

Ngā Rārangi Kōrero

Te Whakatūwheratanga.....4

1 He Whakapuakitanga4

2 He whakamāramatanga o te mahi toko i te ora7

3 Te Tauākī Tikanga o Te Rōpū Kaimahi toko i te Ora7

4 Ko ngā kawenga i te mahi toko i te ora 16

5 Ko ngā Mana Tangata – Ngā tikanga nō tāwāhi me ngā rōpū o te motu 20

6 Ngā Ara Whakatau Whakapae 22

7 Ko te whakawhanaketanga o te tauākī tikanga i Aotearoa 23

Foreword

“He hōnore, he kororia ki te atu, he maungarongo ki te whenua,
he whakaaro pai ki ngā tāngata katoa.
Ake tonu atu Amine.”

(Honour and glory to the lord, peace and good will to all here on earth
Forever and ever, Amen.)

I tīmata te whakahoutanga o tēnei pukapuka Te Tauākī Tangata i te tau 2004, ā, i taua wā he nui tonu ngā hui whakawhitiwhiti whakaaro, kōrero hoki. Nā, i tīni ētahi o ngā āhuatanga o te Tauākī Tangata, me te whakatau ā te wā ka āta tirohia ōna wāhanga katoa kia kite mēnā e hāngai tonu ana. I whakaaehia tēnei whakatau i te Hui ā Tau i te tau 2004, a i te tau 2005 i tīmata ngā mahi.

I runga i ngā tohutohu me te ārahi o te Rōpū Tauākī i whakatūria a Dr Dugald McDonald hei kaiwhakahaere mō tēnei tino mahi. I te katoa o ēnei mahi kua tū a John Hopkins hei tuara mō Dugald i roto i ēnei mahi kia oti tika ai. Kua nui anō ngā momo mahi whakawhiti kōrero ki ngā tū rōpū, me ngā mema hoki i ēnei tau e rua kua hori ake nei. Kua āta tirohia ngā kōrero katoa i puta i ēnei whakawhitiwhitinga, ā, me te mea hoki kua ngana i tēnei Tauākī Tangata hōu kia whakauru te nuinga o ēnei kōrero ki roto. I te otinga atu he mahi tino nui, tino whakahirahira tēnei ki te Rōpū Kaimahi Toko i te Ora o Aotearoa.

Waiho mā tēnei Tauākī Tangata āna kōrero katoa e puta, engari e wha ngā mea nui me puta ake ināianei. Tuatahi, mā tēnei ka ū rawa te Rōpū nei ki ngā kawenga o ā tātou mahi me te mea hoki he huarahi pai kia ea ko ēnei. Mō ngā tau e mahi kua kī mai ngā kairangahau i ngā rōpū mahi, me whai ērā rōpū i tētahi tauākī tangata kia ārahi i ā rātou mahi, ā, mā tēnei ka tika ai ngā mahi, ka tika hoki te rōpū. I te wāhanga whakamutunga o tēnei pukapuka, ka kite atu kua whai mātou i tētahi Tauākī Tangata, i tētahi atu mea ārahi i a mātou mai i te tīmatanga o tēnei Rōpū.

Tuarua, he tohu tēnei pukapuka o te hiahia tahi o ngā mema, o ngā tāngata o tēnei rōpū me ō rātou kaupapa tūhonohono i ā rātou anō. I ēnei tau kua matakū te tiro atu o ngā kaimahi toko i te ora ki tēnei mea te “mahi tohunga”, ā, me ērā tohutohu e kī atu ana me noho tauwehi ngā kaimahi i ō rātou kiritaki. Ko te tūmanako, ko te hiahia kia noho tonu ā tātou whakapono, ā motu, ā taiao hoki, nō ō tātou whakarātonga ki ngā tauākī tangata.

Tuatoru ka whakanui tātou i te Tauākī Tangata nei, hei taputapu mō tātou i roto i ā tātou mahi i ēnei rangi tonu, ā, mō āpōpō tonu rā ka tirohia anōhia kia kite atu mēnā e hāngai tonu ana ki ērā mahi. Engari mō nāianei he take tēnei, me whakanui kia tika, kua

eke taumata tātou, ā, me kī ko tēnei tō tātou ake Tauākī Tangata, nō konei, nā tātou tonu i hanga, he tohu pea o te wā.

Ko te mea tuawhā, ko ia pea te mea nui rawa, ko te hua nui o ēnei mahi ko tēnei te pukapuka tuatahi o te Rōpū Kaimahi nei kua reo rua. He mea nui tēnei hei tonu o tō mātou hoatanga i roto i ngā tikanga ā rua, e tika ana kia whakahīhī ngā mema katoa o te Rōpū Kaimahi Toko i te Ora o Aotearoa ki tēnei.

Hei whakakapi, me mihi mātou ki ngā mema, ki ngā hoa, ki ngā hoa mahi hoki kia whai wāhi i roto i ēnei tino mahi kia eke ia ki tōna taumata.

“Ehara taku toa i te toa takitahi
Engari taku toa i te toa takitini, takimano.”
(Achievement and success is not through us as individuals, but as a group we can
achieve common goals of competency.)

Rose Henderson
Tumuaki, ANZASW
2007

John White
Kaiwhakawhaiti, Rōpū Tauākī Tangata

Te Whakatūwheratanga

1 He Whakapuakitanga

Te Whāinga

Ko te whāinga matua o tēnei pukapuka kia puta ake ngā tauākī tangata o te Te Rōpū Kaimahi Toko i te Ora o Aotearoa [ANZASW] hei ārahi i ngā mema o te rōpū nei, rātou ko ōna kiritaki me ngā tauria hoki. He whāinga anō kia whakarauiatia ngā kōrero e pā ana ki te mātauranga me ngā uara o te mahi tika kia toko ake i te ora ki Aotearoa. I ahu mai ēnei kōrero i ngā āhuatanga ahurei o tō mātou hononga tikanga ā rua me ngā hononga ki te ao whānui.

Te Rōpū

Ka kite i te Rārangi Kōrero, e whitu ngā wāhanga o tēnei pukapuka, ā, ko Te Whakatūwheratanga te timatanga. He kōrero anō tā tēnei pukapuka e pā ana ki ētahi o ngā kōrero nui mō te āhua o te mahi toko i te ora ki Aotearoa nei. Kei te wāhanga tuarua ko tētahi whakamārama mō tēnei mea te mahi toko i te ora. Kei te pito rawa o te pukapuka, ko te wāhanga tuatoru tērā, ka kitea ko te Tauākī Tangata o te ANZASW. Kei te tuawhā ko tētahi kapi anō o te pepa *Te Mahi Tika i te mahi toko i te ora – Ngā mātāpono* i putaina ake e te International Federation of Social Workers [IFSW] me te International Association of Schools of Social Work [IASSW].

He kōrero poto kei te wāhanga tuarima mō ngā rauemi nō tēnei whenua, nō te ao whānui hoki me ngā rōpū e hāpai ana i ngā mana tangata me ngā tikanga hapori. Kei te wāhanga tuaono he kōrero mō ngā tikanga me ngā ara whakaputa amuamu. He mihi atu ki ngā mahi kua mahia kētia, ka kitea tētahi rārangi ki te wāhanga whakamutunga, he rārangi tēnei o ngā tino mahi, ngā rauemi me ngā tāngata i whai wāhi i te whakawhanaketanga o ngā mahi toko i te ora i Aotearoa nei, mai i te tau 1964 ki tēnei rangi tonu.

E rua ngā aronga

Ko te mahi toko i te ora, he mea tipu mai i ngā whakaaro atawhai, i ngā ariā tāngata, me ngā tikanga hāhi hei whakakore i te rawakoretanga me te mahi tūkino tangata. Ka hua mai i Uropi me Amerika ki te Raki, ā, ka mauria mai ki Aotearoa, ki konei whakawhanaketia ai. He wāhanga nui tā te mahi toko i te ora i roto i ngā āhuatanga maru whenua.

I roto i ngā tau kua āta kitea atu ngā whāinga e rua o te mahi toko i te ora. Tuatahi, ko te whakaahe, ko te whakamana i te tangata, i te whānau, i te hapori hoki, ki te rapu huarahi kia whakatutuki ai ngā take me ngā whakararu e pēhi nei i a rātou. Tuarua ko te whakamōhio ki te iwi whānui i ngā mahi tūkino tangata, me te whakatika i ngā whakahaere porihanga hei whakakore i ērā āhuatanga kino. I ētahi wā kua arotahi atu

te mahi toko i te ora ki tētahi o ēnei whāinga, e pūmau ana ki te tirohanga whāiti, e āhua kāpō ana ki te tirohanga whānui; e whakatau ana i ā rātou ake kaupapa, tē whakaahei, tē whakamana i te iwi ki te rapu huarahi i runga anō i ō rātou ake uara, i ō rātou ake hiahia.

Kongā kaimahitoko i te ora keiraro i te maru o te Rōpū Kaimahi Toko i te Ora o Aotearoa (Inc) (ANZASW) e whakatītina ana i ngā whāinga matua e rua a te mahi toko i te ora.

Te wāhi ki ngā uara matua

E here ana ngā kaimahi toko i te ora ki:

- ngā ture e pā ana ki te mahi toko i te ora, ngā hanganga, ngā whakahaere me ngā ritenga i ahu mai i te Tiriti o Waitangi.¹
- te orangatonutanga me te whakapiki i te mana o te iwi whānui, arā, ngā tāngata, ngā whānau, ngā hapū, ngā iwi, ngā rōpū me ngā haporī o Aotearoa;
- te whakawhānui me te whakamahi i ngā mātauranga katoa e pā ana ki te mahi toko i te ora, e whaihua ai ā rātou mahi;
- te whakawhanake me te tohatoha tika i ngā rawa e puāwai ai te tangata me ōna pūmanawa katoa;
- te āta whakatika i ngā whakahaere porihanga e tōkeke ai mō te katoa.

Kia kōkiritia te mahi toko i te ora i ngā haporī tata, i te haporī whānui, me tāwāhi hoki.

