei hiahiatanga, ko ngā whakatutukitanga i roto i te Whiti 1 me te 2 i runga ake nei, ā, hei whakatau atu i te mātāpono mö te mautanga ki te mahi mā te whanake i ngā pūkenga, ā, mā te whiwhi i tētahi kaupapa mahi e tōkeke ana kia ata kitea ai te whakaponu, te rata, te kotahi o te ngākau me te ngākau nui o te kaimahi ki te ratonga kiritaki. Ka whakatūturu a Tranz Rail i tōna ngākau nui mā te tuku pēnei i te kirimana ki waho:

- Mehemea ka taea, ko ngā mahi e taka ana ki roto i te hōkaitanga o ngā tūranga i roto i te Pukapuka Āpiti Utu i tautetia ai ngā kaimahi e hīpokinatia ana e tēnei whakaritenga i te rā tūmatanga o tēnei whakaritenga, ka haere tonu mā āna ake kaimahi aua mahi e whakahaere, ā, tae noa ki te rā mōnehutanga.
- Ki te kore he tino mahi e taea e ngā kaimahi ake a Tranz Rail te whakahaere mā tētahi ritenga māia, ki tētahi utu āhua ngāwari, ā, ki tētahi taumata painga ka waneatia, ka hoatu pea he whakaarohanga ki te kirimana i te mahi kei te mahia i te wā nei e ngā kaimahi e hīpokinatia ana e te whakaritenga nei ki waho ki ngā kirimoko mahi i runga kirimana, ki ngā pokapū mahi rānei. E whakatau ana hoki, tērā pea ka mahi ngā kaimahi o ngā pokapū mahi i runga i tētahi pūtake ki te mahi kōhukihuki, ki te māhi wā-poto rānei.

E whakatau ana te Kamupene kia kua taua momo whakataunga ki te tuku kirimana ki waho e noho anake ki runga i te whakaritenga o te mahi moni me te tūranga whakataetae o te Kamupene, engari, me kaha anō hoki te hoatu whakaaro ki ngā āhuatanga pēnei i ēnei e whai ake nei, arā:

- te ratonga kiritaki
- te painga
- te kaha me te ngāwari
- te mātāu me te wheako ki te taha whakahaeretanga
- te haumarutanga
- te uara o te mautanga ki te mahi, te whanake i ngā pūkenga me tētahi kaupapa mahi e tōkeke ana
- te ngākau nui i öna ake kaimahi

E whakatau ana a RMTU i te haere tonu o te hiahiatanga mö te ngāwari, mö te kaha me te arotahi i te kiritaki kia haere tonu ai te mahi ki te whakapai pai ake i te tūranga whakataetae o te Kamupene.

He tino kaha kē te papātanga o te whakataunga ki te kirimana ki waho, ko te whakamutunga i te mahi a ngā kaimahi o te wā nei ngā hua, ki tētahi whakataunga ki te kirimana i te mahi ki waho kāore nei öna pānga tika ki ngā kaimahi. Me tino whakaatatia tēnei i roto i te takinga e ahu atu ana ki ngā whakataunga he teitei te papātanga.

E whakatau ana a Tranz Rail kia whakamahia te takinga rünangatanga kua whakawhiwhia i roto i te whakaritenga nei mö tētahi kaupapa, mö tētahi whakataunga rānei kei te hiahiatia pērā ki ērā i runga ake nei, ā, tua atu i tērā, e whakatau ana ko te takinga rünangatanga te itinga rawa o te whakaritenga.

TE AROTAKE

Ka noho noa iho te wāhanga i runga ake nei ki te wā o tēnei whakaritenga whakaaro tahi. Ka whakaae tika ngā taha ki te arotake i te mahingatanga me te whakahaeretanga o te wāhanga nei mō āpōpō i te wā e mōnehu ana te whakaritenga nei. E waiho ana ki roto tuhutuhi ngā hiahia o ngā taha e rua ki te whitake haere tonu i tēnei take i roto ake i te anga nei, ā, e whakatau ana, ka noho tō rātou kaha ki te mahi haere tonu i runga i te ngata o ngā taha e rua kei te whakapūmautia he ara whārite.

Ki tēnei mutunga, e whakatau ana a Tranz Rail i te hiahia ki te whakaatu i wehewehengia ngā huanga pūmau o te hononga mahi ki roto i ngā whakataunga mō te haere tonu o te mahi ki te kirimana i ngā kaupapa ki waho, ki te kore rānei. E whakaae ana ngā taha he koretake ngā whakahiato ariki ngarengare, ā, ka taea kē te tūranga o te Kamupene te w hakaatu mā te mahi, ehara mā te whakaaro.

He rite anō te whakatau a RMTU me kaha hoki tana whakaatu i te rika o āna tāngata ki te whakatinana i ngā mahinga e whakapai ake ana i te tūranga whakataetae o te kamupene mā te whakapai ake i te arotahi i te kiritaki, i te kaha me te ngāwari. I tua atu o tērā, e whakatau ana hoki a RMTU, he hononga tika ngā mahinga o āna tāngata ki te kaha hiahia o te Kamupene ki te whakauru mai i ngā āhuatanga kei waho atu i tētahi tātaritanga utu/huanga.

4. NGĀ TAHA ME TE HĪ OKITANGA

Ngā taha

4.1 Ko Tranz Rail Limited me Rail and Maritime Transport Union ("te uniana") ngā taha.

Te hīokitanga

- 4.2 Ka pā te whakaritenga whakaaro tahi nei ki ngā kaimahi katoa a Tranz Rail Limited ko rātou nei ngā tāngata a Rail and Maritime Transport Union engari anake te hunga e whai ake nei, arā:
- Ngā kaimahi kei roto i ngā tūranga whakahaere o runga atu i te taumata MR 23 mā rātou nei te mahi ki te taunaki me te whakaae (tētahi rānei o ēnei) ki ngā whakaingoatanga me ngā pananga e haere mai ana rānei i raro i ngā wāhanga o tauine 1; ā, me
 - Ngā mahi hokohoko, ngā mahi kaupapa here, ngā mahi tautoko tumu whakahaere rānei, ā, me;
 - Ngā kaimahi haere ki te taha moana; ā, me
 - Ngā kaimahi kei roto i a Tranz Link Refrigerated me Tranz Link International, ā, ngā kaimahi kei Pacific Steel, kei Kingston Flyer.

Ngā kaimahi hou

4.3 Ka pā ngā whakataunga me ngā tikanga o te whakaritenga whakaaro tahi nei ki tētahi kaimahi hou e uru atu ana ki te Uniana o Rail and Maritime Transport engari ka katia atu taua hunga o te whiti i mua atu nei ki waho; ā, ka pā ngā whakataunga me ngā tikanga o te whakaritenga whakaaro tahi ki taua hunga kaimahi hou katoa i te tuatahi o ngā rā 30 o tō rātou mahi, tāpiri atu ki ētahi atu whakataunga me ngā tikanga i tua atu kua whakaae ngākau tahitia e Tranz Rail Limited me ngā kaimahi hou, engari ko te mea kē kia kua aua whakataunga, aua tikanga e noho maiorooro ki ērā o te whakaritenga whakaaro tahi nei.

Ngā mahi a te kaituku mahi e pā ana ki ngā kaimahi hou

- 4.4 E whakaae ana a Tranz Rail kua herea ia ki te whakahaere i taua wā tonu ngā kaupae e whai ake nei e pā ana ki ngā kaimahi hou katoa i te wā e tautetia ana rātou, arā,
- Ki te hoatu he tārua o te whakaritenga whakaaro tahi nei ki a rātou;
 - Ki te whakamōhio atu ki a rātou ka pā te whakaritenga whakaaro tahi nei ki te kaimahi hou i te tuatahi o ngā rā 30 o tō rātou mahi, ā, ki tua atu a taua wā ki te whakauru rātou ki roto i te Uniana o Rail and Maritime Transport; ā,
 - Ki te whakamōhio atu ki a rātou ka āhei te kaimahi hou ki te whakauru ki roto i te Uniana o Rail and Maritime Transport; ā,
 - Ki te whakamōhio atu ki a rātou mehemea ka whakauru te kaimahi hou ki roto i te Uniana o Rail and Maritime Transport, ka riro atu i a ia ngā tika, ngā huanga me ngā takohanga katoa o ngā whakataunga me ngā tikanga o te whakaritenga whakaaro tahi nei; ā,
 - Mehemea kua whakaae ngākau tahi te kaimahi hou me Tranz Rail Limited ki ētahi whakataunga me ētahi tikanga i tua atu o te mahi, nā, me tino tonu a Tranz Rail mō te whakaaetanga o te kaimahi hou ki te mea atu ki te Uniana o Rail me Maritime Transport kua whakaae tahi te kaimahi hou me Tranz Rail ki ngā whakataunga kua tāpiritia atu.

Te kōwhiringa utu-ā-tau

- 4.5 Tērā pea ka whakaae a Tranz Rail me te kaimahi i te taha o te uniana ki tētahi utu-ā-tau whānui mō ngā kaimahi e utua ana i raro i te tauine 1 kei roto i te Pukapuka Äpiti Utu. Nā, ki taua momo whakaaetanga, ka taea pea te whakauru ngā rere kētanga ki roto i ngā wāhanga e whai ake nei o roto i te whakaritenga nei, arā:
- Ngā whiti atu i te 8.1 ki te 8.4
 - Ngā whiti atu i te 11.2 ki te 11.17
 - Te whiti 12.4(i)
 - Te whiti 12.8

Ngā kaimahi tüao

- 4.6 Käore ngā wāhanga e whai ake nei o tēnei whakaritenga e pā ki te hunga kaimahi tüao: arā,
- Te whiti 12.8
 - Ngā whiti atu i te 13.5 ki te 13.13, ā, me te whiti 13.16 (ka pā kē ko ngā whakatakotoranga o te whakaaetanga motuhake o te Holidays Act).
 - Te Pukapuka Äpiti Te Tono Ki Mahi Kē me te Whakahapanga.

Te wāhanga ki te taha whakawhitinga

- 4.7 Käore te whakaritenga whakaaro tahi nei e pā ki ngā kaimahi i mahi i raro i tētahi whakaritenga tangata takitahi (ehara i tētahi whakaritenga tangata takitahi i whakanohoa i runga i tētahi kirimana mahi tahi kua mōnehu) i te ūmatanga o te whakaritenga whakaaro tahi nei. Heoi anō, ka whakaae pea te kaimahi me te Kamupene ki te kuhu mai ki roto i te hīp okitanga o te whakaritenga whakaaro tahi me te kore pā o te whakaritenga tangata takitahi o mua atu; käore taua momo whakaritenga e tāwhitia kutikuti noatia.

5. NGÄ TAUTUHINGA

- 5.1 **Te karanga hoki mai:** he hoki mai ki te mahi i te mutunga o tētahi wā mahi ki te whakatutuki i tētahi mahi o tua atu, ki te whakatutuki rānei i tētahi mahi i puta noa ake. Ehara tēnei āhuatanga mahi i te karanga hoki mai, arā, ki te mahi i te katoa, i tētahi wāhi rānei o te wā mahi i āta whakaritea kia mahia i te wā whakatā, hei tauira, nā te ngaronga o tētahi atu kaimahi i te mahi. Mutu ai te karanga hoki mai i te wā e ūmata ai te wā mahi o tua atu.

- 5.2 **Te öwehenga-ä-häora:** Mō te take ki ngā kaimahi whakahaere tereina, ko te öwehenga-ä-häora te kotahi o te waru tekau o te katoa o te öwehenga; engari pä ai te papa öwehenga ki te tätaitanga o te häora tuwhene.
- 5.3 **Te Kaimahi Tiriwä:** he kaimahi e mahi ana i runga i tētahi rārangi ingoa takahurihuri, ä, ka uru atu ki roto i te iti rawa o te 40 örau o ngā wä mahi i runga i te rārangi ingoa ngā häora kei waenganui i te 2000 me te 0600, tētahi atu kaimahi mahi ränei mahi ai mö neke atu i te 40 örau o ö rätou häora i waenganui i te 2000 me te 0600 häora.
- 5.4 **Te wä mahi:** he “rä mahi” tae atu ki tētahi tiriwa i roto ake i te rārangi ingoa te tikanga o tēnei. He wähi o ngā wä mahi te “tack on”, arä, te mutu ämuri atu i te häora mutu, te tūmata moata ränei.
- 5.5 **Te kaimahi wäkikī** he kaimahi e wātea ana ki te mahi mö ngā häora piki noa atu ki te 80 i te rua wiki.
- 5.6 **Te kaimahi wäpoto:** he kaimahi ko te tikanga ka mahi mö ngā häora iti iho i te 75 häora i te rua wiki.
- 5.7 **Te whakaritenga mahi:** he whakaritenga mahi o te wä nei ka haere tonu. Me i kore ränei kua whakaaetia e Tranz Rail, käre te whakaaetanga motuhake me te kore utu e taea te kihe whakaritenga mahi engari käre te haerenga tonu e whati.

6. TE RÜNANGATANGA

- 6.1 E whakatau ana mätou, kei te noho ö mätou pänga i runga i te ngäkau kotahi, ä, ko te haere tonu o te rünangatanga i waenganui i a mätou te mea tino nui rawa atu. Otirä, e whakaae ana a Tranz Rail ki te rünanga i te taha o te uniana mö ngā whakarere kētanga kei te whakaarotia, ä, tērä pea ka pä ki ngā tikanga o te mahi.
- 6.2 E ai ki te whiti 6.1, ka mahitahi ngā taha ki te whakakuhu i ngā huarahi mahi hou me ërä kua oti te whakapai ake, ä, ki te whakakuhu i ngā whakaritenga, ngā takinga, ngā utauta me te hangarau.
- 6.3 I whakatinanatia te maha o nga huarahi mahi o te wä nei me ngā tohutohu whakahaeretanga i te taha o ngā kaimahi, o te uniana ränei. Ko te koronga o ngā taha, kia haere tonu tēnei ara rünangatanga äpöpö ki te whanake i ngā huarahi mahi.
- 6.4 Hei wähi o te takinga nei ka karangahia e Tranz Rail ngā hui ki te matapaki i ngā take nunui e pa ana ki te mahi, ä, ka noho tuwhera ki ngā whakatatanga mai ki te matapaki i ngā take kei te mäharaharatia.
- 6.5 Ka mau ngā kaiwhakahaere me ngā kaitirotiro ki te kaupapa o te tatau puare.
- 6.6 Ka äkinatia ngā kaimahi me te uniana ki te whakahokihoki kōrero mai e pä ana ki ngā take kei te mäharaharatia. Käre he raruraru e taea te whakatika e ngā kaiwhakahaere ki te kore rätou e möhio he take kei te haere.
- 6.7 Täpiri atu ki tēnei, ka taea e te uniana te karanga ngā hui ökawa kua utua ki te matapaki i ngā take e pä ana ki te mahi. Ko tä ngā hui e whai nei, ko te hoatu wä ki ngā kaimahi ki te whiwhi pärongo, ä, ki te matapaki i ngā take i taua wä anö kia iti noa iho ai te wä whakapöreatanga ki ö mätou kiritaki.
- 6.8 He rawaka te wä pänui (piki atu pea ki te 14 rä ka taea) ka hoatu kia taea ai te whiriwhiri ngā rüpainga mahi kia iti noa iho ai te whakapöreatanga, ä, kia tae ai te tino tini o ngā kaimahi ki ngā hui. Kia tüpono ai ki tēnei, ko te tikanga, käre ngā kaimahi katoa e tae ki te hui kotahi, ä, i ëtahi wä me whakahaerea anö pea ëtahi atu hui.

6.9 Ko te tikanga, kāore te pupūtanga o ngā hāora mö ngā hui nei e neke atu i te whā hāora ki roto i ia maramataka tau.

6.10 Noho ai he rünangatanga whai mana me tētahi hononga whakahoā i waenganui i ngā taha i runga i te whiwhi a te hunga whakahaere me ngā māngai o te uniana i te whakangungu me te mātauranga tika ki ngā taumata katoa e pā ana ki ö rätou tūnga. Ka whakawhiwhia pea te whakaaetanga kua utua mö tēnei koronga.

