



Australian Government

Fair Work  
OMBUDSMAN



Pacific Australia Labour Mobility

**Te Fair Work Ombudsman bon ana botaki n ibuobuoki te Tautaeke n Aotiteria ae akea boona ae e kona ni buokiko ngkana iai am titiraki ibukin am bwakabwai ao inaomatam aika a na riai n reke iroum.**



**Iai kairuan am bwakabwai ke iai te bwai ae e aki tara n eti? Reitaki ma te Fair Work Ombudsman ibukin te ibuobuoki ao rongorongona n akea boona.**

**Bon akea te ruanikai nakoim n am mwakuri ke ni katokaki am visa ibukin kariaiakam ni mwakuri ngkana ko reitaki ma te Fair Work Ombudsman.**

Reitaki ma ngaira iaon **13 13 94** ke kabongana te Rabwata n Raitaeka Translating and Interpreting Service iaon **131 450**. Ko kona naba n noora ara uebutiati ae [fairwork.gov.au/migrantworkers](https://fairwork.gov.au/migrantworkers).

**Ngkana e aki reke am tai ni wareware n te tai aio, kawakina te rongorongo aio bwa ko aonga ni kabongana rimwi.**



### **Inaomatam n am tabo ni mwakuri**

- ▶ Iaon Aotiteria, a bane n titebo inaomataia taan mwakuri, ni ikotaki ma taan roko ni maeka ao naake iai aia visa.
- ▶ Inaomata aikai a bon kamanoko man waaki ni babakanikawai, mwakuri n kakeru ke kaikoaki n te tabo ni mwakuri.
- ▶ E aki riai am tia kammwakuri ni kaokoroa te waaki nakoim mai irouia raom ni mwakuri ti ibukin te kamanomano n ikotaki ma am reeti, karan kunim, te aine ke te mmwaane ngke, nanom ibukin toam ni itatanga, te kammamma, te kaitatan, kinakim bwa te aine ke te mwaane ngke, te ririki ni maeu, te aro, te bikoukou, te utu ke tabem n tararua, ngkana ko a tia ni iein, mwaukun am iango ke rabwatam, te aba are ko bungiki iai, ke iaon te waaki n tautaeke ke ibukin ae ko rinanon (ke ko a tia n rinanon) te mwebuaka n te mwenga mai iroun toam ke am utu.
- ▶ E aki kona naba am tia kammwakuri ni karaoa te kaitara nakoim ibukin ae ko kaaina te iunion ke man kabonganai inaomatam n te tabo ni mwakuri, n aron tabekan tangitangim ke anaakin am motirawa.



### **Te bwakabwai**

- ▶ Iaon Aotiteria, iai tuua aika a tia ni baireaki ibukin mwaitin boom ibukin okoron mwakuri n aekaia nako.
- ▶ Ko na kaboaki n te boo ae na eti ma te mwakuri ni kabane ake ko karaoia. N tabetai e kona n raka mwaitin am bwakabwai ngkana ko karaoi mwakuri riki tabeua irarikin are bon tabem.
- ▶ E kona te Fair Work Ombudsman ni buokiko ni mwakuria etin raoi am bwakabwai.



### **Beba ni bwakabwai ao te tauanimwi**

- ▶ E na riai n reke iroum beban am bwakabwai inanon te bong are e bwaka iai boom ke imwain banen te bong ni bwakabwai.
- ▶ Am beba ni bwakabwai e na kaota mwaitin te mwane are ko kaboaki iai ao tabeua riki rongorongona aika a kakawaki.
- ▶ E na oti iaon am beba ni bwakabwai mwaitin te mwane ae e tauaki man am bwakabwai ni ikotaki ma te taekiti ao taumwane riki tabeua.
- ▶ E na rang tamaroa ae ko taua mwin te mwakuri ae ko karaoia ni katoa bong, ni ikotaki ma am tai n teirake ao mani bwara.



## Te Taumwane

- ▶ E kona am tia kammwakuri n tau mwane man am bwakabwai n taai tabetai. N aron aio, e kona ni karaoaki te tau mwane ngkana ko korea am boraraoi ti ibukin waaki aika ko na kabwaia iai.
- ▶ Ko kona n anga am kariaia nakon am tia kammwakuri bwa e na karaoi tau mwane aika a:
  - > tauaki ti teuana n tai ke ni katoa tai
  - > ibukin te mwaiti ae e onoti ke ibukin te mwaiti ae e bibitaki man te tai teuana nakon te tai teuana.
- ▶ Tein taekan am koroboki ni kariaia, e bon nakon te aeka n tau mwane ma a na riai ni mwaneaki rongorongon aikai:

### Te teuana n tai n taumwane

- ▶ te mwaiti ae e tauaki
- ▶ bukin te taumwane
- ▶ te bong ae e na karaoaki iai te taumwane
- ▶ aran te aomata ae e na reke te taumwane irouna.

