



**EMPLOYMENT COURT OF NEW ZEALAND
TE KŌTI TAKE MAHI O AOTEAROA**

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1. Pukapuka o mua

- 1) Me tīmata ngā pukapuka katoa e whakakōnaetia, e tukuna hoki, me te whārangi e whakaatu ana, i mua tata atu i te upoko, he tautuhinga o te pukapuka e whakaatu ana i tōna tino āhua. Mēnā e whai māngai ana te hunga, hei tāpirihanga ki ngā herenga i roto i ngā Employment Court Regulations 2000, me tuhi he whakamōhiotanga ki raro iho o te whārangi tuatahi e whakaatu ana:
 - a. te ingoa o te rōia, te kaitaunaki, te kaiwhakarite rānei (tae atu ki te ingoa o te umanga, kamupene rānei) kua tāpae i te pukapuka kia whakakōnaetia;
 - b. te ingoa me te tau waea o te māngai e mahi ana mō te akihana;
 - c. te wāhitau (pouaka poutāpeta, whakawhiti pukapuka, īmēra me te tau waea whakaahua) kia tukua ai ngā whakakakau e te Rēhita, e te hunga kē rānei.

Mēnā e mahi ana te hunga i runga i tōna ake kaupapa, me whakarite te tuhinga i raro iho o te whārangi tuatahi te ingoa, te nama waea, te wāhi noho, me te īmēra o taua hunga.
- 2) Me kua ētahi atu tuhinga e puta ai ki runga ki te pukapuka, tērā rānei, i ngā wāhi ka kapi nui ake i te whārangi kotahi i te upoko, i te whakaahuatanga, i ngā tuhipoka rānei, i tētahi whārangi upoko me ngā mea whai ake.
- 3) Mēnā ko te pukapuka e whakakōnaetia ana he inoi kua panonihia, me whakauru ki te tautuhinga (hei tauira, te tauākī kerēme panoni tuarua). Me whakaatu ētahi atu pukapuka i ngā take whāiti e tautoko ana, e whakahē ana rānei, i te kaupapa i whakakōnaetia ai taua pukapuka me te takunetanga (hei tauira, he oati ā-pukapuka nā Rawiri Wihongi e tautoko ana i te tono mō te torohanga wā kia whakakōnae i te wero, te oati ā-pukapuka rānei a Meilani Iona e tautoko ana i te whakahē a te kaikaro kia whakamutu i te whakamahinga).

[Hoki atu](#)

2. Ngā tono me ngā whakakakau me te Kōti

- 1) Ina tono ai tētahi hunga, te māngai rānei o taua hunga ki te Kōti mō te ōta taupua, tētahi atu whakahau rānei, me tuku te tono me te āhua tika, me te manatu, te oati ā-pukapuka hoki/rānei, hāunga he āhuatanga tino rerekē (pērā i te ohotata nui rawa atu) e aukati ai i te tautuku ki tēnei whakahau. I ngā kēhi pēnā ka whakaae te Kōti ki te whakakakau āhua ōpaki (hei tauira, he imēra).
- 2) Ki te whakakakau te hunga, te māngai o taua hunga rānei ki te Kōti mō tētahi akihana, ā, e takunetia ana, e hiahiatia ana rānei kia tukuna tēnei whakakakau ki te Kaiwhakawā, me noho ki te āhua o te manatu.
- 3) Me whakauru ki te whārangi o mua o te manatu (pērā i ngā pukapuka ōkawa katoa o tētahi akihana) te tautuhinga poto o te whakakakau; hei tauira, "Manatu nā te kaiwawao mō te kaitono e whakaae ana ki te whakamutu i te whakamahinga o te kupu a te Ratonga Hononga Taimahi mō ngā utu whakahaere".

[Hoki ki mua](#)

3. Te whakarato i ngā tārua o ngā kupu whaimana

- 1) Mēnā e kōrerohia ai te whakataunga o mua o te Kōti Take Mahi, te Kōti Pīra, te Kōti Hupirīmi i puta mai i te pīra i tēnei Kōti, hei tautoko i te marohi kua toka, kāore he take kia whakaratohia tētahi tārua. Heoi anō, he āwhina kia whakarato i te tārua o te katoa o te whakataunga (he hononga tāhiko rānei ki te whakataunga) hei tautoko i te whakamāramatanga o te hunga, te whakatinanatanga hoki/rānei o te marohi kāore anō kia toka, mēnā he kupu whaimana tautohetohe mō taua take rānei.
- 2) Mēnā ka whakarato te hunga i ngā tārua whakaahua o ngā kupu whaimana (ngā unuhanga pukapuka matua me ngā atikara kura wānanga) e whakawhirinakitia ana:
 - a. me tuku whakarunga he rārangi o aua kupu whaimana me ngā tārua whakaahua o ngā unuhanga hāngai i te whakawākanga, tērā rānei, mēnā e whakahaungia ai kia whakakōnaetia ngā whakarāpopototanga o te tohe, ka whakaurua me ēnei whakarāpopototanga kia whakamahia ai e te Kōti ina whakareri ana mō te whakawākanga;
 - b. me whakatūturu ngā hunga kāore he pūruatanga o ngā kupu whaimana;
 - c. mō ngā pukapuka whakaako me ngā atikara, me whakauru te whārangi upoko me ngā whārangi kei roto ngā rerenga motuhake e whakawhirinakihia ana ki te tārua whakaahua e whakaratohia ai;
 - d. me tā ki ngā taha e rua ngā pukapuka.
- 3) Me noho ngā tārua o ngā whakataunga e whakaratohia ana ki te Kōti ki te hōputu PDF.

[Hoki ki mua](#)

4. Ngā tāpaetanga whakamutunga ki te whakawākanga

- 1) Hāunga ngā āhuetanga tino rerekē, e whakaturea ana te whakaaetanga a te Kōti, i ngā wā katoa me tuku ngā tāpaetanga a ngā hunga ki te Kōti i muri tata tonu mai i te otinga o te taunaki, i te katinga rānei o ngā kēhi o ngā hunga rānei.
- 2) E whakatenatena ana te Kōti i te tohe ā-waha a ngā kaiwawao mātāmuri. Kāore e whakaturea ana e te Kōti kia whai i te tikanga o mua kia rangona tēnā kaiwawao, me tēnā kaiwawao i te wā kotahi mō te tohe matua; e āhei ana te kaiwawao mātāmuri te tuku i te take o waenganui i roto i taua tohenga.