He mana tō ngā kaimahi toko i te ora. Ka ahu mai tērā mana nō roto mai i ā rātou mahi, ō rātou tūranga, me ō rātou pukenga ngaio. He mana anō ka ahu mai i te ture, inā he mea ka whakamahia e te Kāwanatanga hei pupuri i te iwi, hei whakatinana i ā rātou ake kaupapa. Mahi ai rātou i roto i ngā whakahaere umanga ake, tūao, Kāwanatanga hoki, ā, ko te pupuri i te iwi tētahi o ngā kaupapa huna o aua whakahaere. Ko tēnei āhuatanga ka whakararu i te kaimahi toko i te ora, inā hoki ko tāna e whai ai, he whakamana i te tangata, ko tā te whakahaere, he pupuri i te iwi.

E whakaae ana a ANZASW, kāore e tika ana kia whakaware i ngā uara kotahi ki te katoa o ngā iwi e noho ana ki Aotearoa. Ko te mahi toko i te ora, he whakamana i te iwi kia tū rangatira ai te tangata i roto anō i ōna ake uara, wawata hoki, mēnā kāhore he whakapā kino atu ki tētahi atu. E whakaute ana ngā kaimahi toko i te ora i te rangatiratanga ake, me te mana ake o tēnā tangata o tēnā tangata, o tēnā iwi, o tēnā iwi, ahakoa ō rātou pakeke, whakapono, tikanga ahurea, tangatatanga, āhuatanga moe tangata, āhuatanga whānau, mātauranga, āhuatanga hinengaro, taha tinana, iwitanga, momo hāhi, hōkakatanganga, tūranga ohaoha, pāpori rānei.

¹ Ko ngā wāhanga 2.1 (a) (b) me (c) o te Kaupapa Ture o te ANZASW, i whakahouhia i te 15 o te marama o Pipiri, i te tau 2004.

Te horopaki ā taiao

Ka whakanuia ō tātou whenua ahurei, engari ka titiro hoki tātou ki te ao whānui me ngā mahi toko i te ora ki whenua kē. He mema a ANZASW o te International Federation of Social Workers [IFSW], ā, nā tēnei kua herea te rōpū nei ki ngā tohutohu ā te IFSW i roto i te pepa *Te Mahi Tika i te mahi toko i te ora – Ngā mātāpono*, ka kitea ki te wāhanga tuawhā o tēnei pukapuka.²

I mua rā, ko Te Whakapuakitanga o ngā Mātāpono e tika ana (1990) te tīmatanga mō te whakawhanaketanga o tō mātou Tauākī Tangata tuatahi (1993). I te rangi nei e hiahia ana mātou kia tutuki i ngā whāinga o te IFSW me te IASSW arā, *‘...kia akiaki i ngā kaimahi toko i te ora huri noa i te motu kia āta wāwāhi i ngā whakatara me ngā matawaenga kei mua tonu i a rātou, ā, hei te mutunga iho ka mahi i ngā mahi e tika ana mō tēnā, mō tēna.’* (2004)

I te Kupu Whakataki o te pepa nō te IFSW (whārangi 17, ka kōrerohia e mātou te āwangawanga huri noa i te ao mō te aronga ki ngā take e rua, mō te rangirua ki ngā mahi, mō te papātanga o ngā pānga, me te ongeonge o ngā taputapu. Mā te whakaaro me te kōrerorero ki ēnei o ngā take tātou e hono atu ai ki ngā mahi o te ao, ā, ka whai tauira hoki kia whātaua e mātou te pai me ngā hua o ā tātou ake mahi. Mā te tino tauākī tikanga me ōna whakaaro nui ki ngā take nunui, ka whai pūtake ai ēnei tūmomo mahi.

He kōrero mō tēnei Tauākī Tikanga

Ko ngā whāinga o tēnei Tikanga ake:

- Kia whakaatuhia atu he aha ngā āhuatanga mahi e tika ana mā ngā kaimahi toko i te ora.
- Kia tukuna te āwhina e pā ana ki te nohotahitanga o te Tangata Whenua me Tauīwi.
- Kia āta tirohia ngā whanonga ngaio tanga ā ngā kaimahi toko i te ora kia āta arotakengia ēnei, kia kite ai mēnā e hāngai ana ēnei mahi ki ngā tikanga e whakaatuhia atu ana e te pukapuka nei.
- Kia whakanuia ake ai ngā mahi e tika ana, e ahu mai ana i ngā mātāpono me ngā uara o te mahi toko i te ora.
- Ki te whakanui i ngā mahi e tika ana mō ngā mema o te ANZASW, e ū ana, e whakarei ana hoki i ngā wawata me ngā whāinga o te rōpū nei.
- Kia ārahina ngā tauira o ngā mahi toko i te ora me ngā kaimahi hōu ki te mahi nei ki ngā tauira mahi tino tiki, ā

² I whakaritea, i whakaputaina tēnei ki te taha o te International Association of Schools of Social Work.

- Ki te whai wāhi ērā taurua tika ki roto i ngā mahi o ia rā, o ia rā, me ngā mahi whakangungu kaimahi.

E mau tonu ana tēnei putanga o te Tauākī Tikanga ki te hanganga me te nuinga o ngā kōrero mai i te putanga o mua. Engari ko ōna rerenga kētanga, i ahu mai i te whakaurutanga mai o te wāhanga tuatahi mai i te Tikanga ā Rua o te rōpū nei. He wāhanga mai i te putanga tuatahi kua whakahōuhia, ā, kua whakaurua hoki ki roto i tēnei puka.

2 He whakamāramatanga o te mahi toko i te ora

Ko te mahi manaaki hapori he mahi a ringa kē te pakihi, he whainga akoranga, whaimana tangata, huringa rautaki tangata, whakakōtahi hapori, tuku whaimana tangata kia tuku. Ko ngā uaratanga take a hapori, take whaimana tangata, whaimana takitini, whakamana momo tāngata katoa he pou herenga tapu. Hei poutokomanawa akoranga mahi hapori a tangata, a pūtaiao, a ira tangata, a iwi taketake, he tūhonohono matakupenga ōranga tāngata, piki, heke, hei mea whakamana hoki i te houora. Mā ngā mana a whenua, a rohe rānei ēnei whakaritenga e whakamanahia ake.

3 Te Tauākī Tikanga o Te Rōpū Kaimahi toko i te Ora

He kupu whakataki

I ahu mai tēnei Tauākī Tikanga i ngā tohutohu e whakaatuhia ana e te Huihuinga Kaimahi toko i te ora o te Ao [IFSW]. Ka kitea tēnei ki te Wāhanga Tuawha – ki ngā wāhi 4 me te 5 o tēnei pukapuka. Kia whai tonu atu i ngā Whāinga o ANZASW, ka whakaae atu tēnei Tauākī Tangata ki te kōrero ahurei o ngā wāhanga o te Tiriti o Waitangi. He kawenga tō ia mema o te Rōpū nei, kia ako, kia whakamahi, kia mau, kia whakanui hoki i tēnei Tauākī Tikanga.⁴ *Me pānui ngātahi ngā wāhanga o tēnei Tauākī Tikanga, ā, he ōrite te nui o tētahi, ki tētahi atu.*

3 I whakatau i te Hui nui o te IFSW i Montreal, i Kanata, i te marama o Hongongoi i te tau 2000.

4 Ko te kaimahi (mema) i whakamahia i tēnei puka mō te tangata kua eke ki te mēmatanga o te Rōpū Kaimahi toko i te ora o Aotearoa mō te roanga o tōna oranga, mo tētahi wā rānei. I ētahi wā ka kiia ai ko te Rōpū mō tēnei ope kaimahi.

1 Ko ngā kawenga mō te hapori e mau ana ki ngā tikanga o te Tiriti o Waitangi

- 1.1. I roto i ngā mahi me ngā whakataunga katoa me ngā Tangata Whenua, me mau ngā kaimahi toko i te ora ki ngā wāhanga katoa o tēnei Tauākī Tikanga.
- 1.2. Uru atu ana te tangata ki ngā mahi toko i te ora, me mātua mōhio ia ki ngā akoranga e pā ana ki te Tiriti o Waitangi, he wāhanga whakangungu anō tēnei mōna. Me mōhio hoki ia ki tōna ake iwitanga me ngā kōrero o nehe mō Aotearoa mai i ngā Tangata Whenua me Tauwiwi hoki.
- 1.3. Ka mahi tahi ngā kaimahi toko i te ora ki ngā whakahaere e whai ana i te Tiriti o Waitangi hei tūāpapa mō ā rātou kaupapa here, ā rātou tikanga, me ā rātou mahi, kia tīni ngā āhuatanga whakahaere o ērā e mahi ana i raro i te tikanga tōtahi.
- 1.4. Kia tōtika ai tāna mahi, me whai māramatangata e te kaimahi toko i te ora ki ngā tirohanga rerekē a ngā Tangata Whenua. Me whakaute ēnei tirohanga motuhake e ngā kaimahi toko i te ora me ngā whakahaere tuku mahi, ā, kia kaua e utaina ngā uara me ngā ariā tikanga tōtahi ki ngā Tangata Whenua.
- 1.5. Kia wewete ai ngā here tāmi, me mātua tuku atu i te mana whakahaere tikanga tōtahi me ngā rawa, kia tino rangatira anō ai te Tangata Whenua. Ka tuku atu ngā kaimahi toko i te ora i ngā mana whakahaere me ngā rawa e taea ana, e tika anō hoki i raro i ngā āhuatanga o ngā mahi nei.
- 1.6. Ko te whāinga o ngā kaimahi toko i te ora, kia whakanui i ngā mana o te Tangata Whenua, kia whakatinana i ngā tauira mahi toko i te ora o te Tangata Whenua tonu, kia pūmau tonu te mana me ngā tikanga a te Tangata Whenua, i roto anō i ngā āhuatanga e tika ana.
- 1.7. E whakaae ana ngā kaimahi toko i te ora ki te kawenga o tēnei tūranga, me te mea nei ka tukua atu ko ngā tikanga kaikiri i roto i ēnei mahi katoa.