7. TE MÄNGAITANGA

7.1 Ka ähei koe ki te whiriwhiri i a koe ake hei māngai möu, i tö uniana, i tētahi atu tangata ränei mö ngā take e pā ana ki tö mahi. Ko ëtahi ake tauira pü, ko:

- Tētahi pakirehua, tautohe ränei e pā ana ki te whakamāramatanga, ki te whakamahinga, ki te whakahaeretanga ränei o ngā tikanga o te mahi. Kia maumahara ki te tikanga o te tohutohu o te takinga kua takoto i roto i te whiti 6, ko te karawhiu i te take i te wä käinga te kaupae tuatahi.
- Tētahi tono e pā ana ki tētahi amuamu whaiaro kei a koe mö ngā take përä i tētahi pananga kore tika, tētahi whakahauätanga, tētahi aukati, tētahi hawene i te hōkakatanga, i te iwi ränei, ä, i tētahi tikanga whakatina ränei.

7.2 Ka ähei koe ki te whakamana i tö uniana, i tētahi atu tangata ränei ki te tū hei māngai möu i raro i ngā whakaritenga o te Employment Relationa Act. Ka tangohia mai ö koha uniana i tö utu.

7.3 Ka ähei te uniana ki te kuhu atu ki roto i ngā papanga mahi a Tranz Rail i te wä e ähua ngäwari ana, ä, whai atu ana i te tuku tohutohu ki te kaiwhakahaere o te papanga mahi ki te matapaki i ngā take e pā ana ki te mahi.

8. TE UTU ME NGÄ UTU TÄPUI

8.1 Ka utua koe i raro i ngā whakaritenga e pā ana ki ngā öwehenga me ngä utu täpui kei roto i ngä pukapuka äpiti mö te Utu me te Utu Täpui.

8.2 Ka utua te 80 o ngä hāora i te rua wiki ki ngä kaimahi wä kiki i te öwehenga ä -hāora kua äta whakahuatia i roto i te Pukapuka Äpiti Utu.

8.3 I te wä e ngaro ana koe me te kore whakamanatanga mai i tö mahi, kāore te utu-ä-hāora rua wiki itinga rawa e pä. Ka utua he utunga anake mö te pupūtanga o ngä hāora i ingoa rärangitia ia rua wiki me te tango atu i ngä hāora i ingoa rärangitia engari kāore i mahia e koe nä te ngaronga.

8.4 Ka tangohia hoki pea e Tranz Rail he tangohanga e ai ki ngä wāhanga o tēnei whakaritenga mö ëtahi atu wä whakatä kore utua i whakamanatia.

8.5 Ka haere tika te utunga ia Täite tuarua ki tö pëke pütea kua whakaingoatia e koe

9. TE NEW ZEALAND RAILWAYS STAFF WELFARE TRUST

Me i kore ränei kua whakawäteatia koe i mua atu, ka mahi ränei mö ngä hāora iti iho i te 40, he kaimahi tūao koe, mehemea ränei he wä mahi täu kua whakapūmautia ki te 12 marama, iti iho ränei, ka noho mema koe mö te New Zealand Railways Staff Welfare Trust, ä, ka tangohia ngä koha mai i tö utu.

10. NGÄ WHAKAPAU UTU

- 10.1 Kāore tō pūkoro e poto mö ngā whakapau utu ka taea te whakamana, ā, i puta ake i a koe e mahi ana.
- 10.2 Ka tere tonu te whakahoki atu a Tranz Rail i te katoa o ngā tino whakapau utu me ērā e āhua ngāwari ana i puta ake i a koe i tētahi ngaronga i te mahi, i tētahi whakangungu rānei i whakawhiwhia. Me haere mai i te taha o ngā tono ngā puka whakamana utu i raro anō i ngā hiahiatanga a Tranz Rail. Ki te hiahia koe, ka āhei koe ki te tono āwhina i mua atu i te utunga o ngā whakapau utu nei.
- 10.3 Engari anake mö ngā āhuatanga whakangungu, mö ngā rünanga me ngā hui a te Kamupene, ka taea e koe te whakarite tōu ake whare noho me ngā kai, tētahi rānei o ēnei. Ko ēnei e whai ake nei ngā utu tāpui ka utua i te mea e tika ana:

<i>Ki te whakawhiwhia e Tranz Rail:</i>	<i>Te utu tāpui ia pō</i>
Te whare noho me ngā kai	Mö ngā āpiti noa iho \$9.53
Te whare noho	Mö ngā kai, mö ngā āpiti noa iho \$71.53
<i>Ki te kore tō whare noho me ngā kai e whiriwhiria e Tranz Rail</i>	Te Whare Noho, Ngā Kai me Ngā Āpiti Noa Iho \$131.33

- 10.4 Tērā pea ka whakawhiwhia e tō kaiwhakahaere ngā kai mö ngā take pērā i tētahi mahi ohorere, i ngā takaporetanga rānei mai i te rerewē. Ka taea hoki te whakaaetia he utunga whakahoki mö te utu āhua ngāwari o tētahi kai ki te tonohia koe ki te mahi hipa atu i te wā e tika ana möu ki te mutu, ā, i poto te wā whakaatu, ā, ka taka te whakaroatanga atu nei ki te wā e tika ana mö tō wā e kai ai.

11. NGÄ HÄORA O TE MAHI

- 11.1 E whai ake nei ngā häora whakawhāiti o te mahi hei häpai i te hauora me te haumarutanga i roto i te wāhi mahi kāore nei i āta whakahuatia i roto i te pukapuka ako mö te whakahaere rerewē.

	Tērā e hiahiatia ana	Te tino mutunga
Te mutunga rawa o te mahi:	12 häora	14 häora
Te whakangä i waenganui i ngā wā mahi:	12 häora	10 häora
Te hia kē mai o ngā wā mahi whai atu i mua atu i te rä e kore mahi ana:	10 häora	12 häora

I te wā o te whakaritenga nei, ka whanaketia atu anō ngā whakatakotoranga nei, ka whakahautia i roto i te pukapuka ako mö te whakahaere rerewē.

- 11.2 E whakatau ana mätou i te whāinga a Tranz Rail kia noho ko ia ki mua i ngā mahi whakarato waka engari, ka taea anake tēnei mā te ngāwari me te mahitahi kia āta kitea ai kei te tutuki ngā hiahiatanga o ngā kiritaki. Ko tā mätou whāinga ki te whakatakoto i ngā häora me ngā rä ka mahia i roto i te ngākau kotahi, ko te kaha atu o te hoatu i te pūmautanga e whai kiko ana, ā, me te taea anō te whakarere kē kia tutuki ai ngā hiahiatanga o ö mätou kiritaki, ahakoa ēnei he pütake i āta whakaarohia mö tētahi wā taupua, ki tētahi wā rānei he poto te pānui. Ko te hiahiatanga o tēnei, ko te taurite i waenganui i te whakatutukitanga i ngā whakaritenga o te kiritaki, ā, i te kaha me te wehi ki ngā ütanga whaiaro me ngā ütanga whānau a te tangata takitahi.

Ngā Häora o te Wā Nei

- 11.3 Ko ö tikanga häora me ngā rä o te mahi i te fūmatanga o tēnei whakaritenga aua häora, aua rä i pä tonu mai rä i mua atu i te fūmata o tēnei whakaritenga.

He Whakahoutanga kua Whakaarotia

- 11.4 Ko te tikanga o te mahi ki te whakaaro i ngā rā me ngā hāora, he pupuri kia noho ki te 80 hāora pea mō ngā wā mahi piki atu ki te 10 i te rua wiki. Mehemea he whai kiko kei roto i te whakaaro i ētahi atu wā mahi, me neke atu pea i te 10 engari ka utua aua wā mahi i tua atu hei hāora tuwhene (i raro i tēnei take, ka noho ngā wā mahi o te Rāhoroi, o te Rātapu rānei hei hāora tuwhene). Ko te tikanga, ka noho ngā kai whakangā ki te iti rawa o te 30 meneti, ā, piki atu ki te 60 meneti, ā, ka noho ngā wā whakangā ki te 10 meneti. Ko te tikanga, me noho ngā kai whakangā ki te wāhi waenganui, ngā wā whakangā ki te wāhi hau whā me te wāhi hau toru whā o te wā mahi. Ki te whakapūmautia ngā wā mō ngā kai whakangā, ka noho kore utua ēnei. Kia iti rawa pea i te 10 hāora me noho ki waenganui i ngā wā mahi kua whakaarotia.
- 11.5 I roto i te mahi whakatakoto i ngā hāora, i ngā rā rānei kua whakaarotia, ā, mehemea ka taea e Tranz Rail, he nui tonu te wā ka hoatu e ia ki te pānui atu i tētahi whakaaro ki te whakarere kē i aua hāora me aua rā (ki te iti rawa pea o te 14 rā me i kore rānei koe ka whakaae ki tētahi atu). Ka haere atu a ia ki te uiui ia koe, i te uniana rānei i runga anō i ngā tohutohu o te taha whakahaeretanga (hei tauira, te Pukapuka Ako Whakahaere Rerewe) e pā ana ki tō wāhi mahi. Ko ngā tohutohu ēnei ka whakatinanahia i ngā rünangatanga i te taha o te Uniana mai i tētahi wā, ki tētahi.
- 11.6 Ki te mahi koe i runga i tētahi rārangi ingoa, ka pānuitia atu ō wā mahi i te iti rawa pea o te 10 rā i mua atu i te wā e hiahiatia ana koe kia tūmata.

He whakahoutanga wā poto kua whakaarotia

- 11.7 Mehemea kei te whakaarotia he mahi nunui me tētahi whakatikati nunui, tētahi rānei o ēnei, ā, kei te whakahaerea i ngā rā i waho atu i ngā rā mahi e tika ana mōu, tērā pea ka tae atu he pātai ki a koe mehemea ka whakaae koe ki te neke i ō tikanga rā mahi kia mahia e koe i aua rā nei. Ko te tikanga, ka iti rawa pea i te 4 wiki te wā pānui i a koe mō ngā āhuatanga pēnei, ā, ka whakawhiwhia ngā ōwehenga whiu ka pā ki a koe i aua rā e mahia ana e koe. Kāore he whakarere kētanga ki ō rā mahi mō ngā hinonga wā poto kua whakaarotia ki te kore tō whakaaetanga.

He Whakahoutanga Pānui Poto

- 11.8 Ki te hiahiatia he whakahoutanga ki ngā hāora me ngā rā rānei o te rua wiki kua whakaarotia, ā, kua oti kē nei te whakarite, ka noho te nui o te wā ki te pānui i a koe i runga i ngā āhuatanga e taea ai te pēnei me te taea te haere atu ki te kōrero ki a koe.
- 11.9 Ka whakanuia e mātou ngā hiahiatanga me ngā ūtanga o tēnā me tēnā, ā, ka whakahaerea ngā whakarere kētanga whai kiko mehemea ko tēnei te mea pai kē, te mea tino āhei. Engari ki te kore he whiringa ngāwari kē atu i te wātea mai, ka whakamahia he whakahoutanga pānui poto mā te kotahi o te whakaaetanga. Kāore ngā hāora me ngā rā kua whakaarotia mō te tauriterite o te rua wiki e whakahekea nā te putanga ake o te whakahoutanga (me i kore rānei koe ka whakaae).
- 11.10 Ki te hiahia koe ki te whakahou i ō hāora, i ō rā rānei o te rua wiki kua whakaarotia, me nui hoki tō hōmai wā pānui mēnā ka tukua e ngā āhuatanga. Ka whakamomori a Tranz Rail ki te whakatutuki i ō hiahiatanga. Ko ngā whakawhitinga o ngā wā mahi me tētahi whakaaetanga-ā-tau kāore i whakaarotia ngā tauira o tēnei.

Te Hāora Tuwhene

- 11.11 Ka utua te hāora tuwhene i te ōwehenga o te wā me te hau rua i raro i te pūtake e whai ake nei:
- ngā hāora neke atu i te 80 i te rua wiki

- ngā wā mahi i tua atu, i runga atu i te 10 (mehemea rānei he kaimahi wā kīkīkoe, ngā wā mahi i tua atu i rārangi ingoatia rā koe ki te mahi iti iho i ngā wā mahi 10 i te te rua wiki)
- te karanga kia hoki mai

Ngā Öwehenga whiunga

11.12 Käore ënei e whai ake nei e pä ki ngä kaimahi whakahaere tereina, ki ngä tūmau rānei o te tereina:

	<i>Te utunga öwehenga ki te kaimahi i tautetia i mua atu i te 25 o Whiringa-anuku, 1992, ä, ki ngä kaimahi katoa mai i te 1 o Kohi-tätea, 2002</i>	<i>Te utunga öwehenga ki te kaimahi i tautetia i mua atu i te 25 o Whiringa-anuku, 1992. Ka pä tēnei tae noa ki te 31 o Hakihea, 2001</i>
• Tētahi wā i mahia i te Rāhoroi:	Te wā me te hau rua	Te wā me te hau whā
• Tētahi wā i mahia i te Rätapu:	Te wā täpara	Te wā me te hau whā
• Tētahi wā i mahia i waenganui i ngä häora atu i te 2000 ki te 0600 atu i te Mane ki te Paraire	Te wā me te hau whā	Te wā me te hau whā

11.13 Ki te heia te wā e mahia ana e koe mö neke atu i te kotahi o ngä öwehenga häora tuwhere, o ngä öwehenga whiunga rānei kua äta whakahautia i runga ake nei, ko te öwehenga teitei atu anake ka pä.

11.14 Me tökeke, me tika te whakaratonga o te mahi i te pö, i te mutunga rānei o te wiki ki waenganui i ngä kaimahi kua hipokinatia e te whakaritenga nei. Me kua he whakaarotanga mä te kaiwhakahaere ki te öwehenga whiunga ka whakamahia ki ngä tängata takitahi.

Ngä karanga kia hoki mai

11.15 Käore ngä kaimahi tiriwa e karangahia kia hoki mai i te wā whakangä 10 häora i waenganui i ngä wā mahi.

11.16 Ka pä ngä utunga e whai ake nei ki ngä karanga kia hoki mai:

- Te karanga kia hoki mai ki tētahi papanga mahi: Ka utua te täpiringatanga o te 1 häora i mahia ki te öwehenga häora tuwhere e tika ana. Ki te uru atu he wā i waenganui i te 2300 me te 0530 häora, ka whakahaerea he utunga itinga rawa o te utu häora e toru ki te öwehenga häora tuwhere e tika ana.
- Te karanga kia hoki mai engari käore ki tētahi papanga mahi (hei tauira, te mahi mai i te käinga i tētahi tuaranga waea, tauranga rorohiko rānei): te itinga rawa o te 30 meneti ki te öwehenga häora tuwhere e tika ana.

Te Wä Whakangä

11.17 Whakarere kë ai ngä karanga kia hoki mai i te ähua o te moe, ä, tērä pea ka whakaaweatia tö ora, tö tötika ki te whakatutuki i ö mahi i te wā mahi ka whai atu. Ka hoatu pea e tö kaiwhakahaere he wā whakatä ki a koe kua utua. Ahakoa te take, ka hoatu:

- (a) Ki te iti iho ngā hāora whakatā haere tonu mai i tētahi wā mahi ki tētahi i te 10, ka tukua e tō kaiwhakahaere he wā whakangā ki a koe ki te whakatika i ngā hāora 10 me te kore tangohanga mai i te utu; tērā rānei
- (b) Ki te puta he karanga kia hoki mai, ā, ka whatia te wā i waenganui i te 2300 me te 0530 hāora, ka whakaetia e tō kaiwhakahaere he wā whakangā e taurite ana mai i te wā mahi ka timata a taua ata.

