

# Kaingakautia Ngā Kaiako



**NZEI · TE RIU ROA**  
NEW ZEALAND EDUCATIONAL INSTITUTE

## Utu a Mahi/Utu a Pūkenga

### Utu a Mahi/Utu a Pūkenga

#### He aha te take o tenei matapaki?

I ngā marama tūtata nei he maha ngā matapaki e pāhotia ana mō ngā utu ki ngā kaiako ihupuku. Kua marama ngā kōrero a te Kāwanatanga Nahinara e pā ana ki ngā whitiwhitinga whakaaro o ngā utu a tau ki ngā kura kāwanatanga, me haere orite ngā mahi me ngā putanga pai haere. Me timata ngā matapaki a ngā mema o te NZEI te whai huarahi e taea ai, e mohio, e tautoko ana i a tātau mohiotanga o ngā kaiako ihupuku e whakaniko ana i ngā akoranga o te akonga.

E kitea ana te mahi tahi a ngā kaiako he mea aumangea he mea āhehi ana ki te whakanikotanga i te akoranga o te taurira. Te hono o te utu ki te putanga mahi, he here ki te whakatakitanga te piki o te utu. No reira kia tika te whanake i ngā hātepe tautoko ana, whakaniko ana i ngā mahi tahi, kua kē e whakaporearea i ngā hātepe o te utu takitahi.

E mohiotia ana ka tōtika te kaiako ka tōtika hoki ngā paetae o te akonga. He maha ngā rangahautanga o ngā mohiotanga, pūkenga kounga, o ngā kaiako. Tāpiri atu ki ngā akoranga whaihua, te tu kaiārahi, tautoko, tana koha ki ngā hāpori mātauranga, no reira e whakaniko ana i ngā akoranga takitahi. E ngakautitika ana matau ma te tohu ki ngā mohiotanga, ngā pūkenga, ngā whakaako whaihua o te kaiako me te hātepe tautoko te paetae o te akonga.

No reira e rua ngā taurira whakapapa taiutu, e mohio ana ki ngā ako whaihua: te pūtaka utu pūkenga, mohiotanga, mahi.

#### Utu Pūkenga

Me kitea ngā tohu mohiotanga, pūkenga me ngā huanga o te kaiako arā atu i ngā puata, pono, aumangea, whakaritenga kua whanaketia, o a tatau mohio o te akoranga whaihua.

Ma enei e whakawātea ngā wāhanga whakatau he wawata noaiho.

Tetahi tino kaupapa o te taurira utu pūkenga e hono ana ki te kaha o te kore mutunga o te whakapono o te takitahi ki ngā akoranga ngaio, whanaketanga ngaio- kaore nei i te taurira noaiho nei, te kaupapa ko ngā pūkenga noaiho o te kaiako engari hoki ko ngā pūkenga me ngā mohiotanga e kohia ana e ia.

Ka noho tenei hei hao nui, he taurira arotahi mo ngā kaiako he āwhina ki te hanga aumangea i roto i te umanga.

Mohio tatau ngā kaiako kounga, he mana tino nui ki ngā koeke paetae o te taurira. Te wero kia whanake paetae hei tohu kaimahi kounga, te whakawhiwhi utu tāpui. Te whakamutunga utu pūkenga ka tohu puata whakaritenga, kia āhehi te kaiako ki te whakawhiwhi utu tāpui. He tākinga hoki e whiwhi ai te kaiako i ngā painga mo ngā kaiako kounga, e tautoko ana i etahi atu kaiako.

He wāhanga o te Roanga atu Kaupapa Mahi te whanaketanga whakamana kaupapa mahi. E tata atu ki te whakaurunga o ngā paetae, ngā tauira mo te utu pūkenga. E whakaae ana ki ngā mohiotanga, pūkenga, me ngā huanga o ngā kaiako tōtika.

## Utunga Mahi

Te patai mo te utunga mahi “he aha te mea ine mahi?” i te mātauranga ngā inenga e rua; he whakatau a te hinengaro e pā ana ki te mahi, he inenga ahu mai i ngā putanga o te akonga.

He tauira utunga mahi mai ngā whakataunga tuākiri mo te mahi he mea hei tautohetohe na te mea ahakoa he aha te whakaritenga ka tōhua, ka mau tonu ki ngā whakawātanga o ngā whakaaro e āhei ana ki ngā mahi kaiako. He tauira whakataetae kaiako ki te kaiako. I whakarātoa he kapinga mo ngā utu tāpui ahakoa ngā huanga.

He tauira utunga mahi e ahu mai ana i ngā hua o ngā akonga te mea whakatau i ngā utu ki ngā kaiako. Ahu mai ngā whakatau, i ngā koeke paetae o ngā akonga inenga mai i ngā whakamātautau whakakotahinga. Ka kōroiroi ngā kaiako ki te haere ki ngā wāhi kei reira nei etahi awangawanga kia rātau e whakararu ai i ngā koeke paetae o te akonga. Ka puta te whakaaro, me whakauru he whakakotahinga inenga hei whakamana i ngā huanga o ngā akonga. Enei tauira utu e here ana ki ngā pūnaha mo ngā tikanga whakamātautau a motu me nga whakaripanga huanga.

## Whakamutunga

Kaore he raruraru me utu tāpui ngā kaiako tōtika. No reira me kaha te NZEI ki te matapaki me pehea te mahi kia tika, aumangea, te whakaniko te whakaako me te ako. Me matapaki te āhua o te ako tōtika me pehea te tohu i te kaiako.

Me kaha te whakahau i roto i ngā matapaki o te tauira he kinaki ki te utu tāpui, noho mai i waho o ngā whakaritenga, ngā utunga hono ana ki ngā pikinga o te CPI..

## Matapaki Ruma Kaiako

Matapakitia te pārongo o ngā pūkenga, ngā mahi, te tauira e pa ana ki ngā patai nei.

1. He aha te whakaritenga mo te whiwhi i te utu tāpui?
2. Me pehea te whiriwhiri ko wai e whiwhi, e hia te utu tāpui?
3. He aha ngā hua pai ngā hua kino o ia tauira?