2 Ko ngā kawenga ki te hapori whānui

- 2.1. Kia tika ngā kōrero ka tukuna e te kaimahi toko i te ora ki te hapori whānui e pā ana ki ā rātou ratonga, ō rātou mātauranga, pūkenga, akoranga, tautohitotanga hoki.
- 2.2. Ka whai wheako ngā kaimahi toko i te ora mai i ngā mahi tūmataiti ki āna kiritaki. Heoi ko tā te mahi a te kaimahi toko i te ora he whakanui ake i ēnei wheako, me tēnei mātauranga, ā, kia āta whakamahi hoki:
 - kia mōhio ai ia ki ngā āhuatanga e pā ana ki ngā whakararu tūmataiti me ngā take tūmatanui, ā, kia āta wāwāhi hoki i ēnei take.
 - kia whakamōhio atu i te hapori whānui ki ngā āhuatanga pāpori kāore e tika ana,
 - kia tōtika ai ngā mahi a te kaimahi toko i te ora.

- 2.3 Me whakatenatena ngā kaimahi toko i te ora i te tōkeke pāpori, i te whaiwāhitanga, i te mana kōwhiri hoki mō ngā tāngata katoa o te hāpori whānui, ōtīrā ake, mō ngā iwi itinga e noho whakatiki ana. Ko tā te kaimahi toko i te ora kia mutu ake ai, kia whakakore atu hoki i ngā mahi aukati i te tangata, i tētahi rōpū rānei mō te pakeke, te whakapono, te tikanga ahurea, te tangatatanga, te āhuatanga moe tangata, te mana o te whānau, te mōhiotanga, te āhua o te hinengaro, te taha tinana, te iwitanga, te hāhitanga, te hōkakatanga, te tūranga ohaoha, pāpori rānei te take.
- 2.4 Kia tutuki i tēnei whāinga, ka whakatītina ngā mahi me ngā ture me ngā āhuatanga pāpori pai, e akiaki ana i te whakawhanaketanga o ngā rawa me te whakarato tika i aua rawa. Mā tēnei anō hoki ka whai wāhi ngā tāngata katoa ki ngā rawa, ki ngā ratonga, ki ngā āheitanga hoki e tika ana mō rātou.
- 2.5 Ka whakatītina e ngā kaimahi toko i te ora te whai wāhitanga atu o te hāpori whānui katoa ki ngā mahi whakatūkaupapa, ki ngā mahi whakatau hoki mō ngā kaupapa pāpori.
- 2.6 Me mātātoa te whai a ngā kaimahi toko i te ora kia tīni i ngā āhuatanga e whakanui ana, e whakapūmau ana i ngā āhua tūkino. Ka whai tonu ngā kaimahi toko i te ora i ngā ture, engari mō ērā ture e whakatiki ana i te kiritaki, i ētahi atu tāngata rānei o te hāpori whānui, ko te mahi kia tīni i ngā ture kia pai ake.
- 2.7 E kore ngā kaimahi toko i te ora e tautoko i ngā tāngata, ngā rōpū, ngā mana tōrangapū, mana aha rānei, mā te mahi tūkino, te mahi whakatumatuma, te mahi whakamamae, i tētahi atu mahi kino rānei.

3 Ko ngā kawenga ki ngā kiritaki

- 3.1 I runga i ngā here a te ture, ka whakaae ngā kaimahi toko i te ora ko te oranga me ngā painga o te kiritaki te kaupapa matua hei whai atu.
- 3.2 Ka whakaute ngā Kaimahi Toko i te Ora i te mana ake o āna kiritaki. Ahakoa te pakeke, te whakapono, te tikanga ahurea, te tangatatanga, te āhuatanga mārena, ngā āhuatanga whānau, te āhuatanga hinengaro, te taha tinana, te iwitanga, te hāhitanga, te hōkakatanga, me ngā āhuatanga noho, tahua hoki a te kiritaki, ka whakanuitia ēnei āhua i roto i ngā mahi a te kaimahi toko i te ora.
- 3.3 E whakaae ana te Rōpū Kaimahi toko i te ora, ki te mana o te kiritaki Tangata Whenua kia whai i tētahi kaimahi toko i te ora, nō te Tangata Whenua tonu. Ka whakarite ngā whakahaere toko i te ora i ngā kaimahi Tangata Whenua i ngā taumata katoa, hei whaitanga atu mā te kiritaki mēnā e hiahiaitia ana. Ki te kore e wātea tētahi kaimahi Tangata Whenua, me kimi atu te kaimahi e tika ana, mehemea e hiahiaitia ana e te kiritaki.
- 3.4 Ahakoa ngā whanonga me ngā whakapono hāhi a te kaimahi toko i te ora, ko te mana motuhake o te kiritaki tonu te mahi nui. Me tōkeke tonu te ngaiotanga o te kaimahi toko i te ora, ā, me whāki atu ki te kiritaki, mēnā ka puta tētahi āhuatanga

whakararu i te kaimahi me ana whanonga, whakapono rānei. Mēnā e hiahia ana e te kiritaki, me rapu kaimahi hou hei āwhina i te kiritaki.

- 3.5 Ka kore ngā mema e makihuhunu, e whai huanga whaiaro, ā mahi, ā tōrangapū, ā pūtea, e whāipoipo rānei i ā rātou mahinga ki te taha o ngā kiritaki. Kei te hē rawa atu te piri tahi, te whāipoipo ki ngā kiritaki (nō nāiane, nō namata rānei), ki ngā kaitiaki kiritaki, ki ngā taurira, ki te whānau rānei o te kiritaki. I te wā e mahi tahi ana ki tētahi kiritaki, i te wā rānei he kawenga tō te mema ki tērā tangata, ki tōna whānauhoki ka kore e tika kia akinga e tauamema te mahi whāipoipo, te mahi ai rānei. Ka kore hoki e tika e pērā te mahi a te mema mehemea he mana tōna kia huri i ngā whakataunga o taua kiritaki. Ko te kawenga o te mema, hei kaitiaki, kia tika tana tiaki i ngā taupā ā mahi nei. Ka kore hoki e tika kia whakamutu atu i tētahi piringa ā mahi nei, kia piri ā whaiāiponei ki tētahi kiritaki, ki tētahitaurira, ki te kaitiaki rānei o te kiritaki. Ehara te mahi ai, te whāipoipo rānei i tētahi rongoā hei āwhina i ngā kiritaki. Ko te tautāwhi, ko te kahaki, ko te whakaete (me aua whakaete ehara i te mahi ā tinana, pērāi te umere, me te whakawehi) ehara i te rongoā pai, ehara i te āwhina tika mō ngā kiritaki, i tua atu i ngā wā kua whakaaengia, kua āta whakaritea mō te hunga anake kua ako i ngā tikanga e tika ana.
- 3.6 Kāore ngā kaimahi toko i te ora e whakatiwheta tōkai i āna kiritaki, ā, kia kaua hoki e whakaae atu ki ngā mahi whakatiwheta tōkai ā ētahi atu.
- 3.7 Me āta whakamōhio atu ngā kaimahi toko i te ora ki āna kiritaki he aha ngā ratonga e taea ana e ia, me te wāhi ki te kiritaki. Me whakaae te kiritaki ki tōna wāhi i ēnei ratonga. Mā ngā kaimahi toko i te ora anō hoki e whakamōhio atu ki āna kiritaki, he aha ngā mana tangata ka tau ki runga ki a ia, me te huarahi tuku whakapae mēnā kāore e pai ana tētahi āhuatanga ki a ia. Me mōhio hoki ia ki ngā hua me ngā tikanga mēnā ka whati ture. (Tirohia te wāhanga 3.9)
- 3.8 I ngā mahi toko i te ora ki te taha o ngā kiritaki Tangata Whenua, ko tā te kaimahi toko i te ora wāhi:
- He kawenga i runga i ngā kaimahi toko i te ora kia whakanui, kia tautoko anō hoki i te whānau, nā te mea koia te putaketanga o tēnei mea te whakaruruhau i te mana motuhake o te whānau me ōna tāngata katoa.
 - Me whakatītina e te kaimahi toko i te ora, e tika ana mā te whānau tonu me ōna tāngata e kawe te mana whakatau mēnā ka taea e rātou, ā...
 - Ko tāna e whai ana ko te whakakorengia o ngā ture me ērā atu here, e tau ai te tikanga tōtahi ki ngā kaupapa o te Tangata Whenua.
- I roto i tāna mahi ngaiotanga me whakatītina e ngā kaimahi toko i te ora kia whai wāhi atu te Tangata Whenua ki ngā mahi whakatakoto kaupapa katoa.⁵

5 I ētahi wā, kāore e whai hua, he hōhā hoki tēnei mea te 'whakawhitiwhiti kōrero'. Tērā pea he whakapau noa iho i te wā, me te kaha o te hunga kaimahi Māori tokoiti kei ngā umanga/whakahaere e mahi ana. Kāore pea e taea, i runga i te taumaha o ngā mahi. Me āta whakaaro i te tuatahi, mēnā ka pā te hononga Tiriti, ka takahia rānei te kiritaki