Ngā kaimahi tūao

- 11.17 Ka whakahaerea e ngā kaimahi tūao ngā mahi kua whakatauhia mö rätou i runga i te pütake o te mahia i a koe e hiahia ana. Käore ngā whiti atu i te 11.2 ki te 11.13 me te 11.15 ki te 11.17 e pä. Ko te wāteatanga ki te mahi ahakoa he aha te rä te whakaritenga me ēnei hoki:
- Ka tae atu te whakaatu mä te iti rawa pea o te 1200 hāora i te rä i mua atu o tētahi mahi kua oti te whakatau. I runga anō i täu ka whiria, ka āhei koe ki te whakaae atu ki tētahi mahi mehemea he iti iho te wā pānui engari me kaha koe ki te whakatutuki i ngā whakaritenga he tinana kaha tōu. Ka waetia atu te pānui tae atu ki ngā tohutohu mö te mahi mä te nama waea i tohua rä e koe, ka waetia rānei ki te wāhi mahi mehemea kei te mahi koe;
 - Ki te kore koe e tae ki te mahi i te wā i whakaritea nä te mea kua pāngia koe ki te mate, nä tētahi tangihanga i roto i te whānau, nä tētahi atu āhuatanga rānei i puta noa ake, me whakaatu tere koa noa mai i te wā e taea ana kia pai ai te whakatakoto he whakaritenga kē atu.
 - Hei äwhina i te mahi ki te whakaaro mahi mö ngā kaimahi, me moata koa noa te whakaatu mai i ngā wā käore koe e wātea ki te mahi. Ko te hiahia, kia iti rawa pea i ki te rua wiki i mua atu o te rua wiki ka mahia.

Mä te kamupene ngā hāora me ngā rä o te mahi e whakaatu atu. Ka taea ēnei te whakarere kē atu, te whātoro atu rānei ki kō atu i aua hāora, i aua rä mehemea ko tēnei te hiahia kia oti ai te mahi, engari ka rünangatia tēnei i tō taha. Tua atu o tērā, ka taea te whakaheke te wā mahi kua whakaarotia.

12. TE WHAKAAETANGA

Ngā Rā Whakangā Tūmatanui

- 12.1 Ko ēnei e whai ake nei ngā rä whakatā kei te möhioia, ko te:
- Rā Kirihimete
 - Rā Whakapouaka
 - Rā o te Täu Hou
 - Rā tuarua o Kohi-tātea (tētahi atu rä rānei i tona wāhi)
 - Rā o Waitangi
 - Paraire o te Aranga
 - Mane o te Aranga
 - Rā o Anzac
 - Huritau o te Ariki Tapairu o te wā
 - Rā Whakanui i te Mahi
 - Rā Huritau (tētahi atu rä rānei i tona wāhi)
- 12.2 I te wā e taka ana he rä whakangā tūmatanui (engari anake te Rā o Waitangi, te Rā o Anzac rānei) ki runga i tētahi Rāhoroi, Rätapu rānei, ka whakanuia taua rä tūmatanui i te Mane e whai atu ana, ā, ki te taka tētahi atu rä whakangā ki runga i te Mane, ka whakanuia i te Türei e whai atu ana. Käore tēnei e pä ki a koe mehemea he kaimahi whakahaere tereina koe.

- 12.3 Mehemea kei te whakangä koe nä te mea he rä whakangä tūmatanui, ko ö tikanga häora mahi ka utua ki a koe mö te rä.
- 12.4 Ki te mahi koe i tētahi rä whakangä tūmatanui, ä, he rä mahi kē te tikanga o taua rä ki a koe:
- (i) Ka täparatia te öwehenga-ä-häora ki a koe mö ia häora ka mahia (engari anake mö ngä kaimahi whakahaere tereina me ngä kaimahi tūao, kö tö rätou öwehenga-ä-häora ake ka whiwhi i a rätou mö ia häora ka mahia); ä,
 - (ii) ka whakaheia tētahi atu rä whakatä ki a koe ka utua mö te wä e tika ana ki te katoa; mehemea kei te noho nama te Kamupene ki a koe mö te 8 rä, neke atu ränei, tērā pea ka whakarite te Kamupene kia kawea e koe i raro anö i ngä whakaritenga o te whiti 12.11 engari rä, mehemea käore tö tonu ki te whakangä i puri kore tikangatia noa atu.
- 12.5 Ki te taka he rä whakangä tūmatanui ki runga i tētahi rä o te wiki ehara i tö tikanga rä mahi, ka whakaheia he rä kē atu o te whakaaetanga kua utua. Käore tēnei wāhanga e pä ki ngä kaimahi wä poto, ki ngä kaimahi whakahaere tereina, ki ngä kaimahi tūao ränei.

Te Whakaaetanga-ä-Tau

- 12.6 Whakahaerea ai e Tranz Rail he tau whakaaetanga atu i te 1 o Hakihea ki te 30 o Whiringa-ärangi.
- 12.7 I te mutunga o ia tau o te mahi kua whai wāhi koe ki te whakaaetanga-ä-tau o te toru wiki. Whai atu ana i te mahi haere tonu mö te 7 tau o te wä nei, kua puta te wiki tuawhä o te whakaaetanga ki a koe. Ä, mö tētahi whai wāhitanga ki te whakaaetanga i runga atu i te toru wiki, ka taea te haria ä-monitia me te whakaaetanga a tö kaiwhakahaere. Me tino haria e koe he rä o te whakaaetanga-ä-tau i te taha o ia rä i haria ä-monitia.
- 12.8 Mehemea he kaimahi tiriwa koe, kua ähei koe ki te whiwhi i tētahi atu täpiringatanga whakaaetanga o te wiki; ka wherawhera-ä-örautia mehemea kei runga mahi tiriwa koe mö te wä iti iho i te tau.
- 12.9 Mehemea kua whiwhi kē i a koe tētahi atu whakaaetanga-ä-tau o te wiki tuawhä, ka mau tonu koe ki taua whiwhingatanga.
- 12.10 Me riterite tonu te wä e whakangohe ai, e whakatāmata ai koe i a koe mai i te mahi. Nä tēnei take i tonu ai a Tranz Rail kia kawea taua whakaaetanga i roto tonu i te 12 marama o te rä whakarite engari mö ētahi ähuatanga motuhake, ka whakaae pea a Tranz Rail kia whakaemia ki tētahi atu rä a muri atu. Ko te tikanga me tuhia aua momo whakaritenga. Me äta noho ki te matapaki i ö hiahiatanga mö te whakangä i te taha o tö kaiwhakahaere kia whai kiko ai ö hiahia. Kia pai ai te äwhina i te whakaarotanga o te whakaaro mö ngä mahi ka mahia me te rārangi ingoa i ngä mahi, me nui tonu koa nei te wä ki te pänui mai mēnä ka taea. Ko te hiahia kē kia möhioia ngä whakaritenga whakaaetanga i mua i te takatütanga o te hoahoa mahi, o te rārangi ingoa ränei. Ka tere tonu te whakaatu atu a tö kaiwhakahaere mehemea ka taea ö tonu whakaaetanga te whakatutuki kia kaha ai koe ki te whakaoti i äu ake whiriwhiringa.
- 12.11 Kei a Tranz Rail te mahi ki te whakatakoto i ngä pukapuka äpiti whakaaetanga, ä, ki te kore he whakaritenga e tutuki, ka nui tonu te hoatu wä pänui a Tranz Rail ki a koe mehemea ka taea e ia engari käore te hoatutanga o te pänui o te whakaaetanga-ä-tau e iti iho i te kotahi wiki.
- 12.12 Mö ētahi ähuatanga, ka taea he utunga ki mua o tö whiwhingatanga te kawea. Heoi ano, mö tēnei ähuatanga me whiwhi i a koe te whakaaetanga o tö kaiwhakahaere.

Pēhea ai Te Utua o te Whakaaetanga

- 12.13 Tatauhia ai te 10 o ngā rā whakaaetanga-ā-tau ko te whakaaetanga-ā-tau mö te katoa o te utu mö te rua wikiwhakaaetanga-ā-tau mö te katoa o te utu o te rua wiki. I waho atu o tērā, ka tangohia te whakaaetanga-ā-tau i runga i te pütake o te kotahi rā mö ia ngaronga 8 hāora, ā, ka haria atu ki te rā hau rua tata atu. Kāore te whakaaetanga e tangohia, e utua rānei mö ngā ngaronga mö ngā wā mahi i tua atu kua rārangi ingoatia, mö ētahi atu hāora tuwhere rānei. Utua ai ngā kaimahi wā poto i raro i tētahi kaupapa öwehenga.
- 12.14 Ka utua te whakaaetanga-ā-tau i raro anō o ngā whakaritenga mö te Holidays Act 1981 i whakaritea rā i te 20 o Whiringa-ā-nuku, 1997; engari mēnā anake kāore te utu mö te whakaaetanga o ngā tau o mua atu i kawea whakamua mai ki tēnei tau e iti iho i te öwehenga mö te whakaaetanga i whakaratoa mö te tau nei i te 1 o Hakihea.
- 12.15 Ka katia atu ngā utunga moni täpiri a Tranz Rail mai i te tätaitanga o ngā moni utunga tau toharite.

Te Kati mö te Tau

- 12.16 Ki te katia te katoa, tētahi wāhanga rānei o te mahi (hei tauira i te wā o te Kirihimete atu ki te marama o Kohi-tātea) mö te wā pea tēnei piki atu ki te 3 wiki (täpiri atu i ngā rā whakangā tūmatanui o te wā e kati ana) i te tau. Ki te pä tēnei ki a koe, ka hoatu pea te iti rawa o te kotahi marama ki te pānui i te kati. Ki te iti rawa ö putu whakaaetanga-ā-tau, ka whakanohoa koe ki runga i tētahi whakaaetanga tärewa engari rā i mua atu i te whakapau anō a Tranz Rail i öna kaha i te tuatahi ki te kimi i tētahi atu mahi kē möu. Ka taea e koe te pupuri ngā rā piki atu ki te 5 i te tau o te whakaaetanga kia kawea i ētahi atu wā i roto i te tau.

Te Whakaaetanga Hākoro

- 12.17 Ka whakaheia te Whakaaetanga Hākoro i raro anō o ngā whakatakotoranga o te Parental Leave and Employment Protection Act 1987.

He tohutohu: Kei roto i te Ture e mea ana ka taea pea te whakaaetanga tärewa te kawea engari i raro anō i ngā herenga o ētahi tino huarahi ake kia whakahaerea e ngā wāhine, e ngā täne i te wā o te whānautanga o te tamaiti, o te tuku rānei i a ia hei whāngai. Piki atu pea ki te 52 wiki te wā o te whakaaetanga tärewa.

- 12.18 Ki tä te Ture me tino whāia ētahi tino huarahi ake, ā, me tuku pānui ngā kaimahi ki a Tranz Rail ki te iti rawa o te kotahi marama i mua atu i te rā kua whakaarotia mö te whānautanga te wā pānui. (He rere kē ngā wā pānui mö te whāngaitanga).
- 12.19 E ai ki ngā herenga o te whakaritenga kua oti te whakatakoto i roto te Parental Leave and Employments Protection Act ka puritia tö mahi kia noho tuwhera ai ki a koe. I te wā e tono ana koe mö te whakaaetanga, ka whakawhiwhia te katoa o ngā mokamoka kōrero ki a koe e pä ana ki aua whakaritenga, ā, me ētahi atu pärongo.
- 12.20 Ki te kawea e koe te Whakaaetanga Whakawhānau ka utua he takuhe ki a koe e taurite ana ki te wā o te Whakaaetanga Whakawhānau, piki atu ki te 6 wiki. Ka utua te takuhe nei i te 6 marama whai atu ana i te hokinga ki te mahi.
- 12.21 Ki te rihaina koe ki te tiaki tamariki kāore anō kia haere ki te kura, ka whakaarohia tö tonu mö tētahi tūranga noho wātea i mua atu i ngā tonu mai a te hunga o waho i raro anō o te herenga kei a koe ngā pükenga e hiahiatia ana mö te tūranga e noho wātea rā. Me iti rawa i te 3 marama te wā möu ki te pānui i tö hiahia ki te hoki anō ki te mahi. Kāore te ngaronga mai i te mahi e uru atu hei wāhi o te mahi haere tonu engari kāore te haerenga tonu e whati. Ka pä te wāhanga nei mö tētahi mutunga rawa o te 5 tau, ā, kai roto tētahi Whakaaetanga Hākoro i whakaheia i mua atu.

Te Whakaaetanga Mahi Roa

- 12.22 Ka ähei koe ki te whiwhi i te kotahi wä o ngä wiki e 4, i te rua wä ränei o ngä wiki e rua o te whakaaetanga mahi roa whai atu ana i te otinga o te mahi mö te 20 tau.
- 12.23 Me kawea te whakaaetanga mahi roa i te wä e pai tahi ana ki te katoa, engari ahakoa pēhea, me kawea i roto i te rima tau whai atu ana i te rä o te whiwhingatanga.
- 12.24 He rite anō te tātaitanga o te utu i te wä kei runga koe i te whakaaetanga mahi roa ki te utu mö te whakaaetanga-ä-tau.

13. TE HAUORA ME TE HAUMARUTANGA

- 13.1 E ngäkau nuitia ana e ngä taha o tēnei whakaritenga te hauora me te haumarutanga, ä, ka mahitahi ki te äta titiro kua tü he whänuitanga o ngä hōtaka äraitanga i te whara me ngä hōtaka papare i te hauora. Kei te möhio mätou ko tö mätou hauora te mea nui i roto i tētahi wähi mahi whai hua, whai kaha.
- 13.2.1 Ko te whakatairanga i te hauora pai me ngä mahinga haumaruru te mea e hiahiatia ana ki te whaitake i ngä pängia ki te mate me ngä aituä.
- 13.2.2 E ai anō ki ngä kaupapa here me ngä huarahi kua whakaritea i roto i te IMP Agreement, ka whakatairanga tahi a Tranz Rail me te uniana i tētahi hōtaka Whakahaere Whara ki te äwhina i te hoki moata o ngä kaimahi ki te mahi whai atu ana i tētahi whara, i tētahi pängia ränei ki te mate.
- 13.2.3 Ka kimi tohutohu a Tranz Rail i te taha o te uniana mö ngä whakaritenga o te rānga aituä i hangaia e ai anō ki te Accident Insurance Act 1998, a, mä te IMP Steering Committee te whakaputanga o ngä ratonga e tirotiro.
- 13.2.4 Ka whakaae a Tranz Rail me te uniana ki te whakatinana i tētahi tikanga mö te kākahu paparetanga i te wä ora o te whakaritenga.

Ngä Takohanga a Tranz Rail

- 13.3 Ka pēnei a Tranz Rail, arä, ka:
- whakarato me te mau tonu ki tētahi taiao mahi haumaruru;
 - whakarato i ngä kete whakaora whāwhai ohore tika kia puritia i ngä wähi tika mö te tüpono o tētahi aituä;
 - whakarato i ngä utauta whakahaumarutanga e tika ana, e whakaheke ana i te tüpono puta o te whara, o te aituä, o te pängia ränei ki te mate i te wä e mahi ana;
 - ü ki ngä whakatakotoranga o ngä hanganga ture haumarutanga katoa e pä ana ki öna whakahaeretanga.
 - whakarato huarahi ohore mö te wähi mahi.

Ö Takohanga

- 13.4 Ka pēnei koe, arä, ka:
- manaaki koe i töu ake haumarutanga me tērä o te hunga ka pängia pea e te mahi ka mahia e koe, e ngä ähuatanga ränei o te mahi käre e mahia e koe;
 - mahi i te taha o Tranz Rail i runga i ngä take e pä ana ki te hauora me te haumarutanga;
 - noho koi ki ngä huarahi ohore o te wähi kei roto koe e mahi ana;

- whakamöhio i tētahi aituā, mörea, āhuetanga marahea rānei e puta ake ana i te wāhi mahi ki tō kaitirotiro, ki tō whakahaere rānei;

Me mahara mai hoki ki tēnei, arā, mehemea nā tētahi aituā i te mahi ka pā te whara ki a koe, me whakamöhioitia i taua wā tonu. Ki te kore koe e pēnei, tērā pea ka puta he whakahēnga mā wai ngā utunga mö te ngaronga.

