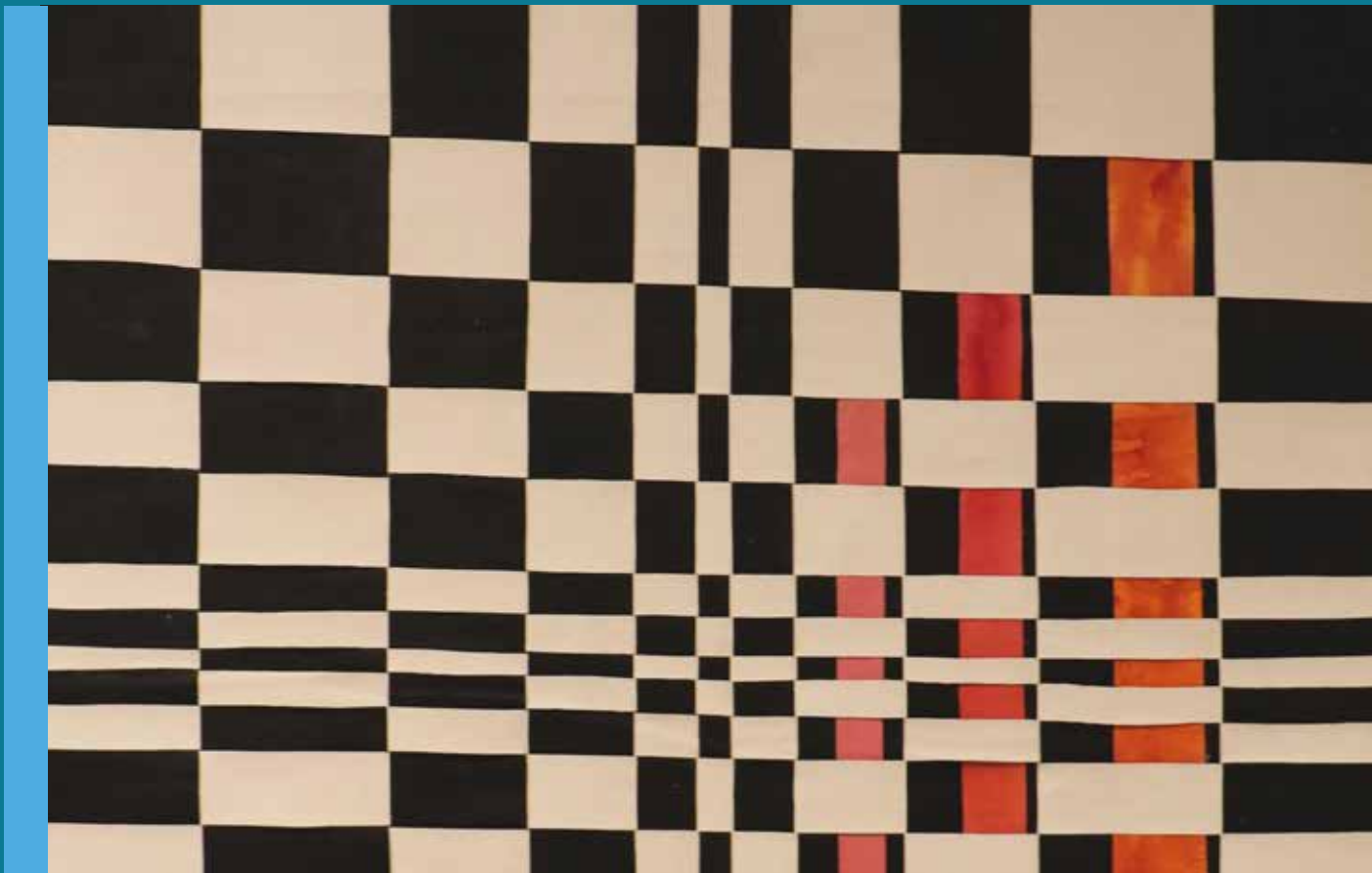


Mahere Mahi Hauātanga

2023 – 2027



ARA POUTAMA AOTEAROA
DEPARTMENT OF CORRECTIONS

Ngā mihi

Piki Ake i te ara whakapakari
Climb the path of improvement

He kawa whakaruruhau
To sustain, protect and shelter

Mahi toi i runga i te uhi:

Oranga Nui

Rawatoi: Kānawehi, peita kiriaku

Wāhi: Auckland Region Women's Corrections Facility

Rohe: Te Raki

Nō te tau: 2021

Tauākī o te ringatoi: Ka whakamahi tēnei taonga i ngā tae tino tauaro e mau ai te aronga o ngā tamariki nohinohi rawa atu mā te raranga kia kotahi te tupu, te whanake me te whakarahi.

E whakaaturia tēnei mahi toi i te Tari ā-Motu o Ara Poutama Aotearoa i Te Whanganui-a-Tara.

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Kupu Takamua

Kotahi anō te kaupapa: ko te oranga o te iwi. Kotahi anō te take o ā mātou mahi: te hauora me te oranga o ngā tāngata.

E tino harikoa ana au ki te tuku i ngā kupu takamua mō te Mahere Mahi Hauātanga tuatahi a Ara Poutama Aotearoa.

Kua hangaia ki runga i ngā reo me te whakahoki kōrero a ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau e whakaatu ana i tō mātou ngākau titikaha ki te whakaaro "Kāore he paku aha mō mātou me te korenga o mātou".

Me whakarite mātou ka taea e ngā tāngata whaikaha Māori/ngā tāngata hauā te whai wāhi atu ki ngā ratonga, te whai wāhi ki te pāpori me te whai hoki i te oranga whai tikanga.

E mārara ana tēnei mahere ki te hiahia me noho ngā tāngata whaikaha Māori/ngā tāngata hauā e whakahaeretia nei e te Ara Poutama Aotearoa ki roto i tētahi taiao e haumarua ā-ahurea ana. Ka whakatūria e ia ētahi wāhi mahi matua kia ea ngā wawata, kia whakaitia hoki ngā ārai māna pea e aukati ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau kia tutuki i a rātou ngā hua pai ake.

Ahako e arotahi ana tēnei mahere ki ngā tāngata e whakahaeretia nei e mātou i tēnei wā tonu nei, ko te whāinga a Ara Poutama Aotearoa kia whakaritea tērā he kanorau ake tā mātou ohu mahi, he kauawhi ake hoki ki te hunga e pāngia nei e te hauātanga. E arotia ai tēnei āhuatanga, ka whakaritea mai tētahi Mahere Mahi Hauātanga mā ngā kaimahi, māna e whakaatu tētahi huarahi torowhārahi ake hei aro atu ki ngā take hauātanga puta noa i tō mātou umanga.

Kua whakaahutia mai te Mahere Mahi Hauātanga me te whai whakaaro ki te Uiuinga Hauora a te Rōpū Whakamana i te Tiriti o Waitangi, nāna nei i tautohu te hiahia ki te whakaahei, ki te tautoko hoki i te mana motuhake i roto i te hoahoatanga, i te tukunga, me te aroturuki i ngā ratonga hauora, hauātanga hoki. Kua whakamahia hoki e mātou te tauira hauātanga ā-pāpori, e miramira nei i te mana motuhake, e mahi nei hoki mai i tētahi huarahi ā-kaha hei tautoko i te whakaahutanga mai o te mahere

E whakaatu ana hoki tēnei mahere i tō mātou haepapa me tō mātou ngākau titikaha ki te tautoko i te hononga i waenganui i a ngāi Māori me te Karauna, i Te Tiriti o Waitangi, i ngā wawata o Hōkai Rangī me ngā reo o te rāngai hauātanga, o ngā tāngata whaikaha Māori/ngā tāngata hauā hoki.

E miramira ana tērā i te mana motuhake, e mahi ana hoki mai i tētahi huarahi ā-kaha. Ko te tīmatanga tēnei o tā mātou urupare ki te aro atu ki ngā tōkeke kore e pāngia nei ki ngā tāngata whaikaha Māori/ngā tāngata hauā.



Dr. Juanita Ryan

Tāhuhu Rangapū Tuarua – Hauora

Ngā mihi

Ko tō mātou hiahia he mihi atu ki ērā tāngata whaikaha Māori/ngā tāngata hauā e whai wheako ana mō te whare herehere, me ō rātou whānau, nō rātou te reo i tautoko ai i te whakatūanga o tēnei Mahere Mahi Hauātanga.

Me kore ake ā rātou tukunga kōrerotanga, ka tū te mahere hei tupu kāore nei ōna pakiaka, kāore he hononga hoki ki te oneone me te whenua kia tupu ake ia.

