

Infrastructure Operations Action Plan 2025

NGĀKAU MĀHAKI - Respect

Led by Te Noho Kotahitanga our Te Tiriti partnership - Ensure we meet our commitments to obligations under Te Tiriti o Waitangi

Unitec/MIT Priorities*	Unitec/MIT Priorities	Team Actions	Team Targets	
Learner Success, Quality Teaching & Research MAHI KOTAHITANGA Co-operation	Learner Support Manaaki at every stage of the learner journey – academic, pastoral	Provide best practice delivery: <ul style="list-style-type: none"> Engage with all schools to investigate the impact of facilities on teaching and actions for improvement Early and consistent engagement with stakeholders while delivering renewals, projects, and consolidation work Collaborate with relevant teams for completion of facilities jobs & service levels. 	<ul style="list-style-type: none"> Action plan is developed and delivered for department engagement Improved space utilisation, increased consistency of communication and service levels Implement Internal FM report cycle, SLAs and targets for completion. Updated SOPs Develop a consistent team wide approach that aligns with property objectives and financial sustainability and performance focussed on fostering an organisation wide culture of needs versus wants. 	
	Learner Outcome Optimise learners success rates and employability			
	Excellence in Learning and Teaching We are responsive to the educational needs of learners (including ākonga Māori, Pacific and Disabled priority learner groups)			
	Quality Assurance Be a Category 1 organisation			
	Research Meet current research plan KPIs			
Sustainability & Performance KAITIAKITANGA Guardianship	Financial Performance Deliver on the financial improvement plan (FIP)	Financially Sustainable: Financial performance: Manage FY25 Op[ex budget to be within budget limits. Infrastructure, Property Systems and Projects - Provide effective infrastructure and systems to support learners and staff.	<ul style="list-style-type: none"> Stay within FY25 Opex Budget Track budget monthly Participate in opex budget forecasting with Finance All buildings are safe and compliant Infrastructure maintained to ensure no impact on operations. 	<ul style="list-style-type: none"> Complete year budget within approved budget All buildings have current BWoF's Maximum 8.0 hours building outage due to Infrastructure failure across all campuses Year on year reduction on energy consumption.
	Marketing and Engagement Improved brand health and increased enrolments for priority learner groups			
	Infrastructure: Property, Systems and Projects Provide effective infrastructure and systems to support learners and staff			

* Unitec/MIT Priorities as set by the Senior Leadership Team and documented in *Ngā Tohu Mahi Matua (KPIs) 2025 for Tāmaki (MIT and Unitec)*

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Strategic Leadership & Culture RANGATIRATANGA Authority and Responsibility	Partnerships & Stakeholders Ensure effective engagement with all stakeholders, ensuring Iwi, Hapu and Haapori engagement are aligned with our commitment to obligations under Te Tiriti o Waitangi.	Partnering and Collaboration: <ul style="list-style-type: none">We are the ‘eyes and ears’ of campus, with a robust quality assurance programme and culture of reporting and continuous improvementContinued engagement with Nga Kaitiaki roopu, MHUD, and other key stakeholders during campus consolidation. <ul style="list-style-type: none">Drive successful implementation of strategic initiatives and projectBuild a strong culture which underpins our mission and encourages a sense of pride and ownership in kaimahi.	<ul style="list-style-type: none">Deliver projects in time and within budgetAll members participate in H&S Promote zero harm culture.Manage contractor H&SZero serious accidents for the yearOver 90% of planned projects completed in timeMaximum 5 projects need variation beyond approved budget.
	Strategy & Delivery Drive innovation and adaptability for successful implementation of strategic initiatives and projects.		
	Leadership & Culture Foster a consistent, positive institutional culture with effective leadership.		
People, Wellbeing & Safety WAKARITENGA Legitimacy	People Staff feel valued, engaged & supported to deliver high performance across the organisation. Improve the recruitment and retention of Māori, Pacific and disabled staff.	Lifting capability and engaging staff: <ul style="list-style-type: none">Team members receive adequate training and are competent, empowered and participate in CPD.	<ul style="list-style-type: none">Less than five staff performance issues that affect stakeholders for the calendar yearEveryone participates in CPD and does at least minimum of 8 hours training per yearZero serious accidents for the yearEvidence of minimum 1 contractor audit per person per weekTechnical team members have current site safe certificateAll team members have current first aid trainingEveryone takes at least one wellness day per year, subject to policy compliance.
	Wellbeing and Safety Demonstrate commitment to promoting and strengthening wellbeing and safety through the organisation.	<ul style="list-style-type: none">Contribute to the wellbeing and safety of our peopleDemonstrate commitment to promoting and strengthening wellbeing and safety through the organisation.	

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