Te Whiwhingatanga Whakaaetanga Mäuiui

- 13.5 Ka whakawhiwhia e Tranz Rail te whakaaetanga i runga utu mehemea ka ngaro koe nā tō pängia ki te mate, mehemea rānei ka riro māu tētahi o te känga kei te pängia ki te mate e tiaki mö ngā wā poto. Ko te 6.5 rä i te tau tō whiwhingatanga.
- 13.6 Ka whakaemia ngā whakaaetanga kore whakamahia mai i tētahi tau ki tētahi.
- 13.7 Ki te pau tō whiwhingatanga whakaaetanga mäuiui, ka whakaae pea kōrua ko tō kaiwhakahaere ki te täpiritanga o ētahi atu whakaaetanga mäuiui ka utua. Ka tino manakohia ngā take pea he taumaha te pängia ki te mate, he taumaha te rühä/te ahotēa rānei ka tino raruraru te haumarutanga.
- 13.8 Me äta titiro koa noa kei te äwhina koe i te haere pai o ngā mahi o te kaipakihi mā te moata tonu o te tuku tohutohu ki tō Kaiwhakahaere i te rä tuatahi o te ngaronga nā te pängia ki te mate, nā tētahi tängihanga rānei mehemea ka taea. Me kaha koa noa hoki te tuku whakaatu ki tō kaiwhakahaere mö te wā pea e hoki ai koe ki te mahi.
- 13.9 Me äta whakawhiwhia hoki e koe he tohu ä-tinana, arā, he medical certificate mai i tō rata mö tētahi whakaaetanga pängia ki te mate/noho-ki-te-känga mö tētahi ngaronga mö ngā rä neke atu i te 5. Mö ētahi atu āhuetanga anō(hei tauira, ki te kitea he ritenga o te riterite o ngā pängia ki te mate mö te wā poto, he täruarua rānei ngā ngarongatanga), tērā pea ka hiahiatia anō koe ki te whakawhiwhi i tētahi tohu ä-tinana mö tētahi ngaronga piki atu ki te 5 rä engari ka noho tēnei i raro anō o te herenga i tuhia e koe he tohutohu i mua atu.
- 13.10 Ki te kitea nā tētahi aituā i te mahi tō ngaronga, ka whakapiria atu tō utu äwhina hunga whara ki te öwehenga o te whakaaetanga mäuiui me te kore noho nama ki tō whiwhingatanga whakaaetanga mäuiui. Ki te kitea nā tētahi aituā ehara i te mahi te take o tō ngaronga, ä, he whiwhingatanga whakaaetanga mäuiui täu, ka whakapiria atu tō utu äwhina hunga whara ki te öwehenga o te whakaaetanga mäuiui, ä, ka namahia i runga i tētahi pütake e taurite ana ki tō whiwhingatanga whakaaetanga mäuiui.
- 13.11 Ka namahia o utunga whakaaetanga noho-ki-te-känga me ngā utunga whakaaetanga mäuiui ki tō whiwhingatanga i runga i te kaupapa rite anō ki tērā mö te whakaaetanga-ä-tau häunga ia mö tētahi ngaronga iti iho i te whä häora i te wiki mö ngā take he pänga öna ki te pängia ki te mate, ki ngā whakaritenga ki te kite niho, kite kanohi rānei, ka utua ēnei hei whakaaetanga mäuiui engari käre e tangohia mai i tō whiwhingatanga whakaaetanga mäuiui.
- 13.12 Kia whiwhi ai i a Tranz Rail tētahi aro matawaitanga o tō hauora, tētahi whakaaro rānei mö te wā e hoki ai koe ki te mahi, tērā pea ka tonu a ia kia whakauru koe ki roto i tētahi whakamätäu-ä-tinana ka whakahaerea e tētahi rata ka whakaingoatia e Tranz Rail whai atu ana i tētahi rünangatanga i tō taha. Mäna, mä Tranz Rail te rata e utu.
- 13.13 He whakakapinga tō whiwhingatanga whakaaetanga mäuiui me tō whiwhingatanga whakaaetanga noho-ki-te-känga mö ngā whakatakotoranga Whakaaetanga Motuhake o te Holidays Act 1981 ehara i te whakatäpiritanga.

- 13.14 Mehemea kei roto koe i tētahi tūranga kua āta tohua whai atu ana i te rünangatanga ki te taha o te tari o te motu he mahi tino mōrearea, tērā pea ka hiahiatia koe kia whakauru ki roto i tētahi whakamātau-ā-tinana ka whakahaerea e tētahi rata ka whakaingoatia e Tranz Rail whai atu ana i tana rünangatanga ki a koe, ā, māna e utu. He aro matawai i te kaha o tō tinana ki te mahi i tō tūranga te mahi a te whakamātau nei, ā, ka whakahaerea i ngā wā ka whakatakotoria whai atu ana i te rünangatanga i te taha o te tari o te motu mō te uniana.
- 13.15 Ka mahi tahi te uniana me Tranz Rail ki te arotake i te takinga mō te whakahaere i ngā arotakenga ā-tinana.

Te Whakaaetanga mō te Tangihanga

- 13.16 Whakawhiwhia ai hoki te whakaaetanga ki te tino whānuitanga o te whai kiko kia taea ai te pouri e pā ana ki te tangihanga te whakaputa, kia taea ai rānei te matenga o tētahi whanaunga tata te whakatau. Ki te hiahia koe ki te tuku takohanga me te whakatau, ā, tētahi rānei o ēnei ki tētahi tūpāpaku i tata, he pātanga rānei tōna ki a koe i te wā e ora ana, ka āta manakohia hoki te whakaaetanga tika. Nā ngā hononga whānau, nā ngā hononga whanaungatanga, nā ngā whakaritenga ahurea rānei pērā ki te tae ki te katoa, ki tētahi wāhanga o te tangihanga, o tōna tauritenga rānei. Ko te tikanga ka utua aua momo whakaaetanga engari mō ētahi take, kāore pea he utu.

Ngā Rongoā me te Haumanutanga mā te Rongoā

- 13.17 Me kaha tonu koe ki te tuku tohutohu ki tō kaiwhakahaere mō ngā rongoā kei te kainga e koe, mō te haumanutanga rānei mā te rongoā kei te whakahaerea e koe tērā pea ka pā ki tō kaha ki te mahi me te kore whara.
- 13.18 Mō ētahi atu āhukatanga, tērā pea ka tono a Tranz Rail kia whakauru koe ki roto i ngā whakamātautau i te waipiro me te whakamātautau i te rongoā kore whakararu (hei taurira ngā whakamātautau o te hau, o te mimi rānei). Ka whakahaerea ngā whakamātautau nei e tētahi tangata ngaio kua whakangungua, ā, ka ngata i ngā whakamātautau nei ngā whakaritenga katoa ka hiahiatia kia āta kitea ai te pai, te tika o te whakamātautau. Ko ēnei ngā āhukatanga e whakahaerea ai pea he whakamātautau, arā:
- i te wā e whakapikia ana koe, e whakawhitia ana rānei mai i tētahi tūranga kore whara ki tētahi he tino mōrearea.
 - i te wā e taka ana koe ki roto i tētahi ake raruraru me te whakaaro anō o tō kaitirotiro/kaiwhakahaere nāu te raruraru i puta ai, ā, mehemea kāore he tino whakamāramatanga i tua atu mō te raruraru.
 - i te wā ka tino whakaaro whakapae tō kaiwhakahaere i te/kei te haurangi tō āhua, kei te rangiruatia rānei e te taru kino, e te rongoā, ā, ka whara pea koe, ka whara rānei ētahi atu i a koe.
- 13.19 I roto i te mahi ki te whakarite mehemea me whakahaerea he whakamātautau, me aha rā he mahinga whai atu ana i te pono o te hua o tētahi whakamātautau, ka whakaarotia e Tranz Rail tana Employee Assistance Programme mō ngā wāhi e tika ana.
- 13.20 I te wā e hoki mai ana he pānui pono, ka tino whakahaerea he arotake i mua i te whakatakotoranga o tētahi whakataunga.

14. TE WHAKAMUTU I TE MAHI

Te Rehainatanga

- 14.1 Me hōmai e koe te itinga rawa o te rua wiki ki te pānui i te rihainatanga i te mahi, ā, ki te kore taua pānui, kua kore pea ngā utu-ā-hāora o te rua wiki e utua i tōna wāhi. Heoi anō, ka āhei

koe ki te whakaae i te taha o Tranz Rail mö tētahi wā pānui iti iho ki te rihaina koe. Mö ētahi ake āhuatanga anō, ka whiriwhiri pea a Tranz Rail ki te utu i a koe i te wāhi o tō pānui.

Te Pananga

14.2 Me hoatu e Tranz Rail he pānui o te rua wiki mö te pananga ki a koe, ä, ki te kore kua utua ngā utu-ä-hāora o te rua wiki i te wāhi o taua pānui. Mö tētahi hīanga tino hē, ka panaia pea koe e Tranz Rail me te kore pānui. Ka whakaarotia pea he whiunga iti iho hei huarahi kē tua atu i te pananga.

Te Whakamutunga nā te korenga kaha

14.3 Ka whakamutua pea tō mahi e Tranz Rail mā te hoatu i te momo pānui e tika ana ki te āhuatanga, mehemea ki te tirohanga o Tranz Rail, kua kore koe e kaha ki te whakatutuki tika i tō mahi nā tētahi āhuatanga ki tō tinana. I mua i te huri a Tranz Rail ki te whakamutu i a koe nā tō korenga kaha, ka whakaurua koe ki roto i tētahi whakamātau-ä-tinana ka whakahaerea e tētahi rata whānau whai mana (i whakaritea whai atu ana i te rünangatanga i a koe) ka whakaingoatia e Tranz Rail, ä, ka riro māna e utu. Ka whakaarotia e Tranz Rail ētahi atu pūrongo, tohutohu rānei ka hua mai i tāna ake rata whānau me tō rata, tētahi rānei o ēnei, i mua i tana whakatakoto i tētahi whakataunga whakamutunga.

14.4.1 Ki te whakamutua tō mahi mö tō korenga kaha, ka pēnei tō utua:

<i>Wä o te mahi</i>	<i>Te utunga katoa o te moni</i>
Mö raro i te 10 tau	te utu mö te 131 rä
Mö te 10 tau, neke atu	te utu mö te 261 rä

Ka täpiritia atu te toenga mai o te whiwhingatanga whakaaetanga mäuiui ki te katoa o te moni. Ehara te whakaaetanga whakatānga hai utunga.

14.4.2 Käore te Whiti 14.4.1 e pä ki ngā mema o te Locomotive Engineers Superannuation Fund. Ko ēnei kē e whai ake nei ka pä, arā: Ki te whakamutua tō mahi mö tō korenga kaha, kua ähei koe ki te whiwhi i te whakaaetanga whakatānga e ai anō ki te öwehenga kua whakatakotoria i roto i Te Pukapuka Äpiti Whakaaetanga Whakatānga ki tēnei whakaritenga, me te itinga rawa o te 65 rä. Ka täpiritia atu te toenga mai o te whiwhingatanga whakaaetanga mäuiui ki taua whakaaetanga. Ki te iti iho te pupütanga hei utunga i raro i te whitinga nei (a muri täke) täpiri atu i te pupütanga hei utunga e te Pütea i te pupütanga hei utunga i raro i te whiti 14.4.1 (a muri täke), nā, kua whakapiria atu ngā utunga ki te tauritenga o te whiti 14.4.1 (a muri täke).

Te Tohu Whakamana i te Mahi

14.5 I te wā o te whakamutunga i te mahi, ka whakawhiwhia koe ki tētahi tohu whakamana i te mahi e whakatau ana i ngā türanga i puritia e koe, ä, me te roanga o tō wā mahi. Tērā pea, ka whakawhiwhia hoki e tō kaiwhakahaere he whakapānga whaiaro.

Te Whakatānga

14.6 Ka hiahiatia ngā kaimahi i tīmata te mahi i mua atu i te 1 o Paenga -whāwhā, 1992 kia whakatā i te wā e eke ana ki 65 tau. Ka whakaae pea koe i te taha o tō kaiwhakahaere ki te whakarōa atu i te wā o tō mahi ki tua atu o taua tau.

14.7 Mehemea kei te whakaaro koe ki te whakatā moata atu ki te rä kua whakahautia i runga ake nei, ka ähei koe ki te tuku i tētahi tono ki a Tranz Rail, ä, kei a ia anō te tikanga ki te whakarite tono pērā i runga i te kaupapa o tā tēnā take, tā tēnā take.

14.8 Mehemea i whiwhi mahi koe i mua atu i te 1 o Hui-tanguru, 1999, ä, i roto i tētahi whakaritenga mahi i pä ki a koe o mua atu e mea ana ka whakawhiwhia he utunga whakatānga

ki a koe mö te mahi me te whakatā atu i te tau 50 ki te 65, ka utua te whakaaetanga whakatānga (he takohanga tauritenga rānei ki tö köwhiringa) e ai ki tauine kua whakatakotoria i roto i te Pukapuka Äpiti Whakaaetanga Whakatānga ki te whakaritenga nei.

Ngä Nama

14.9 Mehemea he nama pono äu ki a Tranz Rail, ka tangohia te pupütanga mai i ö utu-ä-häora i te wä o te whakamutunga.

Te Tono Ki Mahi Kë me te Whakahapanga

14.10 Ko te tikanga o te “ähuatanga whakahapanga”, ko te whakamutua o te mahi a te kaimahi e te kamupene nä te mea ko te katoa, ko te nuinga rānei o te türanga kei taua kaimahi, he türanga kua hapanga ki ngä whakaritenga o te kamupene, he türanga rānei ka hapanga a töna wä. Ka pä ngä whakatakotoranga o te Pukapuka Äpiti Te Tono Ki Mahi Kë me te Whakahapanga i te wä o tetahi whakahapanga, o te tono rānei ki mahi kë.

14.11 Ki te rere kë ngä rangatira engari käore te tuakiri o Tranz Rail e rere kë, ehara tërä i te whakahapanga.

14.12 Käore he whakaaetanga whakahapanga e noho hei utunga mö tëtahi ähutatanga mehemea i puta ake te whakamutunga i te hua o te hoko, whakawhiti, haunumi, kirimana ki waho rānei i te katoa, i tëtahi wähi rānei o te kaipakihi a te kaituku mahi, ä, mehemea kua tuku mahi te tangata e riro ana i a ia te kaipakihi, te wähanga rānei kei te hokona, whakawhiti, haunumitia, kirimanatia ki waho rānei, ki roto i te kaipakihi, i te wähanga rānei kei te hokona, kei te whakawhiti, kei te hanumitia, kei te kirimanatia ki waho rānei me te whakaae o te tangata e whiwhi ana i te kaipakihi, i tëtahi wähi rānei kei te hokona, whakawhiti, haunumitia, kirimanatia rānei ki waho kia pëneitia te ratonga me te mea nei he mea haere tonu, ä, he rite anö, he pai kë atu rānei ngä tikanga o te mahi kei te whakawhiwhia ki/ngä kaimahi e te tangata kei te riro i a ia te kaipakihi, tëtahi wähanga rānei o te kaipakihi kei te hokona, kei te whakawhiti, kei te haunumia, kei te kirimanatia ki waho rānei, ki ërä i whakawhiwhia e te whakaritenga nei.

15. NGÄ TAKE WHÄNUI

Te whakarere kë i te wä e mana tonu ana

15.1 Ka whakaae ngä taha ka taea ngä whakataunga ki te whakaritenga te whakarere këngia pea i roto i te wä e mana tonu ana mä te whakaaetanga i waenganui i a Tranz Rail, i te uniana me te (ngä) kaimahi ka pä tikangia e te whakaaro ki te whakarere kë.