E mihia ana hoki ko ngā whakatenatena, ko ngā tuku kōrero me te whiwhita, nā te hunga whai pānga ā-waho i tuku mai, tae ana ki ētahi atu umanga kāwanatanga.

He kōrero whakataki

Ko tētahi o ngā aronga matua o te kāwanatanga o Aotearoa, ko te whakapai ake i te toiora o te iwi o Aotearoa me ō rātou whānau. Kei roto i tērā ko tōna kotahi i te whā (24%) o te taupori o Aotearoa, he hauā te tuakiri. E kitea pāhikahikatia ana a ngāi Māori ki roto i tēnei rōpū mēnā ka tauritetia ki te taupori whānui.

Kua pūrongotia e ngā tāngata whaikaha Māori/ngā tāngata hauā ngā wheako mō te whakatoihara, mō ngā ārai hoki kua pā mai ki ō rātou ao, tae ana ki ngā uauatanga ki te whai wāhi atu ki te whānuitanga o ngā ratonga hauora, hauātanga, ā-pāpori hoki.

I te horopaki o Ara Poutama Aotearoa, i te nuinga o te wā kua pāngia kētia te tangata e tētahi hauātanga i mua i te hounga mai ki te whare herehere, engari tērā ētahi ka puta mai pea he hauātanga nō rātou ka noho ki te whare herehere. I roto i te whare herehere he mea nui rawa atu ngā ratonga hāpai e kounga tiketike ana mō te hauora me te hauātanga hei aro atu ki ngā hua hauora me te toiora tōkeke kore, kia whakaritea ai hoki te haere tonutanga o te tautiaki hei te wā o te urunga atu anō hoki ki te hapori.

I te Hune 2022, ka tāpiritia atu Te Kāhui Pātai Poto o Wahingitanga (Washington Short Set of Questions on Disability (WGSSQ)) ki te Aromatawai Hauora i Whakahoungia (Updated Health Assessment (UHA)) Ko te whakamahinga o ngā raraunga i te WGSSQ tētahi tāwhai pai mō te Ara Poutama Aotearoa nā te mea koinei te wā tuatahi e taea ai te ine whitake te tokomaha me ngā āheinga o ngā tāngata whaikaha Māori/ngā tāngata hauā e uru mai ana ki te whare herehere.

E marohi pēnei ana ngā raraunga tuatahi - ahakoa he āhua iti iho (17.3%) te nama o ngā tāngata whai hanga mate i te whare herehere tērā i tō te taupori whānui, he nui ake te pānga riterite o ngāi Māori i roto i te whare herehere, he hauā te tuakiri (50.9%)

Ahakoa ka pāngia a ngāi Māori me ērā ehara i te Māori e te hauātanga, he nui ngā rerekētanga i waenga i ō rātou wheako hauātanga.

Ka nui noa atu te ōwehe a ngāi Māori i te pūnaha Ara Poutama, ā, ko te aro atu ki te tokomaha rawatanga o ngāi Māori he wāhanga matua o tā mātou rautaki whakahaere, arā ko Hōkai Rangi: Te Rautaki o Ara Poutama Aotearoa 2019-2024.

I runga i tō mātou ngākau titikaha ki te whakaaro "Kāore he paku aha mō mātou me te korenga o mātou", ko te reo a ngā tāngata whaikaha Māori/ngā tāngata hauā e whai wheako ana mō te pūnaha Ara Poutama me ō rātou whānau he tino wāhanga o te whakaahutanga o te Mahere Mahi Hauātanga.

E whakaatu ana tēnei i te mahi tahi e miramira nei i te nui o te whakahui mai i ngā hunga whai pānga matua me ngā hoa pātui (inarā hoki ko ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau) ki roto i tētahi tukanga whakaahuahitanga e whai ana i ngā urupare, ngā hua me ngā otinga e tuari tahitia nei. Kei roto i tēnei ko te whakawhitiwhiti kōrero ki:

- ngā tāngata whaikaha Māori/ngā tāngata hauā e noho ana ki te whare herehere i tēnei wā,
- ngā tāngata whaikaha Māori/ngā tāngata hauā i noho nō nā noa nei ki te whare herehere me ō rātou whānau,
- ngā tāngata puta noa i te Ara Poutama Aotearoa,
- ngā tāngata puta noa i te kāwanatanga, ā,
- ngā tāngata i te rāngai hauā whānui ake.

I mahia hoki e Ara Poutama Aotearoa ētahi awheawhe ā-roto puta noa i ngā umanga kāwanatanga, i ngā whakahaere nō waho i te kāwanatanga, me ngā rāngai ā-hapori hei tautoko i te whakaahutanga o tēnei kaupapa.

“

Ko tā mātou haepapa motuhake i roto i tēnei pūnaha me aro atu kia pai rawa atu tā mātou mahi ki ērā e tae mai nei i raro i tā mātou tiaki, whakahaere hoki, e iti ai te tūpono ka hoki mai anō ki te pūnaha ture.

– Hōkai Rangi - te whāinga me te horopaki p.4

”

He Tirohanga Whānui ki ngā Kaupapa Matua



Te whakamāramatanga o te hauātanga

Ko te hauātanga he kupu e kapi ana i ngā hanga mate whaiaro, ngā ngoikoretanga ā-tinana, me ngā kōpiri whai wāhitanga. Ko ōna pūtaka pea ko ngā aituā, ngā whara, ngā mate whakawhānau, ngā mate ā-ira, ngā māuiuitanga wā roa, me ngā take hauora. He mea nui tonu kia mārama ka kitea, ka kore e kitea rānei ngā hauātanga (hei tauira, te neke tinana, te ako, te whakawhiti kōrero).

E whakamahi ana mātou i te whakamāramatanga o te hauātanga e whakamahia nei e te Manatū Hauora, te Manatū Whakahiato Ora, me te Kautetanga Whānui e whakatau ai i ngā paearu pūtea ā-hauātanga. Ko te whakamāramatanga o te hauātanga, he ngoikoretanga ā-tinana māu anō e kite, ko te pūtaka he māuiuitanga wā roa, he mate hauora rānei.

Ko te tauira ā-pāpori me te tauira hauora, me te hāngai atu o ērā ki te hauātanga.

Ko te tauira ā-pāpori hauātanga e whakamahia nei i roto i tēnei mahere kei te whakatau tērā ko ngā ārai ka rangona e ngā tāngata hauā, i take mai i ngā āhuatanga o te whakahaere pāpori kaua i te hanga mate, i te rerekētanga rānei o te tangata.

Ko te aro atu ki ngā hanga mate, ki te hauātanga, ki tētahi urupare ā-ratonga hauora e kitea nei i roto i te huarahi tauira hauora. Nā ngā tāngata hauā i whakaahu te tauira ā-pāpori nā te kore i taea e te tauira hauora taketake te whakamārama o rātou wheako whaiaro o te hauātanga, te āwhina rānei te whakaahu i tētahi tū momo noho kauawhi ake.

He aha e kōrero nei mātou mō ngā 'tāngata hauā' me ngā tāngata whaikaha Māori

Kei Aotearoa, ka whakamahi mātou i te kupu ngā tāngata hauā. I te wā o te whakaahutanga o te Rautaki Hauātanga o Aotearoa, he tino nui te kōrero me te whakawhiti whakaaro mō te reo i whakamahia. I te mutunga iho, ka kōwhiria 'ngā tāngata hauā', kua ko, hei tauira, 'he tangata whai hauātanga', 'ngā tāngata whai hauātanga' rānei, 'ngā tāngata whai wheako mō te hauātanga' rānei. Ko te take e pēnei nā:

ko te tangata he tangata i te tuatahi, he tāngata ērā e whai ana i ngā hanga mate, hei tauira, he tangata e whai ana i tētahi hanga mate ā-kitenga, i tētahi waimaero rongo rānei, he ngoikoretanga ā-tinana rānei. Ko ngā ārai ā-waiaro me ngā ārai ōkiko i roto i te ao e noho nei tātou kei te whakahauā i a rātou, ā,

he tāngata hauā (kia tika ake te kōrero rānei, he tāngata e whakahauātia nei e te pēheatanga o tō tātou nei hanga me te whakahaere i tō tātou ao. Ko te kupu 'hauā' e hāngai ana ki ngā mea kei waho i te tangata ka pā ki a ia, ka aukati hoki i tāna whai wāhitanga.

