

Message from Peter to all kaimahi

Kia ora koutou,

I would like to let everyone know that we have now received the Letter of Expectations from our new Minister of Tertiary Education and Skills, Hon. Penny Simmonds.

In it the Minister outlines that it is no longer the Government's priority to have a centralised organisation delivering vocational education and training and our Council has been asked to consider what a decentralised model could look like.

To disband Te Pūkenga will require legislative change and a lot of further work will be needed before we can establish the future state we are moving towards. This includes that Cabinet decisions are still to be made on the disestablishment process and the configuration of the future network.

While next steps are developed we will continue to implement Government policy as is our obligation as a Crown entity.

This means that we will not proceed with phase 2 of our Digital group restructure and we are halting all recruitment we have begun for the Tāraia te anamata | Creating our futures new structure.

I can appreciate the stress, uncertainty and anxiousness that you may be feeling. If you have any questions or concerns, please seek support from your People, Culture and Wellbeing person. Please remember you can reach out to EAP Services for external support and do your best to look after each other. You can access services here: [EAP](#)

While these are challenging times, I encourage you to remember our purpose and our commitment to delivering excellent vocational education and training for our ākonga, employers and communities.

Ngā mihi nui

Peter Winder

Tumuaki | Chief Executive

Out of Scope

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s 9(2)(a)

From: Ngā Taipitopito <noreply@tepukenga.ac.nz>
Sent: Friday, 1 December 2023 11:01 am
To: s 9(2)(a)
Subject: Ngā Taipitopito |Peter Winder has a first meeting with the new Minister.



Ngā Taipitopito

Nau mai ki te putanga hou o Ngā Taipitopito
 Welcome to our latest fortnightly edition of Ngā Taipitopito



He kōrero mai i a Peter Winder

A note from Peter Winder

Ngā mihi nui ki a koutou

Yesterday, Board Chair Murray Strong and I met with new Minister of Tertiary Education and Skills, Hon. Penny Simmonds. Many of you will know her from her tenure as Chief Executive of Southern Institute of Technology (SIT). As you will have seen in the Government's 100 day plan announcements, the Government intends to "begin disestablishing Te Pūkenga". The Minister has undertaken to provide us with a new Letter of Expectations shortly. Once we receive this, we will have greater clarity about the direction the Government wishes to take in relation to vocational education and training.

Until we receive greater clarity, I can appreciate the stress and anxiousness that you may be feeling. Please do reach out to your leaders and our PCW team, and look after each other.

While these are uncertain times, I also encourage you to remember our purpose and our commitment to delivering excellent vocational education and training for our ākonga, employers and communities.

Last night, Tumu Whenua ā-Rohe 1 | Executive Director, Region 1 Peseta-Sam Lotu-liga joined kaimahi and whānau to celebrate the achievements of ākonga with MIT | Te Pūkenga Trades Academy. The business division is the country's largest tertiary-based provider of the scheme which allows secondary and kura ākonga opportunities to forge vocational pathways while completing NCEA at high school.

No fewer than 14 Prime Minister's Vocational Excellence Awards were handed out. Each of these represents the success of a young person who has really excelled and is moving towards a bright future in one of a wide variety of fields ranging from construction, automotive engineering, plumbing, hospitality, business and IT.

The trades academy was first established eight years ago and in that time has expanded from 200 places at Level 2, to today providing 862 allocated places at Levels 2 and 3. Well done to all those who have built such a strong programme for south Auckland schools. Being part of these celebrations is a reminder to us all of the influence we have to really make a difference

for ākonga, to break down those barriers to ensure equity and diversity is celebrated and kept front of our minds.

There are many other end of year celebrations taking place throughout the motu, and I hope that as we recognise our ākonga at these events, you also take time to reflect on the important role you play in their success.

This has been a big year on so many levels, and we still have a few big weeks ahead. I want to once again thank you for your huge commitment to Te Pūkenga and especially to our ākonga.

