



## Fakamatalaga taua e uiga mo tou peofuga mo fakanofonofoga

Tino galue i Ausitalia e isi ne aofaki foliki e puipuiga i te koga galue, i lalo i:

| Faiga Tonu Tulafono  | Failoga  | Feagaiga A Pisinisi  | Feagaiga Fakagalue   |
|--|--|--|--|
|  <ul style="list-style-type: none"> <li>▶ te aofaki foliki e tau o maua ne tino galue</li> <li>▶ e aofia iei te Fakanofoga mo Galuega i te Fenua</li> </ul> |  <ul style="list-style-type: none"> <li>▶ ke fakatu se aofaki foliki mo peofuga mo se koga fakagalue io me se galuega</li> <li>▶ e aofia ei tino galue katoa i Ausitalia</li> </ul> |  <ul style="list-style-type: none"> <li>▶ e fakatoka se aofaki foliki mo peofuga mo fakanofonofoga mo se koga galue fakapatino</li> <li>▶ ne faipatigina kae taliagina e auala i faifaiga tau</li> </ul> |  <ul style="list-style-type: none"> <li>▶ e aofia ei nisi fakanofonofoga mo te tino galue tokotasi loa</li> <li>▶ e se mafai o fakafoliki io me fakaseai aofaki foliki e tau maua ne koe</li> </ul> |

Ka maua ne koe au ne fakailoga i te [fairwork.gov.au/awards](http://fairwork.gov.au/awards)

Asi ki tou koga galue me tau o isi se feagaiga pisinisi iei [fwc.gov.au/agreements](http://fwc.gov.au/agreements)

## Nisi Fakamatalaga I Te Fakatomuaga

E fano loa ki luga i te vaega galuega e mafai foki o maua ne ke ne nisi fakamatalaga mafai koe ko kamata o galue io me ko fakapatonu tau feagaiga.




Mo tino galue se tumau tela e aofia iei te Fakatomuaga mo Galuega se Tuamau e mafai o maua i te [fairwork.gov.au/ceis](http://fairwork.gov.au/ceis)

Mo tino galue kola ko galue i se vaitau ko oti ne tuku feagaiga tela e aofia iei te Vaitau ko Oti ne fakapatonu i fakatomuaga e mafai o maua i te [fairwork.gov.au/ftcis](http://fairwork.gov.au/ftcis)


## Tou Togi

Te aofaki foliki mo tou togi kona i loto i tau failoga io me ko te feagaiga ne fakatoka. Kafai seai se failoga io me se feagaiga mo tau galuega, e tau mo koe o maua te Aofaki Foliki o Peofuga i te Atufenua. Te aofaki foliki mo peofuga e fakafou faeloa i tausaga.

Sala me sea e tau o maua ne koe i te [fairwork.gov.au/minimum-wages](http://fairwork.gov.au/minimum-wages)

|   |   |   |   |  |   |   |
|---|---|---|---|--|---|---|
| <b>Peofuga I Se Aofaki Foliki I Te Atufenua Mai la 1 Iulai 2023</b> |  | <b>\$23.23/itula io \$882.80/vaiaso</b><br>(fakatau ki luga i te 38 itula i te vaiaso) mo tin galue tumau |  | <b>\$23.23/itula</b><br>mo tino galue se tumau |  | <b>\$29.04/itula</b><br>tino galue se tumau |
|---|---|---|---|--|---|---|

Tenei te aofaki foliki mo tino matua galue seai ne failoga io me ne feagaiga. Fuainumela foliki e mafai o faka aoga ki luga i tino galue koi kamata i lalo i te 21 tausaga, te kau koi faka akoako i te puke lima, te kau koi faka akoako mo tino galue kola se katoatoa, tulaga penei kola e mafai ei o pokotia te galuega a latou e fai. Fuai numela foliki e mafai o tuku i lalo i nisi failoga, fakatusa o ako nisi fuainumela e tuku ki taimi seai se tuakoi mai tua te tino galue o oti ne kamata o galue. **E se mafai ne koe o maua se peofuga foliki ifo i lo te aofaki foliki mo tu peofuga mo tau galuega.**

 Faka aoga tau mea faopopo se togi o asi tou peofuga, malolo io me ko fakaseai ne tau feagaiga e tau o maua i te: [fairwork.gov.au/pact](http://fairwork.gov.au/pact)