Ko ngā kupu tāngata whaikaha Māori e hāngai kau ana ki ngā tāngata Māori hauā. Ina kōrero ana mātou ki te taupori katoa e hauā ana, ka whakamahia ngā kupu ngā tāngata whaikaha Māori/Ngā tāngata hauā

"Ko ngā tāngata whaikaha e pā ana ki ngā tāngata e pūkeke ana kia ora rātou, he tino whāinga tērā rānei e nanioretia ai. E hāngai pai ana ki ngā whāinga me ngā wawata o ngā tāngata whai hauātanga e pūkeke ana, mā tētahi ara, kia ora rātou, ki te hanga āheinga mā rātou ake, kua kē kia whakatapangatia, pērā i o mua."

Whāia Te Ao Mārama (The Māori Disability Action Plan) 2018 ki 2022.

Whānau

Ko te mōhiotanga taketake o te whānau e aro atu ana ki ngā piringa o roto i te whānau. Inā noa nei, ka whakamahia te kupu i runga i tētahi toronga whānui, arā ka pā pea te kupu whānau ki ngā tāngata, e kitea nei e tētahi hei tāngata e whakanui ana i tōna wairua me te mana. Kei roto pea ko ngā hoa, ngā hononga ā-pāpori, hoa mahi rānei. Ka arotahi te whakamāramatanga ki te hunga māna e tuku te wairua whai wāhi.

Mātauranga Māori

Ko te Mātauranga Māori ko te mātauranga, te aroā, te māramatanga rānei o ngā mea katoa e kitea, kāore e kitea rānei, i tukuna ihotia ai e ngā tūpuna Māori, ā, kei roto ko te hinengaro Māori me te horopaki onāiane. He pātaka mātauranga, wheako, mātāpono me ngā rapunga whakaaro Māori, kei roto rā ko te mōhio ki ngā taha wairua, ōkiko hoki.

Te Tiriti o Waitangi

Ko te hirahira o te tuakiri ahurea, kei roto ko te reo, te whānau, ngā mātāpono ahurea, ngā tikanga, me ngā hononga ki te whenua mā te whakapapa, he mea kei runga rawa atu mō te pēheatanga o te whakahaere a ngā tāngata whaikaha Māori/ngā tāngata hauā i tō rātou noho o ia rā i roto i Te Ao Māori me Te Ao Pākehā (Te Mahere Hauātanga o Aotearoa (New Zealand Disability Strategy) 2016 ki 2026). He haepapa tā te Ara Poutama Aotearoa ki Te Tiriti o Waitangi, ā, i runga i tōna taupori Māori nui me whai wāhi ia ki te aro atu ki ngā tōkeke kore e pā ana ki a ngāi Māori. Ka uru ki roto i tēnei āhuatanga ko te kaha tiaki i te hauora me te toiora o ngāi Māori, e noho nei ki roto i tō mātau whakahaeretanga.

E arahina ana tēnei Mahere Mahi Hauātanga e ētahi tuhinga rautaki matua, e ētahi kitenga Taraipiunara hoki. I kōrero te pūrongo a Te Rōpū Whakamana i Te Tiriti o Waitangi i 2017, arā a Tū Mai te Rangī!, i ngā herenga ā-Tiriti e hāngai ana ki te Ara Poutama Aotearoa. Kei roto ko ēnei, me whakarite he mōtika tā ngāi Māori ki te whakamana i tō rātou tino rangatiratanga, me whakarite hoki ka kaha whai wāhi a ngāi Māori ki te whakahoahoa, ki te whakawhanake, ki te whakatinana hoki i ngā rautaki e pā ana ki a ngāi Māori. Mēnā ka kitea he tōkeke kore mō ngāi Māori, e ai ki te Taraipiunara, e herea ana te Karauna kia nui ake te tuku rauemi me te whakapau kaha anō kia noho anō ai te tōkeke.

Ko ngā kitenga a te pūrongo Hauora a te Rōpū Whakamana i te Tiriti o Waitangi mō te Wāhanga Tuatahi o Te Uiuinga Kaupapa mō ngā Ratonga Hauora me ngā Hua (2019) (Health Services and Outcomes Kaupapa Inquiry (2019)) he kīnaki, he mea e īnaki ana hoki i ngā tohutohu i tukuna ai ki te Ara Poutama Aotearoa i 2017. I tūtohu Te Taraipiunara kia arahina te pūnaha hauora me te hauātanga e te mana motuhake o ngāi Māori i roto i te whakahoahoa, te tuku, me te aroturuki i ngā ratonga hauora me te hauātanga. Ko ngā kupu whakamutunga a Te Taraipiunara ka pēnei - ko te tōkeke, te kaha tiaki, ko ngā kōwhiringa me te pātuitanga he mea waiwai hoki hei tuku i ngā ratonga hauora.

E ū ana te Ara Poutama Aotearoa ki te tautoko i te hononga i waenganui i a ngāi Māori me te Karauna. Me te aha, ka mahi tahi te Ara Poutama Aotearoa ki a ngāi Māori i ētahi taumata matua o tā mātou pakihi. Ka whai mātou kia whakaritea kia kore te mātauranga Māori e raukotia, e kōhakina rānei.



Hōkai Rangi

Ko Hōkai Rangi me Te Ara Poutama he kupu whakarite mō te tipu, te pito mata me te huringa, e whakaata nei i roto i tō mātou haerenga whakahou e kōrerotia nei i a Hōkai Rangi. Ka whakaahutia a Hōkai Rangi i runga i te mōhio kei te hiahiatia he huarahi hou hei tautoko i ērā i raro i te whakahaere a Ara Poutama Aotearoa, ā, e arahina ana e te whakataukī “Kotahi anō te kaupapa; ko te oranga o te iwi”.

E takune ana a Hōkai Rangi ki te tautoko i tētahi huarahi ā-oranga hei whakahaere i te tangata i roto i te pūnaha Ara Poutama, tae ana ki te whakarato i ngā taiao hūmārika, whakaora hoki, e miramira nei i te hauora torowhārahi puta noa i te umanga, me te pātuitanga ki ngāi Māori. Ko te tikanga o tēnei, he auaha tā mātou mahi, ā, ka kimi ara rerekē mātou hei mahi tahi ki ētahi atu kia pai ake ngā hua urunga anō, whakaauraki hoki mō ngāi Māori me ngā tāngata katoa e whakahaeretia e te Ara Poutama Aotearoa.

Kei te ārahi te aronga rautaki whānui ake i whakaritea i roto i a Hōkai Rangi mō te Ara Poutama i te Mahere Mahi Hauātanga. I roto i a Hōkai Rangi e āhukahuka ana mātou i ā mātou haepapa ā-Tiriti kia tika tā mātou kaha tiaki i ngā aronga Māori, kia whai wāhi mai a ngāi Māori ki te whakahoahoa, te whakawhanake me te whakatinana i ngā rautaki e pā ana ki a ngāi Māori, me tā mātou whāinga ki te mahi tahi ki ngā hāpori Māori. E āhukahuka ana te Ara Poutama he mea nui rawa atu te whai wāhitanga a ngāi Māori ki tētahi taumata tino teitei ake kia taea ai te rangatiratanga, kia tutuki ai hoki ngā whāinga o tēnei rautaki.



Ngā Reo o ngā Tāngata Whaikaha Māori/ngā tāngata hauā kei te Whare Herehere

I te tau 2021, ka whakahaere tuatahitia e te Ara Poutama Aotearoa he uiuinga e āhei ai kia rangona ngā reo o ngā tāngata whaikaha Māori/ngā tāngata hauā. Ka tohatoha noa ngā tāngata whaikaha Māori/ngā tāngata hauā i ō rātou wheako o te noho i roto i ngā whare herehere o Aotearoa. I whāki mai rātou ki a mātou he aha ngā mea e haere pai ana, ngā mea kāore e pērā nā, ā, kei hea e taea ai e mātou te arotahi anō e pai ake ai ngā ratonga. Kua āwhina ēnei whakahoki kōrero ki te hanga i te arotahi me ngā mahi i roto i te Mahere Mahi Hauātanga.

Ngā mea e haere pai ana

- I te nuuinga o te wā kua kitea rātou e tētahi nēhi i roto i ngā 24 hāora whai muri iho i te taenga mai ki tētahi wāhi,
- e ai ki ētahi kāore anō kia pērā rawa te pai o te whakamōhiotia ōna mō tōna ake hauātanga,
- e kitea ana e rātou ko ngā tākuta me ngā nēhi ki te whare herehere he pou whirinaki, he mea rata hoki.

"Kia pono te kōrero, kāore anō kia pērā rawa te kaha o te tautoko, o te whakamōhio mai hoki mō taku hauātanga. Ka tukuna e rātou he kupu āwhina tōtika, ā, e auau ana ngā tiro tiro hei tuarā mō taku oranga."