[Hoki ki mua](#)

5. Te whakakōnae ā-tāhiko

E whakaae ana ngā Rēhita o te Kōti ki ngā pukapuka e whakakōnaetia mā te pūnaha File and Pay o te Tāhu o te Ture. Ka whakaae tonu kia whakakōnaetia ngā pukapuka e tukua ana mā te waea whakaaehua, te īmēra rānei. Ka whakaarohia kua whiwhia aua pukapuka i te wā i whiwhia ai, engari mēnā ka whiwhia i ngā rā, i ngā hāora rānei kua katia te tari o te Kōti, i te wā e tuwhera anō ai, ā, mēnā ko te whakaarotau o te whiwhinga he take, i te raupapatanga o te wā tūturu i whiwhia ai i te wā e katia ana te tari o te Kōti.

- 1) Mēnā he tono matua te pukapuka e whakakōnaetia ā-tāhiko e hiahiatia ana kia waitohua, kia hīritia hoki e te Rēhita, me pōhi, te tuku mā tētahi atu ara rānei te tono taketake me ngā tārua e rua ki te Rēhita i mua i te whakarato ki tētahi atu hunga. Ina whiwhi ai te Rēhita i ngā tārua ā-pepa, ka whakahokia e ia te tārua kua waitohua, kua hīritia hoki kia whakaratohia.
- 2) Mēnā ko te pukapuka e whakakōnaetia ā-tāhiko he tono taupua, ka whakarato pea te Rēhita i te tārua kua waitohua, kua hīritia hoki kia whakaratohia. Me pōhi, me tuku rānei te tārua taketake o te tono i te wā e taea ai i muri iho i te whakakōnae ā-tāhiko.
- 3) Mēnā e hiahiatia ana te waitohu mō te pukapuka, hāunga te oati ā-pukapuka, te whakapuakitanga ā-ture rānei, e whakatutukihia ana taua herenga e te waitohu tāhiko mēnā e āta tautohu i te whakaae a te kaiwaitohu ki ngā kai o roto, ā, he haepapa ina aro ana ki te wā tae atu ki te whakaaetanga ā muri mā ngā tārua ā-pepa. Ina whakaturea ana kia whakapiria ngā waitohu ki ngā oati ā-pukapuka, ngā whakapuakitanga ā-ture rānei, ka āhei ngā putanga tāhiko o aua tuhinga (kaua ko ngā tārua waea whakaaehua) te whai i te waitohu tāhiko (pērā i te whakamāramatanga i runga ake) ka whakakōnaetia ā-tāhiko rānei me te kore waitohu mēnā ka whakakōnaetia ki te Rēhita te putanga pepa taketake o taua oati ā-pukapuka, whakapuakitanga ā-ture me ngā waitohu taketake me te tukua pērā i ngā tohutohu a te Rēhita i te wā e taea ai i muri i te whakakōnaetanga o te tuhinga.
- 4) Me utu te herenga ā-utu i mua, i te wā rānei e tukuna ai te pukapuka ki te Rēhita.

TUHINGA WHAKAMĀRAMA

Ko tēnei e whai ake nei he tuhinga e whakamārama ana i te Electronic Filing Practice Direction. Ahakoa e āta kapea ana te Kōti Take Mahi i te rārangi kōti e awerehia ana i te pānga o te Contract and Commercial Law Act 2017, kāore i te tino mōhiotia mēnā ko ngā Employment Court Regulations 2000 e whakature ana kia whakakōnaetia ā-pepa anake ngā inoi me ētahi atu pukapuka e whakaae ana kia whakakōnaetia ā-tāhiko anake. Ā tōna wā, e whakaarohia ana ka whakaritea he whakaratonga mārama ā-ture mo te whakakōnae ā-tāhiko i ngā pukapuka. I mua i tēnā, he maha te hunga e whakakōnae ā-tāhiko tonu ahakoa me tuku i ngā tārua ā-pepa ā muri atu.

I roto i ēnei āhuatanga, ko te tūmanako o te Kōti kia whakarato i te hātepe ōrite, nahanaha hoki kia whai i tēnei ara, e whakatūturu ana ko ngā pukapuka e whakakōnaetia ā-tāhiko ana e whiwhia ai, ā, ka whakamahia e ngā Rēhita me te whakaurua ki ngā kōnae kōti i roto i te wā tika. Ko te kaupapa o tēnei mahi aronga kia whakatūturu e tutukihia ai ēnei whāinga i ngā kēhi katoa.

[Hoki ki mua](#)

6. He tono mō te whakawā tuarua

Mēnā kāore he tono mō te whakawā tuarua e tukua ana i roto i ngā rā 28 e whakaaetia ana i raro i te wāhanga 5 o te Āpiti 3 ki te Employment Relations Act 2000, ka whakaae pea te Kaiwhakawā kia rangona, kia whakataua hoki te uiui mō te torohanga o te wā i te whakawākanga o te tono mō te whakawā tuarua, ka whakahau rānei kia whakataua te uiui torohanga o te wā hei uiui i mua i te wā i whakahaua te whakawā tuarua.

[Puka 13: He tono mō te whakawā tuarua](#)

[Hoki ki mua](#)

7. Ngā tono ki te whakatoro i te wā kia whakakōnae i ngā pukapuka

Mēnā he herenga kia tuku tono hei whakatoro i te wā, ko te hātepe tika ko te whakakōnae i te tono, me te tauākī kerēme hukihuki, te tauākī wawao rānei, tētahi atu inoi e takunehia ana rānei, me te oati ā-pukapuka e whakamārama ana i ngā take mō te takaroa me ngā āhuatanga whakamauru katoa, ētahi atu mōhiohio hāngai rānei e pā ana ki te whakaae, te whakahē rānei o te whakaaetanga. Ka āwhina te manatu a te kaitono, tana māngai rānei e urupare ana i ētahi atu take hāngai. Kia mōhio mai koe ko te Puka 2A i roto i te Āpiti 1 o ngā Employment Court Regulations 2000 e whakarite ana i te hōputu mō te tono mō te whakaaetanga e whakature ana kia tautuhia ngā hunga i roto i te upoko me te tinana o te pukapuka hei "Applicant" me te "Respondent" kua ko te "Plaintiff" me te "Defendant".

[Puka 2A: He tono kia whakatoro i te wā](#)

NGĀ PUKAPUKA E WHAKAKŌNAETIA ANA I TE WĀ O TE HARAREI KIRIHIMETE

Kua whakatau i roto i ngā whakataunga inākuanei o te Kōti e hāngai ana reg 74B o ngā Employment Court Regulations 2000 ki te whakakōnaetanga o ngā pukapuka i te wā o te Kirihimete. Nā reira kāore e tatauhia te wā i waenganui i te 25 o Tīhema i tētahi tau, ā, ka oti i te 5 o Hānuere i te tau i muri mai ina whakarite ana i te wā kati mō te whakakōnae.¹ Ka whakaae te Rēhita Kōti kia whiwhi i ngā pukapuka kia whakakōnaetia i runga i tērā whakaaro. Heoi anō, ki te whakaaro tētahi hunga kua tūreiti te whakakōnae i te pukapuka, ka taea te tono mō te ōta. Ka taea te rā kati te whakatoro e tētahi Kaiwhakawā, mēnā e hiahiatia ana.