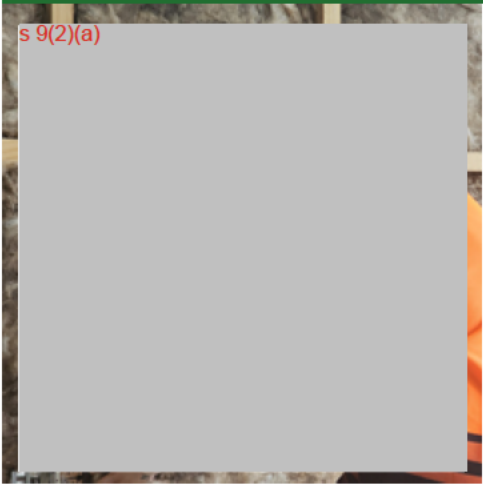
Ngā mihi nui
Peter Winder
Tumuaki | Chief Executive

Ngā kōrero hou Our updates

New appointments update

Recruitment continues at pace this week with several appointments including a Pounuku | Director appointment in **Ākonga me te Ahumahi** | Learner and Employer Experience. All appointments have been added to our new appointments page on Te Whare.

[Read more >](#)



EIT | Te Pūkenga kaimahi getting Hawke’s Bay campus up and running

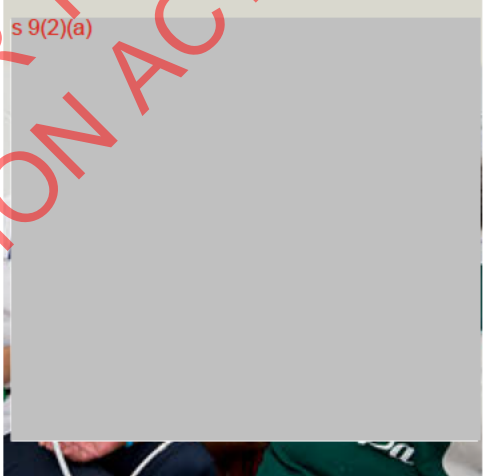
The collective efforts of kaimahi in Hawke’s Bay and Tairāwhiti have enabled continued delivery post-Cyclone Gabrielle.

[Read more >](#)

Preparing ākonga for the collaborative future of healthcare

A new home for Oranga | Health and Wellness Centre has been opened at Wintec allowing ākonga work

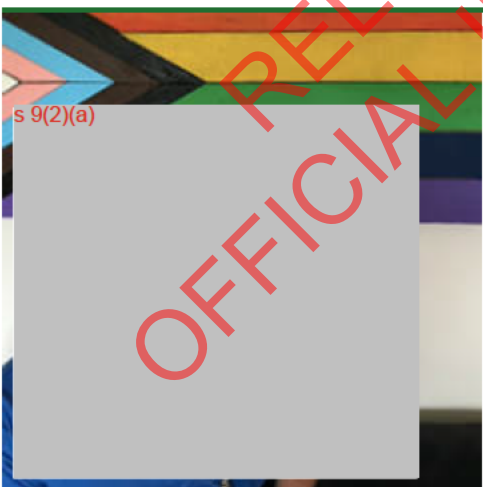
[Read more >](#)



First Rainbow Nursing Scholarship for New Zealand launched in Palmerston North

UCOL | Te Pūkenga has joined with Te Whatu Ora MidCentral to launch Aotearoa New Zealand’s First Rainbow Nursing Scholarship, available for LGBTQI+ Bachelor of Nursing ākonga studying at UCOL’s Palmerston North campus.