- 3.9 Mēnā e tika ana i raro i ngā āhua ngaiotanga, me pūmau te kaimahi toko i te ora ki te here hei huarahi whāinga māna.⁶ Tērā pea, ko te here hei whakatau i ngā raruraru a tētahi, ōtīrā ka utaina te whakararu ki tētahi atu. I tēnā tūāhua, me whakawhiti kōrero te kaimahi toko i te ora ki ngā tangata katoa e whai wāhi ana ki tēnei take i mua i te tīmatanga o ngā mahi here. Mō ngā kiritaki nō te Tangata Whenua, me toro atu hoki ngā kaimahi toko i te ora ki te whānau o te kiritaki (ki tētahi atu mana whakahaere rānei nō te Tangata Whenua e tika ana i runga i ngā āhuatanga o te kaupapa).
- 3.10 Ko ngā whāinga o ngā kaimahi toko i te ora, kia tū rangatira ai āna kiritaki. Ki te kore e taea e te kiritaki tōna ake mana rangatiratanga te kawae, mā te kaimahi toko i te ora ia e tiaki.
- 3.11 Me pupuri tika e te kaimahi toko i te ora, ngā tuhinga kōrero katoa e pā ana ki āna kiritaki. Me noho matatapu tonu ēnei kōrero. Me noho wātea ngā tuhinga kōrero nei ki te kiritaki ahakoa ngā tairo e karo ana i tēnei āheitanga. Me matatapu ngā kōrero a tētahi atu.⁷
- 3.12 Me āta tiaki e te kaimahi toko i te ora te ngākau tapatahi o te kiritaki, āra, me pūmau te matatapu; me kimi mōhiotanga e pā ana ki ngā āhuatanga katoa o te kiritaki; me tuku mōhiotanga hoki ki te kiritaki.
- 3.13 Mēnā ka puta ēnei āhuatanga kāore pea e tika ana ki te mau tonu te matatapu o te kiritaki:
- Mēnā he kaha kore nō te kiritaki ki te whakaae atu kia tukuna ngā kōrero e pā ana ki a ia, me whai atu e te kaimahi toko i te ora kia whakaaetia mai e te tangata e tika ana i raro i te ture
 - Mēnā he mate whawhati tata, me tuku pea e te kaimahi toko i te ora ngā pārongo kiritaki ki tangata kē, i runga anō i tōna ngaiotanga, me te whakaaro pai ki te kiritaki. Mēnā ka pēnei te kaimahi toko i te ora, me whakamōhio atu ia ki te kiritaki hei te wā e tika ana, he aha ngā kōrero kua tukuna atu, me te mea nei i tuku atu ki a wai.
 - Tērā pea ka tonoa te kaimahi toko i te ora e te ture, kia tukuna he pārongo kiritaki. Mēnā ka whakawhāiti pēneitia te matatapu o te pārongo kiritaki, me tuku whakamōhio atu te kaimahi toko i te ora ki a ia.
 - Tērā pea ka whakatauria e te kaimahi toko i te ora, ka whakamōreatia te kiritaki, tētahi atu tangata rānei (tētahi tamaiti pea) ki te kore e tukuna ngā

Māori, i mua i te whakatau, āe, me 'whakawhitiwhiti kōrero'. Tēnā pea, he pai ake tētahi āhuatanga arotake i tēnei mea te whakawhitiwhiti kōrero i ngā wā katoa.

⁶ Mēnā ka whati, ka tūkinotia rānei e te kaimahi toko i te ora, ngā mana o te kiritaki, ka taea e te ture ia te whakawā. Mēnā he amuamu tō te mana whakahaere ka whakawāngia e te Pōari Rēhitatanga o ngā kaimahi toko i te ora, e te Rōpū Kaimahi toko i te ora rānei.

⁷ Kia taea te toro atu ki ngā pārongo me ngā pepa katoa, tērā pea me āwhina tonu te kiritaki kia mārama pai ia ki ngā kōrero kei tana pūkete pārongo.

pārongo kiritaki. Ki te pēnei, ka tukuna pea e te kaimahi toko i te ora ngā pārongo i runga i tāna whakatau ngaiotanga, me te whakawhitiwhiti whakaaro ki ōna hoa mahi.

- 3.14 Mēnā ka tukuna ngā pārongo kiritaki e te kaimahi toko i te ora, me tuku atu i te iringa rawa anake e tika ana kia ea taua take.
- 3.15 Ko ngā whakawhitiwhitinga i waenga i te kaimahi toko i te ora me āna kiritaki, ka taka ki raro i ngā tikanga ngaiotanga - ka rāhuitia ngā pārongo kiritaki i raro i te ture me ngā tikanga ngaiotanga. Me mōhio tonu te kaimahi toko i te ora ki ngā ture whenua me ngā ture Māori e rite ana, e pā ana ki te matatapu, te pārongo atoato, me te taunakitanga.
- 3.16 Me mātua whakaae e te kiritaki mēnā e pīrangi ana te kaimahi toko i te ora kia hopu, kia mātaki rānei i ngā whakawhitiwhitinga kōrerorero. Ka kore rawa te kaimahi toko i te ora, e whakamahi, e whakaatu rānei i ngā whakawhitiwhitinga kōrero, i ngā pārongo hoki e pā ana ki te kiritaki i roto i āna mahi whakaako, i āna kauhau hoki, ki te kore e whakaaetia e te kiritaki, ki te kore rānei e tango i ngā wāhanga o ngā whakawhitiwhitinga kōrero, o ngā rongo hoki e whakamōhio atu ko wai te kiritaki.
- 3.17 Me pūmau tonu te kaimahi toko i te ora ki ngā tikanga matatapu inā ka tuku kōrero ia ki ngā whakahaere tuku pūtea.¹ Me whakamōhio atu ia ki te kiritaki, mēnā ka whakaatuhia pea i roto i ngā kōrero, ko wai te kiritaki.

4 Ko ngā kawenga ki ngā Umanga me ngā Whakahaere Pāpori

- 4.1 He kawenga tō ngā kaimahi toko i te ora kia whai atu i te Tauāki Tikanga o ANZASW i ā rātou mahi kato.
- 4.2 Ko tā te kaimahi toko i te ora, he whai atu i ngā ara kia whai wāhi ai te tangata whenua ki roto i ngā whakataunga katoa, mā tēnei ka tika rawa atu ai ngā whāinga, ngā mahi me te anga o te ratonga tonu.
- 4.3 Ko tā te kaimahi toko i te ora, he whai atu i ngā ara e taea ana kia ū tōna wāhi mahi ki ngā tikanga e tika ana mō ngā kiritaki katoa ahakoa nō hea.
- 4.4 Mēna e taea ana, ko te whāinga ka whakatinana ngā kaimahi toko i te ora i tā rātou i kī ai ki ō rātou wāhi mahi, pāhi hoki.
- 4.5 Ko tā te kaimahi toko i te ora, he kaha ki te arotake, ki te aromatawai i āna mahi, kia whanake ake ai ngā kaupapa here me ngā tikanga whakahaere o ō rātou wāhi mahi, kia pai ake ai ngā mahi me ngā hua ka puta.
- 4.6 Ko tā te kaimahi toko i te ora, he whakamōhio atu ki ō rātou pāhi, wāhi mahi hoki, he aha ngā kawenga matatika i te Tauāki Tikanga o ANZASW me ngā pānga ki ā rātou mahi toko i te ora.
- 4.7 Kia kaua te kaimahi toko i te ora e whakaae kia rerekē ai āna mahi toko i te ora e matatika ana i ngā tikanga whakahaere, i ngā kaupapa here, i ngā tohutohu whakariterite rānei o tōna wāhi mahi.

8

He tino tīneinei mō ngā mahi rangahau me ngā mahi arotake kua tonoa i raro i ngā mana o ngā kirimana.

- 4.8 Ko tā te kaimahi toko i te ora, he ārai atu, he whakaiti atu i te whakaparahako tangata i ngā mahinga, i ngā kaupapa here, i ngā tikanga whakahaere rānei o tōna wāhi mahi.
- 4.9 Me whakaae anake ngā kaimahi toko i te ora ki ērā tūranga mahi, ki ērā tūranga whakapakari taurā rānei i ngā wāhi mahi, ka ū ki ngā kaupapa here e tika ana mā ngā kaimahi.
- 4.10 Ko tā te kaimahi toko i te ora, he tino tiaki i ngā rawa a ō rātou wāhi mahi, ā, me e taea ana he penapena i ngā pūtea, waihoki kia kua rawa atu e rāweke i aua pūtea, he tuku rānei ki ngā kaupapa kāore e whakaaengia.
- 4.11 He here i runga i ngā kaimahi toko i te ora ki ōna kiritaki, ki te hāpori whānui hoki, mā te arotake i āna mahi, ka tika aua here.
- 4.12 Mena he umanga ake tō te kaimahi toko i te ora, ko tāna he matua whakarite i āna mahi kia ū ki ngā tohutohu i tēnei wāhanga o te Tauākī Tikanga nei.

5 Ko ngā kawenga ki ngā hoa mahi

- 5.1 Me aro atu te kaimahi toko i te ora ki ōna hoa mahi i runga i te ngākau tapatahi, te ngākau atawhai, te whakaaro whakaute, māhorahora me te pono hoki. Ko te whāinga kia mārama ai rātou ki ngā whakaaro me ngā mahi rerekē a tēnā, a tēnā, kia haepapa hoki te whakapuaki i ngā kōrero whakahē.
- 5.2 Me whakatītina e ngā kaimahi toko i te ora, kia mārama mai ōna hoa mahi ki ngā take, ko te Tiriti o Waitangi te tūāpapa mō te mahi toko i te ora, ā, ko te whāinga kia ū ai ngā mahi toko i te ora katoa ki te Tiriti o Waitangi hei tūāpapa mō ngā mahi.
- 5.3 Me hāpai e ngā kaimahi toko i te ora katoa te mana totohe o ōna hoa mahi, ki te wero atu i ngā mātauranga, ngā uara, me ngā tikanga tōtahi i roto i ngā mahi toko i te ora.
- 5.4 Me whakatītina e ngā kaimahi toko i te ora te mahi ngātahi, hei hāpai i ngā whāinga me ngā tikanga a te mahi toko i te ora, hei whakapiki hoki i ngā pūkenga me te puna mātauranga. Me māhorahora te whakawhitiwhiti mātauranga, wheako, ariā hoki, i waenganui i ngā kaimahi toko i te ora, ā, me whakatītina anō hoki te whāinga kia whakapakari i ō rātou mātauranga.
- 5.5 Me whakatītina e ngā kaimahi toko i te ora ngā kaupapa rangahau hei whakapiki i ngā momo mātauranga katoa, kia pai ake ai ā rātou mahi toko i te ora.
- 5.6 Ko ngā kaimahi toko i te ora e whai wāhi ana ki te mahi whakangungu, tuku mātauranga hoki, ka whakatītina kia eke ā rātou taurā ki ngā taumata rawa o ngā tikanga mātāpono, ngā huarahi ako, ngā pūkenga tātari, ngā mātauranga me ngā mōhiotanga hoki.
- 5.7 Me tiketike rawa te whanonga tūmataiti, me te whanonga ngaiotanga o te kaimahi toko i te ora. Mēnā he taumaha rawa te whanonga ngaiotanga hē a tētahi kaimahi

toko i te ora i raro i ngā tikanga mahi toko i te ora (arā mēnā he whanonga whakamōrea i te kiritaki), ka mau atu ki mua i te aroaro o te rūnanga e tika ana.