[Hoki ki mua](#)

¹ Hei tauira, tirohia *Grigorovich v Precise Ltd* [2020] NZEmpC 71; *New Zealand Air Line Pilots' Assoc v Airways Corp of New Zealand Ltd* [2014] NZEmpC 90, [2014] ERNZ 654; *Performance Cleaners All Property Services Wellington Ltd v Chinan* [2018] NZEmpC 6. Contrast *Vice-Chancellor of Lincoln University v Stewart* [2008] ERNZ 132 (EmpC).

8. Ngā ōta rapu me te whakatoka

- 1) Ka whakatau pea te Kōti Take Mahi i ngā ōta rapu me te whakatoka (tautoko hoki) i raro i s 190(3) o te Employment Relations Act 2000 me ngā Wāhanga 32 me 33 o ngā High Court Rules.¹
- 2) Me tū te akihana i roto i te mana whakahaere o te Kōti, te Mana Whakahaere rānei e pā ana ki te tono mō ngā ōta rapu, whakatoka rānei. Mēnā kāore e taea te tuku i ngā akihana matua e pā ana ki te ōta nā te ohotata, e whakaturea ana kia whakakōnaetia aua akihana i te wā tata rawa i mua i te wā i whakataua te ōta, ā, i mua i te hīritanga.
- 3) Me hari aua akihana matua pono ki mua i te aroaro o te Ratonga Hononga Taimahi (i te nuinga o te wā), ki te Kōti Take Mahi rānei.
- 4) Mēnā me hari tētahi kerēme matua ki te Mana Whakahaere i te tuatahi, me haere ngātahi te tono ki te Kōti mō te ōta rapu, whakatoka rānei, me te tauākī hukihuki o te raruraru, he tauākī o te raruraru tūturu ka whakakōnaetia ki te Mana Whakahaere rānei, tērā rānei, i ngā āhuatanga ohotata tika, ka whakatau pea te Kōti he herenga tō te whakaae ki te ōta rapu, whakatoka rānei, kia whakakōnaetia wawetia ngā akihana matua ki te Mana Whakahaere. Mēnā me hari te kerēme matua ki te Kōti Take Mahi i te tuatahi, i te nuinga o te wā e whakaturea ana te hukihuki, te tauākī kerēme tūturu rānei. Ka whakarerekēhia, ka whakakorehia rānei ēnei herenga e tētahi Kaiwhakawā i ngā āhuatanga rerekē rawa, pērā i te ohotata nui rawa.
- 5) Me hoatu te kaitono i te ōta rapu, whakatoka rānei i te kī taurangi ā-tuhi kua waitohua e pā ana ki ngā utu paremata, ā, me tuku taunakitanga o te āhei ā-ahumoni o te kaitono ki te whakatutuki i te ōta mō ngā utu paremata e hāngai ana ki te kī taurangi.
- 6) Me whakakōnae te kaitono i te ōta rapu, whakatoka rānei, i te puka ōta hukihuki me te whāki i te kī taurangi e pā ana ki ngā utu paremata.
- 7) Atu i tērā, ko te kawatau a te Kōti ka tautuku ki ngā Wāhanga 32 me te 33 o ngā High Court Rules.

[Hoki ki mua](#)

¹ Heoi anō, kāore i te whaimana te Ratonga Hononga Taimahi kia tuku i ngā ōta rapu me te whakatoka.

9. Ngā inoi panoni i te nuinga o te wā

Me tautuhi mārama ngā tauākī kerēme panoni me ngā tauākī wawao panoni te tuhinga kua unuhia, kua panonihia rānei me te tuhinga hou kua tāpirihia i muri i te inoi o mua. Ka taea te tautuhi i ngā waihotanga i waenganui i ngā taiapa tapawhā tāmiramira, mā te kōrero whakamārama poto pērā i "Original second cause of action in tort abandoned and now omitted". Ka taea ngā kupu hou te tautuhi mā te ara kōhure pērā i ngā reta tāmiramira, ngā tītaha, te tāraro rānei. Me whakakōnae me te tuku ngā tārua mākahia, wātea hoki. Me whai te inoi panoni i muri i roto i te upoko te nama tika, hei tauira "Second amended statement of claim".

[Hoki ki mua](#)

10. Ngā tauākī wawao ki ngā tauākī kerēme panoni

- 1) E whai ana i te tikanga o te Kōti Teitei i raro i te High Court r 7.77, e hāngai ana ngā tepenga wā ki te whakakōnae i te tauākī wawao ki te tauākī kerēme panoni.
- 2) Hāunga te tohutohu whāiti kē a te Kōti, ina whakauru ana te tauākī kerēme panoni i te take mahi hou, me whakakōnae i te tauākī wawao i roto i te 10 rā mahi o te tuku o taua tauākī kerēme panoni ki te hunga hāngai. I tētahi atu kēhi, ko te wā hāngai ki te whakakōnae i te tauākī wawao ko ngā rā mahi e rima. Me tuku ngā tauākī wawao ki ngā tauākī kerēme panoni ki ētahi atu hunga hāngai i te wā e taea ai i muri i te whakakōnaetanga.
- 3) Me whai ngā tauākī wawao ki ngā tauākī kerēme panoni i te upoko "Statement of defence to amended (or second amended, third amended etc as appropriate) statement of claim".
- 4) Mēnā kei roto i te tauākī wawao he wawao tōrunga, me whakakōnae me te tuku te whakautu a te kaiwhakapae i roto i ngā rā mahi 10 o te tukunga o taua tauākī wawao.