## Ko oi e mafai o fesoasoani?

| Galuega Lei Ombudsman  | Komisina Galuega Lei   |
|--|--|
| <ul style="list-style-type: none"> <li>▶ e isi ne fakamatalaga mo fautuaga e uiga mo peofuga mo mea e tau o maua</li> <li>▶ e maua a masini faopopo se togi, foomu mo mataupu e aumai i te neti</li> <li>▶ fesoasoani o fakatoka a fakalavelave ki koga galue</li> <li>▶ e faka malosi ne ia a tulafono mo koga galue kae onoono ki fakasalaga mo tulaga kola ko pokotia te tulafono.</li> </ul> | <ul style="list-style-type: none"> <li>▶ e fakafeagai mo fakalavelave e uiga mo fakalavelave uke, e aofia iei ko fakatea mai galuega kola se tonu, lasi te fia pule i luga i tino galue, nai uiga fai ki fafine se lei, fakakesekese mo uiga se lei i galuega</li> <li>▶ talia, mafuli io me fakamalolo i feaigaiga</li> <li>▶ e fai, kae toe onoono ki mafuilfuliga o failoga</li> <li>▶ fakalavelave ki luga i te pemita o mai ki loto kae pena foki ki faka leiga o fakalavelave i loto i galuega</li> <li>▶ Ke fakagalue a fakapotopotoga ne fakamau.</li> </ul> |
| <p><a href="http://fairwork.gov.au">fairwork.gov.au</a> – 13 13 94</p>   | <p><a href="http://fwc.gov.au">fwc.gov.au</a> – 1300 799 675</p>   |



## Fakanofonofoga O Galuega I Te Atufenua

Fakanofonofoga o Galuega Fakagalue i te Atufenua (NES) aofaki foliki e tau o maua kola e ave ki tino galue katoa. Te NES mo mea e tau o maua e aofia iei te saolotoga ke maua fakamatalaga i fakatomuaga, te saolotoga ke akai ki nai fakanofonofoga kae isi ne avanoaga, mo te saolotoga ke maua ne tupe teu kati mai peofuga pena foki mai te tino fakagalue. Nisi NES mea e maua konei e fakamatala atu i te taipola mai lalo. Tulafono mo nisi tulaga se faka aofia e tau fakagalue. **A failoga io me ko feaiga kola e tau o toe maua atu.** Sala ki nisi fakamatalaga mo te NES i te [fairwork.gov.au/NES](http://fairwork.gov.au/NES)

