





FAKAMATALAGA TAAUA E UIGA MO TOU PEOFUGA MO FAKANOFOGA

Sili me pefea tulaga o te koga galue mo tiute tauave i te vaitau o pokotiaga o te kolonavailasi ka maua i te coronavirus.fairwork.gov.au

Tino galue i Ausitalia e isi ne olotou kainaga mo puipuiga i tulaga o galuega, mai lalo o:

TULAFONO A TE FAIR WORK	KAINAGA (AWARDS)	FEAGAIGA MO PISINISI	FEAGAIGA GALUE
 <ul style="list-style-type: none">Kainaga kamata mo sose tino galueAofia i ei te Fakanofonofoga Mo Tino Galue (NES)	 <ul style="list-style-type: none">Fakatoka i ei se togi ma lalo mo fakanofonofoga mo se vaaega o galuega io me ko se vaegaa galuegaE aofia i ei te tokoukega o tino galue i Ausitalia	 <ul style="list-style-type: none">Fakatoka i ei se togi malalo mo fakanofonofoga mo se koga galue fakapatinoGaosi kae fakatalia i te auala tonu masani	 <ul style="list-style-type: none">E maua i ei a fakanofoga faopoopo mo se tino galueSe mafai o toese io me tapale ne kainaga tumau

Ka maua ne koe tau galuega i te www.fairwork.gov.au/awards. Aasi me ko tou koga galue e isi sena feagaiga pisinisi i te www.fwc.gov.au/agreements

TINO GALUE SE TUMAU

Kafai koe se tino galue se tumau e tau foki o avatu kia koe a fakamatalaga e uiga mo galuega se tumau I taimi e kamata ei koe o galue. E mafai foki koe o asiatu ki te: www.fairwork.gov.au/ceis mo nisi fakamatalaga.

PEOFUGA

Tou togi i tou peofuga e fakasi i loto i tau tusi galue io me ko te feagaiga pisinisi. Kafai e seai sou kainaga io me se feagaiga mo tau galuega, kae tau faeloa mo koe o maua te togi malalo e talia ne te Malo ko te National Minimum Wage. Sa talia ke mafai koe o togi i se togi malalo atu.

A togi malalo e masani o fakamasiki i tausaga taki tasi.

Sala ke maua me fia te togi e tau o maua ne koe i te www.fairwork.gov.au/minimum-wages

TOGI MALALO A TE MALO
MAI IA 1 IULAI 2021



\$20.33/itula
Galue tumau io me se tumau



\$25.41/itula
Galue i naai taimi (casual)

Mea nei ko te togi o tino matua mo tino galue kola e seai ne olotou feagaiga galue io me se feagaiga pisinisi. Togi malalo atu e mafai o tuku ki tamaliki, tino kamata mo tino galue kola se katoatoa olotou foitino.



Fakaoga a masini faopoopo o asi tou peofuga, malologa, mo ou kainaga e maua i tou fakamalolo i konei www.fairwork.gov.au/pact

NE ILOA NE KOE?

E mafai ne koe o faite se My account e seai se togi ko te mea ke mafai ei o teu a fakamatalaga tau te galuega ki se koga e tasi i konei: www.fairwork.gov.au/register

E mafai ne koe o maua ne akoakoga seai se togi i luga i te initaneti ke fesoasoani ki te salaaga o sau galuega fou io me ke mafai ne koe o fai ne sautalaga 'loto i te koga galue, fano ki konei:

www.fairwork.gov.au/learning

Te app e igoa ki te **Record My Hours** e mafai ne ia o fakamau fakavave a ou itula e galue ei koe. E mafai ne koe o maua seai se togi mai te App Store mo te Google Play.

FAKAMATALAGA TAAUA E UIGA MO TOU PEOFUGA MO FAKANOFOGA

✔ FAKANOFONOFOGA MO TINO GALUE (NATIONAL EMPLOYMENT STANDARDS – NES)

Mea nei ko manakoga masani o te galuega mo tino galue katoa. Tulafono mo fakatapuapuga e mafai o fakagalue. Tau feagaiga e mafai o maua mai ei fakamatalaga faopoopo. Nisi fakamatalaga e uiga mo National employment Standards e maua i te www.fairwork.gov.au/NES