15.2 Ko ënei e whai ake nei te huarahi hei whai kia taea ai te whakatakoto he whakarere këtanga:

- mä te taha e kimi ana ki te whakarere kë te mahi ki te whakamöhio atu ërä o ngä taha ka pängia e tö rätou whakaaro ki te whakarere kë.
- me tuhia ngä whakarere këtanga kei te whakaarotia, ä, me tuku kia hipa he wä ähua pai tonu i mua i te whakatimata i ngä mahi whakawhitiwhiti me te whakaputa whakaaro.
- käore ngä whakarere këtanga kei te whakaarotia e whakatinanahia, kia whakaae rä anö te iti rawa o te 70 örau o ngä kaimahi ka pä tikangia e aua whakarere këtanga.
- i te wä e whakaaetia ana, ka tuhia ngä whakarere këtanga, ka tä mokohia e ngä taha, ä, ka whakamahia mai i te rä i whakaritea ai.

15.3 Ki te pängia koe e ngä whakarere këtanga kei te whakaarongia, ka ähei koe ki te whakauru mai i te uniana ki roto i ngä mahi whakawhitiwhiti me te whakaputa whakaaro,

Te Whakaeatanga

- 15.4 Ka whakaeatia koe e Tranz Rail mö ngä utu ähua ngäwari i whakapaua e koe i te wä e wawaotia ana e koe ngä whakawätanga ahakoa he whakawä ä-iwi, he whakawä ä-taihara ränei i whakatakotoria e te taha tuatoru, ä, i puta ake aua momo whakawätanga i ngä mahinga, i ngä whakarereinga ränei ki waho i te wä e haere tonu ana, e haere noa ana te mahi, ä, i te wä e haere noa ana te mahi. Ka noho te whakaeatanga nei i raro i te herenga o ngä tohu e whai ake nei:
- me tino kore koe i panaia mehemea ko te mahinga, ko te whakarereinga ränei te take i puta ai te whakawätanga, ä,
 - kei a Tranz Rail anö te tikanga ki te whakarite mehemea me nukuhia atu te whakaeatanga kia hipokinatia ai ngä whakapau utu o te pira ki te whakataunga, ki te whakaharaina ränei.
 - käore te whakaeatanga e pä ki te utunga o ngä panui hara waka, ngä hara tūnga waka, ngä ränei rite ki ēnei.

Ngä takuhe me te Äwhinatanga

- 15.5 Ka ähei koe ki te whiwhi urunga atu ki te whänuitanga o ngä takuhe me te äwhinatanga kua oti te whakatakoto i roto i te Pukapuka Äpiti Takuhe ki tēnei whakaritenga.

Te Whakatärewatanga

- 15.6 Tärä pea ka whakatärewatia koe mai i ö mahi e Tranz Rail, i runga utu, i te wä e tino ähei ana, e tika ana, i a ia e hōpara ana i tētahi whakapaetanga o te hē, o tētahi raruraru ränei e pä ana ki te haumarutanga, ä, ko te ähua nei kei roto koe.

Te Matenga me te Whakahauätanga

- 15.7 Ka whakaritea e Tranz Rail he rānga whakakapinga hei hoatu i ngä utunga takuhe moni katoa o te \$100,000 i te wä e mate ana ngä kaimahi (me ngä utunga kua öwehengatia i te wä o tētahi hauätanga tüturu) whai atu ana i ngä aituä i te mahi. Ka utua e Tranz Rail ngä moni whāngai mö tēnei kaupapa rānga, ä, ka haere ngä utunga takuhe ki a ia engari ka whakaae ki te tono i ngä utunga takuhe katoa e whiwhi ana i a ia i raro i te kaupapa ki te kaimahi kua whara, ä, ki te pānga tuku iho ränei o te kaimahi i te wä e mate ana a ia.

Ngä take i tua atu

- 15.8.1 Ka whakahoungia mö te wä ki te 31 o Poutü-te-rangi i te tau 2002 te karere a Tranz Rail o te 6 o Hōngongoi 1995 mö te whakahaere mai i tētahi wähi ki tētahi mö ngä tiriwa tuwha me te ariä a Midland Line e pä ana ki te Operations Group (ko Rail Services i näiane) me ngä Locomotive Engineers. Ka noho tēnei i runga te pütake me whakaritea he kaupapa i runga anö i ona painga, ä, ki te puta he mautohenga kua oti kē te whakamätäu me te arotäu.
- 15.8.2 E whakatüturu ana Tranz Rail käore he kaupapa ki te whakarere kē i te whakaritenga ki te whiriwhiri i te whakahapanga o te wä nei mö ngä kaimahi whakahaere tereina. Ki te puta he momo kaupapa pērā, ka uiuitia te uniana i mua tana whakatakoto i tētahi whakataunga.
- 15.8.3 Nä, mö te whakahaerenga kei te tü i te wä nei ki te kore whakakuhu mai i te tiriwa tuwha mö ngä kaimahi wä kiki i Rail Services Passenger Services, nä, ka nekehia atu tēnei ki te 31 o Poutü-te-rangi o te tau 2002 me i kore ränei ka whakaae ngä taha ki tētahi kē atu.
- 15.8.4 E whakatüturu ana a Tranz Rail kei ngä kaimahi i roto i ngä track machine gangs he täpiritanga o te kotahi wiki o te whakaaetanga-ä-tau i te wä e mahi ana rätou i roto i te track machine gang, ä, kia kawea e te katoa o te röpü te whakaaetanga i te wä kotahi o tētahi wāhanga mahi kotahi. Me whakaritea tahitia te wä kawea i te taha o te kaiwhakahaere.

- 15.8.5 Kia oti rā anō te whakahou te whakaritenga nekenga whakamua mō ngā Rail Maintainers, ka noho ngā whakaingoatanga ki ngā tūranga o te Rail Maintainer kei runga ake i te papa mō te kōeke ki te ōwhehenga teitei atu.
- 15.8.6 Utua ai ngā tack ons hei wā mahi i tua atu mehemea ka mahi ngā kaimahi i tētahi tiriwa kua rārangi ingoatia i te Rāhoroi tuarua o te rua wiki, ā, ki te neke atu te pupūtanga o nga hāora (tae atu ki te whakaaetanga ka utua engari ka waiho ngā wā mahi i tua atu ki waho) i te 80 hāora. Kāore tēnei e pā ki ngā locomotive engineers, ki ngā kaimahi wā poto rānei.
- 15.8.7 Kāore a Tranz Rail i te whakamātau, i te whakatinana rānei i tētahi neke rou mamao mā te tangata kotahi ki tētahi wāhi ki te kore he whakaaetanga a te uniana. Ka haere tahi tonu te mahi whakauru a Tranz Rail me te uniana ki roto i te mahi aro matawai i te tūpono me ngā whakamātau i te taha, ā, ka mahi ngāwari ki te whakatutuki whakaritenga e pā ana ki te whakatinanatanga o te rou mamao mā te tangata kotahi. Ka mutu ngā mahi nei a te 31 o Poutū-te-rangi o te tau 2002.
- 15.8.8 Mehemea i te utua he kaimahi i mua atu i raro i te Tauine B o te ōwhehenga utu Whakahaere Tereina i te wā o tō rātou mahi haere tonu o te wā nei me te hoki anō o taua momo kaimahi ki te mahi whakahaere tereina, ka utua a ia i raro i te Tauine B; ko te katoa o ngā mahi haere tonu o te wā nei me te mau tonu o tētahi Locomotive Engineers tohu whakahaere i taua wā anō, ka taturia katoatia ēnei hei mahi i raro i te tauine B.

16. **TE WHAKATAUNGA I NGĀ RARURARU O TE HONONGA I TE MAHI**

E ngākau nui ana ngā taha o te whakaritenga nei ki te whakataunga tere i ngā raruraru o te hononga i te mahi.

Kei roto i te whiti nei ngā mahi kei te wātea atu mō te whakataunga i ngā raruraru o te hononga i te mahi. Ka uru atu ki roto i tētahi “employment relationship problem”, arā, “he raruraru o te hononga i te mahi” tētahi amuamu whaiaro, tētahi tautohe (e pā ana ki te whakamāramatanga, ki te whakamahinga, ki te whakahaerengatanga rānei o tētahi whakaritenga mahi) me tētahi raruraru e pā ana ki tētahi hononga i te mahi, i puta ake rānei i konei.

Me kōrero ki tō kaiwhakahaere i te tuatahi

Mehemea he raruraru tāu i tō mahi, me tere tonu te whakaatu ki tō kaiwhakahaere kia tere ai, kia tōkeke ai te whakataua. Ki te noho kore whakataua tonu te raruraru, ki te whakarite rānei koe ko tō kaiwhakahaere tonu te take o te raruraru, kua āhei koe ki te haere ki tētahi kaiwhakahaere pakeke atu.

Mō ngā Amuamu Whaiaro, he wā katinga ano mōu ki te whakatakoto i tēnei.

Ngā Ratonga Takawaenga (Mediation Services)

Ki te kore koe e ngata atu ki te urupare a te Kamupene, kua wātea koe ki te whakapā atu ki Te Ratonga Hononga Taimahi, arā, te Employment Relations Service mō te āwhinatanga takawaenga kore utu. Ka whakamātau te kaitakawaenga ki te āwhina i ngā taha ki te whakataua i te raruraru engari kāore a ia e whakatakoto i tētahi whakaritenga me ahatia te raruraru me i kore rānei ka whakaae kōrua ko te Kamupene ki tēnei.

Mehemea he tautohe te raruraru e tonoa rā ki Te Ratonga Hononga Taimahi e pā ana ki te whakamāramatanga, ki te whakamahinga, ki te whakahaerenga rānei o te whakaritenga nei, me āta mahi koe ki te titiro kua tukuna he pānui o te tautohe ki te uniana.

Te Mana Hononga Taimahi (Employment Relations Authority)

Ki te noho kore whakatau tonu te raruraru, kua ähei koe ki te tono atu ki Te Mana Hononga Taimahi mö tētahi äwhinatanga. Mä tētahi o Te Mana Hononga Taimahi te raruraru e höpara, ä, mäna e whakatakoto he whakataunga. Ka taea te whakataunga nei te pira i Te Kōti Mahi, ä, kätahi ki Te Kōti Pira.

Te Mängaitanga (Representation)

Ka ähei koe ki te whiwhi i te uniana, i tētahi atu ränei hei mängai möu ahakoa kei hea te take e haere ana. Ka ähei hoki te Kamupene ki te whiriwhiri i tētahi mängai möna.

Ngä Amuamu Whaiaro

Mehemea he amuamu whaiaro täu ki te whakaara ake ki mua i te Kamupene (arä, mö tētahi pananga käore i tika, mö tētahi hauätanga, tētahi whakafiwhetatanga hemahema, tētahi whakafiwhetatanga whakahäwea iwi, tētahi whakawehi ränei), me whakaarahia e koe i roto i te 90 rä o te putanga o te raruraru, i te taenga atu ränei te rongo o te amuamu ki a koe. Ki te kore, kua pau pea te wa mö tö tonu.

Ki te whakaarahia e koe tö amuamu i waho o te wä, ka noho te tika ki te Kamupene ki te whakaae ki te amuamu tömuri, ki te maka atu ränei ki waho. Ki te makaina e te Kamupene, ki waho, kua ähei koe ki te tono atu ki Te Mana Hononga Taimahi kia whakaheia he whakaaetanga ki a koe ki te whakaara ake i te amuamu i waho a te wä.

Mehemea kua panaia koe, ka ähei koe i roto i te 60 rä whai atu ana i te pananga, ki te tono kia whakawhiwhia he tauäkiki a koe e whakata koto ana i ngä take i roto tuhituhi mö te pananga. Me whakawhiwhia te tauäkike te Kamupene i roto i te 14 rä whai atu ana i te tononga.

Ki te kore te amuamu whaiaro e taea te whakatau, ä, he amuamu i whakatakotohia i runga i tētahi tono whakahäweatanga, tono whakafiwhetatanga hemahema, tono whakafiwhetatanga whakahäwea iwi ränei, kua ähei koe ki te whiriwhiri mehemea me tuku he amuamu whaiaro ki Te Mana Hononga Taimahi, me whakatakoto ränei i tētahi whakapae i raro i te Human Rights Act 1993. Engari, käore ngä huarahi e rua e taea te whakamahia mehemea he rite tonu te whakapae.

17 TE WÄ

Ka uru mai te whakaritenga nei i te rä o töna hainatanga. Ka mönehu te whakaritenga nei a te 31 o Poutü-te-rangi o te tau 2002.

I HAINATIA E:

JH Heisler
Tranz Rail Limited

Wayne Butson
Rail and Maritime Transport Union Inc

RÄ: 1 o Whiringa-ä-rangi, 2001

TE PUKAPUKA ÄPITI UTU

TE KUPU WHAKATAKI

E möhio ana ngä taha ki te whakaritenga nei, ko tētahi o ngä huarahi hiranga mö mätou ki te whakatutuki i ngä hiahiatanga e rere kē haere tonu nei o ö mätou kiritaki, ko tö mätou mahi hei kapa i roto i tētahi ähuatanga kaha, ähuatanga whai hua. Ko te ngäwari me tētahi tino rika ki te ako i ngä pükenga hou me te kawe hinonga hou te hiahiatanga o tēnei.

E möhio ana hoki ngä taha ki ngä painga ka taka atu ki tēnä, ki tēnä mai i tēnei. Ka whiwhi wä ngä kaimahi ki te ako pukenga hou, ki te whanake ara ki tētahi umanga kē me te whai urunga atu ki ngä hua teitei atu e pä ana ki te whiwhinga moni. Ka whai painga hoki a Tranz Rail i roto i tōna kaha ki te whakatutuki i ngä hiahiatanga o öna kiritaki mä ëtahi huarahi kaha kē atu.

Ka whakawhiwhia he whakaaturanga mahi kano ki a koe e hipoki ana i ngä mahi ka whakahaerea e koe i roto i tö tūranga. Ka whakarere kēngia pea ö mahi mä te täpiri atu, mä te whakakore atu ränei i ngä hinonga, ä, mö aua momo take pērä, ka tae atu a Tranz Rail ki te kimi tohutohu i mua i ngä whakarere kētanga.

Ka rünangatia e Tranz Rail öna kaimahi me te uniana i roto i tana mahi ki te whanake i tētahi takinga whakamana i te maiatanga hei whakatau i te tarekatanga o ngä pükenga hou.

Me aro koa noa mai hoki ki tēnei, arä, ki te mahi koe i roto i tētahi tūranga mö te kotahi wiki, neke atu ränei,ä, he teitei atu te utu, ka utua koe ki te öwehenga e tika ana mö taua tūranga i a koe e mahi ana. Tērä pea ka whakaaetia e Tranz Rail he utunga mö ngä wāhanga iti iho i te kotahi wiki. I mua i te tūmata i tētahi wāhanga o te tūranga teitei kē atu te utu, ka pēnei koe, arä:

- (1) ka whakaae kōrua tahi ko tö kaiwhakahaere ki te wāhanga o te mahi, ä,
- (2) ka whakaae ki te öwehenga tika mö te tūranga (mehemea ka neke atu te öwehenga mö te tūranga i te kotahi)

Ka arotakengia ngä wāhanga haere tonu e neke atu ana i te 3 marama o te mahi i te tūranga teitei kē atu te utu, ä, mö tētahi atu haeretanga anö, me kimi anö he whakaaetanga kē atu i waenganui i a kōrua ko tö kaiwhakahaere. Ka ähei koe ki te whiwhi māngai möu mai i te uninana.

1. **TE HUNGA CLERICAL, ADMINISTRATIVE, TEAM LEADERS, SUPERVISORY, PROFESSIONAL ME NGÄ TECHNICAL EMPLOYEES**

- 1.1 Mö te hunga nei, arä, ngä clerical, administrative, team leaders, supervisory, professional me ngä technical employees i kore ränei i rārangitia i roto i ngä tauine utu o muri atu, ka utua rätou ki te tauine e whai ake nei:

TAUMATA	TOHU UTU	Te \$ i te HÄORA
35+	44350	30.12
34+	44340	29.43
33+	44330	28.67
32	44320	27.99
31	44310	26.91
30	44300	26.08
29	44290	25.25
28	44280	24.46
27	44270	23.69
26	44260	22.96
25	44250	22.23
24	44240	21.54
23	44230	20.86
22	44220	20.22
21	44210	19.58

20	44200	18.97
19	44190	18.37
18	44180	17.81
17	44170	17.25
16	44160	16.70
15	44150	16.18
14	44140	15.68
13	44130	15.18
12	44120	14.71
11	44110	14.25
10	44100	13.81
9	44090	13.37
8	44080	12.52
7	44070	11.73
6*	44060	11.18
5	44050	10.15
4	44040	9.25
3	44030	8.50
2	44020	7.75
1	44010	7.09

+ E wātea ana mö ngā whakatutukitanga tiketike e ngā kaimahi kei te utua kēngia rānei ki te kōeke piki atu ki te 32.