- 5.8 E whakaae ana ngā tāngata o te Rōpū Kaimahi Toko i te Ora o Aotearoa kia āta tirohia ai ngā whakapae i ā rātou mahi.
- 5.9 Me kore rawa ngā kaimahi toko i te ora e whakatīwheta tōkai i ōna hoa mahi, kia kaua hoki rātou e whakaae atu ki te mahi whakatīwheta tōkai a tētahi atu.

6 Ko ngā kawenga i runga i te taha whakahaere

- 6.1 E whakaae ana te whakahaere o te Rōpū Kaimahi toko i te ora, ka ahu mai ngā mahi e tika ana i ngā whakaritenga pai hei tautoko, hei ārahi i aua mahi toko i te ora. He maha ngā tūmomo tauira o tēnei mea te ārahi ēngari i te nuinga o te wā ka whai i ēnei āhuatanga katoa arā ko ngā mahi pai, ko te oranga o te kiritaki, ko the whakawhanaketanga me te oranga o te kaimahi toko i te ora, me te ako mātauranga. Ko ōna whāinga kia eke ngā mahi katoa, kia mārama ai ngā mahi katoa, kia pakari ake tonu ai mā te whai i te mātauranga. He hononga ngaio te noho a te kaiārahi ki te tauira. I ētahi wā kotahi noa te kaiārahi, i ētahi atu he rōpū kaiārahi, he pēnei hoki te āhua ki te tauira. He ōrite tēnei ki ngā mahi toko i te ora, arā, ko te tūāpapa mō ēnei mahi katoa e whai ana i ngā wāhanga tonu o Te Tiriti o Waitangi.
- 6.2 Ko ngā kawenga i runga i ia kaiārahi, ko ēnei:
- kia whai rātou i tētahi hei ārahi i a rātou anō.
 - kia mārama rawa ki ngā āhautanga o te mahi me ōna ritenga mō tēnei tino mahi arā te ārahi i ngā mahi toko i te ora.
 - Ka mahi rawa i ngā mahi ārahi, ā, ka whai wāhi anō taua hononga.
 - Ko te whāinga o ngā mahi kia hāpai i te oranga o te kiritaki i roto i ngā mana me ngā ritenga o ā rātou mahi toko i te ora, i roto hoki i te kirimana o te kaiārahi.
- 6.3 He kawenga i runga i ngā kaiārahi kia:
- Mahi i roto anō i ō rātou āheaitanga, ā, kia whaia hoki ko ngā āwhitanga kia whakangungu kia whakapakari i ō rātou pukenga toko i te ora, me ngā mātauranga e pā ana ki ngā mahi ārahi.
 - Whakarite i tētahi kirimana kua tāngia mā ia kaiārahi, ā, me uru ki roto ko ngā mahi a tēnā, a tēnā, ko te tūranga me ngā kawenga tuku rīpoata ki tangata kē, ki rōpū kē, me ngā mōhiotanga mō ngā ara whakpai raru.
 - Whakamahia e te kaiārahi ngā mātāpono i kitea i ngā wāhanga katoa o tēnei tauākī tikanga.
 - Mōhio rātou ki ngā hiahia rerekē o tēnā, o tēnā. Ka ahu mai ēnei rerenga kētanga i ā rātou wheako mahi, wheako tangata, i te tangatatanga, me tōna iwitanga hoki.
 - Me wawe tonu ngā mahi, ā, kia ngaio tonu i roto i ngā mahi hei hāpai i ngā hiahia a ngā kiritaki me ngā tauira anō hoki.

- Kia tutuki pai katoa ngā whāinga me ngā mahi e tika ana ki te Rōpū me kāhui kaimahi toko i te ora.

7 Ngā kawenga ki a koe anō

- 7.1 Me tika ngā mahi ā ngā kaimahi toko i te ora i ngā wā katoa, ā, kia aro hoki rātou ki ēnei - hē o te kotahi, nō te tokomaha.
- 7.2 Me whai mātauranga, me whai pūkenga te kaimahi toko i te ora e hāngai ana ki āna mahi, ā me whakahou tonu. Me kaikini atu te aro ki ngā mātauranga hou e puta mai ana.
- 7.3 Me whai wāhi tonu ngā kaimahi toko i te ora ki te whakangungu. Mā ngā mahi whai mātauranga te mōhio ki ngā tuhinga e puta mai ana mō ngā mahi nei, ngā wānanga me ngā tohetohe, ka pakari tonu te tangata me ōna pukenga ki ngā mahi toko i te ora.
- 7.4 Me aro atu te kaimahi toko i te ora ki tōna ake oranga, arā, te oranga ngākau, te oranga hinengaro, me te oranga tinana. Me āhukahuka tonu, kāore e taea e te tangata kotahi ngā ratonga katoa te tuku. I runga i te ngākau atawhai ki a ia anō me ōna kiritaki, me āta whakaaro mēnā ka tutuki i a ia tētahi kaupapa, kāore rānei. Me tiaki tonu te kiritau me tōna ake oranga.

8 Ko te kawenga ki te Mahi Rangahau me te Whakaputa Pukapuka

- 8.1 Ko ngā mahi rangahau a te kaimahi toko i te ora (me ērā tāngata e tiakina ana e ia), me eke i ngā taumata ngaio tanga e tika ana, ā, me aro hoki ki te oranga me te ngākau tapatahi o ngā kaiuru. Ko te tūāpapa mō ēnei mahi kei roto i ngā wāhanga katoa o Te Tiriti o Waitangi.
- 8.2 Me mātua whakaae mai ngā kaiuru ki ngā mahi rangahau, me mārama hoki rātou ki te kaupapa, hāunga te rangahautanga kāore e hāngai ana i raro i āna tikanga. Ki te kore e āhei te tangata hauā ki te whakaae atu, mā te tangata tika e kawea ana i te haepapa mōna e whakaae. Ka uru mai ēnei āhuatanga ki te tikanga o te 'whakaaetanga':
 - me mōhio te kaiuru ki ngā whāinga, te āhua, me ngā whakahaere o te rangahau;
 - me mārama te kaiuru ki ngā whakahaere tērā pea ka pā kino atu ki a ia;
 - me mōhio tonu te kaiuru, kei a ia te mana whakaputa atu i te rangahautanga, ā, mēnā i utua ia, me mōhio ia ki ngā here kei runga i a ia.
 - me mōhio te kaiuru ka pēhea te whakamahi i ngā raraunga, me ngā hua ka puta.
- 8.3 Me whakatakoto e te kaimahi toko i te ora, āna kaupapa rangahau ki mua i te aroaro o tētahi komiti tikanga rangahau e hāngai ana.
- 8.4 Me mātua whai e te kaimahi toko i te ora kia kaua te kaiuru e taka ki te auhi tinana, te auhi hinengaro, te kino, te whakamōrea rānei.

- 8.5 Me whakatakoto e te kaimahi toko i te ora ki mua i te aroaro o tētahi rūnanga tikanga mēnā he āhuatanga huna tā te rangahautanga. Me mātua whakaatu e te kaimahi toko i te ora, he whakaritenga tika ngā āhuatanga huna nei, ā, me whakaae e ngā kaiuru, kia uru kāpō atu ki te mahi rangahau. Taro ake te wā e tika ana, ka āta tukuna atu ngā whakamārama katoa.
- 8.6 Me tika, me tōkeke hoki ngā pūrongo whakaatu raraunga a te kaimahi toko i te ora. Ko āna whakatau tūmatanui, me hāngai tonu ki ngā āhuatanga o te mahi toko i te ora e taunga ana ia. Inā, ka whakatakotohia e te kaimahi toko i te ora ngā hua ka puta i tētahi rangahautanga, me haere tahi hoki ngā kōrero whakahē i te kaupapa hei whakaarotanga mā te iwi.
- 8.7 Ahakoa te pukapuka ka whakaputaina e te kaimahi toko i te ora, me tika tāna whāki i te pūtakenga mai o ngā pārongo me ngā ariā, me te whakamihi ki ngā tāngata me ngā whakahaere i whāi wāhi atu ki te mahi rā.
- 8.8 Me whai e te kaimahi toko i te ora kia whakatikahia ngā pūrongo hē e pā ana ki tāna mahi. Kia kaua hoki e tahupera ngā kōrero mō ngā hua ka puta i tāna rangahautanga, mahi ngaiotanga rānei.
- 8.9 Kia kaua te kaimahi toko i te ora e kī, e whakapae rānei ko āna ake whakatau kōrero he mea tautoko e ōna hoa mahi, e te ANZASW, e tētahi whakahaere toko i te ora rānei, mēnā kāore i a ia te mana tōtika.

4 Ko ngā kawenga i te mahi toko i te ora⁹

1. He kupu whakataki

Ko te mōhiotanga ki ngā mahi tika tētahi o ngā wāhanga nui o ngā mahi a ngā kaimahi toko i te ora. Ko ō rātou āheitanga me tō rātou here kia tika ai ā rātou mahi tētahi o ngā mea nui rawa atu.