[Hoki ki mua](#)

11. He wero ki ngā whakataunga utu whakahaere

- 1) Mēnā kua werohia tētahi whakataunga matua a te Mana Whakahaere, ā, kua tukuna tētahi whakataunga utu whakahaere i muri iho e te Mana Whakahaere, ka hiahiatia pea kia whakaaro te hunga mēnā me whakatū i te wero ki ngā utu whakahaere.
- 2) Kāore he take o te wero ki ngā utu whakahaere mō te kaiwhakapae i te nuinga o te wā. Nā te mea, mēnā ka angitu rātou i tā rātou wero, me tiro anō ngā utu whakahaere i roto i te Mana Whakahaere, e whakaata ana ka whai ngā utu whakahaere i te takunetanga, nā reira ko te kaiwhakapae angitu ka whakawhiwhia ngā utu whakahaere e pā ana ki te whakatewhatewha a te Mana Whakahaere.
- 3) Ina whakaaro ana te kaiwhakapae ki te wero i te tika o te whakataunga utu whakahaere, ahakoa he aha te wero ki te whakataunga matua, he rerekē te āhua. Ki te pērā me tautuhi te wero ki te ōta utu whakahaere. Ka tutuki taua putanga mā te whakauru i te inoi i roto i te tauākī kerēme e wero ana i te whakataunga matua, tērā rānei he herenga kia whakakōnae i te wero motuhake. Ko te ara e herea ana ka whakawhirinaki ki te wā i tukuna te whakataunga utu whakahaere a te Mana Whakahaere; ā, me tautuku ki s 179(2) o te Employment Relations Act 2000.
- 4) Kei pōhēhē, ina rapu ana te kaiwhakapae kia whakamutua te whakataunga utu whakahaere a te Mana Whakahaere, ehara i te mea me panoni i te wero matua, me whakakōnae rānei i te wero (utu whakahaere) anō.
- 5) Mēnā e hiahia ana te kaikaro ki te wero i te whakataunga utu whakahaere, me tīmata i te wero hou, ā, ka hāngai ngā angawā māori.

[Hoki ki mua](#)

12. Ngā Kōti katoa

- 1) I raro i s 209 o te Employment Relations Act 2000 ka whakahau pea te Kōti katoa o ngā Kaiwhakawā e toru, neke atu rānei, kia rongu me te whakatau i roto i tētahi kēhi.
- 2) Ko ētahi o ngā āhuatanga ka whakatūria pea te Kōti katoa e pēnei ana:
 - a. mēnā ko te whakamāramatanga me te whakamahinga o te whakaritenga ture ka whakaaweawe pea i ngā momo hunga whānui atu (ngā kaituku mahi, ngā uniana me ngā kaiwhiwhi mahi) i ērā i roto i te kēhi;
 - b. mēnā ko te whakaaro o tētahi hunga kia whakapae kua hē tētahi whakataunga o mua o te Kōti katoa, me kua rawa e whaimana rānei mō tētahi atu take;
 - c. mēnā he whakataunga tautohetohe nā ngā Kaiwhakawā takitahi e pā ana ki ngā take mātāpono hira e whakaaweawe ana i te ture whiwhinga mahi.
- 3) Tērā ētahi atu kēhi e whakatūria ana te Kōti katoa, engari ko aua tauira ngā mea e kitea nuitia ana.
- 4) Ina mōhio ai te māngai o tētahi hunga e hāngai ana tētahi o ēnei āhuatanga ki tana kēhi, me whakamōhio atu ki te Kaiwhakawā whaimana i te hui whakahau tuatahi, ki te Rēhita rānei, ki te tūponotanga o te Kaiwhakawā Matua e whakaaro ana kia whakatū pea i te Kōti katoa.
- 5) Hei whakamārama i te mahinga taumano mō te mana o ngā whakataunga Kōti katoa, kāore e herea ana ngā Kaiwhakawā o te Kōti Take Mahi e te ritenga kia whakamahi i te ture i kīia ai e ngā Kōti katoa, engari ka whakaaweawehia e ngā whakataunga o te Kōti katoa mō ngā take ture ōrite, whakarite rānei. Kāore e herea ana ngā Kōti katoa e ngā whakataunga o ngā Kaiwhakawā takitahi, o ngā Kōti katoa o mua rānei.

[Hoki ki mua](#)

13. Te urunga mai o ngā kaimātakitaki ki ngā whakawākanga ā-waea, ā-ataata rānei

- 1) Mēnā e whakahaeretia ana te whakawākanga ki te kōti tuwhera, i te nuinga o te wā kāore he aukatinga ki te hunga e tae mai ana, tae atu ki te wā e whakahaeretia ana te whakawākanga e te Kōti mā te waea, te hononga ataata-oro (AVL) rānei. Kāore he herenga kia tonoa te whakaaetanga mō te whakaurunga mai o te tangata chara i te hunga, te māngai rānei o te hunga.¹
- 2) Me whāki i mua i tētahi whakawākanga pērā, engari i te itinga i te tīmatanga o te whakawākanga pērā, e te māngai, e te hunga anō rānei (mēnā ko te hunga tōna ake māngai) ki te Āpiha Rēhita e noho haepapa ana mō te whakawākanga, te tuakiri o ngā tāngata katoa e āhei te rongo, te kite hoki/rānei i te whakawākanga, ā, me tuku ēnei mōhiohio ki tētahi atu hunga, māngai rānei o tētahi hunga e whai wāhi ai ki te whakawākanga.
- 3) Mēnā he taupatupatu mō te whakaurunga mai o tētahi tangata i te wā o te whakawākanga mā te waea, te AVL rānei, me tautuhi ki, me te whakatau e, te Kaiwhakawā whaimana i te tīmatanga o te whakawākanga.
- 4) Me whai ngā tāngata katoa e whakauru ana ki ngā whakawākanga ki ngā ōta hāngai e whakataua ana e te Kōti.² Me whakaweto ngā kāmera ataata me ngā hopuoro a te hunga mātakitaki e uru ana mā te waea, te AVL rānei.

[Hoki ki mua](#)

¹ He rerekē te āhua mō ngā hui whakahau me ngā whakawākanga muna kāore e whakaaetia kia uru te hunga tūmatanui, hāunga me te whakaaetanga a te Kaiwhakawā.

² Me whai hoki rātou i te Guideline for appearing by audio-visual link including in Virtual Hearings, te Summary of Guidelines for a Witness giving evidence by audio-visual link including in Virtual Hearings me te Guideline for Remote Viewing of Hearings.

