

Kaupapa here: Te Oranga me te Haumaru |

Interim Wellbeing and Safety Policy

Kaipānui | Audience

The Wellbeing and Safety Policy applies to our kaimahi (workers),¹ ākonga (learners), visitors to our work, learning, social and gathering places, and to people affected by our activities.²

Hōkaitanga | Scope

The scope of the Wellbeing and Safety Policy is the physical and psychological wellbeing and safety aspects³ of our work, learning, social and gathering activities and places.

Mokamoka whakaaetanga | Approval details

Version number	1	Issue date	1 January 2026
Approval authority	MIT Unitec Council	Date of approval	8 December 2025
Policy sponsor (authority to make minor amendments)	People, Culture and Wellbeing Director	Policy owner	Chief Executive
Contact person	Wellbeing and Safety Director	Date of next review	As required

Ngā whakatikatika | Amendment history

Version	Effective date	Created/reviewed by	Reason for review/comment
1	1 January 2026	Katrina Van de Ven, Jo Adlam	Rebranded from Te Pūkenga to MIT Unitec. Minor changes to content to reflect change from NZIST Te Pūkenga to MIT Unitec.

¹ The term 'kaimahi' is consistent with the meaning of worker in the Health and Safety at Work Act 2015, s 19, in that it encompasses employees, contractors and sub-contractors, apprentices and trainees, volunteer workers, people on work experience, and so on.

² The places and activities referred to in this document are those where MIT|Unitec exercises a degree of influence and control as a PCBU (Person Conducting a Business or Undertaking).

³ Wellbeing is defined as feeling good and functioning well. Safety is defined as the presence of capacities.

1. Pūtake | Purpose

- 1.1. The purpose of the Wellbeing and Safety Policy is to outline our collective commitment to the wellbeing and safety of our MIT|Unitec community: kaimahi (workers), ākonga (learners), visitors and people affected by our activities.
- 1.2. MIT|Unitec intranet contains material, such as procedures, directives, safety alerts, guidelines and diagrams, that provides information on how the principles are brought to life in our work, learning, social and gathering places.

2. Ngā Mātāpono | Principles

- 2.1. We will set things up to go well by (so far as reasonably practicable):
 - a) Having safe and healthy work, learning, social and gathering environments that place the focus on people's wellbeing and demonstrate our values of ngākau māhaki (respect), manaakitanga (we care for others to nurture achievement), kaitiakitanga (guardianship), tuuhonohono (we are connected), mahi kotahitanga (cooperation), whāi hiranga (we are excellent), rangatiratanga (authority and responsibility), tuuturu (we are real) and wakaritenga (legitimacy).
 - b) Using Te Pae Māhutonga and Te Whare Tapa Whā to structure and guide our wellbeing and safety management system and practices.
 - c) Complying with relevant legislation and codes, such as the Health and Safety at Work Act 2015 and the Education (Pastoral Care of Tertiary and International Learners) Code of Practice 2021, and conforming to relevant standards, guidelines and good practice.
 - d) Making good decisions about wellbeing risks and safety risks and taking advantage of our strengths and opportunities.
 - e) Sharing the responsibility and leadership for wellbeing and safety through consultation, cooperation and coordination (while acknowledging MIT|Unitec may, at times, have ultimate responsibility).
 - f) Reporting on our wellbeing and safety performance to relevant parties, including governance and senior leadership, kaimahi, ākonga and external organisations, to meet internal and external reporting requirements and enable good decision-making.
 - g) Being competent at carrying out our activities through access to information and having sufficient training, experience, supervision and monitoring.
 - h) Having sufficient, fit for purpose clothing, equipment and places.
 - i) Communicating up, down and across our organisation on wellbeing and safety matters.
 - j) Being accountable for our actions, recognising good practice and acknowledging success.
 - k) Enabling kaimahi and ākonga to be empowered, engaged and represented.
 - l) Preparing for and responding to emergencies and incidents and learning from practices and events.
 - m) Learning from our failures and successes and sharing what we have learned.
 - n) Supporting the return to work and learning of injured and/or ill kaimahi and ākonga.
 - o) Continually improving our wellbeing and safety performance.