Ko te kaupapa o ngā mahi a te IASSW me te IFSW kia nui ake ai ngā kōrerorero me ngā whakaaroaro o ngā whakahaere e mahi ana ki ngā mahi toko i te ora, i tāwāhi, i ngā kura whakaako i tēnei moho mātauranga, ki ngā tauira hoki. Ko ētahi wero ki te mahi a ngā kaimahi toko i te ora he rerekē rawa, arā kāore i kitea ki whenua kē, he motuhake, heoi he wā anō ka kitea whānuitia tērā raru. Ko tā te whāinga o ngā kōrero a te IASSW me te IFSW kia nui ake ai ngā wā ka āta arotakengia ngā mahi me ngā wero kei mua tonu i te aroaro o ngā kaimahi toko i te ora, kia pai ake ai ō rātou whakatau me pēhea te haere whakamua. Ko ētahi o ēnei wāhi kia arotakengia ko ēnei:

- Ko te kaimahi toko i te ora te takawaenga i waenga i ngā rōpū, i ētahi wā kāore e raru pea ōna pono, ōna whakatau hoki nā tēnei āhuatanga.

⁹ I whakaputaina anō i runga i te whakaetanga o te International Federation of Social Workers

- Ehara i te mea he kaiāwhina noa iho te kaimahi toko i te ora, engari ko tāna mahi hoki he whakahaere.
- Kua raru te mahi a ngā kaimahi toko i te ora, ā, e tino hiahia ana rātou kia tiaki tika ō rātou kiritaki engari ki te taha mahi me māia, me whaipainga hoki.
- He iti noa ngā rauemi āwhina.

Ko te tīmatanga mō tēnei pepa, ko te whakamārama o tēnei mea te mahi toko i te ora. Nā te IFSW me te IASSW tēnei whakamārama i whakamau i ā rātou ake Hui Nui i Montreal, Kanata i te marama o Hongongoi, 2000, kārua i whakatauria e ngā rōpū e rua kia whakamau ngātahi i tēnei i te hui ki Copenhagen i te marama o Haratua i te tau 2001 (wāhanga 2). I roto i tēnei whakamārama ka tino kitea ko ngā mātāpono e pā ana ki ngā mana tangata me ngā tika pāpori. Ka huri atu te wāhanga e whai muri ake (wāhanga 3) ki ngā kōrero me ngā whakatau e pā ana ki ngā mana tangata e hāngai pū ana ki te mahi toko i te ora. Whāi muri ake i tēnei ko te whakatau e pā ana ki ngā tika nui, ā, e rua ngā wāhanga arā ko ngā mana tangata, ko te tū rangatira, me ngā tika pāpori (wāhanga 4). Ko te wāhanga whakamutunga ka whakatake mai ko ētahi o ngā tohutohu hei ārahi i ngā mahi toko i te ora e tika ana, ka whakamōmonahia i roto i ngā kōrero me ngā pepa tohutohu a ngā rōpū pērā i te IFSW me te IASSW.

2. He whakamārama o ngā mahi Toko i te Ora

Ka ngana ngā mahi toko i te ora ki te tīni i tētahi āhuatanga pāpori, kia pai ake ai te noho a te tangata ki te tangata, kia whakamana, kia whakanui i te tangata kia pai ake tōna oranga. Nā te huri ki ngā kaupapa e pā ana ki ngā whaonga tangata me ngā mahi pāpori, ko tā te kaimahi toko i te ora ko te uru mai i te wa. Ko ngā mātāpono e pā ana ki ngā mana tangata me ngā tika pāpori te putaketanga o ngā mahi toko i te ora.

3. Ko ngā tikanga ā taiao

I roto ngā tikanga ā taiao mō ngā mana tangata ka kitea ko ngā whakatau tūmatanui me te whakaaetanga ki aua mana e ngā iwi huri noa i te ao. Ko ngā tino pepa a te mahi toko i te ora me ōna āhuatanga katoa ko:

- Universal Declaration of Human Rights
- The International Covenant on Civil and Political Rights
- The International Covenant on Economic Social and Cultural Rights
- The Convention on the Elimination of all Forms of Racial Discrimination
- The Convention on the Elimination of All Forms of Discrimination against Women
- The Convention on the Rights of the Child
- Indigenous and Tribal Peoples Convention (ILO Convention 169)

4. Ngā Mātāpono

4.1 Ngā Mana Tangata me te Tū Rangatira

Ko te putaketanga rawa o ngā mahi toko i te ora ko te whakanui i te āhei me te tū rangatira o ia tangata, o ia tangata, ā, mā tēnei ka puta o ōna mana katoa. Ko tā te kaimahi toko i te ora, kia whakanui, kia tiaki hoki i te taha tinana, i te taha hinengaro, i te taha manawa, i te taha wairua me te oranga o te tangata. Hei whakamārama:

1. Me whakaute te mana tangata o ia tangata - Me whakanui e ngā kaimahi toko i te ora te mana o ia tangata kia āhei a ia ki te whakatau whakaaro, kia whakarite hoki i tāna ara haere, ahakoa ō rātou uara me ō rātou ake oranga. Heoi me kore rawa tēnei e tāmi i ngā mana me ngā āheitanga o tangata kē.
2. Me whakawhānui i te whāi wāhi - Me whakanui ngā kaimahi toko i te ora i te whāi wāhitanga o ngā tangata e toro atu ana ki ō rātou ratonga toko i te ora, kia nui ake ai te kaha o ērā tāngata kia whakatau whakaaro, kia whakatinana hoki i ōna hiahia katoa hei oranga mōna.
3. He tangata te tangata – Me aro ngā kaimahi toko i te ora ki te katoa o te tangata, ko tōna whānau, ko tōna hapori, ko ōna wāhi ki te taiao, kia mōhio ia ki te katoa o te tangata me tōna oranga.
4. Kia whai, kia whakawhānake hoki i ngā kaha o te tangata – Me aro atu ngā kaimahi toko i te ora ki ngā kaha ake o te tangata, o te rōpū, o te hapori, kia pakari ake ai ēnei.

4.2 Ngā Tika Pāpori

He kawenga tō ngā kaimahi toko i te ora kia whakanui ake ai ngā tika pāpori i te hapori whānui, ā i waenganui hoki i ngā tāngata e whai wāhi ana ki a ia. Hei whakamārama:

1. Kia wero atu ki ngā whakapainga kanohi kino¹⁰ – He kawenga tō ngā kaimahi toko i te ora katoa kia wero atu ki ngā whakapainga kanohi i ahu mai i te āheitanga, te pakeke, te iwitanga, te tangatatanga, te wahinetanga, te tānetanga rānei, te mārenatanga, te wāhi o te tangata i te hapori, ōna whakapono tōrangapū, te tae o te kiri, ōna āhuatanga tinana, tōna hōkakatanganga, ōna whakapono hāhi rānei.
2. Me whakaae atu ki ngā rerenga kētanga – Me whakaae, me whakaute hoki ngā kaimahi toko i te ora i ngā rerenga kētanga ā iwi o ngā tū hapori katoa, me

10 I ētahi whenua ko te rerenga 'whakapainga kanohi' kē te rerenga ka whakamahia, mō te "whakapainga kanohi kino". Ka whakamahia te kupu kino i konei i te mea ki ētahi whenua ka kitea hoki ko te "whakapainga kanohi pai." Ko te mahi e whakaaetia ana, tētahi atu whakamārama mō te whakapainga kanohi pai, ā, ko tōna tikanga kei te mahi i ngā mahi hei whakatika i ngā hua kino o te painga kanohi kua roa nei e pēhi ana i ngā rōpū ka whakaingotia i te wāhanga 4.2.1, ki runga ake.

whakaaro hoki ia ki ngā rerenga kētanga o ia tangata, o ia whānau, o ia rōpū, o ia hapori hoki.

3. Kia tika te tohaina rawa – Me matua whakarite ngā kaimahi toko i te ora i te tohaina o ngā rawa kia tika ai, i runga anō te tino hiahia o tēnā, o tēnā.
4. Kia wero atu ai ki ngā whakatau me ngā mahi hē – Me whakamōhio atu ngā kaimahi toko i te ora, ki ō rātou pāhi, ki ngā tangata hanga mahere mahi, ki ngā kaitōrangapū, me te hapori whānui hoki i te wā kāore he nui ngā rawa, i te wā hoki he hē te tohaina rawa, he mahere mahi e tāmi ana, e pēhi ana, e takakino rānei ana i te tangata.

5. Ko ngā mahi ngaio

He kawenga i runga i ngā rōpū a motu, ā, he hononga tō rātou ki te IFSW me te IASSW kia whakawhanake, kia whakahōu anō hoki i ā rātou ake tauākī tikanga, ō rātou ake tohutohu mahi, kia noho ōrite ki tō tērā o te IFSW me te IASSW. He kawenga hoki i runga i te rōpū ā motu kia whakamōhio atu ki ā rātou kaimahi toko i te ora, me ngā kura mō ngā mahi toko i te ora e pā ana ki ēnei tauākī tikanga, me ēnei tohutohu mahi.

Kia kaua e rerekē ngā mahi a ngā kaimahi toko i te ora ki ērā e tohua ana e te tauākī tikanga o taua whenua. Kei roto i ēnei pepa ka kitea ko tētahi kōrero nui mō ēnei mahi e tika ana mō taua whenua. Ko ēnei ngā tohutohu mō ngā mahi ngaio e tika ana:

1. Me whakawhanake, me whakapakari tonu ngā kaimahi toko i te ora, i ō rātou pukenga kia pai te tutuki i ngā whāinga o tēnei mahi.
2. Kia kore rawa ngā kaimahi toko i te ora e whai ana i ngā mahi tūkino tangata, pērā i te whakamamae tangata me te mahi whakatumatuma.
3. Me ngākau tapatahi ngā kaimahi toko i te ora. Kia kaua rātou e tūkino i ngā tangata e whai āwhina ana i a rātou, me mau tonu te paenga noho o te kaimahi arā te paenga ki tōna oranga ake me tērā o tana mahi. Me kore rātou e whai rawa mō rātou anō i roto i ā rātou mahi.
4. Me ngākau nui, me aroha atu, me āta tiaki hoki ngā kaimahi toko i te ora i ā rātou kiritaki.
5. Kāore i te tika mā ngā kaimahi toko i te ora ngā hiahia me ngā arongatahi o ōna kiritaki te whakaiti atu, kia whai kē atu ko ōna ake hiahia me ōna ake arongatahi.
6. Me āta tiaki te kaimahi toko i te ora.
7. Me matatapu ngā kōrero e pā ana ki ngā kiritaki e toro atu ana ki ngā ratonga a te kaimahi toko i te ora, hāunga i ngā wā me tuku atu e te kaimahi ngā kōrero kia ea ko tētahi atu whāinga e nui tonu ana (pērā i te oranga o te tangata).
8. Me whakaae ngā kaimahi toko i te ora ki te kawenga kei runga i a rātou anō mō ā rātou mahi ki ngā kiritaki, ki ō rātou hoa mahi, ki ngā mana whakahaere i ngā mahi toko i te ora, ki te kāhui kaimahi toko i te ora, ki te ture, ā, me te whakaae anō hoki i ētahi wā he rerekē pea te hiahia o tētahi rōpū ki tētahi atu.

