

# Health and Safety Action Plan 2022

Unitec Priority	Team Priority	Action and Timing
<p><b>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</b></p> <p><b>RANGATIRATANGA</b> Authority and Responsibility</p>	<p>Continue to build strong partnering relationships across Unitec and Tāmaki Makaurau with a focus on learners' and staff needs.</p>	<ul style="list-style-type: none"> <li>• Actively 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</li> <li>• Actively collaborate with MIT to share good practice and have an aligned approach across Tāmaki Makaurau</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</li> <li>• Partner with Te Pūkenga to influence and implement strategy as appropriate.</li> <li>• Have all conversations with integrity and try to find an outcome that delivers on everyone's needs</li> </ul>
<p><b>Provide high quality learning, teaching and applied research to develop work-ready lifelong learners</b></p> <p><b>MAHI KOTAHITANGA</b> Co-operation</p>	<p>Good practice delivery to continue to contribute toward a culture of excellence.</p>	<ul style="list-style-type: none"> <li>• Embed all Health and Safety processes and activities via the Risk Assurance Programme (risk registers, safety walks, audits, and critical risks)</li> <li>• Continue to apply the Safe 365 model across Unitec and Tāmaki Makaurau in line with changing structures. Achieve 82% compliance at Unitec by the end of 2022.</li> <li>• H&amp;S develop and deliver resources and training sessions to grow leadership and kaimahi capability</li> </ul>
<p><b>Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning</b></p> <p><b>WAKARITENGA</b> Legitimacy</p>	<p>Provide staff development capability to proactively partner with Health and Safety in order to achieve a safe working culture and environment while supporting quality learning across Unitec.</p>	<ul style="list-style-type: none"> <li>• Continue building capability with kaimahi to support learners in Health and Safety through agreed initiatives</li> <li>• Encourage and deliver initiatives to further promote a safe working culture and environment</li> <li>• Actively partner with the Health and Safety committee to continue to build capability while providing training opportunities.</li> </ul>
<p><b>Build a financially sustainable organisation to invest in the future with an annual operating surplus</b></p> <p><b>KAITIAKITANGA</b> Guardianship</p>	<p>Continue to develop an enterprising mindset of financial sustainability by sharing of resources and collaboration across the wider Te Pūkenga network, specifically with MIT.</p>	<ul style="list-style-type: none"> <li>• Work within budgets and continuously review and support changes which impact the most value-adding areas of our work</li> <li>• Deliver internally where possible, leveraging resource across Tāmaki Makaurau to support the organisation's needs in Health and Safety training</li> </ul>