14. Ngā hāmenetanga mō ngā taihara i raro i te Employment Relations Act 2000

- 1) Mēnā, i raro i reg 71(4) o ngā Employment Court Regulations 2000, ka tīmata ngā tāngata (i te nuinga o te wā he kaitiro mahi, engari ehara i ngā wā katoa) i ngā hāmenetanga mā te whakakōnae i te pukapuka whakahāmene, ā, ka tuku te Kōti i te tāmana, ka hāngai ngā hātepe e whai ake nei.
- 2) Ka whakatutuki te tāmana i tukuna e te Kōti i te herenga me tae atu te tangata i tāmanahia ai i mua i te Kōti Take Mahi i te wā tautuhi, me te rā tautuhi.
- 3) Mēnā he tūraru kāore te kaikaro e whakautu i te tāmana, me āhei te kaiwhiu te hāpono kia ngata ai te Kōti, mā te oati ā-pukapuka o te tukunga, mā te taunakitanga ā-waha rānei, i tukuna te tāmana ki te kaikaro tae atu ki ngā taunakitanga e whakaarohia ana e te kōti he rawaka ki te whakatūturu ko te tangata i tukuna te kaikaro e whakaingoatia ki te tāmana.
- 4) I ngā kēhi e noho ana te kaikaro ki te wāhi e tata ana te tawhiti me te poto o te wā kia haere atu ki tētahi o ngā wāhi pūmau o te Kōti i Tāmaki Makaurau, Te Whanganui-a-Tara (me, Ōtautahi, nā te whakatuwheratanga o te whare kōti hou i te tau 2017), ka herea e te tāmana taua kaikaro kia puta ki tētahi o aua wāhi.
- 5) Mēnā he tawhiti rawa, he roa rawa te haerenga i te wāhi noho o te kaikaro ki aua wāhi pūmau o te Kōti Take Mahi, ka whakahau pea te Rēhita i te kaikaro ki te puta ki tētahi wā tautuhi i tētahi rā tautuhi ki tētahi whare kōti nā te Tāhu o te Ture me te hononga ataata-rongo. Ka meinga te putanga tuatahi mā te hononga ataata (ka tāpirihia pea te kaiwawao mō te kaikaro) he putanga i mua i te Kōti Take Mahi mō ngā take o te whakauru i te tauākī ōkawa ki te (ngā) whakapae. Ka āhei te kaiwhiu me te kaikaro te whakaae ā-tuhi, me te tuku ki te Rēhita o te Kōti, ki te putanga ki tētahi atu wāhi me ngā hononga ataata-rongo, ki tētahi o ngā whare kōti pūmau rānei o te Kōti, mēnā ka ea ngā āhuatanga kua kapi i tēnei kōwae.
- 6) Mēnā ka puta pāmamao te kaikaro mā te hononga ataata-rongo, ka āhei hoki te kaikaro te pērā i te wā kotahi, ka puta rānei ki te whare kōti e noho ana te Kaiwhakawā.
- 7) Ka whakaae pea te Kōti kia whakaurua ngā tauākī ōkawa ki ngā whakapae e te kaiwawao i te korenga o te kaikaro, engari kāore e whakaaetia tēnei e ngā kaiwawao, atu i ngā rōia e mahi ana. Mēnā ka puta ā-tinana te kaikaro, mā te hononga ataata-rongo rānei, ka taea tētahi māngai e kōwhiria ana hei reo māna i raro i s 236 o te Ture.
- 8) Mēnā ka whakaurua te tauākī ōkawa harakore, ka whakamātau te Kōti ki te whakarite i te whakawākanga wawao ki te whiunga kia tū ki te whare kōti e tata ana ki te wāhi i mahia te taihara whakapae, e noho ana hoki/rānei te kaikaro. Hei ahakoa, ka pūmau tonu i te Kōti te mana kia whakahau kia tū te whakawākanga wawao matua ki tētahi o ngā wāhi toitū o te Kōti (Tāmaki Makaurau, Te Whanganui-a-Tara, Ōtautahi rānei), mā te hononga ataata-oro rānei. Ina whakarite ana i ngā whakawākanga hāunga te

whakawākanga tuatahi i muri i te tukunga o te tāmāna, me aro atu te Kōti ki ngā paearu hāngai e pā ana ki tēnei take i roto i te Courts (Remote Participation) Act 2010 me ngā High Court Rules. Ahakoa kāore te Evidence Act 2006 i te whakahaere i te hātepe o te Kōti Take Mahi, ka taea hoki te aro atu ki ss 103 me 105.

- 9) Mēnā ka whakaurua te tauākī ōkawa hara, ā-tinana, mā te hononga ataata-rongo rānei, pērā i tērā i tautuhia i runga ake, ka whakatika pea te Kōti ki te whakahara i te kaikaro me te whakatau i te utu whiu (i muri i te whakawākanga me te whai whakaaro ki ngā tāpaetanga whiunga o ngā hunga e rua) i te wā o te hononga ataata-rongo kotahi kia whakaoti te kēhi i te putanga tuatahi o te kaikaro e ōrite ana mēnā i puta ā-tinana te kaikaro ki te kōti. Heoi anō, i ngā kēhi tika, ka whakaaetia pea te whakatārewa kia āhei te kaiwhiu, te kaikaro hoki/rānei ki te whakarite me te tāpae i ngā tāpaetanga ki te whiu. Ina whakaaetia ana te whakatārewa pērā, ka whakaurua tonutia pea e te Kōti te whakahara hāunga e tūtohua ana e takune ana te kaikaro ki te tono mō te whakaputanga me te kore whakahara.
- 10) Hāunga ngā kēhi tauākī ōkawa hara mā te reta (tirohia i raro iho), i ngā kēhi katoa ka whakaurua pea te tauākī ōkawa hara, ko te kawatau ka reri te kaiwhiu ki te tāpae ki te Kōti he whakarāpopototanga o ngā meka hāngai me ngā tāpaetanga ki te whiu. I aua kēhi me whakareri hoki te kaikaro ki te tuku tāpaetanga e pā ana ki te whakahara me te whiunga kia pai ai, kia tika ai hoki te whakaoti i te kēhi.
- 11) Ka whakamōhiotia atu ki ngā hunga me ō rātou māngai te āhei i raro o te ture kia whakauru te hunga i te tauākī ōkawa hara mā te reta ki te Rēhita, nā reira, e tuku whakahau ai te Kōti mō te āhua o te ahu whakamua o te kēhi i muri iho.
- 12) Whai muri i te whakawākanga wawao o te whiunga, me whakareri ngā hunga (te kaiwhiu me te kaikaro) ki te tuku tāpaetanga mō te whakahara me te whiunga mēnā ka tuku te Kaiwhakawā i te whakataunga ā-waha e whakatau ana kua hara te kaikaro.
- 13) E tukuna ana tēnei Mahi Aronga i raro i ngā mana whakaatu i raro i te Employment Relations Act 2000, ana mana taketake hei kōti mauhanga, ā, i ngā whakaritenga o te (Remote Participation) Act 2010. Ka arotakehia te Mahi Aronga i ētahi wā, ā, ka panonihia pea.