9. Me whakaae ngā kaimahi toko i te ora kia mahi ngātahi ki ngā kura toko i te ora kia nui ake ai te tautoko ki ngā tauira kia whai wāhi rātou ki ngā mahi tūturu a te kaimahi toko i te ora, kia nui ake ai ō rātou pukenga, mātauranga hoki.
10. Me akiaki, me whai hoki e ngā kaimahi toko i te ora ngā tohetohe, taukumekume hoki ki ō rātou hoamahi, ki ō rātou mana whakahaere hoki, ā, kia pai ake ai tō rātou nā mōhio hei te wā ka whakatau whakaaro.
11. Me whakarite e ngā kaimahi toko i te ora i a rātou anō kia whakaputa i ngā take mō ngā whakatau, me ngā tika o roto, ā, kei runga i ā rātou te kawenga mō ō rātou whakatau whakaaro me ā rātou mahi hoki.
12. Me whai e ngā kaimahi toko i te ora i te āheitanga i roto anō i ngā mana whakahaere me te whenua e tika ana, kia wānangahia, kia arotakengia, kia pupuritia hoki ngā mātāpono me ngā tohutohu i roto i te tauākī tikanga o taua whenua.

Ko te pepa e kiia nei ko 'Ngā tika i te mahi toko i te ora – Ngā Mātāpono' i whakaaetia i te Hui ā Tau o te International Federation of Social Workers me te International Association of Schools of Social Work, i Adelaide, Ahitereiria, i te marama o Whiringa ā Nuku 2004.

5 Ko ngā Mana Tangata – Ngā tikanga nō tāwāhi me ngā rōpū o te motu

I ahu mai ngā mana tangata o te ao me ōna āhua katoa i te Universal Declaration of Human Rights, i whakaaehia e te Huinga Nui o te United Nations i te tau 1948. I roto i tēnei pepa ko ngā tikanga e pā ana ki ngā mana tangata kua whakaaehia e te ao whānui. I te tau 1993 i te hui o te Ao mō ngā Mana Tāngata i tū i Vienna, ā, i taua hui i whakaūkia ngā tikanga nei me te whakamōhio atu ko ēnei mea ngā mana tangata he mea mō te ao whānui, he mea e kore e taea te whakainati, he mea whakawhirinaki, tētahi ki tētahi, ā, he tikanga whakawhitiwhiti nga hoki.

Ahakoā kāore he tino mana tō te Universal Declaration i roto i ngā ture whenua, kua kitea atu ōna tikanga i roto i ngā tiriti maha o te ao. Hei te wā ka whakaaehia tētahi tiriti e te mana o tētahi whenua, he tohu tēnei ka ū hoki rātou kia tutuki i ngā kōrero me ngā tikanga o roto. I te nuinga o ngā wā me tīni hoki ko ngā ture o tērā whenua kia mana ai ngā kōrero o roto i taua tiriti. Engari ki te kore tētahi whenua e whakaae ki ngā kōrero o roto i tētahi tiriti, ki te kore rānei e taea e rātou, ā rātou ture te tīni kia hāngai ērā ture ki ngā whāinga o te tiriti, ka taea pea e rātou te whakatū tāpuitanga ki ētahi wāhanga o taua tiriti, kia kore rātou e mate ki te whai atu i ngā whāinga, i ngā tikanga katoa o roto.

Ko ngā tiriti nui kua whakamanahia e Aotearoa (me ōna tāpuitanga hoki) ko ēnei:

- International Covenant on Economic, Social and Cultural Rights (ko ōna tāpuitanga i ngā wāhanga. 8: ngā māngai o roto i ngā uniana; 10(2): te mana kia hiki te

whakatinanatanga e pā ana ki te whakawātea wahine whānau pēpi, te whakawātea rānei i ngā kaimahi he nui tonu a rātou hua social security)

- International Covenant on Civil and Political Rights (ko ōna tāpuitanga i ngā wāhanga. 10(2)(b) me 10(3): te noho tahi o ngā rangatahi me ngā pakeke i roto i te whare mauherehere kotahi; 14(6) ngā utu whakapopore ki ngā patunga o ngā takanga o te whakahaere o te ture; 20: kāore he ture anō e pā ana ki ngā kōrero kino; 22: kia nui tonu ai ngā ture e pā ana ki ngā māngai o ngā uniana);
- Convention on the Elimination of All Forms of Racial Discrimination;
- Convention on the Elimination of All Forms of Discrimination against Women (ko ōna tāpuitanga i te wāhanga 11(2)(b): te uru atu ki ngā rōpū parahau whenua
- Convention Against Torture and Other Cruel, Inhuman and Degrading Treatment or Punishment (ko ōna tāpuitanga i te wāhanga 14: ko te mana kia tuku pūtea paremata ki ngā patunga o te whakamamae ka noho ki te Attorney-General.)
- Convention on the Rights of the Child (ko ōna tāpuitanga i ngā wāhanga. 32(2) kia kaua e whai i ngā mahi i aro atu ana ki ngā mahi apo tamariki e mahi ana; 37(c): te noho tahi o ngā rangatahi me ngā pakeke i roto i te whare mauherehere kotahi);
- Convention relating to the Status of Refugees 1951 (ko ōna tāpuitanga i te wāhanga 24(2): te mana kia tuku pūtea paremata ki tētahi tāngata nō tāwāhi mō tētahi whara nō roto i tana wāhi mahi).

Kia whakaaehia hoki ngā tikanga e maha nō te ILO, ā, he whenua tino tautoko i te ILO a Aotearoa.

I te wā ka whakamanahia, ka whakaaehia tētahi tikanga nō tāwāhi e te mana whakahaere o Aotearoa, me matua mōhio rātou i te tuatahi mēnā he ture hei tautoko i ēnei tikanga. Ko ngā mana ā ture mō ngā Mana Tāngata ka kite atu o roto i ēnei ture:

- Ombudsmen Act 1975
- Official Information Act 1982
- Crimes of Torture Act 1989
- New Zealand Bill of Rights Act 1990
- Privacy Act 1993
- Human Rights Act 1993 (me ngā mea hōu o roto i te 2001 Amendment)
- Heath and Disability Commissioner Act 1994
- Children's Commissioner Act 2003

Hei tāpiri atu he nui hoki ngā kaupapa, ngā taumata, ngā tikanga me ngā kōrero hei ārahi i ngā mahi o roto i ēnei rāngai mahi, ehara ēnei i te ture engari he tohutohu kē. Ko ētahi o ēnei ko:

- United Nations Standard Minimum Rules for the Administration of Juvenile Justice (the Beijing Rules) (1985);
- Body of Principles for the Protection of All Persons under the Form of Detention or Imprisonment (1988);
- Basic Principles for the Treatment of Prisoners (1990);
- United Nations Guidelines for the Prevention of Juvenile Delinquency (1990);
- Declaration on the Rights of Disabled persons (1975);
- Principles for the Protection of Persons with Mental Illness and the Improvement of Mental Health Care (1991);
- Standard rules on the Equalisation of Opportunities for Persons with Disabilities (1993);
- Declaration on the Protection of Persons belonging to National or Ethnic, Religious and Linguistic Minorities (1992).

Kua tata oti te Convention on the rights of Disabled People. Ka tino tautoko a Aotearoa i tēnei pepa, ā, kua whai wāhi hoki a Aotearoa i roto i te whakawhanaketanga o tēnei pepa. Ko te aronga nui o tēnei pepa ko te whai wāhitanga o ngā tāngata hāua i roto i ngā mahi, me ngā mana kāore e tino aro atu e te nuinga. Hei te wā kua whakamanahia, ka wahi tuara ētahi atu o ngā ture ngawari nei pērā i te Standard Rules on the Equalisation of Opportunities for Persons with Disabilities.

Ka kite atu te katoa o te rārangi o ngā taputapu taiao pēnei nā i te wāhi ipurangi o te Tari o te Kaikomihana Nui mō ngā take Mana Tāngata mō te United Nations ki www.unhchr.ch. Ko ngā kōrero mō ngā tikanga o te IKO ka kitea ki te wāhi ipurangi www.ilo.org. Hei tāpiri atu he nui hoki ngā kōrero tā te Manatū Aorere i tō rātou wāhi ipurangi www.mfat.govt.nz, tō te Kāhui Tika Tangata (www.hrc.co.nz), tō te rōpū mō ngā Mana Tāngata ki Aotearoa hoki (www.humanrights.net.nz).

6 Ngā Ara Whakatau Whakapae

(Mō ngā whatinga i te Tauākī Tangata nei)

Me tuku ngā whakapae mō te mahi o tētahi mema o te Rōpū Kaimahi Toko i te Ora o Aotearoa ki te Āpiha Whakahaere o te Rōpū nei.

Ko ērā whakapae e pā ana ki ngā mema kua rehita i raro i te Social Workers Registration Act 2003 ka tirohia kēhia e te Kairēhita o taua poari. Ko te whakatau whakapae ka puta i raro i te mana o te wāhanga 59 o tērā ture he mea ka tirohia e te Rōpū Kaimahi Toko i te Ora o Aotearoa.

