



Ka Haumaru

Tātau Katoa i ia Rā

KO TĀ TĀTAU RAUTAKI
TAU TUATORU
2018-19

***Kotahi ano te kaupapa;
ko te oranga o te iwi***

He Kupu Whakataki nā Ray

Kua eke tātau ki te tau tuatoru o te rautaki Ka Haumaru Tātau Katoa i ia Rā, ā, e manawanui ana tātau ki ā tātau ekenga taumata, tae mai ki tēnei wā.

Kei te aro nui au ki tā tātau kawenga ki te manaaki tāngata. Nuku atu i te 9,000 ngā kaimahi a Te Ara Poutama, ka whakahaere hoki i ngā mauhere tata ki te 10,500 me ngā tāngata hara īhua 30,000 te tokomaha kei te hapori e noho ana. Ka rarangatia mai ko te hauora, ko te haumaru, ko te mauri ora ki ā tātau mahi katoa.

Taro mai nei, kua aro tātau ki ngā mahi hei whakapaipai i te haumarutanga ā-tinana o ā tātau kaimahi. Hei tēnei tau, ka huri te aro o te rautaki ki te hauora ī-hinengaro, nō te mea kei te mārama tātau ki te whai pānga o ngā werō motuhake o ā tātau mahi ki te hauora ī-hinengaro, a-aurongo hoki o ā tātau kaimahi.

Ko tōku kawatau, kei te tino whai whakaaro ngā tāngata katoa kei te ārahi kaimahi ki te haumaru me te mauri ora o tō rātau rōpū. Kāore he mea e kō atu ana. Engari, ehara i te mea kei ō tātau kaiārahi anake tēnei kawenga. Me whai wāhi mai ia tangata o Te Ara Poutama ki ngā mahi hei hāpai i tōna hauora, i tōna haumaru, i tōna mauri ora me ērā hoki o ūna hoa mahi.

Mā te mahi tahi, ka taea e tātau te whakarite ka haumaru tātau katoa i ia rā.



Ray Smith
Tumu Whakarae

Ko tō tātau Moemoeā

*He tari e hauora ana, e haumaru
ana tātau katoa, i ia rā*

Ka Pēhea te Kōkiri

Rangatira

Ka whakaatu i te kaiārahitanga, ka noho haepapa

Manaaki

Ka tiaki, ka manaaki tātau i ngā tāngata katoa

Wairua

Ka mahi tahi, ka whai aronga ki roto i ā tātau mahi

Kaitiaki

Ka aro ki te tangata, ka whai takohanga

Whānau

Ka hanga i ngā hononga tautoko



Kupu Whakamārama

Ko Ka Haumaru Tātau Katoa i ia Rā tā tātau rautaki whā tau mō te hauora, te haumaru me te mauri ora.

Ka hangā e te rautaki he kaupapa tōtika hei hāpai i ngā mahi mō te hauora, te haumaru me te mauri ora mā te whakahāngai i ngā mahi, mā te aro ki ngā āhuatanga e tino whakamōrearea ana, mā te tautohu hoki i ētahi urupare ka taea te tuku whānui ki roto i te tari.

Ka toa a Te Ara Poutama i Ngā Whakataetae a Safeguard NZ mō te Hauora me te Haumaru ki te Wāhi Mahi



Ka riro i a Ray Smith te tohu a ngā **Kaiārahi Pakihi mō te Kaiārahi o te Tau mō ngā Mahi Hauora me te Haumaru** hoki, arā hei kanohi mō Te Ara Poutama.

I tae tā mātau 'Hōtaka Tauira Mahi Raumati' mō ngā Mahi Hauora me te Haumaru hoki ki te whiringa whāiti o te tohu mō te **Kaiārahitanga Pai o te Rāngai, o te Rohe rānei a Te Kaporeihana Āwhina Hunga Whara**.

Me pēhea te whakahaere i te hauora, te haumaru me te mauri ora

Kei te mōhio tātau ki te nui o te wāhi ki ngā mahi whakahaere e pai ai ngā mahi mō te hauora, te haumaru me te mauri ora.

He anga whakahaere tō tātau e āta whakaatu ana i ngā momo mahi me ngā kawenga kei ia taumata. Ko te arotahi o tā tātau kōkiri, ko te whakatakoto aronga mai i runga me te tuku hoki kia koropupū mai he take i te kapa tōmuia.