|   | Tino galue tumau mo nisi tino galue se tumau  | Tino galue se tumau  |
|---|---|--|
| <b>Malologa i tausaga</b>   | ✔ 4 vaiaso malolo kae togi (mo tino galue) + 1 vaiaso mo tino galue fai sifi  | ✘ Seai ne mea e maua manafai e togi te malologa i te tausaga   |
| <b>Malologa Totino</b><br>(Malologa mo tino masaki io me ko te tino tausi)  | ✔ 10 aso togi mana malolo i te tausaga (mo tino galue se tumau)   | ✘ Seai ne mea e maua mo te malologa totino   |
| <b>Malologa mo tino tausi</b>   | ✔ 2 aso se togi mo te malologa manafai e talia i se vaitau (manafai ko seai se togi i te malologa totino)   | ✔ 2 aso se togi mo te malologa manafai e talia i se vaitau   |
| <b>Malologa mo pogai totino</b>   | ✔ 2 aso malolo kae togi mana talia i se vaitau  | ✔ 2 aso se togi mana talia i se vaitau   |
| <b>Malologa mo kaiga io me ko fakasaua i loto i kaiga</b>   | ✔ 10 aso togi mana malolo i te tausaga  | ✔ 10 aso togi mana malolo i te tausaga   |
| <b>Malologa mo galuega ki fakapotopotoga</b><br>Galuega a te tulafono<br>Galuega fakapoi mo fakateleleaga o galuega management activities | ✔ 10 aso malolo kae togi mo nisi aso malolo e togi + mo aso se togi e pela mo te manakoga ot e tulafono<br>✔ Galuega se togi e manakogina ke ke galue i loto i galuega fakapotopotoga (pela mo galuega faka volenitia i taimi fakavave) | ✔ Malologa se togi e manakogina mai galuega tulafono<br>✔ Galuega se togi e manakogina ke ke galue i loto i galuega fakapotopotoga (pela mo galuega faka volenitia i taimi fakavave)     |
| <b>Malologa mo te leva i loto i te galuega</b>  | ✔ Kaati e tau maua te malologa mo te leva i loto i te galuega i lalo i te NES, se feaigaiga i lalo i tulafono a malo o siteiti io mene telitoli. Aofaki mo te taulia o tulafono e keseke  | ✔ Kaati e tau maua te malologa mo te leva i loto i te galuega i lalo i te NES, se feaigaiga i lalo i tulafono a malo o siteiti io mene telitoli. Aofaki mo te taulia o tulafono e keseke |
| <b>Malologa me se tasi o matua</b><br>E taulia mana oti te 12 masina i te galuegaga   | ✔ 12 masina malologa seai se togi - e mafai o tai fakalaupefa atu ki se 24 masina mai se saolotoga a te tino fakagalue  | ✔ 12 masina se togi te malologa mo tino se galue tumau - kae mafai o toe fakasoko atu ki se 24 masina mai lalo i se maliega a te tino fakagalue  |
| <b>Te uke o itula galue</b>   | ✔ Tino galue tumau - 38 itula i te vaiaso + mo ne itula tau e mafai o faopopo<br>✔ Tino galue se tumau - 38 itula io me ko itula masani i vaiaso (tefea e tai foliki ifo) + mo nai itula faopopo e tau                                  | ✔ 38 itula io me ko itula masani i vaiaso (tefea e tai foliki ifo) + mo nai itula faopopo e tau  |
| <b>Aso Malolo o te Malo</b>   | ✔ Te aso malolo kae togi manafai koe e galue i itula masani. Kafai e fai atu ke galue kae mafai o se talia ne koe, manafai se pogai tau   | ✔ Se aso malolo se togi. Kafai e fai atu ke galue kae mafai o se talia ne koe, manafai se pogai tau  |
| <b>Se fakailoaga mafai ko fakamalolo</b>  | ✔ 1-5 vaiaso o fakailoa (io me togi loa i lo te fakailoa) pogai mai luga i te aofaki o tausaga o ia mo tena leva o galue  | ✘ Seai se mea e maua ki te fakailoa me ko fakamalolo   |
| <b>Volenitia se galue peofuga</b><br>E taulia mana oti te 12 masina i te galuegaga  | ✔ 4-16 vaiaso togi i pogai o te leva o te galuega (tulaga se faka aofia ne fakagalue)   | ✘ Seai ne mea e maua manafai e volentia o se galue   |
| <b>Se mafuiliga se tumau</b>  | ✘ Se fakagalue  | ✔ Te saolotoga o galue tumau io galue se tumau mo ne pogai   |



### AVANOA MAI TULAGA TUMAU

Mai tua te 12 masina galue, ko isi saolotoga o tusi se fakatagi mo fakatokaga o galuega ke tai isi ne avanoaga. E aofia i konei manafai koe e faitama, 55 tausaga io me fanatu, se tino tausi, e isi se tulaga o te se katoatoa, e isi tulaga o fakasauaga i kaiga, e tausi ki se tino i te kaiga pili io me se kaufale tela e isi ne fakasauaga i kaiga, io me ne matua o, io me fakatino tausi mo se, tamaliki i akoga io me ko tausaga koi foliki. Tino fakagalue e tau o tautali ki tulafono tau ke tali atu ki fakatagi mo se avanoa ki fakatokaga o galuega, e aofia ke tali atu i se tusi i loto i se 21 aso. E maua ne koe a tulafono konei i te:

[fairwork.gov.au/flexibility](https://www.fairwork.gov.au/flexibility)

Koe io me ko tau tino fakagalue e mafai o sokotaki mo se avanoa ki se tino tokotasi mo ne fakatokaga e isi ne avanoa. Tenei ka mafai o mafuli a nai tulaga o fakanofoga i failoga io me ko feagaiga kola e tau fakagalue mo koe. A te fakatokaga mo se avanoa ki se tino tokotasi e tau se filifiliga taua – se mafai se fakanofonofoga mo te galuega – tela e tau o isi ei se lei mo koe katoa.



### SAOLOTOGA O ULU KI LOTO

Uniuini fakapatonugina mo se pemita o ulu ki loto ki te koga galue ke faipati ki tino galue me e tau o maua ne latou me se tino e sui, io ke sukesuke tulaga se lei io me ko ofa tulafono o koga galue.