* Te itinga rawa mö tētahi kaimahi kua 20 ngā tau, kua neke atu rānei, ā, he pararau rānei āna.

1.2 Me i kore rānei kua whakaaetia ko te whānuitanga o ngā taumata mö ngā kaimahi kei te utua i runga i tēnei tauine, arā, ko tērā:

- i meatia i mua atu rā ki te kaimahi i tōna whakaingoatanga ki te tūranga,
- rānei, i whakarere kēngia e ai ki te Progression Code o te rā 13 o Haratua 1991 (me öna whakatikatika)

2. NGÄ LOCOMOTIVE RUNNING EMPLOYEES

2.1 Utua ai ngā kaimahi whakahaere tereina i runga i ngā tauine e whai ake nei:

Tauine A		Te \$ i te häora
Locomotive Engineer	48530	17.38
Taumata 1	48536	21.38#
Locomotive Engineer	48510	16.97
Taumata 2	48516	20.87#
Locomotive Engineer	48490	16.56
Taumata 3	48496	20.37#

Te papa öwehenga täpiri atu i te 23 örau (Te hiatonga o te Utu-ä-häora)

Tauine B

Team Leader		
Locomotive Engineer	48540	18.64
	48545	27.59*
Locomotive Engineer	48530	17.38
Motuhake 5	48535	25.72*
Locomotive Engineer	48520	17.17
Motuhake 4	48525	25.41*

Locomotive Engineer	48510	16.97
Motuhake 3	48515	25.12*
Locomotive Engineer	48500	16.76
Motuhake 2	48505	24.80*
Locomotive Engineer	48490	16.56
Motuhake 1	48495	24.51*
Locomotive Engineer	48480	16.14
Köeke 1, tau tuarima	48485	23.89*
Locomotive Engineer	48470	15.80
Köeke 1, tau tuawhä	48475	23.38*
Locomotive Engineer	48460	15.59
Köeke 1, tau tuatoru	48465	23.07*
Locomotive Engineer	48450	15.38
Köeke 1, tau tuarua	48455	22.76*
Locomotive Engineer	48440	15.18
Köeke 1, tau tuatahi	48445	22.47*
Locomotive Engineer	48430	15.10
Köeke 2, tau tuarua	48435	22.35*
Train Operator	48410	13.00
Tau tuatoru	48415	19.24*

*Te papa öwehenga täpiri atu i te 48 örau (Te hiatonga o te Utu-ä-häora)

2.2 Ko ngä whakatakotoranga o te kakenga i raro i te tauine mö te Locomotive Running ërä i tü rä i te tūmatanga o te whakaritenga nei.

2.3 Hei utunga anake ngä öwehenga i roto i te tauine B mö te Locomotive Running ki aua kaimahi i utua ki taua öwehenga i te tūmatanga o te whakaritenga nei.

3. NGÄ RAIL SERVICES TERMINAL OPERATIONS

3.1 Ko ënei e whai ake nei ngä öwehenga utu mö ngä kaimahi kei roto ngä Rail Services Terminal Operations:

			Te \$ i te häora
Service Co-ordinator taumata 4*	48170		20.45
Service Co-ordinator taumata 3*	48160		19.76
Team Leader	48155		18.97
Team Leader taumata 2*	48150		18.73
Team Leader taumata 1*	48140		16.90

*Ka utua ki aua kaimahi anake i utua ki tēnei köeke i te tūmatanga o te whakaritenga nei.

Remote Control Operator taumata B	48120	16.60
Remote Control Operator taumata A	48110	16.07

Köeke 4 15.09

Ngä ingoa kua whakaurua atu ki roto i te papa öwehenga:

48090 Train Examiner Operations

48090 Roving Shunter

Ngä ingoa kei runga ake i te papa öwehenga:

48091 Rail Operator 15.26

Köeke 5 14.81

Ngä ingoa kua whakaurua atu ki roto i te papa öwehenga

48080 Senior Shunter

48080 Shunter (2nd person, remote control gang)

48080 Composite Rail Operator

Köeke 6	14.30
<i>Ngä ingoa kua whakaurua atu ki roto i te papa öwehenga</i>	
48060 Shunter	
48060 Wagon Recorder (AMICUS)	
<i>Ngä ingoa kei runga ake i te papa öwehenga</i>	
48070 Signalperson	14.51

Köeke 7	12.62
<i>Ngä ingoa kua whakaurua atu ki roto i te papa öwehenga</i>	
48050 Traffic Operator	
<i>Ngä ingoa kei runga ake i te papa öwehenga</i>	
48050 Wagon Recorder (ëtahi atu)	13.93

Te Äkonga	11.83
<i>Ngä ingoa kua whakaurua atu ki roto i te papa öwehenga</i>	
48010 Traffic Assistant	

4. NGÄ RAIL MAINTAINERS

4.1 E pënei ana ngä öwehenga utu mö ngä Rail Maintainers:

	Te \$ i te häora
Köeke 1	19.24

<i>Ngä ingoa kua whakaurua atu ki roto i te papa öwehenga</i>	
42320 Leading Plant Maintainer	
42320 Leading Locomotive Maintainer	
<i>Ngä ingoa kei runga ake i te papa öwehenga</i>	
43470 Leading Traction Electrician	20.35
43460 Supervising Signals Maintainer	19.83
43460 Supervising Signals Equipment Mechanic	19.83
43450 Leading Electrician (signals)	19.39

Te utunga täpiritanga mö te tohu mahi-ä-rehe ki ngä kaimahi o te köeke 1:

Leading Locomotive/Plant Maintainers	
49002 Two Advanced Trade Certificates	0.47
49004 NZCE Intermediate	0.62
49006 NZCE Final	2.48
Leading Traction Electrician Fitter Electrical	
49002 Advanced Trade Certificate	0.47
49005 Two Advanced Trade Certificates	0.94
49004 NZCE Intermediate	0.62
49006 NZCE Final	2.48

Köeke 2	17.18
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<i>Ngä ingoa kua whakaurua atu ki roto i te papa öwehenga</i>	
42280 Locomotive Maintainer	
42280 Plant Maintainer	
42280 Ganger	
42280 Traction Line Mechanic Köeke 1	

<i>Ngä ingoa i runga ake i te papa öwehenga</i>	
43440 Traction Electrician	18.27
43420 Signals Maintainer Grade 1	17.99
43410 Leading Tradesperson (Civil)	17.87
42310 Leading Tradesperson (Mech)	17.87
43402 Track Machine Ganger	17.73

43401	Plant Maintainer (Track Machines)	17.46
42290	Electrician (Reg) (Mech)	17.44
42290	Fitter Electrical (Reg) (Mech)	17.44
43400	Electrician (Civil)	17.44

Ngā utunga tāpiritanga mō te tohu mahi-ā-rehe ki ngā kaimahi o te kōeke 2:

Locomotive/Plant Maintainer

49002	Two Advanced Trade Certificates	0.47
49004	NZCE Intermediate	0.62
49006	NZCE Final	1.24

Traction Electrician, Electrician, Fitter Electrical

49002	Advanced Trade Certificate	0.47
49005	Two Advanced Trade Certificates	0.94
49004	NZCE Intermediate	0.62
49006	NZCE Final	1.24

Leading Tradesperson (Civil/Mech)

49002	Trade Certificate	0.47
49005	Advanced Trade Certificates	0.94
49007	Two Advanced Trade Certificates	1.41
49004	NZCE Intermediate	0.62
49006	NZCE Final	1.24

Kōeke 3 16.58

Ngā ingoa kua whakaurua atu ki roto i te papa öwehenga:

43390	Leading Track Welder
43390	Leading Structures Maintainer
43380	Leading Hand Non-trades (Civil)
43380	Leading Linesperson
43380	Signals Equipment Mechanic Kōeke 1
43380	Traction Line Mechanic Kōeke 2
43360	Signals Maintainer Kōeke 2

Kōeke 4 15.39

Ngā ingoa kua whakaurua atu ki roto i te papa öwehenga:

43340	Tradesperson (Civil)
42250	Tradesperson (Mech)
42240	Tradesperson (Mech)

Ngā utunga tāpiritanga mahi-ā-rehe ki ngā kaimahi o te kōeke 4:

49002	Trade Certificate	0.47
49005	Advanced Trade Certificates	0.94
49007	Two Advanced Trade Certificates	1.41
49004	NZCE Intermediate	0.62
49006	NZCE Final	1.24

Kōeke 5 15.09

Ngā ingoa kua whakaurua atu ki roto i te papa öwehenga:

43320	Leading Non Destructive Testing Operator
42230	Train Examiner Maintenance
43310	Senior Track Maintainer
43310	Senior Structures Maintainer

43310 Senior Track Welder	
43301 Track Lube Operator	
43301 Track Machine Operator Kōeke 1	
42220 Locomotive Service Person	
43291 Leading Rail Welding Operator	
<i>Ngā ingoa o runga ake i te papa öwehenga</i>	
43353 Deputy Ganger SRG/MFBW	15.65
43352 Signals Equipment Mechanic Kōeke 2	15.50
43351 Control Room Operator	15.35
43351 Assitant Track Machine Ganger	15.35
43350 Signal Maintainer Kōeke 3..	15.15
Kōeke 6	14.01
<i>Ngā ingoa kua whakaurua atu ki roto i te papa öwehenga</i>	
43280 Handyperson Kōeke 2 (Sigs)	
43270 Structures Maintainer	
43270 Track Machine Operator Kōeke 2	
43270 Track Welder	
43270 Track Maintainer	
43260 Non Destructive Testing Operator	
42180 Trades Assistant Kōeke 3 (Mech)	
42170 Trades Assistant Kōeke 4 (Mech)	
<i>Ngā ingoa kei runga ake I te papa öwehenga</i>	
43311 Traction Line Mechanic Kōeke 3	14.74
43300 Senior Non Destructive Testing Operator	14.66
43300 Linesperson	14.66
43300 Signal Maintainer Kōeke 4	14.66
42210 Trades Assistant Kōeke 1 (Mech)	14.36
43290 Signals Equipment Mechanic Kōeke 3	14.24
42190 Trades Assistant Kōeke 2 (Mech)	14.09
Kōeke 7	13.09
<i>Ngā ingoa kua whakaurua atu ki roto I te papa öwehenga</i>	
42160 Trades Assistant Kōeke 5 (Mech)	
<i>Ngā ingoa o runga ake i te papa öwehenga</i>	
43230 Structures Worker	13.22
43230 Track Worker	13.22
43230 Rail Weld Operator	13.22
Trainee Rail Maintainer	11.83
<i>Ngā ingoa kua whakaurua atu ki roto i te papa öwehenga</i>	
42140 Trades Assistant Kōeke 6 (Mech)	
43170 Trainee Signals Maintainer Tau tuatahi	
<i>Ngā ingoa kei runga ake i te papa öwehenga</i>	
43250 Trainee Traction Line Mechanic	13.27
43200 Trainee Signals Maintainer tau tuarua	12.31
43190 Trainee Track Worker	12.27
43190 Trainee Track Welder	12.27
43190 Trainee Structures Worker	12.27

4.2 Mehemea ka neke atu te öwehenga i te kotahi hai utunga, ko te öwehenga i te whakaingoatanga ki te tūranga te öwehenga itinga rawa mö te kōeke. Mö ngā tangata kei roto i ngā turanga e hāngai ana, ka piki rātou ki tētahi kaupae teitei atu i te wā e matatau katoa ana ki te tūranga teitei atu i roto i te kōeke. Ka utua ngā kaimahi kei runga i ngā tūranga teitei atu i te tūmatanga o te whakar itenga nei ki te utu o te tūranga teitei atu.

5. NGÄ KAIMAHI KEI ROTO I NGÄ INTERISLAND LINE OPERATIONS

5.1 Pēnei ai te utua o ngā kaimahi i roto i te Interisland Line i tua atu ki taua hunga e utua ana i raro i te kōwae 1:

	Te \$ i te hāora
48071 Senior Storeperson	14.09
48030 Storeperson	12.16
41181 Rail Marshall	14.33
41140 Car Marshall	13.58
41120 Ferry Terminal Operator (Kōeke 1)	13.27
41110 Ferry Terminal Operator (Kōeke 2)	12.96
41091 Ferry Terminal Operator (Kōeke 3)	12.61

6. NGÄ KAIMAHI KEI ROTO I TE DISTRIBUTION SERVICES GROUP ME RAIL SERVICES FCL/CT SITES

6.1 Pēnei ai te utua o ngā kaimahi i roto i TE Distribution Services Group me Rail Services FCL/CT sites, i waho o taua hunga e utua ana i raro i te kōwae 1:

	Te \$ i te hāora
47100 Container Surveyor	14.25
47090 Leading Freight Operator Kōeke 1	13.81
47080 Truck Driver	13.12
47070 Leading Container Depot Operator	12.99
47060 Leading Freight Operator Kōeke 2	12.81
47050 Container Depot Operator	12.46
47030 Freight Operator	12.16
47010 Container Depot Assistant	10.96
47010 Freight Assistant	10.96

7. NGÄ KAIMAHI KEI ROTO I NGÄ RAIL SERVICES PASSENGER

Pēnei ai te utua o ngā kaimahi i roto i Ngā Rail Services Passenger, i tua atu o taua hunga e utua ana i raro i te kōwae 1:

	Te \$ i te hāora
41245 Tranz Metro Driver	17.44
41235 Rail Operator Kōeke 3	15.99
66400 Train Attendant	15.74
41200 Signalperson A box Wellington	15.18
41211 Train Examiner Operations	14.94
41210 Train Manager	14.79
41201 Senior Shunter	14.81
41180 Guard	14.18
41160 Shunter	14.30
41150 Signalperson	13.81
41150 Senior Platform Operator Auckland	13.81
41140 Handyperson Kōeke 3	13.58
41090 Steward/Stewardess	12.46
41090 Leading Passenger Operator	12.46
41070 Passenger Operator	11.74

41060	Cleaner	10.96
41050	Ticket Assistant	9.73

8. NGÄ KAIMAHI I RAIL SERVICES ENGINEERING, HUTT

8 Pēnei ai te utua o ngā kaimahi i Rail Services Engineering i Hutt, i tua atu o taua hunga e utua ana i raro i ngā kōwae te 1 me te 10:

	Te \$ i te hāora	
45310	Leading Fitter (Electrical) (Regd) #@	19.52
45300	Leading Locomotive Maintainer*	19.24
45300	Leading Plant Maintainer*	19.24
45290	Indentured Leading Tradespersons # tua atu i tērā kua äta whakahuatia i wähi kē	19.15
45280	Tool Setter Programmer *	18.20
45270	Trainee Tool Setter Programmer *	17.57
45260	Electrician (Regd) #@	17.44
45260	Fitter Electrical (Regd) #@	17.44
45250	Fleet Maintainer Taumata 3*	17.16
45250	Locomotive Maintainer *	17.16
45250	Plant Maintainer *	17.16
45240	Leading Hand (non trades)	16.47
45240	Signals Equipment Assembler Kōeke 1	16.47
45230	Indentured Fitter (Electrical) (Unregistered)	16.18
45220	Fleet Maintainer Taumata 4	15.84
45220	Indentured Tradesperson *# tua atu i tērā kua äta whakahuatia i wähi kē me te Trade Certificate	15.84
45191	Signals Equipment Assembler Kōeke 2	15.63
45210	Fleet Maintainer Taumata 5	15.37
45210	Indentured Tradesperson tua atu i tērā kua äta whakahuatia i wähi kē me te kore Trade Certificate	15.37
45200	Fleet Maintainer Taumata 6	15.07
45190	Trades Assistant Kōeke 1	14.36
45190	Senior Storeperson	14.36
45190	Signals Equipment Assembler Kōeke 3	14.36
45180	Trades Assistant Kōeke 2	14.09
45170	Trades Assistant Kōeke 3	13.58
45160	Trades Assistant Kōeke 4	13.40
45160	Trainee Signals Equipment Assembler Kōeke 3	13.40
45150	Trades Assistant Kōeke 5	13.09
45140	Storeperson	13.10
45130	Trades Assistant Kōeke 6	11.83
	# @ Ngā utunga täpiritanga mö ngä tohu mahi-ä-rehe ki ngä kaimahi mahi-ä-rehe	
	* Tool Setter Programmer (me te äkongä), Leading/Locomotive Maintainer, Leading/Plant Maintainer	
49002	E rua ngä Advanced Trade Certificates	0.47
49004	NZCE Intermediate	0.62
49006	NZCE Final	1.24
	# Ätahi atu Leading/Tradespersons	
49002	Advanced Trade Certificate	0.47
49005	E rua ngä Advanced Trade Certificates	0.94
49004	NZCE Intermediate	0.62
49006	NZCE Final	1.24