Te Rōpū Whakahaere i ngā Whakamōrearea ki te Hauora, te Haumaru, me te Mauri Ora

Ka noho hei mana whakahaere i
ngā mahi a te tari, ka whakahere
i ngā kaiwhakahaere ki ā rātau
kawenga mō ngā mahi hauora,
haumaru, me te mauri ora
ā-rautaki nei

Te Rōpū Ārahi ā-Motu mō te Hauora, te Haumaru me te Mauri Ora

Ka whakahaere i te kauneke
ā-motu ki ngā whāinga mō te
hauora, te haumaru me te mauri
ora me te whakarite kei te arohia
ngā whakamōrearea me ngā
whakaakoranga nui te pānga

Te Komiti ā-Motu mō te Whai Hononga ki te Hauora, te Haumaru, me te Mauri Ora

Ka noho hei huarahi
mō te whai hononga
ki waenga i ngā
kaiwhakahaere ā-tari
me ngā uniana kaimahi
mō ngā kaupapa o te
hauora, te haumaru,
me te mauri ora

He rōpū, he kaupapa,
he hotaka anō mō te
hauora, te haumaru
me te mauri ora

Te Komiti
Whakateraki mō
te Hauora, te
Haumaru, me
te Mauri Ora

Te Komiti o Te
Puku o te Ika mō
te Hauora, te
Haumaru, me
te Mauri Ora

Te Komiti o Te
Upoko o te Ika
mō te Hauora,
te Haumaru, me
te Mauri Ora

Te Komiti
Whakatetonga
mō te Hauora,
te Haumaru, me
te Mauri Ora

Te Pokapū Ako
ā-Motu me
te Komiti o Te
Tari Matua mō
te Hauora, te
Haumaru, me
te Mauri Ora

Ngā Komiti
ā-Rohe mō
te Hauora, te
Haumaru, me
te Mauri Ora

Ngā Komiti
ā-Rohe mō
te Hauora, te
Haumaru, me
te Mauri Ora

Ngā Komiti
ā-Rohe mō
te Hauora, te
Haumaru, me
te Mauri Ora

Ngā Komiti
ā-Rohe mō
te Hauora, te
Haumaru, me
te Mauri Ora

Ngā Komiti
ā-Rohe mō
te Hauora, te
Haumaru, me
te Mauri Ora

He aha ngā mahi i oti i te 2017/18

Kei te ū a Te Ara Poutama ki te whakamahi i ngā tino ekenga taumata o ngā tau o mua o te Rautaki *Ka Haumaru Tātau Katoa i ia Rā* hei kaupapa mō te kōkiri whakamua.

Ko ngā tino hua o te tau o mua, koia:

Whakaarotau 1: He Ārahitanga, He Ahurea Haumaru

- > I hangā e tātau he Hōtaka Ārahi Haumarutanga hei whakapiki i ngā pūkenga mō te hauora, te haumaru, me te mauri ora o ū tātau kaiārahi.
- > I haere tonu ngā mahi hei whakakaha i ngā anga whakahaere, whai hononga hoki mō te hauora me te haumaru. Ka raua atu ki roto i ngā mahi nei, ko te whakamārama i te kaupapa o tā tātau Komiti ā-Motu mō te Whai Hononga ki te Hauora, te Haumaru, me te Mauri Ora, ka tuku huarahi hoki e whai wāhi mai ai ngā māngai kaimahi me ngā māngai uniana ki ngā kōrero rautaki.
- > I whakapūtorutia te nui o te Wāhanga mō te Hauora, te Haumaru, me te Mauri Ora kia whakapikihia te aronga o te tari ki te hauora me te haumaru.

Whakaarotau 2: Ko te tuku taputapu kia haumaru ai ngā kaimahi

- > I tukuna ngā kahupeka ārai wero ki ngā kaimahi kapa tōmua i ngā whare herehere kia haumaru ai rātau i ngā momo patu me te tūkinotanga.
- > I whakawhiwhia ā tātau kaimahi kapa tōmua ki te rehu pepa ki te parahau i a rātau anō i ngā tūāhua mōrearea.
- > I whakapaitia ngā āhuatanga whakahaumaru ki ngā Whare Haporī e 42 o Te Ara Poutama e whakaitia ai te tūpono tūkinotanga.

- > I whakaritea mai he kaupapahere, he hātepe hoki mō te hāereere, mō te tō haere hoki kia haumaru ai ā tātau kaimahi i a rātau e taraiwa ana.
- > I whakapaitia te wāhi whakatau i Spring Hill e whakaitia ai te tūpono tūkinotanga.