	Tino galue tumau mo tino se galue tumau	Tino galue i naai taimi
Malologa i tausaga	✔ 4 vaiaso malolo kae peofu i te tausaga (fakasoia fakalei mo tino se galue tumau) + 1 vaiaso mo tino galue sifi kola e talia ke malolo	✘
Malologa mo tulaga totino (masaki io me tausai se masaki)	✔ 10 aso malolo kae peofu i te tausaga (fakasoia fakalei mo tino se galue tumau)	✘
Malologa o te tausai	✔ 2 aso se peofu i se fanoiga fakataliagina (mafai ko seai ne aso malolo e toe)	✔ 2 aso se peofu i se fanoiga fakataliagina
Malologa mo taimi faigata	✔ 2 aso malolo kae peofu i se fanoiga fakataliagina	✔ 2 aso se peofu i se fanoiga fakataliagina
Malologa ona ko fakasauaaga I loto i kaiga	✔ 5 aso malolo se peofu i sose 12 masina	✔ 5 aso malolo se peofu i sose 12 masina
Malologa o fai galuega fesoasoani mo se fakai • Fakasalaga mai te fono tulafono • Faigamea fakavave fakavolentia	✔ 10 aso malolo kae peofu mo peofuga faopoopo + aso seki peofu mafai e manakogina ✔ Malologa se peofu ma manakogina ke fakatasi atu ki se faigamea	✔ Malologa se peofu mafai e manakogina ✔ Malologa se peofu ma manakogina ke fakatasi atu ki se faigamea
Malologa o te leva i te galuega	✔ Malologa kae peofu (aofaki mo te mafai o malolo e kesekese i fakai mo kogakoga)	* Kesekese i fakai mo kogakoga
Malologa mo maatua E mafai maafai ko siliga mo te 12 masina o te galuega	✔ Malologa kae peofu mo se 12 masina – e mafai o fakasoko ki se 24 masina mafai e isi i te feagaiga galue	✔ Malologa se peofu mo se 12 masina mo tino galue masani mo latou e galue I naai taimi – e mafai o fakasoko ki se 24 masina mafai e isi i te feagaiga
Aofaki itula e mafai o galue I ei	✔ Tino galue tumau – 38 itula i te vaiaso + itula faopoopo 'tau Tino se galue tumau mo tino galue i naai taimi – 38 itula io me ko itula galue masani (sose mea tela e malalo) + itula faopoopo 'tau	
Aso malolo o te Malo	✔ Se aso malolo e tasi kae peofu mafai e masani loa koe o galue i ei. Kafai e fai atu ke galue koe, e mafai ne koe o se talia, mafai se mea 'tau	✔ Se aso malolo e tasi kae se peofu. Kafai e fai atu ke galue koe, e mafai ne koe o se talia, mafai se mea 'tau
Fakailoaga o te fakamalolo	✔ 1 – 5 vaiaso fakailoaga (io me peofu kae se fakailoa) fakatau ki luga i te leva i loto i te galuega mo te matua o te tino galue	✘
Peofuga mai te fakamalolo fakafuasei E mafai maafai ko siliga mo te 12 masina o te galuega	✔ 4 – 16 vaiaso peofu fakatau ki luga i te leva i loto i te galuega	✘
Fuliga mai te galue i se tumau (casual)	✘	✔ E mafai o maua se taliaga ke mafai o galue tumau io me se tumau i nisi tulaga

FAKAMATALAGA TAAUA E UIGA MO TOU PEOFUGA MO FAKANOFOGA



TE MAFAI O FAKAMAFULIFULI

Mai tua o se 12 masina o tau galuega, e mafai ne koe o tusi se **fakatagi ke mafai o fakamafulifuli tulaga o galuega** mafai koe ko mai luga o te 55 tausaga, se tino tausi o sua tino, e se katoatoa tou foitino, e fakasauaagina i tou kaiga (io me fesoasoani koe ki se sua tino i loto i te kaiga tela e), io me se maatua o, io me e isi sou tusaga tausi mo, se tamaliki akoga io me foliki ifo. Mea nei e aofia i ei ko tino galue kola ko foki mai l olotou malologa fakatino mo tamaliki foliki mo tamaliki puke kae ko manako o galue afaafa ke tausi olotou tamaliki.

Tou tino fakagalue e tau o tali atu i se tusi i loto i se 21 aso. E mafai ne latou o se talia ona ko tulaga tau pisinisi kola e 'tau.

Koe mo tou tino fakagalue e mafai foki o **fakatau malie ki se fakatokaga e tasi tela e mafai o fakamafuli**. Mea nei ka fakamafuli ei te tulaga o ne fakanofoga i loto i tau feagaiga pisinisi. A se fakatokaga tela e mafai o fakamafuli e tau se tinaa filifiliga sao – e se mafai o fai pela me se fakanofoga o te galuega – kae tau o lei atu koe i ei. Nisi fakamatalaga e maua i konei:

www.fairwork.gov.au/flexibility



SAOLOTOGA O ULU FALE

Tino galue o se fakapotopotoga tino galue kola e isi ne olotou pemita e mafai o ulu ki loto i se koga galue o faipati ki tino galue kola e mai lalo o olotou onoonoga, io me o sukesuke a koga galue mafai e isi ne faitioga ki te lei io mafai foki e isi ne tulafono o koga galue ko kilogina me ko soli.