49001	Armature winders: ko tētahi wāhi kua rēhitatia i raro i te Electrical Registration Act 1979 @ Leading/Fitter Electrical, Electrician	0.24
49003	Ko te rēhitatanga hei Registered Electrical Technician i raro i te Electrical Registration Act 1979	0.59

9. NGÄ KAIMAHI I RAIL SERVICES ENGINEERING, HILLSIDE

9 Pēnei ai te utua o ngā kaimahi i roto Rail Services Engineering i Hillside, i tua atu o taua hunga e utua ana i raro i ngā kōwae te 1 me te 10:

	Te \$ i te hāora	
46360	Leading Tool Setter Programmer *	20.21
46290	Tool Setter/Programmer	18.20
46280	Plumber #	17.86
46270	Fitter Electrical (Regd) # @	17.44
46260	Indentured Patternmaker # (me te Trade Certificate)	16.50
46240	Indentured Moulder # (me te Trade Certificate)	16.33
46230	Indentured Patternmaker (me te kore Trade Certificate)	16.02
46220	Indentured Moulder (me te kore Trade Certificate)	15.85
46210	Indentured Tradesperson # (me te Trade Certificate) tua atu i tērā kua āta whakahuatia i wāhi kē	15.84
46200	Indentured Tradesperson (me te kore Trade Certificate) tua atu i tērā kua āta whakahuatia i wāhi kē	15.37
46190	Trades Assistant Kōeke 1	14.36
46190	Foundry Worker Kōeke 1	14.36
46190	Senior Storeperson	14.36
46180	Trades Assistant Kōeke 2	14.09
46170	Foundry Worker Kōeke 2	13.75
46160	Trades Assistant Kōeke 3	13.58
46150	Trades Assistant Kōeke 4	13.40
46140	Trades Assistant Kōeke 5	13.09
46130	Trades Assistant Kōeke 6	11.83

@ Ngā utunga tohu mahi-ā-rehe tāpiritanga ki ngā kaimahi mahi-ā-rehe:
Leading/Tool Setter Programmer

49002	E rua ngā advanced Trade Certificates:	0.47
49004	NZCE Intermediate	0.62
49006	NZCE Final	1.24

Ētahi atu Tradepersons

49002	Advanced Trade Certificate:	0.47
49005	E rua ngā Advanced Trade Certificates	0.94
49004	NZCE Intermediate	0.62
49006	NZCE Final	1.24
	@ Fitter Electrical	
49003	Te rēhitatanga hei Registered Electrical Technician i raro i te Electrical Registration Act 1979	0.59

10. NGÄ MECHANICAL ENGINEERS I NGÄ TAUPUNI ENGINEERING ME NGÄ TOA MAHI A RAIL SERVICES

10 Pēnei ai te utua o ngā Mechanical Engineers, Team Leaders, apprentices i ngā taupuni Engineering me ngā toa mahi a Rail Services:

Te \$ i te hāora

42384	Team Leader Taumata 4	22.79
42383	Team Leader Taumata 3	22.03
42382	Team Leader Taumata 2	21.27
42380	Team Leader Taumata 1	20.45
42370	Team Leader Taumata whakaingoatanga	19.77
42360	Team Leader Taumata B	18.73
42350	Team Leader Taumata A	16.91
42440	Taumata 5	17.73
42430	Taumata 4	16.36
42420	Taumata 3	15.39
42410	Taumata 2	14.36
42400	Taumata 1	13.09
42390	Urunga	11.18

TE PUKAPUKA ÄPITI NGÄ UTU TÄPUI

1. TE INU TĪME TE INU KAWHE

Ki te kore te tī, te kawhe, te aha, te aha e whakawhiwhia e Tranz Rail mö ngä moko me ngä wä whakangä, ka utua he utunga o te \$3.48 ki ngä kaimahi wä kiki. Ka utua hoki te utu täpui nei i runga i tētahi pütake öwehenga ki ngä kaimahi wä poto e mahi ana mö ngä häora rönaki o te toru häora, neke atu ränei i te rä.

2. NGÄ HÜ MAHI ÄRAI I TE WHARA

I te wä e hiahiatia ana he kaimahi o te mahi kia mau hü mahi ärai i te whara, ä, he mea ärai i ngä matimati tö te hü mahi kua whakaaetia e te New Zealand Standard Association, ka penei a Tranz Rail, arä,

- ka hoatu hü mahi möu
- ka whakahokia atu ränei he moni ki a koe ki te mutunga rawa o te \$128.61 (ki tētahi pupütanga teitei atu ränei e pä ana ki te kaha mauroa me te tika o te hü mahi mehemea pea ka whakaae tö kaiwhakahaere).

3. TE WAKA

Ki te mahi koe mö waenganui i te 2000 me te 0600 häora, ä, neke atu ki te 2 kiromita te tawhiti o tö käinga mai i te mahi, ka utua te \$3.58 mö te wä mahi.

Ki te karangahia koe kia hoki ki te mahi i waenganui i ngä wä mahi, ka utua te \$3.58 ki a koe, te öwehenga ränei a Tranz Rail mö te whakamahinga e koe o tö waka. Mäu e köwhiri ko tēhea.

Käore ngä utunga nei e pä mehemea kei a koe he waka a Tranz Rail hei haerenga möu ki te mahi/hei hokinga mai i te mahi.

4. TE HOROITANGA KÄKAHU MAHI

Utua ai he utu täpui o te \$4.21 i te rua wiki ki ngä kaimahi(i tua atu i te whakahaere tereina)e whakawhiwhia ana ki ëtahi kākahu ärai (he tarau waho, he kākahu rite ränei ki ënei), ä, e horoiatia ana e rätou:

5. TE UTU TÄPUI MÖ TE NUKU KI WÄHI KË

Ki te nukuhia tö mahi ki wähi kë (me te kore he nekenga whare e hiahiatia), ä, ka tawhiti kë atu tö haerenga ki te mahi, ka utua pëneitia koe:

Te tawhiti kë atu	te \$
2 kiromita, iti iho ränei	0
Neke atu i te 2, piki atu ki te 4 kiromita	350
Neke atu i te 4, piki atu ki te 6 kiromita	505
Neke atu i te 6, piki atu ki te 8 kiromita	686
Neke atu i te 8, piki atu ki te 10 kiromita	844
Neke atu i te 10, piki atu ki te 12 kiromita	1,023
Neke atu i te 12, piki atu ki te 14 kiromita	1,188
Neke atu i te 14, piki atu ki te 16 kiromita	1,349
Neke atu i te 16	1,440

6. TE WÄ

Ka utua he utu täpui wä tütü ki ngä Senior Locomotive Engineers i ngä teihana tuawhenua kua whakahaua e Tranz Rail mö te whakahaere i te taupuni me te mahi mai i ngä whakahokinga.

7. TE TARATAHITANGA

	Wāhi	Te \$ i te Rua Wiki
GISO	Ötira	25.78
GISO	Cass	43.14

8. TE TAIAO

Ki te mahi ngā kaimahia e whai ake nei i te nuinga o ö rätou mahi, ka whiwhi rätou i tētahi utu tāpui taiao:

Kaimahi	Te \$ i te hāora*
Signalling Technicians, Field Technicians, Senior Field Technicians	0.15

* ko te mutunga rawa o te 80 ngā hāora i te rua wiki, kāore e utua i te wā o te whakaaetanga

9. NGĀ TAPUTAPU

Ka utua he utu tāpui o te \$0.27 i te hāora ki ngā tradespersons tae atu ki ngā leading tradespersons me ngā apprentices i te wā e mahi ana i ä rätou mahi, ä, he rawaka a rätou taputapu o te mahi-ä-rehe hei whakatutuki pai i a rätou mahi.

Ki te utua whakamuatia tēnei, ka tangohia a tōna wā mai i ngā utu-ä-hāora.

10. TE WHAKAORA WHAWHATI TATA

Ki tētahi kaimahi kei a ia e pupuri ana he tohu Whakaora Whawhati Tata o te wā nei, ä, kua meatia a ia e Tranz Rail hei Tūmau Whakaora Whawhati Tata ki ngā kaimahi neke atu i te 50 tō rätou hia kē, ka utua he utu tāpui ki a ia o te \$0.18 i te hāora.

11. NGĀ TIKANGA O TE MAHI

11.1 Kotahi anake te utu tāpui o Ngā Tikanga o te Mahi ka noho hai utunga i te wā rite.

11.2 Ka utua ngā utu tāpui e whai ake nei ki ngā kaimahi anake i te kōpapa mechanical, i Rail Services Engineering Hillside/Hutt:

GCSP I te wā e mahi ana ki te tapahi mä te kapuni, \$2.99 i te hāora
ki te mahi hono ränei i roto i tētahi ätea kuiti.

E pēnei ana te tikanga o te “ätea kuiti”, arä, he wāhi ka koromeka te ähua o tō mahi, he kore tika ränei te hauhau, nä tētahi kuititanga ränei o te ätea köpipiri, ka tino auhi koe.

GFTK He mahi whakapainga ka whakahaerea i roto i ngā kura hinu \$2.99 i te hāora
whakahaere, ngā kura hinu whakahinuhinu,
Ngā kura diesel ränei kāore anö kia horoia mä te mamaoa.

GPOO Te mahi i runga waka kawē pähihi he wharepaku tuku hamuti ki runga \$0.68 i te hāora
ara tō te waka i te wā anake:

(a) e mahi ana, e horoi ana i ngā underframes me ngā bogies, tae atu ki te tangotango i ngā wāhanga; tērä ränei

(b) e horoi ana, e mahi ana i roto, i muri ränei
i te wharepaku (tae atu ki ngā Silver Ferns railcars)

GTNK Te mahi i roto i ngā wākēna kura, i te wā ränei e hiahiatia ana kia mahi i \$5.47 i te wā mahi
roto i ngā paepae i whakamahia mö te raima, mö te puehu paräoa, ä, i roto i ngā kōpapa paura wai ü

GSWR	Te horoi i ngā manga parakaingaki me ngā kura para ero kua puni, i te wā e pā ana koe ki te hamuti	\$3.25 i te wā mahi
GAFR	Mehemea kei roto koe i tētahi mahi e tono ana kia mau koe i: (a) tētahi mea whakahā e whāngaitia ana e te hau tēnei rānei	\$0.68 i te hāora
GFFR	(b) tētahi mea whakahā taupoki i te katoa o te kanohi, tētahi mea whakahā pupuri noa rānei e whāngaitia ana e te hau	\$0.25 i te hāora
GWBR	Te horoi i ngā wāhanga o te locomotive i mua atu i te whakatikatikatanga mā te whakamahi i tētahi mea wāwāhi mā te wai o te 2000 psi, kaha atu rānei	\$1.79 i te hāora
GTMR	Mō ngā mahi e whai ake nei i runga i ngā mihini nekenga. Kua whakamaui ki raro i tētahi rail service vehicle: te tapi i tētahi tükino nā te muramura, te whakakapinga i te brush box, i te brush rānei, te hononga/wetenga o ngā leads mō te mihini nekenga	\$3.25 i te wā mahi
11.3	Ka utua ngā utu tāpui nei ki ngā kaimahi anake a Rail Services Engineering Hillside/Hutt:	
GSBR	Te whakahaere utauta sandblasting i roto i tētahi pouaka kirikiri	\$3.57 i te wā mahi
GBLC	Te hanga anō i ngā crucibles o te oumu Birlec i te wā e “wera” ana te āhua	\$1.76 i te hāora
GSML	I te wā e whakawāteateatia ana te kirikiri mai i ngā kauhanga raro i raro iho i ngā mira kirikiri i te foundry mō te kotahi hāora, neke atu rānei	\$4.49 i te wā mahi
GWSB	I te wā ka hiahiatia kia uru atu ki roto i te “wet scrubber” me te horoi	\$2.99 i te hāora
GSPT	I te wā e peita mapu ana i roto i ngā wākena kura, i ngā kōpapa whakanao nunui rānei	\$2.99 i te hāora
11.4	Ka utua te utua tāpui nei ki ngā kaimahi anake o te Distribution Services Group:	
GTNK	Ki te mahi koe ki roto i ngā wākena kura, ki roto rānei \$5.47 i te wā mahi i ngā paepae i whakamahia mō te raima, mō te parāoa puehu, mō te waina maha, ā, ki roto i ngā kōpapa paura wai ü	

TE PUKAPUKA ÄPITI NGÄ PAINGA

E whai ake nei te whänuitanga o ngä painga me te äwhinatanga kei te wätea atu ki ngä kaimahi:

1. Te Tautoko Kaimahi

He putanga atu töu ki ënei e whai ake nei, arä, ki te:

Employee Assistance Programme

NZR Staff Welfare Trust

2. Ngä Huanga o te Haerenga

- 2.1 Ka noho ngä huanga o te haerenga me te haere kore utu i runga i ngä ratonga kawe pähihi a Tranz Rail, i raro anö i aua momo herenga me aua momo tikanga tae atu ki aua momo utunga o te haere ka whakaritea e Tranz Rail mai i tētahi wä, ki tētahi whai atu ana i tana rünangatanga i te taha o te uniana.
- 2.2 Mö ngä kaimahi kua neke atu te wä mahi i te kotahi tau. Ia tau, ä, mö te wä kotahi, wä rua ränei o te tau whakaaetanga (mäu e whiriwhiri ko tēhea),ka ähei rätou ki te whiwhi i tētahi haerenga kore utu mä runga tereina mö rätou ake, ä, mö ngä tängata kua whakaingoatia me ngä pararau. Me eke te katoa o te whiwhingatanga ki te töpütanga o tö whakaaetanga-ä-tau me ngä rä whakangä. Kotahi te haerenga kore utu me te hoki mai mä runga waka köpikopiko i te tau.
- 2.3 Mö ngä kaimahi i tautetia i roto i tētahi tau whakaaetanga. Ka tukua ki a rätou he whiwhingatanga öwehenga ki ngä huanga o te haerenga.
- 2.4 I roto i te wä o te whakaaetanga mahi roa. Ka ähei koe ki te whiwhi i te haerenga mä runga tereina kore utu me te whiwhi kia kotahi te haerenga hoki mai kore utu mä runga waka köpikopiko möu ake, mö te tängata kua whakaingoata me nga pararau.
- 2.5 Mö ngä kaimahi kei runga whakaaetanga whakatä, kua whiwhi ränei i tētahi maiohatanga moni i te wähi o aua momo whakaaetanga. Ka ähei rätou ki te whiwhi i te haerenga kore utu mä runga tereina me te whiwhi kia kotahi te haerenga hoki mai kore utu mä runga waka köpikopiko mö rätou ake, mö te tangata kua whakaingoatia me ngä pararau, ä, ki tētahi wä e taurite ana ki te hau rua o te whiwhingatanga o te whakaaetanga whakatä. Ka wätea noa iho ngä huanga nei mö te 6 marama mai i te rä o te whakatätanga.
- 2.6 Ka hoatu kohatia he haerenga mä runga tereina, mä runga waka köpikopiko ki ngä utunga huanga ka whiriwhiria e Tranz Rail mai i tētahi wä ki tētahi (whai atu ana i tana rünangatanga i te taha o te uniana) ki a koe möu, ki tētahi tangata i whakaingoatia me ngä pararau.
- 2.7 Tērä pea ka whakaheia ngä utunga huanga ki a koe mö te haere ki te mahi me te hoki mai i te mahi, engari käöre ngä huanga haerenga e whakamahia e ngä kaimahi, e ngä kaimahi kua whakatä, e ngä tängata me ngä pararau ränei kua whakaingoatia ki te taha o tētahi atu mahi.
- 2.8 Mö ngä take e pä ana ki te Pukapuka Äpiti nei. Ko te tikanga o te "pararau" (dependant).He tangata ia o te whänau. Kei raro öna tau i te 18. He tino kaha tana whakawhirinaki atu ki te kaimahi. Nä, mö te tikanga o "te tangata i whakaingoatia". He tangata tērä i whakaingoatia e te kaimahi. Ka taea pea ngä whakaingoatanga te whakarere këtia whai atu ana i te hipa atu o te kotahi tau mai i te whakaingoatanga whakamutunga, i te märenatanga ränei o te kaimahi, i te matenga ränei o te kaiwhakaingoa.

