



Workbridge 2020 - 2023

Mahere Rautaki

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Tauākī Whāinga

He tuku i ngā āheinga mahi hei mahi tahi, hei angitu tahi.

Te Whakakitenga

He mahi tā ia tangata e hiahia ana ki te mahi, ā, ka kōwhirihia e ngā rangatira te tangata tika, kei a rātou ngā pūkenga me ngā pūmanawa e hāngai ana ki te mahi.

Ngā Uara Matua

Te uara	Whakamāramatanga
Kairangi	He tohunga ngaio, he tohunga ki ā tātou mahi, ā, ka ū ki taumata kē noa atu.
Te Auaha	Ko tā mātou he whai i te taki o te wā, he whakairo hoki i te ara rerekē. He iwi auaha, he iwi kaingākau.
Motuhaketanga	Ka kauanuanutia te kanorautanga, ā, ka whakatinanahia tā mātou i kī ai. E wātea ana 100% o te wā. E ū ana mātou ki te mana motuhake (mana āhua ake), me te whakaute i te kawenga a te whānau i ngā ahurea whānui me ngā hapori.
Whakapono	Ka whakapau kaha mātou ki te angitu, he iwi whakatenatena, arokoa, arotangata anō hoki mātou. Ka mahi tahi mātou ki ngā kairapu mahi ki te whakapiki i ō rātou pūkenga. Ka mahi tahi hoki mātou ki ngā rangatira o ngā wāhi mahi ki te whakapiki i ō rātou āheinga.
Hiranga	He iwi manawatīti, manawa whakatete, manawa urutau.

Ngā Huanga Matua

1. Kua hora i te motu
2. Ko te waitohu e mōhiotia ana, e whakautehia ana e te motu.
3. He whānui te puna wāhi mahi

Ngā Take ā-Rautaki

1. He anga pakihī whakauka kore - Kāore e taituarātia ana te anga utu a Workbridge, ahakoa kua whakapikihia ngā utu i ngā kirimana nā te nui o ngā utu whakahaere me te iti o te hua e whakaputaina ana e ngā kaimahi, nā te punaha me ngā ngoikoretanga.
2. Te whakanau i ngā putanga kairapu mahi - Kua heke ngā tatauranga i roto i te tuku i ngā kairapu mahi ki tētahi wāhi mahi, ā, kua heke hoki te pūmāutanga ki te pari o te rua i ngā tau e toru kua pahure, i a rātou whakatata ana ki ngā whakatutukihanga mātāmuri o ngā kirimana.
3. Ngā raru ā-pakihī taiapa-kore - 95% o te whiwhinga moni a Workbridge kei tētahi kirimana ki te MSD.

4. Te putanga o ngā kaimahi - I ēnei tau e toru, kei te takiwā o te 40% te putanga o ngā kaimahi a Workbridge, nā konā i hauraro ai ngā hua, i piki ngā utu ki te tari kaupapa tangata, i ngoikore hoki ngā putanga kairapu mahi.
5. He raurangi whakapae - E panonitia ana ngā kirimana e rua i waenganui i a Workbridge me MSD nā te whakatakahitanga o te pūtea tautoko, nā te whakawhiti rānei ki tētahi anga e hokona ai ngā ratonga e ngā tāngata, tēnā i tētahi wāhi mahi, i konei ka aro nui ki te kiritaki me tētahi anga herekore.

Ngā Whāinga ā-Kamupene

Ka arotahi mātou ki ēnei whāinga e toru:

1. Te koa o te Kiritaki - ka whakaharikoa mātou i ā mātou kiritaki
2. Kia eke panuku ā-Kamupene - he ahurea rangatira, whakarangatira, whakareka, whakatairanga hoki.
3. Te Mana Matatū - He anga pakihi whakauka.

Wāhanga Kiritaki.

Rōpū Kiritaki.	Ngā taipitopito
Kiritaki o nāianeī.	<ul style="list-style-type: none">• Inā he hauātanga, he āhuetanga e pā roa nei ki te kairapu mahi e noho nei hei taupā ki a ia i te ara rapu mahi, e wātea ana ia ki te puna pūtea a MSD.• Ko te hunga kua puta i te whare wānanga, ko te hunga ngaio anō hoki e hiahia ana ki te ratonga rapu mahi.• Ngā rangatira e tuku mahi ana ki ngā kairapu mahi.• Ko ngā tāngata e whakawhiwhia ana ki ngā pūtea tautoko• Te Manatū Whakahiato Ora
Kiritaki Hou	<ul style="list-style-type: none">• Ko ngā kaimahi e hiahia ana ki te hoko i te whakangungutanga whakauru, whakawhiti kōrero, me ētahi atu ratonga.• Ko ngā kairapu mahi e hiahia ana ki te whakatū i ā rātou ake kamupene.• Ngā ika-ā-whiro o ngā kura.• Ētahi atu umanga Kāwanatanga• Ētahi atu umanga kāore i raro i te kāwanatanga, pērā i ngā iwi, etc.