[Hoki ki mua](#)

15. Ngā whakataunga kua hīritia me ngā tiwhikete whakataunga mō ngā pīra me ētahi atu take

Me whakakōnae te hunga e marohi ana ki te kimi i te whakaaetanga ki te pīra atu ki te Kōti Pīra e pā ana ki tētahi whakataunga a te Kōti Take Mahi i raro i te s 214 o te Employment Relations Act 2000 i tētahi puka hukihuki o te whakataunga hīri ki te Rēhita o te Kōti Take Mahi. Mēnā kāore anō kia oti i waenganui i ngā hunga, me uiui te Rēhita i tērā atu hunga, ērā atu hunga rānei mō te tika o tēnei hukihuki. Mēnā e hiahiatia ana, me tuku hoki te āhua o te whakataunga hīri hukihuki ki te Kaiwhakawā, i whakahaere i te Kōti katoa i whakatau, i whakatau rānei i te akihana. Ina whakaae ana te Rēhita e tika ana te āhua hukihuki o te whakataunga hīri, ka hīritia e te Rēhita me te whakahoki ki te kaitono kia whakakōnae i te whakaaetanga kia pīra me te tono i te whakaaetanga, mēnā e hiahiatia ana e te Kōti Pīra.

TUHINGA WHAKAMĀRAMA

- 1) I muri i te uiui ki te Tumuaki o te Kōti Pīra ka tukuna te Mahi Aronga i mua e pā ana ki tētahi kēhi e takune ana te hunga ki te kimi whakaaetanga ki te pīra ki te Kōti Pīra i tētahi whakataunga a te Kōti Take Mahi.
- 2) Ka hāngai hoki tēnei hātepe ina hiahiatia ana te ota hīri mō tētahi atu take.
- 3) Mēnā, whai muri i te whakataunga e tautuhi noa ai te whakawhiwhinga utu whakahaere i te whakarōpūtanga āwhata aratohu, ā, e whakaturea ana te whakataunga tiwhikete, ota hīri rānei mō te whakatinanatanga, ā, me whakauru hoki ngā utu whakahaere, koinei te hātepe e hāngai ana:
 - a. Mēnā e whakaae ana ngā hunga ki te nui o ngā utu whakahaere me ngā utunga tāpiri, ka whakakōnae te hunga angitu i ngā kupu o te tiwhikete hukihuki, ota rānei, e whakaata ana i taua whakaaetanga, ina rapu ana i te tiwhikete whakataunga, ota hīri rānei.
 - b. Ki te kore ngā hunga e āhei te whakaae, ka tukuna ki te Kaiwhakawā ki te whakarite. Ka hiahia pea te Kaiwhakawā e whakamahi ana i te kaupapa ki ngā tāpaetanga ā-tuhi i ngā hunga.
 - c. Ina whakatau ana te Kaiwhakawā i te tautohetohe, ka tae rānei ki te whakaaetanga ngātahi, ka tuku te Rēhita i te whakataunga tiwhikete, ota hīri rānei.
 - d. Me uiui ngā hunga ki te Rēhita e pā ana ki te hōputu e whakaturea ana mō te whakataunga i tiwhiketitia, te ota i hīritia rānei.

[Hoki ki mua](#)

16. Ngā ōta tē pānui

- 1) I te nuinga o te wā, ka rangona tumatanuitia ngā kēhi, ā, he tūmatanui ngā taunakitanga. Ka taea ngā akihana me ngā whakataunga te pūrongo ki te arapāho.
- 2) Heoi anō, i raro i te Āpiti 3, Wāhanga 12 o te Employment Relations Act 2000, ka taea e te Kōti Take Mahi te whakahau kia kaua e pānuitia tētahi, te katoa rānei, o te taunakitanga, ngā inoi, te ingoa o te tangata rānei e tūhonoa ana ki te kēhi (pērā i tētahi hunga, tētahi kaititiro rānei).
- 3) Ki te hiahia tētahi ki te ōta tē pānuita me whakakōnae i te pānui o te tono e whakarite ana i ngā take e kimihia ana. He āwhina i aua kēhi ki te whakakōnae i ngā rawa hei tautoko, pērā i te oati ā-pukapuka e whakarite ana he aha e taumaha ai te pānuitanga.

[Hoki ki mua](#)

17. Te Reo Māori me te Karakia

Te matatika ki te kōrero i Te Reo Māori i roto i ngā akihana ture.

- 1) Ko Te Reo Māori he reo ōkawa i Aotearoa. He taonga hoki o ngā iwi me ngāi Māori.
- 2) E whakarato ana Te Ture mō Te Reo Māori 2016/Māori Language Act 2016 i te matatika ki te kōrero i te reo Māori i ngā akihana ture. E whakatakoto ana tekihana 7 o Te Ture mō Te Reo Māori i ngā mātāpono whānui mō te whakamahi i te reo Māori: i roto i ngā akihana kōti, e tautuhia ana kia kapi ngā akihana i roto i te Kōti Take Mahi: s7(7) me te Wāhanga A o Āpiti 2 o Te Ture mō Te Reo Māori.
- 3) Mō ngā ture hātepe hāngai whānui mō te whakamahi i te reo Māori i roto i te kōti, tirohia Part 1, sub-pt 3 o ngā High Court Rules 2016 (“Use of Māori language, translations and sign language”), e whakamahia ana mā reg 6 o ngā Employment Court Regulations 2000.
- 4) Ahakoa aua ture, e pai ana kia whakamōhio atu ngā māngai, ngā hunga, me ngā kaititiro i a rātou i roto i te reo Māori, me te tuku mihi, pepeha rānei, me te kore whakakōnae me te tuku i te pānui o te takune kia pēnā te mahi. He ārahi hei āwhina nā te NZLS i konei [NZLS | Te Reo Māori resources \(lawsociety.org.nz\)](https://www.lawsociety.org.nz/).

Ngā pukapuka kōti

- 5) E whakarato ana te waeture 32 mēnā, i raro i ngā Waeture a te Kōti Take Mahi, e whakaratoa ana te pukapuka ki te tangata Māori i raro i te tikanga o Te Ture Whenua Māori Act 1993, ka hāngai ngā wāhanga katoa o rr1.16 ki te 1.19 o ngā District Court Rules 2014 me ngā whakarerekētanga katoa e hiahiatia ana.
- 6) Ahakoa kāore s 7 o Te Ture mō Te Reo Māori e tuku i te matatika mārama kia whakaaetia ngā pukapuka ā-tuhi i roto i te reo Māori, he kōwhitinga whānui tā te Kōti ki te whakauru i ngā taunakitanga me ngā mōhiohio e tika ana ki tana titiro i raro i te tautika me te arotika: Employment Relations Act 2000, s 189(2).

Karakia

- 7) Mēnā e hiahia ana tētahi hunga, ētahi rānei ki te tīmata, ki te whakamutu rānei i ngā akihana a te kōti ki te karakia, e pai ana engari me whakamōhio wawe atu ki te rēhita a te Kōti.