3. Ngä Kupenga o te Whakaörite Whiwhinga Mahi

Nä te mea ko tēnei tētahi wāhanga o tana hötaka Whakaörite Whiwhinga Mahi, äwhina ai a Tranz Rail i ngä kaimahi kei te hiahia ki te whakatütü me te whakahaere i ënei kupenga tautoko, arä: he Women's Network, he Mäori Network, arä, Te Kupenga Mähi, ä, he Gay and Lesbian Support Group.

TE PUKAPUKA ÄPITI WHAKAAETANGA WHAKATÄTANGA

Mö ngä kaimahi ka whakatä i te tau kua äta whakahuatia, ka whakatä ränei moata atu ana i te tau kua äta whakahuatia, ä, i te taha anö o te whakaae a Tranz Rail. Ko te tikanga, ka ähei rätou ki te utua ki te whakaaetanga whakatätanga i runga i te tauine e whai ake nei:

Ngä Tau	Ngä marama o te Whakaaetanga					
	Mahi (ngä rä mahi)					
	0	2	4	6	8	10
Raro iho i te 10	0	0	0	0	0	0
10	22	23	24	24	25	26
11	26	27	28	29	29	30
12	31	31	32	33	34	34
13	35	36	36	37	38	39
14	39	40	41	41	42	43
15	44	44	45	46	46	47
16	48	49	49	50	51	51
17	52	53	54	54	55	56
18	56	57	58	59	59	60
19	61	61	62	63	64	64
20 ki te 24	65	65	65	65	65	65
25	65	66	66	67	68	69
26	69	70	71	71	72	73
27	74	74	75	76	76	77
28	78	79	79	80	81	81
29	82	83	84	84	85	86
30	86	87	88	89	89	90
31	91	91	92	93	94	94
32	95	96	96	97	98	99
33	99	100	101	101	102	103
34	104	104	105	106	106	107
35	108	109	109	110	111	111
36	112	113	114	114	115	116
37	116	117	118	119	119	120
38	121	121	122	123	124	124
39	125	126	126	127	128	129
40 piki atu	131					

TE PUKAPUKA ÄPITI TE TONO KI MAHI KË ME TE WHAKAHAPANGA

1. Te rünangatanga

Ki te kitea e Tranz Rail he türanga hei whakahapanga(ka whakahapanga ränei a tōna wä), ka tuku tohutohu a ia ki ngä kaimahi ka pängia, ka tukutohutohu hoki ki te uniana, ä, ka tukua he wä hei whakawhitiwhiti me te whakaputa whakaaro i raro anö i ngä huarahi kua whakaritea.

2. He mahi kë atu

2.1 Mehemea kei roto koe i tētahi türanga kua whakapuakina he türanga whakahapanga, ka noho whakahapanga ränei a tōna wä, ka tino whakamātau a Tranz Rail ki te whakanoho i a koe ki roto i tētahi mahi kë atu me te whakangungu i a koe, tētahi ränei o ēnei e tika ana.

2.2 He mahi tika tētahi mahi kë atu(wä whakangungu ränei) mehemea käre he mahi māu ki te hünuku i tö whare; ki te whakaae ränei ki tētahi öwehenga raro iho o te utu; ki te whakamahi ränei i ngä mahi he tino kaha kë te rere kë mö tētahi wä pūmau, ä, he mahi ränei ka taea e ö pükenga, e ö kaha te mahi.

2.3 Me tuhia ngä tuku mahi i raro i tēnei whakatakotoranga, ä, me whakaurua te pärongo e pä ana ki te wähi o te mahi, ki te öwehenga o te utu me ngä mahi matua o te türanga ki roto i te tuhinga.

2.4 Ki te kore a Tranz Rail e kaha ki te tuku he mahi kë atu, ka täpaetia atu e ia he tono ki mahi kë me te nukuhanga ki wähi kë, tētahi ränei o ēnei

3. Te nukuhanga ki wähi kë

3.1 Ki te whiwhi koe i tētahi täpaetanga mahi e mea ana me hünuku koe, ka hoatu te 4 wiki ki a koe ki te whakarite me aha koe.

3.2 I te wä e tau ana he whakaingoatanga ki wähi kë, kua pä ngä whakatakotoranga ki te whakawhiti mä ngä tikanga takoto a Tranz Rail, kua pä ränei ngä painga nukuhanga ki wähi kë o te whakaritenga nei. Ki te whakawhitia koe, ä, ka puta te mahi ki te hoko atu i tö whare me te hoko mai i tētahi atu, ka utua atu he takuhe o te \$1,744 ki a koe.

4. Te tono ki mahi kë

4.1 Ki te whakaae atu koe ki tētahi täpaetanga mö te tono ki mahi kë, ä, he whakahekenga o te öwehenga utu kei roto, ka whiwhi i a koe tētahi o ēnei, arä:

- he utunga i tätaitia mai i te rere kētanga i waenganui i te öwehenga utu-ä-häora o mua me ngä öwehenga utu i te häora hou, ä, me whakarautia mä te 6240 (i raro anö i te herenga kia kaua te utunga e neke atu i te utunga whakahapanga, ä, ka öwehenga whakamuatia mö ngä kaimahi wä poto);
- te mau tonu ki tö öwehenga o mua mö ngä tau piki atu ki te toru (ka pä ngä whakatakotoranga ki te whiunga, ki te mahi tuwhere me te rä whakangä-ä-ture o te mahi i mua i te wä nei).

4.2 Ki te kore te whakaaetanga e rite ko tēhea o ngä köwhiringa nei ka pä, ko te tohu tērä käre te täpaetanga o te tono ki mahi kë i te whakaaetia atu.

4.3 Mö tētahi täpaetanga o te tono ki mahi kë käre nei he mahi māu ki te hünuku, e 2 ngä wiki ka hoatu ki a koe ki te whakarite me aha koe.

5. Te Whakahapanga

- 5.1 Ki te kore a Tranz Rail e kaha ki te tāpae he mahi kē atu ki a koe, ki te kore rānei koe e whakaae atu ki tētahi tāpaetanga o te tono ki mahi kē, me te hūnuku ki wāhi kē, tētahi rānei o ēnei, ka hoatu he pānui whakahapanga o te whā wiki ki a koe (me te uniana), ka utua rānei ngā utu-ā-hāora o te whā wiki ki a koe i te wāhi o taua momo pānui.
- 5.2 Mehemea ka hiahia wā whakangā koe i roto i tō wā o tō pānui i a koe e mahi ana kia pai ai tō haere ki te rapu mahi māu, ka tino arongia atu tēnei. Ki te kitea e koe he mahi i roto i taua wā pānui, ka tino whakamātau a Tranz Rail ki te tuku i a koe me tana kore tango atu i tō whiwhingatanga ki te utunga whakahapanga.
- 5.3 Ki te tono koe mö tētahi tūranga wātea i roto i te toru tau whai atu ana i te whakahapanga i a koe, ka tino manakohia tō tono i mua atu i ngā tono mai a ngā kaitono ö-waho (i raro anō i te herenga kei a koe ngā pūkenga e hiahiatia ana ki te whakaki i te tūranga wātea).

6. Te Köwhiringa mö i te whakahapanga

Kei a Tranz Rail te tika ki te whakatau i te whakaritenga whakahapanga i ngā kaimahi, engari i roto i ia take, ka whakaarotia te hunga ka hiahia noai te whakahapanga i mua i tana whakaurunga mai.

7. Te Utunga o te Whakahapanga

- 7.1 Mehemea nö mua mai i te 6 o Paenga-whāwhā 1990 te wā i tautetia ai koe, ka utua koe i raro i te Tauine 1 (engari ka pä he itinga rawa o te Tauine 2). Mehemea i tautetia koe i muri atu i taua rä, ka utua koe i raro i te Tauine 2.
- 7.2 Ka noho “te utu o te rä” ki te 8 hāora o tō öwehenga o te hāora kei roto i te Pukapuka Äpiti Utu i te wā o tō rä whakamutunga i te mahi (ka uru atu ngā utu täpui tohu mätauranga mahi-ä-rehe ki roto); ka öwehenga whakamuatia mö ngā kaimahi wā poto.
- 7.3 Käore he utunga e whakatakotia mehemea kei runga atu ö tau i te tau whakatä e tika ana.
- 7.4 Käore te utunga whakahapanga e rahi atu i ngä rä e tika ana kia whiwhi i a koe i roto i te toenga mai o te mahi mö te whakatätanga, mö te monehutanga rānei o tētahi wā pūmau. I whakatakotia te tätaitanga nei i te rä o te monehutanga o te pānui, ä, ka tatauria hei rä 10 i te rua wiki.
- 7.5 Ka whakaeatia tētahi whakaaetanga rihaina, whakaaetanga whakatä, whakaaetanga wetekanga rānei i utua i mua atu.
- 7.6 Mehemea kua mahi koe mö te 10 tau, neke atu rānei, ka wātea atu te haerenga huanga ki a koe mö te 1 tau mai i te rä i mutu ai te mahi.
- 7.7 Ki te hūnuku whare koe, kua ähei koe ki te whiwhi i tētahi kawenga kore utu “kei runga te tüpono i te tangata nöna ngä rawa” o ö rawa whare me öu ake rawa.
- 7.8 E pēnei ana te tikanga o te mahi (service), arä: ngä mahi katoa i te taha o Tranz Rail tae noa ki te rä whakamutunga i te mahi.
- 7.9 Käore ēnei e whai ake nei e uru mai ki te mahi, arä:
- He mahi kua whakaarotia i roto i tētahi utunga wāwāhi, utunga whakahapanga rānei i whakatakotia i raro i ngä whiriwhiritanga i mua atu mai i te tau 1984.
 - He wä rönaki o te whakaaetanga me te kore utu mö neke atu i te 3 marama.
- 7.10 Ka whakatikaina te mahi wä poto i runga i te pütake öwehenga.
- 7.11 E pēnei ana te tikanga o te mahi i raro i te Tauine 1, arä:
- Mehemea i tautetia koe i mua mai o te 10 o Whiringa-ä-rangi, ko ngä mahi katoa i te taha o Tranz Rail te tikanga o tō mahi.

- Ka uru atu hoki ki roto i te mahi mö aua kaimahi te mahi i roto Te Tari Kāwanatanga, i roto i ngā Ope Tauā me te rerewē i tāwāhi ki te 10 o Whiringa-ā-rangi, 1987 (ko te mea kē, kāore taua mahi i whakatauhia i mua atu mö tētahi utunga whakahapanga).
- Mehemea i tautetia koe i waenganui i te 10 o Whiringa-ā-rangi, 1987 me te 6 o Paenga-whāwhā, 1990: ko te katoa o te mahi rōnaki mai i tō rā tautetanga, te tikanga ki tō mahi.

7.12 Ka uru atu hoki ki te mahi, te mahi piki atu ki te 28 o Whiringa-ā-nuku i te taha o New Zealand Railways Corporation.

8. Te Tauine 1

(ngā kaimahi i tautetia i mua atu i te 6 o Paenga-whāwhā, 1990)

Ngā tau	NGÄ MARAMA											
	0	1	2	3	4	5	6	7	8	9	10	11
	(Te hia kē o ngā Rā Utu)											
0	75	75	75	75	75	75	75	87	88	90	92	93
1	95	96	98	99	100	101	103	104	105	106	108	109
2	110	111	113	114	115	116	118	119	120	121	123	124
3	125	126	127	128	128	129	130	131	132	133	133	134
4	135	137	138	140	142	143	145	147	148	150	152	153
5	155	156	157	159	160	161	162	163	164	166	167	168
6	169	170	171	172	172	173	174	175	176	177	177	178
7	179	180	181	183	184	185	186	187	188	190	191	192
8	193	194	196	197	198	199	201	202	203	204	206	207
9	208	209	210	212	213	214	215	216	217	219	220	221
10	222	223	224	225	225	226	227	228	229	230	230	230
11	232	233	234	234	235	236	237	237	238	239	240	240
12	241	242	243	244	244	245	246	247	248	249	249	250
13	251	252	253	253	254	255	256	256	257	258	259	259
14	260	261	262	263	263	264	265	266	267	268	268	269
15	270	271	272	272	273	274	275	275	276	277	278	278
16	279	280	281	282	282	283	284	285	286	287	287	288
17	289	290	291	291	292	293	294	294	295	296	297	297
18	298	299	300	301	301	302	303	304	305	306	306	307
19	308	309	310	311	312	313	314	315	316	317	318	319
20	320	320	321	321	321	322	322	322	323	323	323	324
21	324	325	325	326	326	327	327	328	328	329	329	330
22	330	331	331	332	332	333	334	334	335	335	336	336
23	337	338	338	339	339	340	340	341	341	342	342	343
24	343	344	344	345	345	346	347	347	348	348	349	349
25	350	350	351	351	351	352	352	352	353	353	353	354
26	354	354	355	355	356	356	357	357	357	358	358	359
27	359	359	360	360	360	361	361	361	362	362	362	363
28	363	363	364	364	364	365	365	365	366	366	366	367
29	367	367	368	368	368	369	369	369	370	370	370	371
30	371	371	372	372	373	373	374	374	374	375	375	376
31	376	376	377	377	377	378	378	378	379	379	379	380
32	380	380	381	381	381	382	382	382	383	383	383	384
33	384	384	385	385	386	386	387	387	387	388	388	389
34	389	389	390	390	390	391	391	391	392	392	392	393
35	393	393	394	394	394	395	395	395	396	396	396	397
36	397	397	398	398	398	399	399	399	400	400	400	401
37	401	401	402	402	403	403	404	404	404	405	405	406

38	406	406	407	407	407	408	408	408	409	409	409	410
39	410	411	411	412	412	413	413	414	414	415	415	416
40	416											

8.2 Mehemea i a koe he whiwhingatanga ki tētahi tau o ngā rā nui kē atu ki ērā i whakawhiwhia i roto i te tauine i runga ake nei, ā, i mua tata tonu atu o te tīmatanga o te whak aritenga nei, ka haere tonu tō whiwhi i aua tau nui kē atu.

8.3 Mehemea he tamaiti pararau tāu kei raro ngā tau i te 18, ka whakapikia te utunga mā te 20 rā mö ia tamaiti pararau (engari, kāore e utua mehemea kua utua he whakatāpiri ki taua tamaiti anō e tētahi atu kaimahi).

1. **TE TAUINE 2 (ngā kaimahi i tautetia whai atu ana i te 6 o Paenga-whāwhā, 1990)**

Te Mahi

Ngā Rā Utu

Iti iho i te 6 marama

5

Te 6 marama ki te iti iho i te tau

15

1 tau, ā, neke atu

30

tāpiri atu i te 5 rā ki ia 6 marama whakatāpiritanga kua oti; i raro anō i te herenga o tētahi mutunga rawa o te 210 rā.