Whakaarotau 3: Te Hauora me te Mauri Ora

- > I whakatūria he Rōpū Hauora ā-Hinengaro hei whakakotahi i ngā māngai uniana me ngā kaimahi ki te whakarite, ki te whakatinana hoki i tō tātau huarahi whakapiki i te hauora ā-hinengaro o ā tātau kaimahi.
- > I tīmata ngā mahi ki te whakamātautau i ngā mahi hei whakapiki i te tokomaha me te pūkenga o ngā mātanga e tautoko ana i te hauora ā-hinengaro o ngā kaimahi.
- > I haere tonu ngā mahi hei whakawhiwhi atu i ngā ratonga EAP, i ngā weronga ārai me ngā tirohanga hauora ki ā tātau kaimahi.

Whakaarotau 4: Te Haumaru o ngā Kaihara

- > I tirohia, i whakapaitia hoki te hātepe me ngā whakaakoranga mō te pūnaha aroturuki waea mauhere, me te whakapiki o te kounga o ngā mōhiohio i kohikohia e haumaru ai ā tātau kaihara me ā tātau kaimahi.
- > I haere tonu ngā mahi whakarato atu i ētahi hōtaka hei whakaako i ngā mauhere me ngā kaihara ki ngā pūkenga mō te ora e haumaru ai rātau me ūrātau whānau.
- > I kōkiri tātau i te Hōtaka Mahi Haporī Tīmata Hou hei whakapai i ngā hātepe haumaru e whakamahi nei tātau i ia rā.
- > I whakahou tātau i te ūwehenga e nui ake ai ngā mahi whakahaere, e taea ai hoki ngā mahi haumaru te tirotiro, i whakapai hoki i ngā hātepe e tautohua wawetia ai ngā whakamōrearea mō te mahi hapori.

Whakaarotau 5: He Mahi Tahitanga mō te Haumaru

- > I whakapai tātau i te hauora me te haumaru i ūrātau wāhi hanga mā ngā wāhangā hauora, haumaru hou i ā mātau kirimana, mā te rite tonu o ngā arotake a Site Safe, mā te whakapiki hoki i te aro ki te hauora me te haumaru i ngā mahi whakamāherehere.
- > I whakatū tātau i tētahi rōpū māna heiārahi i te hauora me te haumaru i te rāngai tūmatanui.
- > I whakarite tātau, i whakatinana hoki i tētahi anga hou hei whakapai i ngā mahi whakahaere i te hauora, te haumaru me te aroturuki i ā tātau Kirimana Nui.

Mauri Ora

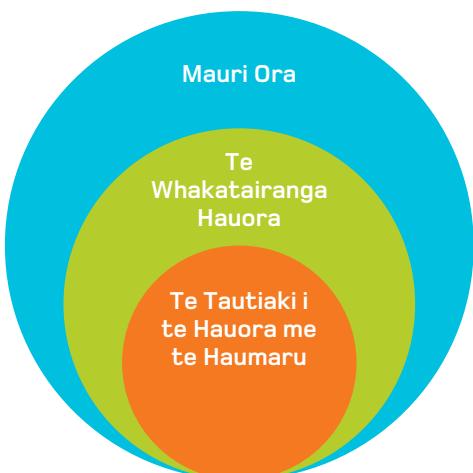
Ka pai ake ngā mahi a te tangata ina e mauri ora ana.
He māmā.

Ko te tangata te pūtahi o ā tātau mahi katoa, ā, e hiahia ana tātau ā-tari nei ki te whakapaipai haere i te whai whakaaro, i te whakaarotau hoki i te mauri ora.

E mārama ana ngā taunakitanga, ka whai painga te mahi ki te mauri ora o te tangata, hei ahakoa, ka hua hoki he tino whakamōrearea haumaru i te māuiuitanga ki te wāhi mahi.

Kei te pīrangī tātau ki te hanga i tētahi tari e ora pai ana te hauora ā-hinengaro, ā, kei te tino whakapau kaha tātau ki te whakapai ake i te tautoko e whakawhiwhia ana ki ā tātau tāngata mō te hauora ā-hinengaro me te mauri ora.

E taea ai tēnei, me whai whakaaro ki te mauri ora ki roto i ā tātau mahi katoa, ā, koia ko te tino aronga o te rautaki hei tēnei tau.



