

# HRBP 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>• Partner with Schools including support of content delivery to students – throughout 2021</li> <li>• Collaborate with MIT HR to share practice and start aligning approach across Tāmaki Makaurau as appropriate – throughout 2021</li> <li>• Partner with Health &amp; Safety / Facilities / Sustainability / Wellbeing and other key stakeholders to ensure that a collaborative approach is taken and approaches and initiatives are aligned – throughout 2021</li> <li>• Contribute to Te Pūkenga strategy as appropriate – 2021 and beyond</li> </ul>
<b>Provide high quality learning, teaching and applied research to develop work-ready lifelong learners</b>	Apply best practice HR to facilitate high performing staff across the organisation.	<ul style="list-style-type: none"> <li>• Embed next phase of performance partnering process by March 2021, with a focus on consistency of achievement ratings</li> <li>• Continue to effectively work through ER issues, sharing learning amongst the team and building manager capability- throughout 2021.</li> <li>• Partner with Recruitment and HR Services to ensure thorough compliance with police vetting checks completed and robust processes in place by April 2021</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>	Provide staff with quality development opportunities and opportunities to feel pride, connection and belonging to Unitec.	<ul style="list-style-type: none"> <li>• Maintain, enhance and expand success of People Workshops throughout 2021 as per Nest schedule <a href="https://unitec.ac.nz">People Management Workshops -The Nest (Staff Intranet) (unitec.ac.nz)</a>, including roll out of Speak Up Workshops and new Presentation Skills workshop and Academic Career Progression workshop. Partner with HR Services, Recruitment and L &amp; D to facilitate.</li> <li>• Support the roll out of the I See Me – Employee (Employment Brand / Engage and Inspire) project – by June 2021</li> <li>• Lunchbox HR sessions increasing development across the HR team – at least quarterly throughout 2021</li> <li>• Self manage maintenance of physical and mental wellbeing incl recognising individual work life balance needs, and maintain a fun environment with scheduled and surprise events – throughout 2021</li> <li>• Build new and existing relationships within the People team – throughout 2021</li> </ul>
<b>Build a financially sustainable organisation to invest in the future with an annual operating surplus</b>	Develop our understanding of the business and implement ways to work more effectively and efficiently, contributing to financial sustainability.	<ul style="list-style-type: none"> <li>• Implement more effective and efficient ways of working e.g. email expectations, short and impactful meetings, flexible working arrangements</li> <li>• Exposure to different parts of the business to enhance understanding e.g. shadowing, sitting in</li> <li>• Continue to challenge and improve organisational design, structures, balance of FTE / CFS / FT / PT / Casual</li> </ul>