- Kaiurupare uiuinga, whai wāhitanga a te Mahere Mahi Hauātanga

Ngā mea kāore i te haere pai

- kāore i te pai te āheitanga ki ngā rīnena moenga, ngā matarihi, me ngā heremanga,
- kāore ngā tono tautoko i te uruparetia i te wā e tika ana i ngā wā katoa,
- nā te kore o te āhei atu ki ngā toronga me ngā hōtaka ka ngaro ētahi angitu ki te ārai i te hē kē atu o te hauora me te toiora.

"[Me] hari au e ngā kaimahi whare herehere ki ngā toronga me te whakarongo noa rātou ki ētahi atu mauhere."

- Kaiurupare uiuinga, whai wāhitanga a te Mahere Mahi Hauātanga

Ngā wāhi e taea ai e mātou te whakapakari

- kia pai ake te whakatairanga me te ārai o ngā take hauora ka puta pea.
- kia pai ake te whakawhiti kōrero mō ngā hiahia tautoko pea o te tangata i a ia e whakawhiti atu ana anō ki roto i te hapori, e whakawhiti ana rānei ki tētahi atu whare herehere,
- kia nui ake te āheitanga ā-tinana i roto i ngā whare herehere,
- kia pai ake te mōhiotanga mō ngā pānga whānui ake o te hauātanga, kia nui ake ngā kōwhiringa i roto i ngā ratonga e kounga ana, me ngā hāpai e hāngai pū ana ki ngā hiahia motuhake hauātanga.

"E hiahia ana mātou kia pai ake te whakawhiti kōrero i waenga i ngā whare herehere ā-takiwā."

- Kaiurupare uiuinga, whai wāhitanga a te Mahere Mahi Hauātanga

Ngā reo o ngā tāngata whaikaha Māori/ngā tāngata hauā, i tukuna ai i te whare herehere

Kua tangohia ēnei kōrero i ētahi uiuinga me tētahi tāngata whaikaha Māori/ngā tāngata hauā, i noho ai o mua ki te whare herehere, i ētahi uiuinga hoki me te whānau o tētahi atu tāngata whaikaha i noho ai o mua ki te whare herehere. He tauira ēnei kōrero whakaingoamuna o te whānuitanga o ngā reo i rangona, māna e whakamōhio ngā mahi me te arotahi o te Mahere Mahi Hauātanga.

Te kōrero a Kingi

He taitāhake a Kīngi (he ingoa i titoa), e 22 ōna tau, kua āhua kotahi tau ia e noho ana ki te whare herehere, kāore ia i tino mōhio ki te roanga pū o te tana noho ki te whare herehere.

Kei a ia:

- he taitu ako
- he taumata reo matatini tino iti,
- he hanga mate āheinga ā-hinengaro
- he whāiti tōna pūkenga ki te reo Pākeha, nā te mea ko tōna reo tuatahi ko te reo Māori.

Ki tā Kingi, i te wā i uru mai ai ia ki te whare herehere, kāore ia i tino mōhio e aha ana te aha, ā, kāore rānei ia i tino mōhio e aha ana te aha ki te kōti.

I whakatoihara ētahi o ngā kaitiaki ki a ia, engari i tīngā ia ki taua momo maukino i ngā tāngata whai mana me tana mōhio ka mutu i ana parata te tūkinotia ōna. Kāore i taea e Kingi te maumahara ki tana whai atu i ētahi karaehe, akoranga rānei, ki te pāhekoheko rānei ki te mātauranga, ki ngā tāngata whiwhinga mahi, tāngata whakahaere kēhi ranei.

Ki tāna, kāore i tika ngā whakamāramatanga a te tangata ki a ia, kāore hoki ia i noho hāneanea, haumarū rānei ki te patapatai mēnā kāore i mārama. I mōhio ia, mēnā ka whakaata ia ka mārama ngā mea, ā, he mea nui ērā, kātahi ana parata ka whakamōhio i a ia.

I whai wāhi ia ki tētahi kēnge, nā reira kāore he āwangawanga ōna nā te mea i mōhio ia, ahakoa te whare herehere i haere ai ia, hei reira ētahi o ana parata. I mōhio ia ka mutu i ana parata te tino tūkinotia ōna.

- Te kōrero a Kingi

Te kōrero a Tony e ai ki te mōhio o tana whānau nā rātou hoki i whāki

Ko tā te whānau o Tony (he ingoa i titoa), kāore rātou i whakamōhio kua whakarautia ia me tana haere ki mua i te kōti kia whiunga rā anō ia. Kua noho ia i mua i tētahi wāhi noho oranga motuhake e hāpaitia nei, ā, ka kitea e ia tana kaimahi hāpai mō ētahi hāora torutoru ia wiki. I ētahi wā, kāore rāua i huihui mai nā ētahi pūtaka.

Kāore i mōhio tana kaimahi hāpai kua whakarautia ia, ka haere rānei ki te kōti. Nō reira, kāore i taea e ia te whakamōhio tōna whānau te umanga hāpai rānei nāna nei te kaimahi i whakamahī, nāna nei hoki i whakarato he wāhi noho ki a Tony, mō ētahi wiki. I aua wā kua haere noa ngā tikanga ture i tā rātou haere ā-ture.

Ko te whakapono o te whānau, kāore tā rātou tama i mōhio e aha ana te aha, kāore hoki ia i tuku pātai, ka whai noa kē ia ki ngā whakahaere e marohitia nei e tētahi tangata whai mana. I hiahia te whānau o Tony kia whiwhi i te tautoko e tika ana mō ngā tāngata whaikaha Māori/ngā tāngata hauā (inarā hoki mō tētahi e whai hanga mate ā-hinengaro), kua noa ko te hāpai whānui. E whakapono ana rātou ka tūpono pā atu ētahi āhuatanga ki a ia, kāore i pai ki a ia, engari kāore ia i taea kia tere, kia māmā hoki tana whākamāramatanga ki ētahi o ngā kaimahi.

I mua tonu i tana haere ki te whare herehere, e whakapono ana tōna whānau kua hapa ngā mahi a

- tana kaimahi hāpai
- tana kaituku ratonga,
- ngā pirihihana
- te pūnaha kōti

Kāore i mārama ia, kāore hoki i mōhio ka taea e ia te tāpui he toronga ki te whare haumanu kia kite ai i tētahi nēhi. Waihoki, i whakapono ia ko tā ngā kaitiaki whare herehere i kī ai koirā te ture, ā, kāore e taea tērā kia pātaitia, kia werohia rānei.

Kāore he hāpaiora pai i puta hei tautoko i a Tony i tana haerenga, hei whakauru mai rānei i tōna whānau. He mauhanga hara tāna ināianei, ā, e whakapono ana te whānau ka taea pea e rātou tērā te ārai, i runga i tētahi momo ara kē atu, mēnā kua wawe tō rātou mōhio e aha te aha ki a ia. I kī mai te whānau, ki te tino pono mātou (Ara Poutama Aotearoa) kia hāpaitia kētia ngā tāngata whai hauātanga, me tū ngā whakawhiti kōrero pono mō te ārai me te hāpai i te taha o ngā whānau pērā ki a rātou me tā rātou tama.

I kī mai tōna whānau ka kī mai ia ki a rātou i noho haumarū ia ki te whare herehere, ā, he āhua ōrite ngā āhuatanga noho ki ērā ki tōna wāhi noho e hāpaitia nei, nō reira kāore he mea tauhou ki a ia.

Ko te āhua nei, kāore he āheinga māna anō e whai āna ake kōwhiringa, ka pōkeka tēnei i te whānau, engari kua ko Tony.

- Te whānau o Tony e kōrero ana i tana kōrero.

Tā mātou Mahere Mahi

He aha te take o te mahere mahi?

He aronga matua tā te Kāwanatanga o Aotearoa kia pai ake te toiora o te iwi o Aotearoa me ō rātou whānau. E whakaū ana rātou kia tutuki ngā hua hauora tōkeke mō ngā tāngata katoa o Aotearoa e hāngai ana ki te whāinga me ngā mātāpono e whakatakotoria nei i te Ture Pae Ora 2022 (Pae Ora (Healthy Futures) Act 2022). Kei roto rā ko te whakapai ake i te toiora o te 24% o te taupori o Aotearoa (1.1 miriona ngā tāngata) i tuhia ai he hauā te tuakiri i roto i te Kautetanga o Aotearoa 2013.

I roto i tā mātou whai wāhitanga ki ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau, kua rangona e mātou kāore anō te Ara Poutama Aotearoa kia tautoko i a rātou mā te tuku āheinga ōrite kia tutuki ā rātou whāinga, wawata hoki. Mā tēnei Mahere Mahi Hauātanga, kei te whakaū mātou kia pai ake tā mātou mahi.

