

# Health and Safety Action Plan 2021

Unitec Priority	Team Priority	Action and Timing
<b>Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2022, enhancing international learner success and serving the educational needs of Tāmaki Makaurau</b>	Build strong partnering relationships across Unitec and Tāmaki Makaurau with a focus on learners' and staff needs.	<ul style="list-style-type: none"> <li>Collaborate with staff across Schools and support teams to engage with them positively in the Health and Safety space. Measure this through staff engagement and learner NPS – <i>ongoing</i></li> <li>Collaborate with MIT to share best practice and have an aligned approach across Tāmaki Makaurau – <i>March 2021</i></li> <li>Partner with Sustainability/Wellbeing/Ngā Kaitiaki and other key stakeholders to ensure that a collaborative approach is taken and approaches and initiatives are aligned – <i>ongoing</i></li> <li>Contribute to Te Pūkenga strategy as appropriate – <i>ongoing</i></li> <li>Have all conversations with integrity and try to find an outcome that delivers on everyone's needs – <i>ongoing</i></li> </ul>
<b>Provide high quality learning, teaching and applied research to develop work-ready lifelong learners</b>	Best practice delivery to contribute toward a culture of excellence.	<ul style="list-style-type: none"> <li>Embed all Health and Safety processes and activities via the Risk Assurance Programme – <i>Dec 2021</i></li> <li>Continue to apply the Safe 365 model across Unitec and Tāmaki Makaurau in line with changing structures. Achieve 80% compliance at Unitec – <i>ongoing</i></li> <li>Implement key priorities from the 2020 IMPAC audit to achieve continuous improvement – <i>June 2021</i></li> </ul>
<b>Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning</b>	Engage and inspire staff so they are proud to work at Unitec and are equipped with the capability to support quality learning.	<ul style="list-style-type: none"> <li>Building capability with staff to support learners in Health and Safety through agreed initiatives – <i>ongoing</i></li> <li>Deliver initiatives that are focused on TRIFR reduction and lead indicator measures – <i>ongoing</i></li> <li>Review current Health and Safety committee structure and enhance to increase worker engagement – <i>March 2021</i></li> </ul>
<b>Build a financially sustainable organisation to invest in the future with an annual operating surplus</b>	Develop an enterprising mindset of financial sustainability, looking for opportunities constantly.	<ul style="list-style-type: none"> <li>Consistently challenge the status quo in order to find savings and/or efficiencies looking across Tāmaki Makaurau. Measure this through spend – <i>ongoing</i></li> <li>Deliver internally where possible, leveraging resource across Tāmaki Makaurau to support the organisation's needs in Health and Safety training – <i>ongoing</i></li> </ul>