[Read more >](#)

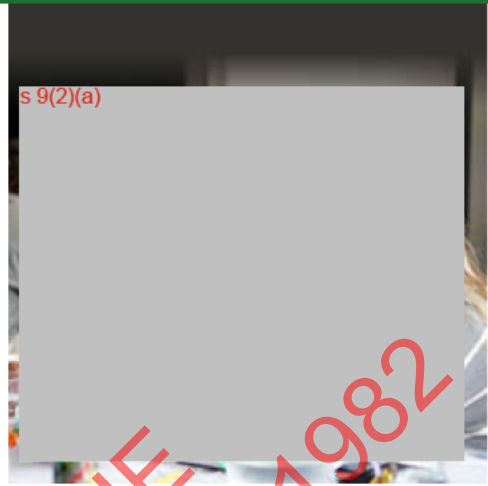


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Learner representatives meet to discuss the future of learner representation at Te Pūkenga

Learner representatives from around the motu met in person for the first time in Wellington to discuss the future of learner representation at Te Pūkenga.

[Read more >](#)



s 9(2)(a)



Stay informed of the latest property updates and developments across each region via Te Whare

The property page will provide updates involving workspaces, moves, buildings and land. Impacted kaimahi, ākongā, employers and key stakeholders will continue to be engaged early and directly. This page will compliment this engagement, offering high level updates on developments across Aotearoa.

[Read more >](#)

Order your Te Pae Ora activation packs now in time for O'week!!

A5 Te Pae Ora activation packs are available assembled within a branded envelope, The packs contain:

- a brochure about Te Pae Ora
- Take Five spinner
- Mindful Coloring card
- a small nature sticker



s 9(2)(a)

[Read more >](#)

Get in quick to register for Te Pūkenga Pacific Research Symposium

Organisers of the inaugural Te Pūkenga Pacific Research Symposium are delighted with early registration numbers, the range of abstracts and calibre of speakers. The deadline for registration is Monday (4 Dec) – anyone not yet registered is urged to get in quickly.

[Read more >](#)

Movember challenge raises more than \$4000

Together, as an organization, we have successfully raised almost \$5000 in support of Movember—a remarkable achievement that we can all take pride in.

[Read more >](#)

s 9(2)(a)

Network wins

- Toi Ohomai Recognised at Defence Force Awards
[Read more >](#)
- Photography project shares stories of kaumātua experiences of language and culture
[Read more >](#)

-
- Second Kilmarnock cohort earn Ara | Te Pūkenga qualifications

[Read more >](#)

- Otago Polytechnic proud to support Grand Business South Awards

[Read more >](#)

Whakapā mai Get in touch

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From: Ngā Taipitopito <noreply@tepukenga.ac.nz>
Sent: Thursday, 18 January 2024 12:01 pm
To: s 9(2)(a)
Subject: Ngā Taipitopito | What to expect, ACLS reporting lines, Love to Ride challenge returns

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Ngā Taipitopito

Nau mai ki te putanga hou o Ngā Taipitopito
 Welcome to our latest fortnightly edition of Ngā Taipitopito



He kōrero mai i a Andrew McSweeney

A note from Andrew McSweeney

Kia ora koutou kātoa

Hari tau hou tātou kātoa - Happy New Year to everyone.

To those of you who are at work already, welcome back. I do hope that you had some quality time over the holidays for yourself and with family and friends.

I also hope you have managed to recharge your batteries for what will be a challenging year, as we continue to deliver ongoing teaching and training for our ākonga and employers, and as we navigate a change of direction for Te Pūkenga.

In a **recent message from Acting Chair Sue McCormack**, she mentioned that the Council is currently in the process of making longer-term arrangements to replace Peter Winder. I am currently the Acting Chief Executive until January 22, followed by Gus Gilmore until February 12. When the Council appoint an interim Chief Executive, they will lead us through the disestablishment of Te Pūkenga until completion.

Following Megan Gibbons' departure, we now have interim reporting lines in place for the 13 leaders in the Academic Centre and Learning Systems (ACLS) team. You can **learn more about this here**.