[Hoki ki mua](#)

18. Ngā utu whakahaere - te āwhata aratohu

- 1) Kua whakatinana ngā Kaiwhakawā i te āwhata o ngā utu whakahaere hei ārahi i a rātou ki te whakatau i ngā ota utu whakahaere i raro i te cl 19 o sch 3 ki te Employment Relations Act 2000. Ka puta tēnei i muri iho i te hātepe uiui i whai wāhi atu te hunga mahi i te ture whiwhi mahi me ētahi rōpū whakahaere.
- 2) Mā te Kaiwhakawā e whakatau te whakarōpūtanga tika o te akihana, e hāngai ai ki ngā whakataunga utu whakahaere i roto i ngā akihana i muri iho, hāunga he take motuhake rerekē. I te nuinga o te wā ka whakatau te Kaiwhakawā i te whakarōpūtanga tika i roto i te hui whakahau tīmatanga, ahakoa ka arotakehia pea i tētahi atu wā o te akihana.
- 3) I raro i te āwhata aratohu, ka aromatawaia pea ngā utu whakahaere mā te whakamahi i te reiti whakahoki o ia rā (e kōrerotia ai i roto i te sch 2 o te āwhata aratohu) ki te wā e whakaarohia ana he tika mō ia whetoko e hiahia ana e pā ana ki te tono akihana, taupua rānei. Ko te wā tika mō tētahi hipanga ko te wā e whakaritea ai i raro i sch 3 me sch 4 o te āwhata aratohu. Te whakataunga o te wā tika mō ia whetoko ka whakamahia me te aro atu ki:
 - a. Taumata A, mēnā e whakaarohia ana he tika te wā āhua iti; tērā rānei
 - b. Taumata B, mēnā e whakaarohia ana he tika te wā māori; tērā rānei
 - c. Taumata C, mēnā e whakaarohia ana he tika te wā āhua roa mō taua whetoko whāiti.
- 4) Ko ngā mātāpono e hāngai ana ki te tuku i ngā utu whakahaere nui ake, whakahaumarū hoki; te whakakore, te whakaiti rānei, i ngā utu whakahaere; me te whakaaweawe o te tuku i te tāpaetanga me te kore kōaro hāunga ki ngā utu whakahaere (he "Calderbank offer") ka whakamahia tonutia e ngā Kaiwhakawā i ngā kēhi tika. Ko te tikanga o te āwhata aratohu hei tautoko, mēnā e āhei ana, te whāinga kaupapahere kia taea te matapae, kia tere, kia ōrite hoki te whakataunga o ngā utu whakahaere. Kāore i te whakaarohia ka whakakapi te āwhata aratohu i te kōwhitinga a te Kōti i raro i te ture mēnā me tuku i te whakawhiwhinga utu whakahaere, ā, ki te pērā, ka utua e wai, ā, e hia te utu. Ko te āwhata aratohu he āhuetanga mō te whakahaere i taua kōwhitinga. Hei tauria, ka hiahia tētahi hunga ki te tono kia arohia ana āhuetanga whiwhinga moni ina whakatau ana te Kōti i ngā utu whakahaere. He āwhina i aua kēhi ki te whakakōnae i ngā rawa hei tautoko, pērā i te oati ā-pukapuka e whakarite ana i te āhuetanga ahumoni o taua hunga, ā, he aha e kīia ai ka pā mai te taumahatanga kino ki a ia i runga i te ota utu whakahaere.
- 5) Ko te takune ka āwhina te āwhata aratohu i ngā hunga ki te tātai me te whakatau i ngā utu whakahaere, mā te tiro atu ki ngā āpiti.
- 6) Ko te tikanga ka hāngai te ara e whai ake nei i raro i te āwhata aratohu i te nuinga o te wā. Ka whakatauhia he whakarōpūtanga ki te akihana (Āpiti 1). Ka aromatawaia ngā utu whakahaere mā te whakamahi i te reiti whakahokinga tika mō ia rā (Āpiti 2) ki te wā e whakaarohia ana he tika (Āpiti 3) mō ia whetoko e tika ana kia hiahia e pā ana ki te akihana, te tono taupua rānei (Āpiti 4).

Āpiti 1

Te whakarōpū i ngā akihana

Mō ngā take o te whakamahi i ngā tuari wā e whakaritea ana i roto i Āpiti 4, ka whakarōpūtia ngā akihana ki tētahi o ngā whakarōpūtanga e whai ake nei:

He akihana rōpū 1	He akihana āhua ngāwari e taea ai te whakahaere e tētahi māngai e whakaarohia ana he mātāmuri e te Kōti Take Mahi.
He akihana rōpū 2	He akihana tuatini toharite e hiahia ana ki te māngai me te pūkenga me te wheako e whakaarohia ana he toharite i roto i te Kōti Take Mahi.
He akihana rōpū 3	He akihana, nā te tuatini, te hiranga rānei, e hiahia ana ki te māngai me te pūkenga, te wheako motuhake rānei i roto i te Kōti Take Mahi.

Āpiti 2

Ngā reiti whakahokinga tika mō ia rā

Ko ngā reiti whakahokinga tika mō ia rā mō ngā whakarōpūtanga akihana e whakaritea ana i roto i te Āpiti 1 he ōrite ki tērā i whakaratoa i roto i te Āpiti 2 o ngā High Court Rules, pērā i ngā menemana ka puta i ētahi wā.

Āpiti 3

Te whakataunga o te wā tika

1. Ko te wā tika mō tētahi whetoko ko-
 - (a) Te wā i whakaritea i roto i Āpiti 4; tērā rānei
 - (b) He wā i whakataua mā te whakarite ki taua āpiti, mēnā kāore e hāngai ana te Āpiti 4; tērā rānei
 - (c) Te wā i aromatawaihia ka hiahiatia mō taua whetoko whāiti, mēnā kāore e taea te whakarite whaitake.
2. Te whakataunga o te wā tika mō te whetoko ka whakamahia me te aro atu-
 - (a) Ki te taumata A, mēnā e whakaarohia ana he tika te wā āhua iti; tērā rānei
 - (b) Ki te taumata B, mēnā e whakaarohia ana he tika te wā māori; tērā rānei
 - (c) Ki te taumata C, mēnā e whakaarohia ana he tika te wā āhua roa mō taua whetoko whāiti.