Mahere Rautaki 2020-2023 Te Whakarāpopototanga

Te koa o te Kiritaki - ka whakaharikoa mātou i ā mātou kiritaki

1. He ngāwari te mahi tahi ki a mātou, ā, e whakautehia ana ā mātou mahi

- Ka whakawhanakehia, ka whakarewahia ētahi pae matihiko mā ngā rangatira o ngā wāhi mahi me ngā kairapu mahi.
 - Ka whakahīhī mātou ki te whakaritea he puna pūkenga e rata nei e ngā wāhi mahi.
 - Ka whakaritea he anga kaitiaki kiritaki mā ngā wāhi mahi matua.
 - Kia kounga te whakaputa i ngā mahi i te rāngai mahi me ngā putanga pūmau.
 - E wātea ana 100% o te wā.
2. Ka mahi ngātahi mātou ki te rāngai ki te whakawātea i te ara ki ngā ratonga e puta ai ngā hua nui ki ā mātou kiritaki.
- Ka arotahi ki ō mātou painga. Ka tūhono ki ō mātou āpiti e kounga ai te tuku i ngā ratonga i ngā wāhanga mātāmuri.
 - He ārahi i te rāngai mā te whakarite ngā mahi ngātahitanga a ngā rāngai e puta ai ngā hua nui ki ā mātou kiritaki.
3. Ka ato mātou ki ngā hiahia o ā mātou kiritaki Māori, ā, ka tukuna ngā mahi e ai ki Te Tiriti o Waitangi.
- Te whakawhanake i tētahi rautaki Māori e tautokona ana e te Māori mā te mahi tahi.
 - Ka whai kia mahi tahi ki ngā pakihī Māori ki te whakarewa tahi i ngā putanga ratonga rapu mahi.

Kia eke panuku ā-Kamupene - he ahurea rangatira, whakarangatira, whakareka, whakatairanga hoki.

1. Ka ākina te ahurea auaha, ārahi, rakahinonga ā-roto, ā-rāngai anō hoki.
- Ka whakaritea he anga e wātea ai ngā ranga te urupare me te whakaawe tika i ō rātou wāhanga māketē.
 - Ka whakaritea he ara e kakama ai, e urupare ai te hononga o ngā ranga ki ngā putanga kiritaki, e kaupare ana i te whakatōreke ā-whare, i te whakapapa ā-whare rānei.
 - I Aotearoa whānui, e kitea ana mātou hei wāhi matua ki te whakawhiti kōrero mō ngā take ā-mahi mō te hunga hauā.
2. Ka kaha tā mātou poipoi i te ahurea takatika, kairangi hoki.
- Ka whakakahatia te tūāpapa - he whai, he pupuri i te kaimahi kounga.
 - Ka kaha ki te whakawhanake i ngā pūkenga o ngā kaimahi mā ngā akoranga ā-mahi, whakapiki pūkenga, waihoki ngā ara whakahaere.
 - Ka tukuna te anga kawenga mārama, e hāngai ana ki te takitahi, me tōna hāngai ki ngā putanga rautaki pakihī, hei whakatau i te utu tāpiri, te pikinga o te utu rānei, ki te kaimahi.

Te Mana Matatū - He anga pakihi whakauka.

1. E ora ana i tā mātou e whiwhi nei.
 - Ka whakakorea te whakapau pūtea uara iti, kāhore nei e mārama ana te take o te whakapaunga pūtea.
 - He tautuhi, he whakarite i tētahi punaha mō ngā whakahaeretanga hāpai ō, me ētahi atu punaha.
2. Whakarite i tētahi anga whakauka.
 - Whakarite anō i ngā tahua tāpui ki tētahi haurua o ā mātou whiwhinga pūtea ā-tau i mua i te tāke.
 - Whakawhanakehia te pakari o ngā punaha me ngā tāngata
3. He rite ki te panoni, he manawaroa ā-kamupene.
 - Ka aro ki te whakawhānui i ngā ara whiwhi pūtea mā te whakawhānui me te whakangao ki ngā huringa taiao kua utua katoatia.
 - Ka whakaritea he anga ā-pakihi hou e whakakaha ana i ngā putanga ā-pakihi.