E tau o latou o tautali ki nisi manakoga, ke fakailoa ki te tino fakagalue, kae ke sukesuke io me kopi nisi fakanofoga. A tulafono malosi e tau o fakagalue ki tino fai pemita, olotou fakapopotoga mo tau tino fakagalue ke puipui ei a fakamatalaga totino o koe. E maua ne koe i te:

[fwc.gov.au/entry-permits](https://www.fwc.gov.au/entry-permits)

### FEAGAIGA FAIGALUE

Feagaiga faigalue e tau o sokotaki i te vaa o te tino fakagalue (io me se tasi io me uke atu e uiga mo te tino fakagalue), olotou tino fakagalue, io me ne sui o se tino galue (fakatusa, te uniuini). Te faifaiga tenei e taku ko te 'bargaining' kae tau tautali ki tulafono toki. Te Komisina Galue Lei e asi kae faka talia ne ia feagaiga. Mo nisi fakamatalaga e uiga mo faitega, asiga, io me fakamalolo o se feagaiga fano:

[fwc.gov.au/agreements](https://www.fwc.gov.au/agreements)



### TE SUIAKIGA O TE PISINISI

Kafai te pisinisi ko tuku ki sua tino, tau galuega mo te tino fakagalue mua ka gata. Kafai koe e galue i se tino fakagalue fou i loto i se 3 masina i se pau (io me tai fano pena) i se galuega, nisi o mea e tau o maua ne koe e mafai o tauave ki tau tino galue fou. E mafai o tupu, fakatusa te pisinisi ko togi ki tua io me ko tuku ke fakagalue ne se sua tino. Ka maua ne koe i te:

[fairwork.gov.au/transfer-of-business](https://www.fairwork.gov.au/transfer-of-business)



### PUIPUIGA I TE KOGA GALUE

Tino galue katoa e tau o isi ne puipuiga i te koga galue. E se mafai koe ke maua faifaiga se kese io me se lei aua ia koe e mafai o fakagalue tou saolotoga i te koga galue, fakatusa, te saolotoga ke akai ki se avanoa i se koga galue, puke te malologa io me fai sau faitioga io me akai ke iloa ne koe tau tino fakagalue.

E isi sou saolotoga ke kau atu ki se uniuini io me nofo loa ia koe, io me ke kau atu ki tulafono tau mo galuega i koga galue io me nofo loa ia koe.

E isi sou saologa o faipati e uiga (io me se faipati) tou peofuga nei me ko teka, mo fakanofonofoga o tou fakagalue tela e manakogina ke galue ei tou peofuga (pela mo ou itula galue). E mafai foki koe o sili ki nisi tino galue aka e uiga (mo olotou peofuga mo fakanofonofoga o olotou fakagalue) kae se fai atu kia koe.

E tau foki koe o puipuigina manafai koe e galo mai te galuega ia koe e masaki, pakia, fakakesekesega, amio takafiatou, io me ne tulaga kola e fakafita i te mafaufau. E maua ne koe i te:

[fairwork.gov.au/protections](https://www.fairwork.gov.au/protections)

[fairwork.gov.au/bullying-harassment](https://www.fairwork.gov.au/bullying-harassment)



### FAKAGATAGA O TE GALUE

Kafai tau galuega ko gata, tou toe peofuga e tau o aofia katoa iei nisi mea e tau o mau ne koe, pela mo peofuga mo nisi malologa pena foki malologa mo te leva tau galue.

E mafai koe o maua fakailoaga me ia koe ko fakamalolo, io me peofu kae se fakailoa te fakamalolo. Kafai koe ko fakamalolo me se lei ou uiga fakaasi, e se tau ke fakailoa tou fakamalolo. Kafai koe ko lisaina e tau o fakailoa ki te tino fakagalue o koe. Ke asi manafai te fakailoa e manakogina kae sea e tau o aofia i tou toe peofuga asi:

[fairwork.gov.au/ending-employment](https://www.fairwork.gov.au/ending-employment)

Kafai koe mafaufau ia koe e se tonu te fakamalolo io e se i te tulafono, e isi 21 aso o fai sau faitioga ki te Komisina Galuega Lei. Tulafono mo tulaga se faka aofia e tau fakagalue. E maua ne koe i te: [fwc.gov.au](https://www.fwc.gov.au)

### ❓ E ILOA NE KOE:

E mafai o faite ne koe se My account se togi ke tausi ei au fakamatalaga mo te koga galue i se koga e tasi:

[fairwork.gov.au/register](https://www.fairwork.gov.au/register)

E mafai ne koe o maua a mataupu i luga i te neti ke kamata ei sau galuega fou io me faigata se sautalaga i te galuega:

[fairwork.gov.au/learning](https://www.fairwork.gov.au/learning)

E mafai koe o maua ne vaega mea faigaluega io me nisi mea aka, pela mo taipola, faifaiga lei mo ne fesoasoani io me ko pepa mo mea taua:

[fairwork.gov.au/tools-and-resources](https://www.fairwork.gov.au/tools-and-resources)