Ko Te Tiriti o Waitangi, ko Hōkai Rangī me ētahi atu panonitanga e haere tonu nei puta noa i te rāngai hauora me te hauātanga, he tūāpapa mō tā mātou Mahere Mahi.

Kei te whakatinana tā mātou Mahere Mahi Hauātanga i tā mātou herenga taiwhenua, a te ao hoki, kei te whai hoki ki te aro atu ki te hiahia nui taioreore kia whai whakapiki ngā tāngata whaikaha Māori/ngā tāngata hauā. E hāngai ana te mahere ki tā mātou rautaki ki a Hōkai Rangī, ā, ka ārahi tēra i ngā huarahi onāiane tonu, pae tata hoki hei tautoko i te toiora, i ngā whāinga me ngā wawata o ngā tāngata whaikaha Māori/ngā tāngata hauā. Hei āpiti atu:

- Ko Te Tiriti o Waitangi ko te kaupapa matua o Aotearoa e taea ai e mātou te mahi tahi ki ngā iwi, hapū me ngā whānau kia pai ake te whakatutuki o ngā hiahia o ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau.

- Kei te whakaū Te Ture Pae Ora 2022 (Pae Ora (Healthy Futures) Act 2022) kia tutuki ngā hua hauora tōkeke mō ngā tāngata katoa o Aotearoa, inarā hoki mō ngāi Māori.
- I āta whakaritea e Te Ture Ara Poutama 2004 me āhua ōrite te paerewa kumanu hauora e wātea ana ki tētahi whare herehere ki te paerewa kumanu hauora e wātea ana ki te marea (Corrections Act 2004 s75(2))
- E whakatūturutia e Te Tikanga a te Rūnanga Whakakotahi i ngā Iwi o te Ao mō ngā Tika o ngā Tāngata Whai Hauātanga 2008 (United Nations Convention on the Rights of Persons with Disabilities 2008) me whiwhi ngā tāngata whai hauātanga, ahakoa te momo, i te katoa o ngā tika tangata me ngā herekorenga tūāpapa.
- I runga anō i ngā ture a te ao mō ngā tika tangata, i raro hoki i te Rārangi Mōtika o ngā Kiritaki o ngā Ratonga Hauora me te Hauātanga 1996 (te Rārangi Mōtika) (Code of Health and Disability Services Consumers' Rights 1996 (Code of Rights)), e herea ana te Ara Poutama Aotearoa e pā ana ki te pēheatia o ngā tāngata whaikaha Māori/ngā tāngata hauā ki te whare herehere, i raro hoki i tā mātou whakahaere i roto i te hapori.
- Kua waitohutia (i te 27 Āperira 2018) e te Ara Poutama te Tūtohinga Āheitanga (Accessibility Charter) o tēnei wā a te Kāwanatanga o Aotearoa, ā, e whakaū ana ki te kaha kōkiri i te āheitanga i roto i ā mātou rōpū hautūtanga me te tuku i ngā pārongo e āheitia nei ki te marea.

Ngā panonitanga matua hei whakaahei i te Mahere Mahi Hauātanga

He mea nui te mōhio ki ērā atu panonitanga matua kua puta mai nō nā noa nei i roto i te rāngai whānui ake o te hauora me te hauātanga, i hanga ai i ngā tūāpapa hei hāpai i tā mātou Mahere Mahi Hauātanga:

- Kua whakatūria a Whaikaha, ko te Ministry of Disabled People, ki te whai kia whakatinanatia he pātuitanga houtupu ki waenga i te hapori hauā me te kāwanatanga. Ka āwhina rātou ki te kōkiri i te panonitanga e haere tonu nei o te pūnaha hauā, e hāngai pū ana ki te huarahi a te Whakaahei Oranga Pai (Enabling Good Lives (EGL)).
- E ārahi ana te Rautaki Hauātanga o Aotearoa 2016 ki 2026 (New Zealand Disability Strategy 2016 to 2026) i ngā umanga kāwanatanga mō ngā take hauātanga. Ko te moemoeā o te rautaki kia huri a Aotearoa hei pāpori whakahauā-kore; he wāhi i reira rā he ōrite te āheinga o ngā tāngata whaikaha Māori/ngā tāngata hauā kia tutuki ā rātou whāinga, wawata hoki, ā, katoa ngā tāngata o Aotearoa e mahi tahi ana kia pērā.
- E tukuna ana e Whakamaui (Māori Health Action Plan 2020-2025) he ara hou ki te Manatū Hauora, ki te pūnaha hauora me te hauātanga, me te kāwanatanga whānui ake hei whai kia tino nui te whakaahu whakamua e tutuki ai te hauora tōkeke Māori. E miramira ana a Whakamaui me ārahi te pūnaha hauora me te hauātanga e te mana motuhake Māori i roto i ngā tukanga hoahoa, tukanga whakatau, tukanga tukunga me ngā tukanga aroturuki.
- Ko Whāia Te Ao Mārama (Te Mahere Mahi Hauātanga Māori 2018 ki 2022) he huarahi taunga ā-ahurea ki te hāpai i a ngāi Māori e whai hauātanga ana, me ō rātou whānau.
- Ko Faiva Ora (National Pasifika Disability Plan 2016 – 2021) tērā ka whakatakoto i ngā hua matua me ngā mahi hei hāpai, hei whakapai ake hoki i ngā ao o ngā tāngata whaikaha o Te Moana-nui-a-Kiwa, ahakoa te pakeke, me ō rātou whānau.
- Ko Te Aorerekura (The National Strategy to Eliminate Family Violence and Sexual Violence, 2021-2023) kei te whakatakoto i tētahi huarahi kia haeretia tahitia e te kāwanatanga, e ngā tāngata whenua, e ngā rāngai motuhake, tae ana ki ngā tāngata whaikaha Māori/ngā tāngata hauā hei whakakore i te mahi tūkino me te taitōkai.
- Ko tā Te Ara Poutama Mahere Whakakore Mate Whakamomori (Suicide Prevention and Postvention Action Plan (SAP) 2022-2025) he urupare wawe ki te take o te mate whakamomori, he akiaki hoki i te mahi tahi hei aro atu ki tēnei take nui. He takunetanga ka pā pāhukihuki pea te mate whakamomori ki ngā tāngata whaikaha Māori/ngā tāngata hauā.

Tō mātau Anga

E hāngai ana tō mātau anga ki te huarahi EGL

Ko te Ara Poutama Aotearoa tēnei kei te matapopore kei te mōhio hoki ko te tangata he wāhanga o ngā pūnaha whānau, pūnaha hapori hoki/rānei. Kei te mōhio anō ia he whai hua te whai wāhitanga, ā, kua hangaia te whai wāhitanga ki ngā hononga e whakapono ana, e houtupu ana, he tauutuutu, he pūataata hoki. E hāngai ana tēnei ki ētahi o ngā mātāpono o EGL.

Ko EGL he huarahi e hoahoatia tahitia e ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau, me ngā kaiwhakarato hāpai hauātanga. E whakatairanga ana tērā i te whakamahi tonutanga o ngā ratonga ā-hapori me ngā hāpai hauātanga onāiane, ā, ko tāna, he tautoko i ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau e piki ake ai te kōwhiri me te whakahaere kei a rātou i roto i ō rātou nei ao.

Ka whakatinanatia ngā mātāpono matua o EGL kia whakamahia i roto i te horopaki o Ara Poutama Aotearoa. Hei tauira, ka rerekē te whakatinananga o ngā mātāpono o te mana motuhake me ngā hua ao noa i te horopaki whare herehere, tērā i te whakatinananga o ēnei mātāpono kei waho i tēnei horopaki.