Mahere Rautaki 2020-2023 Ngā Kōiriiri

Kei te whakawhanaketia ngā raraunga mahi ki ngā inenga. Ko te tuinga kawenga takohanga i waenga i te Poari me te Ohu Whakahaere, ko te Mahere Pakihi ā-tau, ka whakaatu i ēnei tikanga.

Te koa o te Kiritaki - ka whakahariko mātou i ā mātou kiritaki

Whāinga	Rautaki Tautoko	Ka pēhea tā mātou ine
He ngāwari te mahi tahi ki a mātou, ā, e whakautehia ana ā mātou mahi	Ka whakawhanakehia, ka whakarewahia ētahi pae matihiko mā ngā rangatira o ngā wāhi mahi me ngā kairapu mahi.	<ul style="list-style-type: none"> • Ka whakawhanakehia ngā tauranga mō ia rōpū, e kaha ana te whakamahia.
He ngāwari te mahi tahi ki a mātou, ā, e whakautehia ana ā mātou mahi	Ka whakaritea he anga kaitiaki kiritaki mā ngā wāhi mahi matua.	<ul style="list-style-type: none"> • Whaituku whakatairanga pūtea ā-muri i te tāke. • Hokonga tōai • He patapatai ki ngā kiritaki
He ngāwari te mahi tahi ki a mātou, ā, e whakautehia ana ā mātou mahi	Kia kounga te whakaputa i ngā mahi i te rāngai mahi me ngā putanga pūmau.	<ul style="list-style-type: none"> • Te ūnga o ngā whakaurunga. • 12-marama e kaha nei te uru o ngā whakaurunga
He ngāwari te mahi tahi ki a mātou, ā, e whakautehia ana ā mātou mahi	E wātea ana 100% o te wā.	<ul style="list-style-type: none"> • He Arotakenga Whakauru o ngā punaha
Ka mahi ngātahi mātou ki te rāngai ki te whakawātea i te ara ki ngā ratonga e puta ai ngā hua nui ki ā mātou kiritaki.	Ka arotahi ki ō mātou painga. Ka tūhono ki ō mātou āpiti e kounga ai te tuku i ngā ratonga i ngā wāhanga mātāmuri.	<ul style="list-style-type: none"> • Te nama o ngā āpitianga ōkawa me ngā manatū whakamārama kua whakaritea. • Kua piki ake ngā tukunga i ngā pakihi. • Te kakare o te kaihoko
Ka mahi ngātahi mātou ki te rāngai ki te whakawātea i te ara ki ngā ratonga e puta ai ngā hua nui ki ā mātou kiritaki.	He ārahi i te rāngai mā te whakarite ngā mahi ngātahitanga a ngā rāngai e puta ai ngā hua nui ki ā mātou kiritaki.	<ul style="list-style-type: none"> • Kua whakatauhia ngā āpitianga ōkawa. • Te kawenga tūmatanui. • Te kakare o te kaihoko

Ka aro mātou ki ngā hiahia o ngā kiritaki Māori, ā, e hāpai ake ana mātou i ō mātou kawenga e ai ki te Tiriti o Waitangi.	Ka tukuna ki ngā kaimahi o Workbridge te tautoko ā-ahurea ki te mārama, ki te tūhono hoki ki te Māori.	<ul style="list-style-type: none"> • Ka whakaritea ngā kaupapa e whāiti ana ki te tautoko i te aronga ki te ahurea Māori.
Ka aro mātou ki ngā hiahia o ngā kiritaki Māori, ā, e hāpai ake ana mātou i ō mātou kawenga e ai ki te Tiriti o Waitangi.	Ka whakaritea ngā āpitihanga e tuku ngātahi ai, e waihanga ngātahi ai i ngā putanga whaimahi ki ngā pakihi Māori, mā te Māori.	<ul style="list-style-type: none"> • Ka whakaritea he āpitihanga ōkawa ki ngā pakihi Māori.

Kia eke panuku ā-Kamupene - he ahurea rangatira, whakarangatira, whakareka, whakatairanga hoki.

