



Guiding Principles for New Ways of Working

These principles are underpinned by Te Noho Kotahitanga, which ensures that new ways of working are aligned to our values and kaupapa

1. Our learners/taura come first and must be at the centre of any decisions made
2. All learning and teaching employs the most appropriate mix of on-campus, online and work-based learning to meet the needs of learners, and is based on our Learning and Teaching Strategy
3. We are all accountable for managing our own health, safety and wellness, with appropriate support from Unitec
4. One size does not fit all, with different teams having different functions that require different ways of working
5. Planning is collaborative, with teams working in consultation with key partners to agree schedules and ensure they are equitable and workable for all and have Manager sign-off
6. Work arrangements are consistent but agile, with schedules agreed in advance but flexible enough to adapt as needed
7. Flexible work arrangements depend on a high degree of trust and accountability at all levels, with the expectation that staff will be accessible and available in work hours
8. We regularly reflect and review to ensure arrangements are working equitably for all and continuing to meet the needs of our learners/taura and key partners