7 Ko te whakawhanaketanga o te tauākī tikanga i Aotearoa

Kei roto i tēnei wāhanga ka kitea ko ētahi o ngā tino whāinga kua tūtukia i roto i ngā tau e te ANZASW, ā, inahea i whakaaetia ngā tauākī tikanga tuatahi, me te tuku mihi atu ki ngā tāngata me ngā rōpū e whai ana i ngā tohutohu o roto i ngā puka o mua o te Tauākī Tikanga nei.

I whakaaetia te Puka Tauākī Tikanga e te ANZASW i te hui tuatahi rawa mō tēnei rōpū i te tau 1964.¹¹ I whakaritea tērā puka, hei tauākī tikanga mō te wā poto. I whakaritea te puka rā mō te ANZASW e Brian Manchester. Nā wai rā i whakaaetia e te rōpū nei ki te wāhanga nō Puerto Rico o te Tauākī Tikanga a te IFSW, whai muri ake i te hui nui ki taua whenua i te tau 1976.

I whakatūhia te Kōmiti Tikanga mō tētahi wā poto i te tau 1993. Ko tā te Kōmiti nei, he āta titiro atu ki ngā whatinga o ngā kaimahi toko i te ora i ā rātou Mahi Ture, me te whakarite, whakaputa hoki i tēnei pukapuka. Koia nei ngā tāngata o tēnei komiti, arā, ko Lynne Briggs (kaiwhakahaere) rātou ko Jenny Blagdon, ko Liz Chesterman, ko Raylee Kane, ko Fiona Robertson.

Nā te Kōmiti Tikanga i whakatū a John Hopkins (he matakana i ngā rā o mua, he pouako mahi toko i te ora, me tētahi tangata whai kirimana mō tana mōhio ki tēnei kaupapa), ko tāna kia whakarite i ngā tauira mō te puka tikanga nei me Ngā Tikanga Mahi Kāhano Rua. E mihi ana te ANZASW ki a ia mō āna mahi nui kia tutuki tēnei kaupapa. Nā ngā pūtea i tukuna mai e te Mimita Toko i Te Ora me te Pōari Rota i hāpai tēnei kaupapa. E rārangi ake nei, ngā Tauākī Tikanga i tirohia hei āwhina i te tuhinga o tēnei Tauākī Tikanga o te Rōpū Kaimahi Toko i te Ora o Aotearoa.

- Australian Association of Social Workers Ltd Draft Code of Ethics (he mea whakarite e te South Australian Branch Ethics Working Party)
- Family Court - Code of Ethics for Counsellors
- Family Court - Code of Practice for Counsellors
- NZ Association of Counsellors/Te Rōpū Kaiwhiriwhiri o Aotearoa
- NZ Association of Psychotherapists (Inc) Code of Ethics
- NZ Law Society Code of Ethics - Interpretations and Notes on the conduct of practitioners
- NZ Medical Association Code of Ethics
- NZ Psychological Society Code of Ethics
- Waitomo Abused Persons Support Group Code of Ethics

¹¹ J. G. Luckock (ed) (1964). Report of Inaugural Conference. NZASW, Auckland.

- The Former International Code of Ethics for the Professional Social Worker, i whakapūmautia e te International Federation of Social Workers General Meeting, San Juano Puerto Rico, Hōngongoi 10, 1976.

E āhukahuka ana te ANZASW, he āwhina nui i puta mai i ēnei tauākī. Arā ake, ka whakamihia te Rōpū Kaimātai Hinengaro o Aotearoa i te mea i whakamahia nuitia tā rātou Tauākī Tikanga i te wāhanga Rangahau, me te wāhanga e pā ana ki te Whakaputa Pukapuka o te Tauākī Tikanga nō te tau 1993. Ka mihi hoki ki a Frances Joychild rāua ko Sylvia Bell o te Komihana Tikanga Tangata mō tā rāua āwhina mai.

Nā te whakaaetanga atu a te ANZASW (inc) ki te Tiriti o Waitangi i roto i ngā Whāinga o tā rātou Kaupapa Ture (Hōngongoi 1989) ka tipu ake, ko Ngā Tikanga Mahi Kākano Rua. Kua whakaurua 'Ngā Tikanga Mahi Kākano Rua' ki tēnei Tauākī Tikanga a te NZASW hei whakanui i te hononga ki te Tiriti.

Nā te Komiti mō te Whakatoihara Iwi a te ANZASW i tīmata ngā mahi i puta ai Ngā Tikanga Mahi Kākano Rua, ā ka whakamihia ā rātou mahi i konei. Ka whakamihia hoki te rourou o te Tangata Whenua me te rourou o Taiuiwi, i runga i te whakaaro e kawea ana i roto i tērā o ngā whakataukī ā kui me koro mā, arā, nāku te rourou, nāu te rourou ka ora ia te iwi.

I huri te Tauākī Tikanga o te tau 1993 hei tuara i roto i ngā mahi a te komiti tika pāpori, me ngā mahi o te whakawā i ngā amuamu e pā ana ki ngā whatinga e ētahi o ngā kaimahi o te ANZASW i ngā tohutohu me ngā tikanga o te tauākī tikanga. Ko tētahi atu tino mahi o te Kōmiti ko te tiaki i te Tauākī Tikanga nei. I roto hoki i ōna mana, ko te āheitanga kia āta titiro atu ki ngā wāhanga katoa o te tauākī tikanga me te tuku kōrero atu mō te whakarerekē i ngā kōrero o te tauākī tikanga. I tīmata te mahi arotake i te tau 2003, ā, tae noa atu ki te tau 2004, i te mutunga iho i whakarerekehia te wāhanga 1.4 (ngā hononga tokai) me te tāpiritanga hoki o te wāhanga tuarima – Ko ngā tika i ngā tika i runga i te taha whakahaere.

I raro i te mana o tētahi komiti hōu i whakatūria i te tau 2005, i whakaaetia e te Mana Whakahaere o te motu, kia arotakengia ngā mahi kia āta tiroiro hoki ōna hua. I akiakia tēnei kaupapa e ētahi atu kaupapa nō waho, ā, ko tētahi ko te whakatau o te Pōari Rēhita¹² mō ngā kaimahi toko i te ora kia whakaurua ngā wāhanga o te Tauākī Tikanga o ANZASW i roto i āna tohutohu mō ngā mahi ngaio, he tino tēnei.¹³ I whakatūria a Dugald McDonald (Kua roa tana noho hei mema o te Kōmiti Tauākī Tikanga, nāna anō i whakarite i ngā mahi arotake i te tau 2003-2004) hei kaimahi anō mō tēnei mahi a te Kōmiti. I toro atu ki ngā kaimahi toko i te ora i te tau 2005, kia whai i ō rātou whakaaro.

¹² New Zealand Statutes (2003), Social Workers Registration Act

¹³ Te Pōari Rēhitatanga mō ngā kaimahi toko i te ora (2005). Code of conduct for social workers.

I whakatūria a Dugald hei kaituhi mō te ripoata arotake me ōna whakatau katoa. I mahi ngātahi ia i ēnei mahi ki a John Hopkins (te kaituhi o te Tauākī Tangata 1993), hei kaiwhakawhitiwhitiwhakaaro.

He mihi tēnei ki ngā tino mahi a Dr Dugald McDonald, nāna tonu te Rōpū i ārahi kia tutuki tēnei mahi. Ko ia hoki te tangata i āta tirohia te pea, kia kite atu ai te tika rānei o te reo o roto, nāna tonu ngā kōrero mai i ngā hui i whakauru ki roto. Me mihi kau hoki ki a John Hopkins, nāna a Dugald i āwhina, i tautoko i roto i āna mahi. Me mihi hoki ki a John White, te Kaiwhakawhaiti o te Rōpū Tauākī Tangata mō te Rōpū Kaimahi nei, ki ngā mema hoki o taua rōpū ō nāianei, o inanahi hoki. Me rātou hoki ngā Tangata Whenua Takawaenga o Aotearoa, i whakapau kahu, i whakapeto ngoi kia ea tēnei hiahia, ngā mihi. Me mihi hoki ki a Ake Associates Limited, nā rātou tēnei puka i whakamāori.

Me mihi anō ki te Human Rights Commission rātou ko Sylvia Bell mō te whakarite i te wāhanga tuarima o te puka nei.

Ka mihi atu hoki te ANZASW ki te IFSW mō te whakaaetanga kia whakaputa ake anō ko ngā kōrero ka kitea i te wāhanga tuawhā.

Ki a koutou kua whakaingoaia ki runga, ki a koutou kāore au i whakaingoa, koutou katoa i whai wāhi i roto i ēnei mahi, kei te mihi, kei te mihi, tēnā rā koutou katoa.

I tua atu i te mahi i tirohia anōhia te Tauākī Tangata, i tirohia anōhia hoki ngā ara whakatau whakapae i ngā tau 2005 ki te tau 2007 e tētahi Rōpū e aro atu ana ki ngā whakapae me ngā ara whakatika whakapae. Nā tēnei rōpu i kōrero whakatarā ki ngā mema o te Rōpū nei, ā, i runga i tērā i whakarite rātou i kā mātāpono whakatau whakapae i runga i ngā tikanga kia ū tonu te mana o tēnā, o tēnā.¹⁴ Ko tēnei te putaketanga o ngā ara whakatau whakapae hōu. Ka mihi te Rōpū Kaimahi Toko i te Ora ki tēnei rōpū me ā rātou tino mahi, e ārahi nei i ā mātou i roto i ēnei mahi.

I whakatauhia ngā ara whakatau whakapae hōu i te Hui ā Tau o te Rōpū Kaimahi Toko i te Ora i te 14 o te marama o Pipiri i te tau 2007. I konei hoki i whakaritea ngā ara e rua hei whakatau whakapae, arā kote tuatahi ko te whai whakatau i raro i te whakahaeretanga o tētahi tangata whakatau whakapae, ko te tuarua ko te ara whakatau whakapae ōkawa. I tēnei wā i whakaritea hoki te tūranga o te Kaiwhakatau Whakapae hei whakahaere i ēnei mahi.

¹⁴ Ka kitea te pepa Mana Enhancing Restorative Resolution principal i te wāhi ipurangi o te ANZASW (www.ansasw.org.nz)