<https://worksafe.govt.nz/topic-and-industry/work-related-health/work-related-health-updates/health-isnt-just-physical/>



*Kei te ū tātau ki te whakarite i te tūāpapa
e kaha ake ana, e aro ana ki te taha tinana,
ki te taha hinengaro, ki te taha whānau
me te taha wairua o ā tātau tāngata.*

Ko ā tātau mātāpono mō te hauora me te haumaru

E toru ā tātau mātāpono e ārahi nei i ngā mahi hei whakatinana i tō tātau moemoeā:

Ko te hauora me te haumaru te pūtahitanga o ā tātau mahi katoa.

Mātāpono	He aha te tino whakamāramatanga
Ko ngā tāngata te urupare	Ka whakawhirinaki tātau ki ā tātau kaimahi kia mahi haumaru, kia tuku whakaaro, kia rapu urupare mō ngā huarahi whakapai. Kei te mārama tātau ehara i ngā kaiwhakahaere anake ngā whakautu, ā, ko tā te kaiārahi, he whakaahei i ū rātau rōpū ki te mahi hauora, haumaru hoki mā te whakamana i a rātau.
Me whai akoranga i ngā mahi e tutuki pai ana	Ko tā tātau whāinga kia pai ai te kōkiri i te mahi. Ka taea te ako i ngā mahi e pai ana me ngā mahi e hē ana hoki. Mā te tuku haere i ngā kōrero mō ngā mahi e pai ana, mā te whakanui i ngā ekenga taumata me te ako i ngā wheako o mua, ka whakatairanga tātau i ngā mahi hauora, haumaru, puta noa i te tarī.
Mahia ngā mahi tika	Ka whakaū tātau e māia ana ā tātau tāngata ki te whakaputa kōrero ina ka kite i te mahi haumaru kore. Ka mahi pono tātau kia whakawhiwhia atu he wāhi mahi e haumaru ana mō ā tātau tāngata, ka mārama he tautoko noa te pepa me ngā hātepe i ngā tino mahi ka mahia e tātau. Ka tono tātau i ā tātau tāngata ki te kōkiri i ā rātau mahi ki runga i te tikanga tautiaki, kia whai kawenga, kia whakamau rātau me ētahi atu kia hauora, kia haumaru hoki.

Ngā Pou e Whā

E whā ngā pou kei te tautoko i tā
tātau mahere mō te tau toru:

1

KAIĀRAHITANGA

2

WHAI HONONGA

3

NGĀ RAUEMI

4

NGĀ WHAKAMŌREAREA

**Ko tō tātau
Moemoeā**

Ngā Hua

**Ā Tātau
Whāinga
Rautaki**

**Ko ā Tātau
Whakaarotau
Rautaki**

**Ko ā tātau
Aronga
Rautaki mō
2018/19**

**Ā tātau
mātāpono
ārahi**

Ka Haumaru Tātau

He Tāngata e Hauora ana, e Haumaru

He KAIĀRAHITANGA hauora,
haumaru hoki e kaha ana,
e whai take ana

He ahurea ako kua hangā ki
runga i te whakamanatanga
me te **WHAI HONONGA**

KAIĀRAHITANGA

- » Ko te mōhiotanga me te pūkenga ki te hauora me te haumaru mō ū tātau Kaiārahi
- » Ko te whakahaere a ngā kaiārahi i te hauora, haumaru me te mauri ora mō ū rātau rōpū
- » Ko te whakahaere me te tautoko a ngā kaiwhakahaere i te kohuki, te hauora ā-hinengaro me te whakamārohirohi

WHAI HONONGA

- » He ahurea 'whakaputa kōrero'
- » Ko te whakarite o te tūranga Māngai mō te Hauora me te Haumaru
- » Ko ngā anga whakahaere, whai hononga i ngā Rohe mō te Hauora, Haumaru me te Mauri Ora
- » Te mahi whakahaere, tirotiro hoki i ā tātau kaikirimana

Ko ngā tāngata te urupare

Me whai akorang

Katoa i ia Rā

ana, e Whai Hononga ana

He **RAUEMI** e whai kounga ana hei whakapiki pūkenga, hei ārahi i ngā mahi hauora, haumaru hoki