Āpiti 4

Ngā tuarihanga wā

Ngā rā, wāhanga o te rā e tuarihia ana

		Taumata A	Taumata B	Taumata C
<i>Tīmatanga</i>				
1	Te tīmatanga o te akihana mā te wero a te kaiwhakapae	1.5	2	4
2	Te tīmatanga o te wawao ki te wero a te kaikaro	0.5	1.5	3
3	Te tīmatanga o tētahi atu akihana a te kaiwhakapae	1.6	3	8
4	Te tīmatanga o te wawao ki tētahi atu akihana a te kaikaro	1	2	4
<i>Ētahi atu inoi, pānui hoki</i>				
5	Te tono mō te whakaaetanga motuhake kia unu i te kaupapa	1	1.5	3
6	Te whakakōnae ki te tono mō te whakaaetanga motuhake kia unu i te kaupapa	0.5	1	2
7	He tono mō te whakawā tuarua	0.5	1	2
8	Te whakakōnae i te whakahē ki te tono mō te whakawā tuarua	0.5	1	2
9	He pānui whakahē ki te mana whakahaere	0.3	0.6	1
10	He inoi hei urupare ki te inoi kua panonihia (me utu ahakoa he aha te putanga, hāunga mēnā he ōkawa, e whakaaetia ana rānei)	0.6	0.6	1
<i>Whakahaerenga kēhi</i>				
11	Te whakareri mō te hui whakahau tuatahi	0.2	0.4	0.5
12	Te whakakōnae i te Manatu mō te hui whakahau tuatahi, ngā hui e whai ake ana rānei	0.2	0.4	0.5
13	Te puta ki te hui whakahau tuatahi, ngā hui e whai ake ana rānei	0.2	0.2	0.4
14	Te whakareri mō te hui whakahaerenga kēhi	0.2	0.4	0.5
15	Te whakareri Manatu mō te hui whakahaerenga kēhi	0.2	0.4	0.5
16	He putanga ki te hui whakahaerenga kēhi mō te māngai tūtahi, matua rānei	Te wā i pau i te hui ka inea i roto i ngā hauwhā o te rā		
17	Ko te māngai tuarua me te māngai i muri iho	50 ōrau o te whakaaetanga mō te		

mēnā e whakaaetia ai e te kōti

putanga mai a te māngai matua

Ngā rā, wāhanga o te rā e tuarhia ana

Taumata A Taumata B Taumata C

Whākinga, mātaki me ngā urupounamu

18	Pānui kia whakautu i ngā urupounamu	0.4	1	2
19	Whakautu ki ngā urupounamu	0.4	1	2
20	Pānui ki te whāki i ngā meka	0.4	0.8	1
21	Whākinga meka	0.4	0.8	1
22	Pānui e whakature ana i te whākinga	0.4	0.8	1
23	Rārangi pukapuka mō te whākinga	0.5	2	4
24	He pānui whakahē i te whākinga	0.2	0.2	0.5
25	He pānui o te wero ki te whakahē i te whākinga	0.2	0.2	0.5
26	Tono mō te ōta hāpono	0.2	0.2	0.5
27	Te mātaki i ngā pukapuka	0.5	1	2

Ngā tono taupua (tae atu ki ngā tono mō te whakamutu, ngā whakahaumarū mō ngā utu whakahaere)

28	Te whakakōnae i te tono taupua	0.3	0.6	1
29	Te whakakōnae i te whakahē ki te tono taupua	0.3	0.6	1
30	Te whakareri i ngā tāpaetanga ā-tuhi	0.5	1	1.5
31	Te whakareri i te paihere mō te whakawākanga	0.4	0.6	0.8
32	He putanga ki te whakawākanga o te tono wawao mō te māngai tūtahi, matua rānei		Te wā i pau i te whakawākanga i inea i roto i ngā hauwhā o te rā	
33	Ko te māngai tuarua me te māngai i muri iho mēnā i whakaaetia ai e te kōti		50 ōrau o te whakaaetanga mō te putanga mai a te māngai matua	
34	Te whiwhi i te tiwhikete whakataunga	0.2	0.2	0.2

Te whakareri mō te whakawā me te putanga mō te wero

35	Te whakarite a te kaiwhakapae, kaikaro rānei i ngā kupu, i ngā oati ā-pukapuka rānei	1	2	4
36	Te whakarite a te kaiwhakapae i te rārangi take, ngā meka e whakaaetia ana, ngā kupu whaimana me te paihere kotahi	1	2	4
37	Te whakarite a te kaikaro i te rārangi take, ngā	0.5	1	2

	meka e whakaaetia ana, ngā kupu whaimana me te paihere kotahi			
38	Te whakareri mō te whakawākanga	1.5	2	4
Ngā rā, wāhanga o te rā e tuarhia ana				
		Taumata A	Taumata B	Taumata C
39	He putanga ki te whakawākanga mō te māngai tūtahi, matua rānei	Te wā i pau i te whakawākanga i inea i roto i ngā hauwhā o te rā		
40	Ko te māngai tuarua me te māngai i muri iho mēnā i whakaaetia ai e te kōti	50 ōrau o te whakaaetanga mō te putanga mai a te māngai matua		
41	Ētahi atu whetoko i roto i te akihana kāore i āta kōrerohia	He mea whakaae e te kōti		
<i>Te whakareri mō te whakawā me te putanga mō ētahi atu akihana</i>				
42	Te whakarite a te kaiwhakapae, kaikaro rānei i ngā kupu, i ngā oati ā-pukapuka rānei	1.5	2.5	5
43	Te whakarite a te kaiwhakapae i te rārangi take, ngā meka e whakaaetia ana, ngā kupu whaimana me te paihere kotahi	1	2	4
44	Te whakarite a te kaikaro i te rārangi take, ngā meka e whakaaetia ana, ngā kupu whaimana me te paihere kotahi	0.5	1	2
45	Te whakareri mō te whakawākanga	1.5	2	4
46	He putanga ki te whakawākanga mō te māngai tūtahi, matua rānei	Te wā i pau i te whakawākanga i inea i roto i ngā hauwhā o te rā		
47	Ko te māngai tuarua me te māngai i muri iho mēnā i whakaaetia ai e te kōti	50 ōrau o te whakaaetanga mō te putanga mai a te māngai matua		
48	Ētahi atu whetoko i roto i te akihana kāore i āta kōrerohia	He mea whakaae e te kōti		
<i>Ngā tono taketake (tae atu ki ngā tono mō ngā ōta whakatoka me te rapu, whakataua wā poto)</i>				
49	Te whakakōnae i te tono me ngā oati ā-pukapuka tautoko	1	2	3
50	Te whakakōnae i te pānui whakahē me ngā oati ā-pukapuka tautoko	1	2	3
51	Te whakahaere kēhi (pērā i te akihana noa, tirohia ngā tūemi 11-17 i runga ake)			
52	Te whakareri i ngā tāpaetanga ā-tuhi	0.5	1	1.5

53	Te whakareri i te paihere mō te whakawākanga	0.4	0.6	0.8
54	He putanga ki te whakawākanga mō te māngai tūtahi, matua rānei	Te wā i pau i te whakawākanga i inea i roto i ngā hauwhā o te rā		
55	Ko te māngai tuarua me te māngai i muri iho mēnā i whakaaetia ai e te kōti	50 ōrau o te whakaaetanga mō te putanga mai a te māngai matua		

[Hoki ki mua](#)