

HRBP Team Action Plan 2022

Unitec Priority	HRBP Priority	Actions/Focus areas
Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2024, enhancing the success of International learners and Disabled learners, and serving the educational needs of Tāmaki Makaurau	Continue to support schools and departments in raising the hire rates, promotion and development and support of Māori and Pacific people, including other minority groups (helping ensure our workforce diversity reflects the diversity of our learners)	<ul style="list-style-type: none"> • Actively and continuously enhance Unitec's values of Te Noho Kotahitanga at all opportunities across the employment lifecycle (and pre-employment) • Support the recruitment team with Unitec stakeholders around encouraging the shortlisting all suitable Māori, Pacific and other diverse candidates to be interviewed + encouraging Māori and Pacific leaders to participate on recruitment panels • Identify and implement actions to keep our people engaged and retained through this next 12 months • Collaborate with MIT HR to share best practice and align approach across Tāmaki Makaurau as appropriate – throughout 2022 • Partner with Te Pūkenga to influence and implement strategy as appropriate
Provide high quality learning, teaching and applied research to develop work-ready lifelong learners	Support our people to engage proactively with Te Pūkenga, identifying development areas and supporting their development to succeed in 2022 and beyond	<ul style="list-style-type: none"> • Be the early adopters for Te Pūkenga workstreams and initiatives where we can, and proactively encourage others to do so • Look for developmental opportunities with Te Pūkenga • Consider our own development in terms of it also being of benefit to Unitec leaders and their ability to provide high quality learning • Proactively partner with Line Managers in addressing poor performance and behaviours
Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	Provide staff with quality development opportunities and opportunities to build change readiness for transition to Te Pūkenga	<ul style="list-style-type: none"> • Active partnering with leaders to complete ADEP and Performance Partnering reviews to quality standards and timelines – with a focus on change readiness • Support managers and staff with post-Covid transition of staff back to campus • Engage with the agreed Change Readiness priorities in support of building resilience and capability to see the future with Te Pūkenga • Modify existing People Development Workshops to provide development sessions with a view towards change readiness and transition to Te Pūkenga • Self-manage maintenance of physical and mental wellbeing including recognition of individual work life balance needs
Build a financially sustainable organisation to invest in the future with an annual operating surplus	Partner with Te Pūkenga to collaborate across the subsidiaries (in particularly for Tamaki Makaurau with MIT) to create capacity to add more value	<ul style="list-style-type: none"> • Prioritise activities to realign with business needs – create space in our capacity • Work within budgets and continuously review and support changes which impact the most value adding areas of our work • Ensure we are working as effectively and efficiently as we can e.g. email expectations, short and impactful meetings, flexible working arrangements • Continue to challenge and improve organisational design, structures, balance of FTE / CFS / FT / PT / Casual to ensure financial sustainability