

# He aha mā ngā pakihi hei āwhina



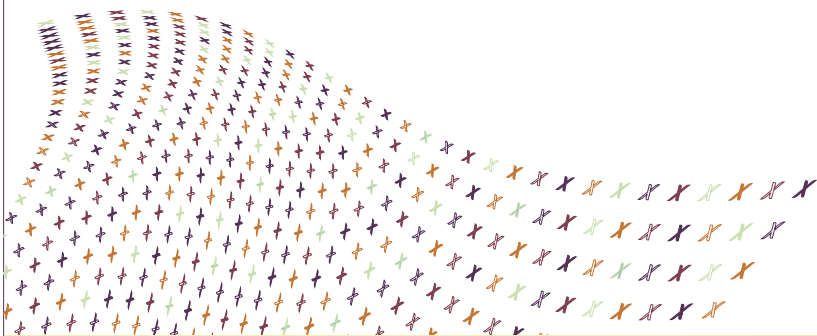
## Social Cohesion Guide for Businesses

### Te noho huānga i te ao pakihi

E āwhina ana ngā pakihi ki te auaha i te social cohesion, e āwhina ana rātou ki te noho huānga te tangata, kia taea te noho hei rātou ake, me te whai wāhi ki te porihanga. E hanga ana ngā pakihi i tētahi ahurea mahi kauawhi mā ngā tikanga whakawhiwhi mahi. E whakamana ana rātou kia kaha ake te whai wāhitanga o te tangata ki tōna ake hapori, porihanga hoki, mā te utu i te whiwhinga moni ki ā rātou kaimahi hei whakamāmā i te taumaha ahumoni kia “ea ngā nama”. E whakaatu ana te taunakitanga ka puta he painga ohaoha i te kanorau me te kauawhitanga pēnei i te nui ake o te aronga hou i roto i te wāhi mahi.

He rerekē tātou katoa engari kei te hiahia tātou ki te whakawhanaunga, ki te whakanui i tō tātou kanorau, ki te whakaute i ētahi atu ina he whakahē. He mea nui tēnei i te mea kāore ngā tāngata katoa e whakaaro ana ka taea e rātou te noho hei rātou ake, kia rangona rānei ā rātou reo kōrero.

E piki haere ana te kanorau o tō tātou nei whenua, ā, e whakarato ana ā tātou pakihi i te tini o ngā hapori rerekē. Me kimi huarahi tātou ki te whakarongo tētahi ki tētahi, ki te rongohoki tētahi i tētahi. He hiahia nō tātou ki te manawanui ki te māramatanga o tō tātou nei rerekētanga, o tō tātou nei kaha hoki me te whai i ngā mea e whakakotahi nei i a tātou, e whakapiri nei hoki i a tātou.



## Te noho huānga he aha tōna āhua

I ngā porihanga e whakawhanaunga pai nei ngā tāngata, e mōhio ana tētahi ki tētahi, e mōhio ana tātou ki ā tātou kiritata, he kauawhitanga i roto i tō tātou wāhi mahi, e mōhio ana ā tātou tamariki he mema rātou nō ō tātou hapori, ā, e mōhio ana tātou kei hea he āwhina ina hiahiatia. Ka taea e tātou te kōrero ki te tangata kāore pea ka kōrerotia i te nuinga o te wā, ka taea e tātou te whāki mēnā e rangona ana e tātou ngā kupu whakatoihara a te tangata, ā, ka taea te whāki ko wai tātou, nō hea tātou, ā, he aha ā tātou tikanga. Mēnā he mōrearea kāore he tangata e mahue nei i a tātou – e kauawhitia ana te katoa.

## Te whakapakari i te noho huānga – he aha mā koutou hei mahi

Nā, he aha tā tātou nō te ao pakihī kia āwhinatia ngā kaimahi me ngā kiritaki ki te noho huānga, ki te tauawhi i te kanorau, ki te whai wāhi, ki te whakawhirinaki i ētahi atu, kia tūhonotia, kia whakautetia hoki?

### Te noho huānga, te whakawhirinaki i ētahi atu

- whakaaroarotia he pēhea te whakaahei ake i ngā tūranga mahi ki ngā rōpū kanorau.
  - pānuitia ngā tūranga mahi mā ngā kōtuinga ā-hapori, mā ngā whakahaere, mā ngā pou reo irirangi, mā ngā īpāho, mā ngā īPae, mā te whānuitanga kanorau o ngā niupepa me ngā hongere pouaka whakaata e aro atu ana ki ngā kaipānui me ngā kaimātakitaki motuhake.
  - whakaaroarotia te āheinga o ngā ratonga me ngā rauemi i tukuna.
  - mēnā e whakahaere tuihonitia tāu pakihī, e āheitia ana ki te tangata matarehu? Mēnā e whai ana tāu pakihī i tētahi toa mā te marea, i tētahi tari rānei, e āheitia ana ki ngā tāngata e waimaero ana mō te neke tinana.