He whakahaere tōtika i ngā **WHAKAMŌREAREA** nui te pānga

NGĀ RAUEMI

- » He tohutohu mō te hauora, haumaru me te mauri ora kua oti te whakapai ake
- » Te Āheitanga o ngā Kaiako Ahumahi me ngā Kaiwhakahaere Mahi Haporī
- » Te āwhina me te ārahi i ā tātau kaikirimana nō waho
- » He āwhina e wātea ana ki ngā kaimahi kua whara
- » Te hauora ā-hinengaro, ā-tinana o ngā mauhere

NGĀ WHAKAMŌREAREA

- » He whakamōrearea e pā ana ki te tūkino me te riri
- » Ngā pūtake me ngā hua o te ngenge, o te whētuki ā-hinengaro, o te kohuki
- » He whakamōrearea e pā ana ki te waka
- » Ko te whakahaere i ngā momo mea e mōrearea ana
- » Ko te tautiaki i ngā mauhere e whakamōrearea ana ka tūpono whakamomori, whakamamae i a rātau anō

a i ngā mahi pai

Mahia ngā mahi tika

Kaiārahitanga

Ka whakapiki tātau i ngā pūkenga o ō tātau kaiārahi mō te hauora, haumaru me te mauri ora e āhei ai rātau ki te whakatairanga i te ahurea e aro nui ana ki te hauora me te haumaru i ngā wāhanga katoa o te tari.

Ka āwhina tātau i a rātau kia mārama ki ā rātau kawenga e taea ai te mārama pū, te hāpai hoki ā tātau mahi hauora, haumaru hoki.

Mā tātau:

- > Ka whakapiki haere i te mōhio me ngā pūkenga o ō tātau Kaiwhakahaeere mō te hauora me te haumaru mā te Hōtaka Whakaako Āpiha ki te Mamahitanga Tika
- > Ka āta whakatakoto i ngā akoranga Kaiārahitanga Haumaru Takatika e taea ai e ngā kaiārahi te whakapai i ngā whakahaere hauora, haumaru, mauri ora i ō rātau rōpū
- > Ka whakawhiwhi atu i ētahi akoranga, ētahi rauemi ki ō tātau kaiārahi hei āwhina i a rātau ki te whakahaere i te kohuki, te hauora ā-hinengaro me te whakamārohirohi o ō rātau rōpū.



KAIĀRAHITANGA

Whai Hononga

Ko ā tātau tāngata te urupare mō te whakarite i te wāhi mahi e hauora ana, e haumaru ana, e mauri ora ana.

Ka whakatipu tō tātau tari i te ahurea e whakatairanga ana i ngā huarahi e whai wāhi ai ā tātau tāngata ki ngā hui, ki ngā mahi, ki ngā whakawhanaketanga e whakanui ana i ngā kaupapa hauora, haumaru, mauri ora hoki, e whakapiki ana hoki i te mātauranga.

Ka whakamanatia ā tātau tāngata ki te hāpai kawenga mō ū rātau anō hauora, haumaru hoki, ki te tautohu ko whea ngā wāhi me whakapaipai.

Mā tātau:

- > Ka whakatipu he ahurea e māia ana ngā kaimahi ki te whakahua i ū rātau māharahara mō te hauora, te haumaru me te mauri ora
- > Ka whakakaha i ū tātau Māngai Hauora, Haumaru hoki mā te whakawhanake, mā te whakanui i ngā tūranga me te āwhina ka whakawhiwhia atu
- > Ka whakatū he anga whakahaere ā-rohe mō te Hauora, Haumaru me te Mauri Ora e taea ai te whakapai te whai hononga ki waenga i ā tātau kaimahi me ngā māngai
- > Ka mahi ki ngā kaikirimana ki te whakarite kei te āta whakahaeretia ā rātau mahi hauora, haumaru hoki.



WHAI HONONGA

Ngā Rauemi

Ka tautokona ā tātau tāngata ki te mahi i ā rātau mahi i ia rā.

Ka whakapai tātau i te āheitanga atu me te kounga o ngā mōhiohio, ngā akoranga me ngā rauemi e taea ai ā tātau kaimahi me ngā hoa o waho te whakahaere ū rātau hauora, haumaru, mauri ora hoki.

Ka whakamanatia ā tātau tāngata ki te hāpai i ngā hātepe me ngā rauemi mō te hauora, te haumaru me te mauri ora me te whakapai haere i ēnei.