Ngā mātāpono e kōrerotia nei i EGL ko ēnei:

- **Mana motuhake** – E whakahaere ana ngā tāngata whaikaha Māori/ngā tāngata hauā i ō rātou nei ao.
- **Te tīmata wawe** – Te tautoko i ngā huarahi ā-whānau, ā-hapori hoki e kōkiri ana i te whakahaere i a koe anō me te taupuhipuhi, kua kē ko te tatari ki te putanga o tētahi mōrea i mua i te wāteatanga o te tautoko.
- **Te aro atu ki te tangata** - Kei ngā tāngata whaikaha Māori/ngā tāngata hauā ngā hāpai e hāngai pū ana ki ō rātou ake hiahia, whāinga hoki, e whai ana hoki i tētahi huarahi torowhārahi, kua kia wāhia puta noa i ngā hōtaka.
- **Ngā hua ao noa** - E tautokona ana ngā tāngata whaikaha Māori/ngā tāngata hauā kia whai i tētahi ao māori noa ki ngā wāhi māori noa; e kitea ana hoki rātou hei kirirarau e whai āheinga ana ki te ako, ki te mahi, ki te whai i tētahi kāinga me tētahi whānau, me te whai wāhitanga ā-pāpori - pēnei i ētahi atu kei ngā kōeke ao e āhua ōrite ana.
- **Te matua whai i te auraki** - E tautokona ana ngā tāngata whaikaha Māori/ngā tāngata hauā ki te whai wāhi ki ngā ratonga whānui i mua i ngā ratonga hauā whāiti.
- **Te whakarei mana** - E mōhioitia ana, e whakautetia ana hoki ngā āheinga me te whai wāhi a ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau.
- **He māmā te whakamahi** - Kei ngā tāngata whaikaha Māori/ngā tāngata hauā ngā hāpai e māmā nei te whakamahi, he mea ngāwari hoki.
- **Te whakapakari piringa** - E hanga ana, e whakapakari ana hoki ngā hāpai i ngā piringa i waenganui i ngā tāngata hauā, i ō rātou whānau me te hapori.

Ka ārahi ā mātou whāinga rautaki i a mātou mahi kia puta ai ngā hua pai ake mō ngā tāngata whaikaha Māori/ngā tāngata hauā.

Kua tautuhi mātou i ētahi tino wāhi rautaki hei arotahi me ngā huarahi whānui hei whai mā mātou kia mahia ai ēnei mahi. E arahina ana ēnei wāhi arotahi e ngā kōrero i rongo ai mātou mai i ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau, mai i ngā mahere mahi o mua me te anga EGL, i panonitia mō te horopaki o Ara Poutama Aotearoa.

Mā te arotahi ki ēnei wāhi rautaki hei arotahi e puta ai ngā hua ka tautoko, ka whakamana hoki i ngā tāngata whaikaha Māori/ngā tāngata hauā i raro i te whakahaere a Ara Poutama Aotearoa kia pai ake te whakahaere o ō rātou ao.

Kei roto i enei hua ko enei:

- Te āheinga me ngā kōwhiringa tōkeke.
- He tikanga whakarei mana mō te katoa o ngā tāngata whaikaha Māori/ngā tāngata hauā.
- Te whai wāhitanga e arahina nei e ngā tāngata whaikaha Māori/ngā tāngata hauā - 'Kāore he paku aha mō mātou me te korenga o mātou'.

Ka inea ēnei hua mā te whakatutukitanga o ngā mahi, mā te whakahoki kōrero hoki me te whakawhiti kōrero ki ngā tāngata whaikaha Māori/ngā tāngata hauā.



Te Wāhi Rautaki hei Arotahi 1: Hautūtanga ā-Motu

E mōhio ana a Ara Poutama Aotearoa kei te hiahia he tiro whānui whakaaweawe, he hautūtanga hoki mō te mahi hauā e pai ake ai ngā hua mō ngā tāngata whaikaha Māori/ngā tāngata hauā i raro i tā mātou whakahaere.

Ka pēnei te āhua o tēnei:

- He hautūtanga kaha me te whakakanohitanga, tae ana ki ngā tāngata whaikaha Māori/ngā tāngata hauā ki te tautoko i te whakatinana angitu o te Mahere Mahi Hauātanga.
- E tuku kōrero ana ngā tāngata whaikaha Māori/ngā tāngata hauā ki ngā kaupapa hoahoa e hāngai ana.

Te Wāhi Rautaki hei Arotahi 2: Mai i te Taunaki ki ngā Putanga Whai Hua

E mōhio ana mātou ka kaha ake ngā hua mō ngā tāngata hauā mēnā ko te pūtake o ngā mahi e mahia nei ka hua mai i ngā taunaki pai. He huarahi whai taunaki ēnei, ā, kei roto rā hoki ko te mātauranga Māori. Ā tōna wā, ka whakakapia pea te whakamahinga onāiane o te WGSSQ ki tētahi taputapu motuhake rawa e hoahoatia motuhaketia nei mō Aotearoa.

Ka pēnei te āhua o tēnei:

- E kohikohia ana ngā raraunga ā-mātāwaka e hāngai ana.
- E whakaurua ana a WGSSQ (tētahi atu taputapu ōrite rānei e hoahoatia motuhaketia nei mō te horopaki i Aotearoa) ki roto i te katoa o ngā taputapu hauora tiro tuatahi).

Te Wāhi Rautaki hei Arotahi 3: Te Urupare ki ngā Hiahia Hāpai Hauātanga

E tautokona ana ngā tāngata whaikaha Māori/ngā tāngata hauā ahakoa i roto i tētahi wāhi herehere, i roto rānei i te hāpori kia whai āheinga, kia whai kōwhiringa hoki ki ngā toronga whakautu, ngā hōtaka me ngā mahi.

Ka pēnei te āhua o tēnei:

- Te whakawhanake i ngā mahi hei tautoko i ngā tāngata whaikaha Māori/ngā tāngata hauā, i ō rātou whānau me ngā kaumātua hoki.
- He anga hāpaiora reremua mō ngā tāngata whaikaha Māori/ngā tāngata hauā, e whai ana i ngā hiahia hāpai hauātanga, ki te uru atu anō ki te hāpori, ko te aronga matua ki ērā e whai ana i ngā hiahia pīroiroi.
- He nama waea 0800, he huarahi tuihono rānei mā reira e taea ai e ngā whānau o ngā tāngata whaikaha Māori/ngā tāngata hauā te whai wāhi ki ngā hāpai.
- E wātea ana, e horapa ana hoki ētahi ritenga o tēnei mahere māmā te āhua ki te tangata hauā (Te Reo, Māmā te Pānui, Tā Nui, ā-Whakaahua, NZSL (ataata)).

Te Wāhi Rautaki hei Arotahi 4: Te Whakawhanake i te Ohu Mahi

Ko te whakawhanake ohu mahi he mea nui ake i te whakangungu noa. E pai ai te tukunga o te mahere, e hiahia ana mātou ki ngā kaimahi e pai ana te whakangungu, whai āheinga ā-ahurea hoki e taea ai e rātou te mahi ā-urupare, mahi tōtika hoki ki ngā tāngata whaikaha Māori/ngā tāngata hauā i roto i te whare herehere. Kia pērā me whakanoho ki runga, me whakarite hoki i ngā kaupapahere me ngā tikanga e aro atu ana ki te whānau me te oranga.

Ka pēnei te āhua o tēnei:

- Te Whakangungu aro ki te hauātanga mō ngā kaimahi katoa.
- He whatunga tūao o ngā toa hauātanga me ngā kaitohutohu e herea kautia nei ki tētahi wāhi.
- Ka tautokona ngā kaimahi, ā, ka whai āheinga rātou ki te ako i te Reo ā-Rotarota o Aotearoa (NZSL).

Te Wāhi Rautaki hei Arotahi 5: Te Rangahau me te Aromātai

E tautoko ana a Ara Poutama Aotearoa i te rangahau me te aromātai e pai ake ai te tōkeke me ngā hua mō ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau.

Ka pēnei te āhua o tēnei:

- Te rangahau tahi me ngā tāngata whaikaha Māori/ngā tāngata hauā tae ana ki te rangahau pūio huhua.
- Te tautoko i ngā rangahau me ngā huarahi aromātai Māori.

Te Wāhi Rautaki hei Arotahi 6: Te mahi tahi me Ngā Tāngata Whaikaha Māori/Ngā Tāngata Hauā me ō rātou Whānau

Kei roto i te Mahere Mahi Hauātanga a Ara Poutama o Aotearoa ko ngā reo o ngā tāngata whaikaha Māori/ngā tāngata hauā me ngā whānau, i roto i ngā kaupapahere me te hoahoa o ngā pūnaha hou, ngā tukanga, me ngā whare. Ka kaha whai mātou kia whakaritea e rangatira ai, e whakautetia ai ngā tāngata whaikaha Māori/ngā tāngata hauā, ko ō rātou reo ka noho hei tino kaiāwhina mō te whakapai ake.

E whakatinana a Ara Poutama Aotearoa i te kīanga 'Kāore he paku aha mō mātou me te korenga o mātou' i roto i tāna mahi.