Whāinga	Rautaki Tautoko	Ka pēhea tā mātou ine
Ka kaha tā mātou poipoi i te ahurea takatika, kairangi hoki.	Ka whakakahatia te tūāpapa - he whai, he pupuri i te kaimahi kounga.	<ul style="list-style-type: none"> • Ngā mahi whakangungu • Te inenga whakawhitinga pūtea • Tūhonotanga
Ka kaha tā mātou poipoi i te ahurea takatika, kairangi hoki.	Ka kaha ki te whakawhanake i ngā pūkenga o ngā kaimahi mā ngā akoranga ā-mahi, whakapiki pūkenga, waihoki ngā ara whakahaere.	<ul style="list-style-type: none"> • Te Whakatūtaki me te Whakawhanake. • Kua whai tohu ngā kaimahi - te tohu National Vocational Skills • Ka whakapikihia te tūhono a ngā kaimahi ki te CDANZ
Ka kaha tā mātou poipoi i te ahurea takatika, kairangi hoki.	Ka tukuna te anga kawenga mārama, e hāngai ana ki te takitahi, me tōna hāngai ki ngā putanga rautaki pakihi, hei whakatau i te utu tāpiri, te pikinga o te utu rānei, ki te kaimahi.	<ul style="list-style-type: none"> • He punaha whāinga whakamana, he punaha whakawhanake hoki • He rautaki utu • He anga utu
Ka kaha tā mātou kōkiri i te ahurea auaha, rangatira, rakahinonga hoki	Ka whakaritea he anga e wātea ai ngā ranga te urupare me te whakaawe tika i ō rātou wāhanga māketete.	<ul style="list-style-type: none"> • He punaha whāinga whakamana e akiaki ana, e kitea ana te auahatanga me te rakahinongatanga. • He hōtaka whakaako i te whakahaere.

		<ul style="list-style-type: none"> • Te whakamahere i te angitu
Ka kaha tā mātou kōkiri i te ahurea auaha, rangatira, rakihinonga hoki	Ka whakaritea he ara e kakama ai, e urupare ai te hononga o ngā ranga ki ngā putanga kiritaki, e kaupare ana i te whakatōreke ā-whare, i te whakapapa ā-whare rānei.	<ul style="list-style-type: none"> • He anga pakihi tangatanga e akiaki ana i te mahinga ngātahitanga i Workbridge whānui. • Te pakari me te kounga o ngā kaiarahi

Te Mana Matatū - He anga pakihi whakauka.

Whāinga	Rautaki Tautoko	Ka pēhea tā mātou ine
E ora ana i tā mātou e whiwhi nei.	Ka whakakorea te whakapau pūtea uara iti, kāhore nei e mārāma ana te take o te whakapaunga pūtea.	<ul style="list-style-type: none"> • Te whakatutukinga e ai ki ngā keonga whakapikinga kua toka i te tahua.
Whakawhanake i tētahi anga whakauka.	Whakarite anō i ngā tahua tāpui ki tētahi haurua o ā mātou whiwhinga pūtea ā-tau i mua i te tāke.	<ul style="list-style-type: none"> • Te katoa, tētahi wāhanga rānei o te tōkeke o te whakawhitinga pūtea ā-tau
E ora ana i tā mātou e whiwhi nei.	He tautuhi, he whakarite i tētahi punaha mō ngā whakahaeretanga hāpai ō, me ētahi atu punaha.	<ul style="list-style-type: none"> • Te tapeke utu whakahaere, hāunga ngā utu ki te EC, me ngā utu whakawhiti ā-tau
Whakawhanake i tētahi anga whakauka.	Whakawhanakehia te pakari o ngā punaha me ngā tāngata	<ul style="list-style-type: none"> • Te whakarite i ngā punaha hēkore, whakauka hoki. • He wāhanga o roto i te Anga Whakawhanake te manawaroa o te tangata
He rite ki te panoni, he manawaroa ā-kamupene.	Ka aro ki te whakawhānui i ngā ara whiwhi pūtea mā te whakawhānui me te whakangao ki ngā huringa taiao kua utua katoatia.	<ul style="list-style-type: none"> • Ko te whiwhinga pūtea kāore i ahu mai i te kirimana ratonga whiwhinga mahi, he wāhanga nō te tapeke whakawhitinga pūtea

Te Whakatinana i te Mahere

- Te arotake me te whakahou i ngā tūranga matua i te pakihi
- He whakarite i tētahi rautaki ā-pakihi, ā-takitahi anō hoki e hāngai ana ki te whakahāngai ki te mahere rautaki whānui, ā, ka herea ngā kaiwhakahaere ki ēnei rautaki.
- Ka whakahāngaihia ngā KPI ki ngā taumata katoa o te pakihi, e ai ki ngā Rautaki me ngā Putanga Pakihi
- Ka ārahina kia eke panuku
- Ka whakamanahia ngā kaiwhakahaere kia pai ai te whakahaere