Mā tātau:

- > Ka whakapai te āhei o ā tātau kaimahi ki ngā tohutohu whai kounga mō te hauora, te haumaru me te mauri ora, ka aro nui ki ngā wāhi e tino whakamōrearea ana
- > Ka whakawhiwhi atu ki ā tātau Kaiako Ahumahi, Kaiwhakahaere Mahi Haporī he rauemi, he pūkenga e hiahia ana rātau hei tautoko, hei whakaako i ngā kaihara kia mahi haumaru ai
- > Ka whakawhiwhi atu he tohutohu, he tautoko hoki ki ā tātau kaikirimana o waho hei āwhina i a rātau ki te mahi i runga i te haumaru
- > Ka whakamātau ngā tūranga e whā mō te Whakatairanga Hauora me te Whakarauora e whakapikitia ai te tautoko mō ngā kaimahi kua whara
- > Ka whakarite, ka whakamahi hoki i ngā rauemi hei tautoko i te hauora me te mauri ora ā-hinengaro, ā-tinana hoki o ngā mauhere.



Ngā Whakamōrearea

Ka aro tātau ki ngā tino take, ka kōkiri i ngā whakamōrearea e tino whai pānga ana ki ā tātau tāngata.

Ka whakahaere tātau i tō tātau māramatanga ki te kōtaha whakamōrearea o tō tātau tari, ka whakanui i te titiro ki ērā whakamōrearea e tino whai pānga ana, e taea ai ēnei te āta whakahaere, ā, e tautiakina ana te hauora, te haumaru me te mauri ora o ō tātau tāngata me ētahi atu kei te wāhi mahi.

Mā tātau:

- > Ka whakapai i ngā mahi whakahaere i ngā whakamōrearea e pā ana ki te tūkinotanga me te riri
- > Ka whakawhiwhi taputapu, ka tautoko i ō tātau tāngata ki te whakahaere i ngā pūtake me ngā hua o te ngenge, o te whētuki ā-hinengaro, o te kohuki
- > Ka whakapai i ngā mahi whakahaere whakamōrearea e pā ana ki ngā waka
- > Ka whakapai i ngā mahi whakahaere i ngā matū mōrearea e whakahekeia ai te whakamōrearea hauora, haumaru hoki ki ā tātau kaimahi me ngā kaihara
- > Ka whakarite, ka whakamātau i tētahi tauira mō te tautiaki mauhere e whakamōrearea ana ki te whakamomori, ki te whakamamae i a rātau anō.



NGĀ WHAKAMŌREAREA

Ka pēhea te ine i tā tātau kaunuku

He mea nui kei roto i tā tātau rautaki te āhei ki te ine i ngā ekenga taumata, ki te tautohu hoki ko whea ngā wāhi me whakarerekē ngā mahi e taea ai te moemoeā te whakatinana.

Ā tātau inenga mō te 2018/19

Hei aroturuki i te whai hua o tā tātau rautaki mā te:

- > % o ngā kaiārahi Taumata 2, Taumata 3 hoki ka whakaoti i te akoranga ārahi haumaru
- > % o ngā Kaiako Ahumahi ka whakaoti i ngā whakaakoranga hauora, haumaru hoki e hāngai ana ki ā rātau rāngai
- > % o te nui haere o te tautohu i ngā tatanga whara
- > % o ngā Māngai Hauora, Haumaru hoki ka whakaoti i ngā whakaakoranga ūkawa mō ngā Māngai Hauora, Haumaru hoki
- > Te ūwehenga o ngā Māngai Hauora, Haumaru ki ngā kaimahi
- > Te ngākau pai o ā tātau tāngata ki te tuku pūrongo mō ngā māharahara hauora, haumaru hoki
- > Te āhuru o ā tātau tāngata ki te kōrero mō te hauora ā-hinengaro i te wāhi mahi.



Ko ngā taumata mō 2018/19, koia:

- > 100% ngā kaiārahi o te Taumata 2 me te 85% o ngā Kaiārahi o te Taumata 3 ka whakaoti i te akoranga ārahi haumaru
- > 80% o ā tātau tāngata ka kī, kei te aro ō rātau kaiārahi ki tō rātau hauora me te haumaru
- > 85% o ngā Kaiako Ahumahi ka whakaoti ngā whakaakoranga e hāngai ana
- > 25% te nui haere o ngā pūrongo mō te tatanga whara ki te Tracker
- > 10% te nui haere o ngā Māngai Hauora, Haumaru hoki.



ARA POUTAMA AOTEAROA
DEPARTMENT OF CORRECTIONS