Ka pēnei te āhua o tēnei:

- Te whakaahu me te whakapai ake i te kōtuitui rautaki ki ngā kaituku ratonga mō ngā tāngata whaikaha Māori/ngā tāngata hauā kia whakaritea ai ko tō rātou reo, aronga hoki kei te tautoko i te whakatinanatanga o te Mahere Mahi Hauātanga.
- Te hono atu ki ngā rōpū o ngā tāngata whaikaha Māori/ngā tāngata hauā ki te tautoko i ngā tāngata whaikaha Māori/ngā tāngata hauā kei te whare herehere.
- Ngā hui ia rua tau me ngā tāngata whaikaha Māori/ngā tāngata hauā, ō rātou whānau me ngā kaituku ratonga.

Ngā Hua e Takunetia nei

Te āheinga me ngā kōwhiringa tōkeke	He tikanga whakarei mana mō ngā tāngata whaikaha Māori/ngā tāngata hauā katoa.	Te whai wāhitanga e arahina nei e ngā tāngata whaikaha Māori/ngā tāngata hauā - 'Kāore he paku aha mō mātou me te korenga o mātou'
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Ngā Wāhi Arotahi

Mā te arotahi ki ēnei wāhi e puta ai ngā hua māna e tautoko, e whakamana hoki ngā tāngata whaikaha Māori/ngā tāngata hauā i raro i te whakahaere a Ara Poutama Aotearoa kia pai ake te whakahaere o ō rātou ao.

Te Hautūtanga ā-Motu	Mai i te Taunaki ki ngā Putanga Whai Hua.	Te Urupare ki ngā Hiahia Hāpai Hauātanga
Te Whakawhanake i te Ohu Mahi	Te Rangahau me te Aromātai	Te mahi tahi me ngā Tāngata Whaikaha me ō rātau Whānau

Ko ngā mātapono e whai ake nei ko ngā tūāpapa mō ā mātou mahi:

Te Mana Motuhake	Te timata wawe	Te aro atu ki te tangata	Ngā hua o te ao
Te matua whai i te auraki	Te whakarei mana	He māmā te whakamahi	Te whakapakari piringa

Ō mātau Aratohu

Whakamaua 2020 - 2025	Hōkai Rangi 2019 - 2024	Te Ture Pae Ora (Healthy Futures Act) 2022 (Pae Ora (Healthy Futures) Act 2022)	Te Ture Ara Poutama (Corrections Act) 2004	Te Rautaki Hauātanga o Aotearoa (New Zealand Disability Strategy) 2016 - 2026	Te Tūtohunga Āheitanga o te Kāwanatanga o Aotearoa (NZ Government Accessibility Charter) 2018 - 2023
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Tō mātou Tūāpapa

Te Tiriti o Waitangi

Te Aroturuki Mahi Hauātanga

E whakaatu ana ngā ripanga e whai ake nei i ngā mahi onāiane tonu, wā poto hoki e hāngai ana ki te Mahere Mahi Hauātanga, me ngā tau ā-wataka ka oti ngā mahi e ai ki te matapae. Kua motumotu ngā mahi onāiane tonu, pae tata hoki ki ngā rōpū e whā e whai ake ana e arotahia nei e Ara Poutama Aotearoa: Te Hoahoa me te Whakaū, ngā Tāngata me te Āheinga, ngā Pātuitanga, me te Tukunga Ratonga.

Ngā Mahi Onāiane Tonu: 2023 - 2024

NGĀ MAHI ONĀIANEI TONU: 2023-2024			
Te wāhi rautaki hei arotahi	Whāinga	Te whakamārama o te take	Ngā Mahi
Te Hautūtanga ā-Motu	Te whakatū i tētahi rōpū tohutohu mō te hāpai hauātanga puta noa i Ara Poutama Aotearoa.	Ka hangaia e Ara Poutama Aotearoa tētahi rōpū tohutohu hei tautoko kia tutuki ngā whāinga i kōrerotia i te Mahere Mahi Hauātanga onāiane.	Te whakatū i tētahi rōpū tohutohu hei tautoko i te whakatinanatanga angitu o te Mahere Mahi Hauātanga. Me tuku he pūrongo kauneke hei ine i te mahere i mua i te pokapūtanga o te tau 2024. Ka tuku kōrero tēnei rōpū ki roto i ngā kaupapa e hāngai ana kia whakaritea ai e whakaaroarotia te hauātanga.
Mai i te Taunaki ki ngā Putanga Whai Hua.	Te tautohu, te tuhi tika hoki i ngā raraunga e whakamōhio ai i ngā mātauranga mō ngā tāngata whaikaha Māori/ngā tāngata hauā.	Ā tōna wā, ka whakakapia pea te whakamahinga onāiane i te WGSSQ ki tētahi taputapu motuhake rawa e hoahoatia motuhaketia nei mō Aotearoa.	Te whakauru i Te Kāhui Pātai Poto o Wahingitanga (Washington Short Set of Questions on Disability (WGSSQ)) ki roto i te katoa o ngā taputapu hauora tiro tuatahi i mua i te mutunga o te tau 2023 kia tika ngā raraunga ā-mātāwaka e kohikohia. Ā tōna wā pea, ka whakakapia te WGSSQ ki tētahi momo tiro tuatahi pai ake, ki tētahi tukanga mātanga ake ka hoahoatia motuhaketia mō ngā āhuetanga i Aotearoa.
Te Urupare ki ngā Hiahia Hāpai Hauātanga	Te whakamahi i ngā huarahi whakawhiti kōrero hei whakatairanga i te toiora me te kauawhi o ngā tāngata whaikaha Māori/ngā tāngata hauā.	Ko ngā mōhiohio matua e hāngai ana, ka pā pea rānei ki ngā tāngata whaikaha Māori/ngā tāngata hauā, me noho wātea ērā ki a rātou, me tuku hoki i tētahi hōputu e tika ana mā rātou.	Te whakaahu, te whakawātea hoki i ngā ritenga o te Mahere Mahi Hauātanga, arā he mea i Te Reo, Māmā te Pānui, Tā Nui, ā-Whakaahua, i te Reo ā-Rotarota o Aotearoa hoki. E whakakaupapatia ana he whakarāpopoto anō kia whakaritea ai e wātea ana te mahere ki te katoa o ngā tāngata hauā.
Te Urupare ki ngā Hiahia Hāpai Hauātanga	Te whakaahu me te tautoko i ngā mahi e whakangāwari ai, e whakaterere ai i te āheinga me te haere tonutanga o te tiaki o ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau.	Te tautoko i ō rātou hiahia, te mahi tahi hoki a ngā mātanga i te taha o ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou nei whānau.	Te whakamātautau i tētahi tauira e whakamahi nei i tētahi tauwhiro, i tētahi kaimahi e āhua ōrite ana, pēnei i te kaimahi whānau ora mō ngā tāngata hauā me ngā mātāpuputu. Te whakaahu tahi me ngā tāngata whaikaha Māori/ngā tāngata hauā me te rōpū tohutohu.

