

Your Whakaaro Action Plan

Status Report for Q3 2025











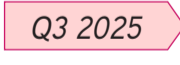





Q3 Actions, Work in Progress & Ongoing



**MANUKAU
INSTITUTE OF
TECHNOLOGY**
Te Whare Tokiuro o Manukau



Unitec
Te Whare Wānanga
o Wairaka

Priority Areas	Action	Timeframe	RAG	Task assigned to	Notes
 Connection	Continue with flagship events where kaimahi can socialise, connect and network, including Tū Arotake, Staff Awards, ExLT workshops etc.	 Ongoing	On track	Various	Through Q3 this has included - <ul style="list-style-type: none"> • Learning & Teaching Symposium • Tū Arotake mid-year check-in events • On-campus F2F Sessions following Government announcement regarding MIT/Unitec integration • Strategic Directions on-campus workshops • Pōwhiri kaimahi hou New kaimahi pōwhiri • Ākonga orientation pōwhiri • Te Wiki o Te Reo Māori events • Te Toi Tauria mo te Matariki Wānanga-ā-Tau 2025 • Professorial Lecture Series (Unitec) • Leadership Development Workshops
	Host regular pōwhiri for existing and new hires – at least four per year per division	 From Q1 2025	On track	People & Culture / Marae teams	<ul style="list-style-type: none"> • Confirmed schedule of pōwhiri for new kaimahi: MIT: 25 March, 10 June, 12 August, 14 October Unitec: 19 March, 25 June, 21 August, 21 October
	Establish a Kaimahi Volunteer Day for 2025	 By end of 2025	Rescoped as a pilot for 2025	Working Group led by Events team & Wellbeing & Safety	Pilot initiative launched early October inviting registration from kaimahi for volunteer events. This is an opportunity to connect with your colleagues while helping our communities and environments in Tāmaki Makaurau Auckland. There are four kaupapa available and limited spots so kaimahi are encouraged to get in quick! <ul style="list-style-type: none"> • Helping Homeless Families – 7 November • Habitat Restoration Heroes – 12 November • Science Kit Preparation – 14 November • Oakley Creek Restoration – 21 November Check intranet for details and registration information.
 Facilities	Ensure the use of facilities at all campuses are regularly reviewed and upgraded in line with our works schedule	 Work in Progress	On track	Property	<ul style="list-style-type: none"> • Proactive reviews by the FM team continue to assess work across grounds, shared spaces and administration areas. • Kaimahi are advised that the channel to report issues is to log a job as kaimahi will always see issues before the small FM team. They will be then allocated based on priority.
	Launch dedicated intranet pages for Property team and publish quarterly updates on campus maintenance progress and plans	 From Q1 2025	On track	Property	<ul style="list-style-type: none"> • 2025 Property Projects pages now live on Te Aka and MITNet. This is updated as needed and the current list of property projects can be found there.
	Encourage kaimahi involvement in ongoing mahi around nurturing and protecting spaces of cultural significance	 Work in Progress	On track	Senior Leadership Team / Communications	<ul style="list-style-type: none"> • We continue to welcome new kaimahi through pōwhiri at both Te Noho Kotahitanga Marae and Ngā Kete Wānanga Marae. Unitec <ul style="list-style-type: none"> • The second Kaitiaki Working Bee for the year took place at te Whare Wānanga o Wairaka on Friday 13 Pipiri (June) – Rākau Matohi. Reminder of the final one planned for the year: Hakihea (December) – Friday 5th – Ōturu MIT <ul style="list-style-type: none"> • Monthly Cultural Competency Workshops remain available for building cultural awareness and include issues like bio-diversity, Maori eco-systems and managing places of cultural significance. • Provision of ‘Support with Tikanga Maori Protocols’ that staff can access through: tikanga@manukau.ac.nz, managed by our MIT Kaumatua, Matua Vince Hapi.
 Remuneration & Recognition	Review how we recognise service milestones for kaimahi	 Q2 2025	On track	People & Culture	<ul style="list-style-type: none"> • Review is complete for implementation in 2026. Communication to come in Q4.
	Initiate review of Return to Work (Parental Leave) practices	 Q3 2025	On track	People & Culture	<ul style="list-style-type: none"> • Working Group has been established and review is underway.
	Ensure staff know who SLT are and what they do	 Ongoing	On track	Communications	<ul style="list-style-type: none"> • SLT calendar reviewed weekly to ensure visibility and representation across key events • Senior Leadership Team profiles on intranets
	Develop and review specific people policies and practices with a focus on equity and consistency, including: <ul style="list-style-type: none"> • Code of Conduct • Speaking Up Frameworks / Employee Complaints Procedures • Bullying, Discrimination & Harassment Policies and Practices • Mental Health Policy/Guidelines 	 By end of 2025	On track	People & Culture/ Wellbeing & Safety	<ul style="list-style-type: none"> • Policy Review Working Groups with representation from across MIT and Unitec are in the final stages of review. Draft policies and practices will be released to all kaimahi for consultation in Q4.
	Include regular updates and stories from SLT members in every pānui	 Work in Progress	On track	Communications	<ul style="list-style-type: none"> • Senior leadership introductions in all fortnightly pānui for MIT and Unitec.
 Communication	Review and map progress of the Action Plan every quarter, and make these results available to all kaimahi	 From Q1 2025	On track	SLT	<ul style="list-style-type: none"> • This document provides an update on progress for Q3 and will be available on MITNet and Te Aka.