A latou e tau o usitai ki fakanofoga, pela mo te fakailoa ki te tino fakagalue, kae tau foki o iloilo kae fai a kopi o pepa tau te galuega. Fakanofoga tapu te fakailoilo e fakatino mo te tino e isi sena pemita, tena fakapotopotoga mo tena tino fakagalue. Nisi fakamatalaga e maua i konei:

www.fwc.gov.au/entry-permits



FAIGA O FEAGAIGA

Feagaiga pisinisi e fesokotakigina i te vaa o te tino fakagalue, ana tino galue, mo sose tino e sui ne ia tino galue, (pela mo fakapotopotoga Uniuni o tino galue). Te fakatokaga tenei e fakaigoa ki te 'bargaining' kae tau o tautali ki fakanofoga ko oti ne fakatoka. Te Fair Work Commission e iloilo kae fakatalia ne ia a feagaiga. Mo fakamatalaga e uiga ki te faitega, kesekesega, io me ko te fakaseaiga o se feagaiga pisinisi fano ki konei:

www.fwc.gov.au/agreements



PUIPUIGA I TE GALUEGA

Tino galue katoa e isi ne olotou puipuiga i te galuega. Koe se tau o fakakesegina io me ne uiga masei atu e fai kia koe ona la a koe e isi sou saolotoga i loto i te koga galue, penei, te saolotoga ke akai koe ki se fakatokaga faigofie te mafuli, ke malolo koe io me fai sau fakatagi fameo e uiga mo tau galuega.

E isi sou saolotoga o kau atu io me se kau atu ki fakapotopotoga tino galue, kae kau fakatasi foki io me se kau fakatasi ki faigamea kola e saoloto i te tulafono.

E isi foki ne ou puipuiga mafai koe galo mai te galuega mo se vaitaimi ona ko masaki io me pakia, pokotiaga mai fakakesekesega, uiga takafiatoga, faimaloo, fakagalue i auala se tonu, io me ne uiga fakamasei kia koe. Nisi fakamatalaga e maua i konei:

www.fairwork.gov.au/protections
www.fairwork.gov.au/bullying-harassment



ENDING EMPLOYMENT

Kafai ko oti tau feagaiga galue, a tou toe peofuga e tau o **aofia i ei a kainaga 'toe katoa o koe**, pela mo aso malolo seki fakaoga mo aso malolo ona ko te leva o koe i te galuega.

E mafai o maua ne koe te **fakailoaga me ko fakamalolo**, io me ko te peofuga kae seai se fakailoaga. Kafai koe ne fakateka ona ko uiga 'see ne fai, ka se manakogina ke fakailoa atu. Kafai koe lisaina e mafai ne koe o ave se fakailoaga ki tou tino fakagalue. Ke aasi me manakogina ke ave se fakailoaga kae nea foki mea e tau o maua ne koe i tou toe peofuga fano ki konei:

www.fairwork.gov.au/ending-employment

Kafai koe manatu me e **se 'tau a tou fakamalolo io me seke mo te tulafono, e 21 aso** e mafai o fai ei sau tagi ki te Fair Work Commission. A tulafono e fakagalue i konei. Nisi fakamatalaga e maua i konei:

www.fwc.gov.au



FAKAMAFULIGA O PISINISI

Kafai ko fakamafuli te pisinisi e galue ei koe, a tau galuega mo tau tino fakagalue mua ko oti foki. Kafai tau galuega i tau tino fakagalue fou e pau mo tau galuega mua (io me tai pau), nisi o kainaga o tau galuega mua e mafai o tauave mai ki te galuega fou tenei. Mea nei e mafai o tupu mafai, penei, te pisinisi ko togi ki tua io me ko tuku ki se isi pisinisi ke fakatele. Nisi fakamatalaga e maua i konei:

www.fairwork.gov.au/transfer-of-business

KOOI E MAFAI O FESOASOANI?

FAIR WORK OMBUDSMAN

- Fakamatalaga mo fautuaga e uiga mo peofuga mo kainaga
- Masini faopoopo se togi, pepa fakafaigofie galuega mo akoakoga i te initaneti
- Fesoasoani o fakaseai ne fakalavelave tau koga galue
- Iloilo kae fakataunu a tulafono tau koga galue.

www.fairwork.gov.au - 13 13 94

FAIR WORK COMMISSION

- E noono ki tagi e uiga mo fakatekaga o tino galue kae se olo tonu mo te tulafono, uiga takafiatoga, faimaloo, fakakesekesega io me ne uiga masei e fai i te koga galue
- Fakatalia, fakamafuli kae fakaseai feagaiga pisinisi
- Ave pemita ulufale kae fakatoka tulaga se fealofani o kamupane.

www.fwc.gov.au - 1300 799 675

Kafai koe galue i kamupane fakatutuu o Ausitalia, a fakapotopotoga konei Fakatutuu o Ausitalia mo te Komisina Fakatutuu (Australian Building and Construction Commission) e mafai o fesoasoani.

www.abcc.gov.au - 1800 003 338