### Te taumwane n taainako (ae e okioki)

- ▶ e ngae ngkana te taumwane bon ibukin ti teuana ke mwaiti aika a onoti, ke ibukin te mwaiti aika a kona n okoro ni bibitakin te tai
- ▶ bukin te taumwane
- ▶ ngkana te taumwane ibukin te mwaiti aika a onoti, tera tenaan mwaiti aikanne
- ▶ te bong ao mwaitin te tai n taumwane
- ▶ aran te aomata ae e na reke te taumwane irouna.

- ▶ E ngae ngkana e kariaiakaki te taumwane, iaan te babaire ni mwakuri, te kariaia ke te boraraoi ma te tia kammwakuri, e aki kona am tia kammwakuri ni karaoa te taumwane ngkana e na kaineti n reke te kabwaia nakoina (ke ana koraki) ao e aki naba raoiroi n teina.
- ▶ Mwaitin te taumwane ae e kona ni bitaki man te tai teuana nakon teuana, e bon tamaroa ngkana e irekereke ma bwaai ao waaki n ibuobuoki mai iroun am tia kammwakuri ibukin ana waaki ni bitineti, ke ibukin kabane mwane man kabonganaan oin aia bwai.
  - > Ma, aaki nakoraoi taumwane ngkana e raka te mwaiti ae ko na kabwaka, ibukin te irekerek ma bwaai ao waaki n ibuobuoki, ni kabotauaki ma aomata ni kabane ke ibukin bwaai ke waaki n ibuobuoki aika kam anganaki aika aaki rang rokoroai aroia.
- ▶ E na kainanoaki te kariaia, ae e boou ae e koreaki, ibukin bitakin mwaitin te taumwane ngkana e oti te mwaiti ae e na tauaki n am moan kariaia.
- ▶ **E aki kona ni kairoiroiko am tia kammwakuri bwa ko na kariaia te taumwane ao ko kona naba ni korea am reta ibukin katokan am kariaia, n te tai are ko bon taku.**



## Te waaki ibukin te kabane mwane ke ni kabwara bae

- ▶ E aki kona ni kantaningaiko am tia kammwakuri bwa ko na kabanea am mwane ke ni kabwaka mwane nakoina (ke temanna riki) ibukin kabwaiana bwa e aki raoiroi n teina.



## Rongorongon ao ibuobuoki riki tabeua ibukin buokam n te tabo ni mwakuri

- ▶ Mwakurian te Bwakabwai (Pay Calculator) – kakaea te mwaiti ni boo ae e na riai n reke iroum iaon te [fairwork.gov.au/PACT](https://www.fairwork.gov.au/PACT)
  - ▶ Rongorongon ibukia taan mwakuri n te tabo n aroka, nakon te [fairwork.gov.au/horticulture](https://www.fairwork.gov.au/horticulture)
  - ▶ Ibukin karekean te free Record My Hours app nakon am tareboon, ibukin aron tauan am aoa ni mwakuri, kaewea man te [fairwork.gov.au/app](https://www.fairwork.gov.au/app)
  - ▶ Ko kona ni mataku n tamnei aika a kimototo, iaon taabo ni mwakuri i Aotieria, aika a karaoaki n am taetae iaon [fairwork.gov.au/storyboards](https://www.fairwork.gov.au/storyboards)
  - ▶ Rongorongon te taumwane ao waaki n irekereke ma te taumwane, nakon [fairwork.gov.au/deductions](https://www.fairwork.gov.au/deductions)
  - ▶ Rongorongon aika a bongana ibukin inaomtam ao raiam n am tabo ni mwakuri n ara ke te Reirei iaonraain ibukin moan teirakem n am mwakuri ae e boou (Starting a new job online course) iaon te [fairwork.gov.au/learning](https://www.fairwork.gov.au/learning)
- Kaongara n ibuobuoki aikai ni kabane, a kona n reke man te [fairwork.gov.au/palm-scheme](https://www.fairwork.gov.au/palm-scheme).