

The Unitec Wellbeing 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 equip employees for self-managing their health
- » Partner to ensure inclusiveness, engagement and quality outcomes
- » Apply reflective practice for continuous improvement
- » Focus on getting the basics right
- » Focus on a whole of organisation approach
- » Learn from the lessons of the past
- » Smart use of resources to maximise impact ensuring a sustainable future



Goals:

Goal 1: Grow a community of support and action

Objectives:

1. Build meaningful relationships with MAIA to deepen understanding of whanaungatanga practice (building sense of belonging)
2. Provide opportunities for staff to take care of our environment and each other through activities such as Ngā Kaitiaki, Sustainability Club, Social club, Health and Safety representatives
3. Grow the capability of staff in mental health awareness via training and set up a peer to peer support network
4. Identify what good organisational culture for wellbeing looks like at a team level and celebrate it
5. Provide a safety net through groups such as EAP, Chaplaincy, Marae

Goal 2: Focus on a holistic wellbeing approach

Objectives:

1. Offer a range of initiatives that contribute to staff's spiritual, emotional, cultural, psychological and physical wellbeing (i.e. wellness programme, family friendly work policies, flexible work arrangements)
2. Support Health and Safety team in identifying critical controls for managing risks to staff wellbeing and accordingly updating risk registers to include both physical and mental health components
3. Partner closely with MAIA to embed Mauri Ora Framework into this strategy and develop organisational understanding of holistic wellbeing

Goal 3: Partner to weave the wellbeing strand through a range of initiatives

Objectives:

1. Partner to develop and implement a Diversity and Inclusion Strategy that creates a safe, inclusive work
2. Embed the Wellbeing strategy within currently existing People and Health and Safety mechanisms (i.e. leadership competencies, performance partnering, Health and Safety inductions and walks)
3. Partner to reduce the campus property footprint to enhance collegiality and foster collaborative practices
4. Partner to develop resources to help staff deepen self-awareness and understanding of the change cycle

