

The Unitec Health and Safety Strategy 2019 - 2022

Vision:

Led by Te Noho Kotahitanga we manaaki the success of our students and communities.

Strategic Priorities:

Renewed focus on core business:

- » Improve the success of all students, achieving parity for Māori, Pacific and Under 25s by 2022, enhancing International student success, and serving the educational needs of the West, Central & North Auckland communities
- » Provide high quality learning, teaching and applied research to develop work-ready lifelong learners and return to Category One
- » Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning
- » Build a financially sustainable organisation to invest in the future with an operating surplus by 2022

Principles:

- » Led by Te Noho Kōtahitanga
 - Rangatiratanga (Authority and Respect)*
 - Wakaritenga (Legitimacy)*
 - Kaitiakitanga (Guardianship)*
 - Mahi Kōtahitanga (Co-operation)*
 - Ngākau Mahaki (Respect)*
- » Connect people to our values and embed them in everything we do
- » Create a culture that we can be proud of and an environment that will support and enable student success where all staff are accountable
- » Provide the tools, information and resources to empower staff in their wellbeing choices
- » Partner and collaborate to ensure buy-in, engagement and quality outcomes
- » A focus on self-assessment and reflective practice
- » Make it easy for people to do the right thing – keep things simple and focus on getting the basics right
- » Focus on a whole of organisation approach
- » Learn from the lessons of the past
- » Be responsive to the emerging culture and capability needs of the organisation to support the return to Category One
- » Everyone at Unitec is accountable for creating a culture so that all people are safe at work and return home safely at night
- » Smart use of resources to maximise impact ensuring a sustainable future
- » Unitec will model best practice Health and Safety, providing leadership to the tertiary sector and industry



Goals:

Goal 1: Build strong partnering relationships across Unitec with a focus on students and empowering staff in Health and Safety

Objectives:

1. Embed a positive Health and Safety culture through partnering, coaching and collaborative networks both internally and externally (industry, communities, networks).
2. Ensure all staff understand and demonstrate the values of Te Noho Kotahitanga by partnering with Maia in the implementation of the Māori Success Strategy.
3. Support the implementation of Priority Group Success Strategies.
4. Continue to improve staff engagement in the Health and Safety space; gather feedback through regular, ongoing staff engagement/pulse surveys, Health and Safety reporting, and implement action items in a timely manner.
5. Build the organisational competence and confidence to understand and demonstrate 'best practice' Health and Safety.

Goal 2: Build the capability of all staff to support the success of our students

Objectives:

1. Embed a whole-of-organisation approach to health and safety.
2. Continue to embed and enhance 'best practice' health and safety practices to contribute toward a Category 1 Culture of Excellence.
3. Support the ongoing and continuous development of teacher capability, particularly in high risk safety areas, to ensure academic quality and support student success.

Goal 3: Ensure a resilient Health and Safety Management System

Objectives:

1. Develop and implement a robust Assurance programme for all Health and Safety risks to support continuous improvement.
2. Foster the development of self-evaluation & reflective practices to support the return to Category One.
3. Use the Safe 365 tool to;
 - i. assess the current Health and Safety system to give a holistic view of the organisation
 - ii. identify areas to improve
 - iii. implement action items
4. Use the full functionality of Vault to support the development of a reporting culture.
5. Provide tools, resources & reporting to enable managers and staff to be accountable and to meet compliance requirements.
6. Improve quality, visibility and use of data to inform business decisions and to ensure a sustainable resource model and structure for the future.