## Te tauawhi i te kanorau, kia whakautetia

- te uara i te kanorau o te ohu mahi me te hanga i ngā kaupapa hei tautoko i te kanorau.
- whakamanatia ngā whakanui me ngā takunetanga e whai tikanga ana ki ngā kaimahi, ākina rātou kia whakaaturia “ko wai rātou” i te mahi, ā, tukuna ngā āheinga kia whakauru kōrero rātou ki ngā ratonga me te hoahoa rauemi.
- tautokona ngā kaimahi kia whakahoahoa tētahi ki tētahi (whakawhanaungatanga).
- whakaritea he wā i te rā, i te wiki rānei ki te huihui hei rōpū, hei kaimahi rānei hei whakawhanaungatanga tētahi ki tētahi. Ka tū pea tēnei hei paramanawa i te ata, i te ahiahi, hei wāhanga o tētahi rā pakihi i waho i te tari rānei.
- whakatairangatia te tikanga pai katoa mā tētahi whakawhiwhinga panekiretanga pakihi ā-tau, i reira rā ka uaratia ngā tuku kōrero kanorau, ā, ka whakanuitia ngā wāhi mahi kauawhi.

## Kia tūhonotia

- kimihia, whakatairangatia hoki te kōrerorero tahi me ngā hapori e whai pea ana i ngā tirohanga rerekē hei whakatupu i te mōhiotanga.
- whakamahia ngā rōpū ā-aronga hei whakamātautau i ngā hua me ngā ratonga hou, ā, kimihia ngā rōpū ā-aronga mai i ngā hapori rerekē e pūtahi ana.

## Te Whai wāhitanga

- whakahaeretia kia nui ake te whakawhitiwhiti kōrero ki ngā kōtuinga kaimahi me ngā uniana
- whakaritea kia mōhio ai ngā kaimahi katoa ki ō rātou mōtika:
  - Whakaratoa ngā pārongo mō ngā mōtika whiwhinga mahi i roto i ngā puka whakauru, i roto i ngā hui kaimahi rāroto, ā, mā ngā whatungaroto.
- tautokona ngā kaimahi kia whai wāhi rātou ki ngā taiopenga ā-ahurea, ā-hapori, raraupori, ā-whānau hoki.

- ākina, whakanuitia rānei ngā kopoutanga ā-ahurea, ā-hapori, raraupori rānei i te tari. Ka tū pea tēnei hei paramanawa i te ata, i te ahiahi rānei.
- Ākina ngā kaimahi kia wātea rātou i te mahi kia tae atu ai ki ngā taiopenga ā-whānau, ki ngā whakanui ā-ahurea, ā-hapori rānei.
- whakatairangatia te whakamahi i ngā rerenga i roto i ngā pakihī - me te āwhina mō te whakarite i te tuhinga tāhuhu tangata, mō ngā pūkenga patapatai, mō ngā wheako mahi whai tikanga i Aotearoa hoki me te whakaruruhau ka whai ake.
- whakatairangatia te whakamahi i ngā rangatahi i ngā pakihī - me te āwhina mō te whakarite i te tuhinga tāhuhu tangata, mō ngā pūkenga patapatai, mō te āheinga ki ngā whakangungu e hāngai ana, mō te āheinga kia whai raihana taraiwa, mō te mahi whai tikanga hoki me te whakaruruhau ka whai ake.
- whakatairangatia te whakamahi i ngā tāngata whaikaha i roto i ngā pakihī - me te āwhina mō te whakarite i te tuhinga tāhuhu tangata, mō ngā pūkenga patapatai, mō te mahi whai tikanga hoki me te whakaruruhau ka whai ake.
- whakatūria tētahi hōtaka pēnei i te Chamber Drive - e tautoko nei i ngā takitahi e 5000 kia whai raihana taraiwa. E whitu whakareanga ake te tūponotanga o te tangata whai raihana taraiwa ki te whiwhi mahi.
- whakatūria ngā hōtaka whakaruruhau pakihī hei tautoko i te rōpū tāngata, e piki nei te nui, ki te whakatū i ā rātou ake pakihī.
- whakaratoa ngā pae whakatairanga he iti te utu, he kore utu rānei, kia taea ai e ngā kaipupuri pakihī te whakatairanga ngā āheinga mahi i roto i ngā hapori pakihī me ā rātou kōtuinga pāhopori.
- whakaratoa ngā hui me ngā ngohe kanohi ki te kanohi, tuihono, ara māmā hoki kia taea ai e ngā pakihī te whai wāhi me te kōtui tētahi ki tētahi, ki ō rātou hapori anō hoki.