Ngā Mahi Pae Tata 2024 - 2027

NGĀ MAHI PAE TATA: TE HOAHOA ME TE WHAKAŪ			
Te wāhi rautaki hei arotahi	Whāinga	Te whakamārama o te take	Ngā Mahi
Te Urupare ki ngā Hiahia Hāpai Hauātanga	Te whakaahu i tētahi anga mō te hāpaiora reremua kia whakamahia e ngā tāngata e whai ana i ngā hiahia taumata teitei, pīroiroi hoki kia uru atu anō rātou ki te hapori.	Me whakaahēi mātou i ngā tāngata e whai ana i ngā hiahia hāpai hauātanga e pīroiroi ana ki te whai wāhi ki ngā hāpai e hiahia ana rātou ki te uru angitu atu anō ki te hapori whai muri i te tukunga i te whare herehere.	Te whakaahu i tētahi anga mō te whakamahere hāpaiora reremua mō ngā tāngata whaikaha Māori/ngā tāngata hauā e whai ana i ngā hiahia hāpai hauātanga e pīroiroi ana. Me kuhu ki roto ko ngā tuku kōrero a te whānau (mēnā e tika ana), a te hapori, me ngā kaituku ratonga mō ngā tāngata whaikaha Māori/ngā tāngata hauā.
Te Urupare ki ngā Hiahia Hāpai Hauātanga	Te tautoko i ngā whānau o ngā tāngata whaikaha Māori/ngā tāngata hauā ki te whai wāhi ki ngā mōhiohio me te tautoko e pā ana ki ngā mema o tō rātou whānau.	Te tautoko i ngā whānau o ngā tāngata whaikaha Māori/ngā tāngata hauā ki te whai wāhi atu ki ngā mōhiohio pai ake, mā reira e pai ake ai te whai wāhitanga ki ngā kaituku ratonga me ngā kaituku pūtea onāiane.	Whakatū i tētahi nama waea 0800, he huarahi tuihono rānei (i runga i te mahi tahi me ētahi atu rōpu o roto i Ara Poutama Aotearoa) mā reira e taea ai e ngā whānau o ngā tāngata whaikaha Māori/ngā tāngata hauā te whai wāhi ki ngā hāpai e tika ana mai i ngā kaiwhakarato, i ngā umanga kāwanatanga, i ngā rōpū ā-hapori hoki/rānei. Me whai i ngā pātuitanga ki ngā whakahaere nō waho i te kāwanatanga (NGO), ki ngā hapori me ngā kaituku ratonga ā-lwi kia pai ai te tukunga o tēnei.
Te Whakawhanake i te Ohu Mahi	Ko te Whakangungu Aro ki te Hauātanga he wāhanga o te whakangungu whakauru e whakahautia nei mō ngā kaimahi hou e mahi kanohi ki te kanohi ana.	He mea waiwai te whai wāhi o te katoa o ngā kaimahi ki ngā pūkenga me te mātauranga e rite ana kia tōkeke ai tā rātou mahi i te taha o ngā tāngata whaikaha Māori/ngā tāngata hauā.	Te whakarite ka whiwhi te katoa o ngā kaimahi hou i te Whakangungu Aro ki te Hauātanga, ā, e auau ana ngā akoranga whakahou me whakaoti e ngā kaimahi onāiane. Te whakarite kei roto i te whakangungu whakauru mō ngā nēhi he wāhanga mō te Aro atu ki te Hauātanga.
Te Whakawhanake i te Ohu Mahi	Ka tautokona ngā kaimahi, ka whai āheinga hoki ngā kaimahi ki te ako i te Reo ā-Rotarota o Aotearoa (NZSL).	Ko te Reo ā-Rotarota o Aotearoa tētahi o ngā reo whai mana e toru o Aotearoa. He mea waiwai, i runga i te tirohanga kauawhi me te kanorau, me mōhio te nui katoa ka taea o ngā kaimahi ki te whakamahi i taua reo.	Whakaarohia te whakatū i ngā pukapuka māramatanga me ngā pātuitanga ki ngā umanga NZSL.

Ngā Mahi Pae Tata: 2024 - 2027

NGĀ MAHI PAE TATA - NGĀ TĀNGATA ME TE ĀHEINGA			
Te wāhi rautaki hei arotahi	Whāinga	Te whakamārama o te take	Ngā Mahi
Te Whakawhanake i te Ohu Mahi	Te whakarite kia mahi tahi ngā kaimahi whare herehere me ngā tūao me ngā tāngata whaikaha Māori/ ngā tāngata hauā kia noho hei kaiwhakaterere mō te mātauranga hauātanga.	Ko te mātauranga paetata me te tautoko e noho ana hei tūāpapa mō te whakamahere pai me te kōtuitui whai hua.	Te tuku rawa, te whakatū hoki i ngā Tūtohi Mahi mō tētahi whatunga tūao o ngā toa hauātanga e herea kautia nei ki tētahi wāhi. Te whakaahu tahi i tēnei me ngā tāngata whaikaha Māori/ ngā tāngata hauā me ētahi atu hunga whai pānga.
Te Urupare ki ngā Hiahia Hāpai Hauātanga	Te whai i tētahi tirohanga hauātanga hei tiro i ngā tikanga mahi katoa o roto i Ara Poutama Aotearoa.	Me noho tētahi herenga kia tū he tirohanga hauātanga i roto i te katoa o ngā mahi hoahoa me ngā mahi whakahaere, ā, me whakaaro tērā hei te tīmatanga o ngā kaupapa katoa.	Te whakaahu i tētahi mahere whakapai ake i te kounga i te taha o ngā tāngata whaikaha Māori/ngā tāngata hauā kia whakaritea ai ka tū ko ngā whare, ngā pūnaha me ngā tukanga ara māmā.

Ngā Mahi Pae Tata 2024 - 2027

NGĀ MAHI PAE TATA - NGĀ PĀTUITANGA			
Te wāhi rautaki hei arotahi	Whāinga	Te whakamārama o te take	Ngā Mahi
Te Mahi Tahī me ngā Tāngata Whaikaha Māori/ ngā tāngata hauā me ō rātou Whānau	Te hanga i ngā pātuitanga me ngā hononga ki ngā kaituku ratonga Iwi, Māori hoki e mahi ana me ngā tāngata whaikaha Māori/ngā tāngata hauā.	Mā te hanga i ngā hononga ki ngā kaituku ratonga Māori e puta ai te tukunga o ngā ratonga hāpai pāhekoheko, e tika ana hoki te taha ahurea.	Te whai i ngā kōtuitui rautaki i te taha o ngā kaituku ratonga mō ngā tāngata whaikaha Māori/ngā tāngata hauā. Te whai wāhi ki ngā rōpū ā-takiwā, tae ana ki ngā tāngata whaikaha Māori/ ngā tāngata hauā me ō rātou whānau, hei āwhina i te rōpū tohutohu ki te tautoko i te whakatinanatanga o te Mahere Mahi Hauātanga.
Te Mahi Tahī me ngā Tāngata Whaikaha Māori/ ngā tāngata hauā me ō rātou Whānau	Te hono atu ki ngā rōpū tohutohu ā-takiwā onāianeī mō ngā tāngata whaikaha Māori/ngā tāngata hauā hei tautoko i ngā tāngata hauā kei te whare herehere.	Me ōrite te mahi a ngā tāngata whaikaha Māori/ ngā tāngata hauā, a ō rātou whānau, a ngā kaituku ratonga me ērā atu hunga whai pānga hoki kia hangaia ai ngā hāpai hauātanga.	Te hono atu ki ngā rōpū ā-takiwā onāianeī ka tautohu, ka rapu rānei kia tau ai ngā aukati o te wā mō ngā tāngata hauā ki te whare herehere, e noho ai hoki hei rauemi hei whakaahu i ngā huarahi mahi hou.

NGĀ MAHI PAETATA - TE TUKUNGA RATONGA			
Te wāhi rautaki hei arotahi	Whāinga	Te whakamārama o te take	Ngā Mahi
Te Mahi Tahī me ngā Tāngata Whaikaha Māori/ ngā tāngata hauā me ō rātou Whānau	Te whai i tētahi whaitua ōkawa e rangona ai ngā reo o ngā tāngata whaikaha Māori/ngā tāngata hauā, whānau hoki.	Me noho ki roto i te katoa o ngā kaupapa, o ngā hōtaka, me ngā hinonga ko te reo o ngā tāngata whaikaha Māori/ngā tāngata hauā me ō rātou whānau.	Te whakahaere i tētahi hui ia rua tau, e tīmata ai hei te 2024 mō ngā tāngata whaikaha Māori/ngā tāngata hauā, mō ō rātou whānau me ngā kaituku ratonga.
Te Urupare ki ngā Hiahia Hāpai Hauātanga	Ka whakaahētia ngā tāngata whaikaha Māori/ngā tāngata hauā kia whai wāhi ki ngā hāpai e hiahia ana, hei te wā e tika ana.	E tautokona ana ngā tāngata whaikaha Māori/ngā tāngata hauā kia tōkeke ā rātou āheinga me ngā kōwhiringa.	Ka hono atu te rōpū tohutohu, ka kōkiri anō hoki i roto i ngā hōtaka mahi onāianeī a Ara Poutama Aotearoa kia tika te tuku rawa me te aro atu ki ngā tāngata whaikaha Māori/ngā tāngata hauā.
Te Rangahau me te Aromātai	Te tautoko i ngā rangahau anō, tae ana ki ngā rangahau e pā ana ki te pūoi huhua, inarā hoki ērā e pā ana ki ngā tāngata whaikaha Māori/ngā tāngata hauā e noho ana i raro i te tiaki me te whakahaere a Ara Poutama Aotearoa.	Mā te māramatanga pai ake ki te kīwhaiaro o ngā tāngata whaikaha kei te whare herehere e whakamōhio ai i te whakaahutanga o ngā ratonga me ngā hāpai tōtika.	Te tautoko i ngā tono pūtea ki ngā kaituku pūtea ā-waho a ērā e rangahau ana i te tūoi huhua o ngā tāngata whaikaha. Kei roto hoki i tēnei ko te kaha tautoko i ngā rangahau me ngā huarahi aromātai Māori.



ARA POUTAMA AOTEAROA
DEPARTMENT OF CORRECTIONS

Ara Poutama Aotearoa (Department of Corrections),
Pouaka Poutāpeta 1206, Te Whanganui-a-Tara, 6140

Waea: (64 4) 460 3000



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