Our first Executive Leadership Team (ELT) meeting of 2024 took place on Tuesday, focusing on immediate priorities. Foremost among them, as underscored by Sue, is providing clarity and certainty regarding employment for kaimahi who received disestablishment letters last year, and also kaimahi who applied for, or accepted new roles, in the **Tāraia te anamata** | Creating our futures organisational structure. We are assessing this with urgency and will communicate with affected individuals in February. I acknowledge that the wait is challenging, and I thank you for your patience in the interim. If you do need support, please reach out to your manager, union representative, or local PCW team.

We're also looking at some changes we can make early to align with the Minister's **Letter of Expectations**, including current considerations for Delegations, branding, and IT systems.

Decisions will be shared with you when they are made, but until then, please follow current delegations and guidelines.

To support our new direction, any decisions we do make to change how we operate will be made with the right information and what we know, rather than conjecture. They also need to be consistent with our current **Charter** and legislative requirements. We will work closely with the Minister, the Ministry of Education (MoE) and the Tertiary Education Commission (TEC) to ensure this is the case.

A big focus for us, and a plea to everyone, is continuing to deliver on our 2024 **Performance Expectations** and budgets for the 2024 financial year, as well as looking to keep growing enrolments. Doing so will undoubtedly benefit Te Pūkenga and our future organisation(s), no matter how we're configured.

I understand it is yet another year of change for us all, and sometimes, we won't have all the answers. ELT, along with Rohe and local leaders, are committed to communicating regularly to ensure you're informed, up-to-date and have as much clarity as possible as we progress through our disestablishment and towards our new direction.

In the meantime, please keep doing what you do so professionally and passionately – delivering great mahi that ensures our learners and employers succeed.

Nāku iti nei, nā

Andrew McSweeney

Tumuaki o-nāianeī me te Pourangi Ākonga me te Ahumahi | Acting Chief Executive and Deputy Chief Executive Learner and Employer Experience and Attraction

Ngā kōrero hou
Our updates

Te Pūkenga disestablishment – what to expect

The new Government has announced its intention to disestablish Te Pūkenga. What does this mean? What process can we expect that defines the shape and path ahead for the vocational education and training sector? This article outlines the likely governmental and legislative processes involved and the likely timeframes.

[Read more >](#)

ACLS reporting lines

Interim reporting lines are in place for the 13 **Kāhui Mātauranga me ngā Punaha Ako** | Academic Centre and Learning Systems (ACLS) leaders following Megan Gibbons' departure. They now report to members of **Ngā kaiarataki mātāmua** | the Executive Leadership Team (ELT), including Michelle Teirney, Gus Gilmore and Paora Ammunson.

[Read more >](#)



Love to Ride challenge comes to Te Pūkenga

You're only one ride away from the #AotearoaBikeChallenge! Find out how to register.

[Read more >](#)

Network wins

- Inspiring Futures Foundation supports Cyclone Gabrielle affected learners
[Read more >](#)
- More women in the frame: joinery course sees big diversity boost
[Read more >](#)
- Talented NMIT student heads to Latin America through scholarship
[Read more >](#)
- Wintec achieves near-perfect pass rates for nursing and midwifery programmes
[Read more >](#)

Whakapā mai Get in touch

We welcome your feedback or suggestions for content.
Please email Communications@TePukenga.ac.nz.

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1 February
All org comms

Te Pūkenga will soon start consulting with kaimahi most affected by **Tāraia te anamata** | Creating our futures. This will include kaimahi in disestablished roles and kaimahi who have accepted offers for new roles. These kaimahi will receive individual letters detailing the options available to them and how to share their feedback, preferences, and any concerns with People, Culture, and Wellbeing (PCW).

The Minister for Tertiary Education and Skills asked in her [Letter of Expectations](#) that we cease any activities that would make disestablishing Te Pūkenga difficult. In response, recruitment for the **Tāraia te anamata** | Creating our futures structure and phase two of the Digital group restructure were halted.

Since then, the Executive Leadership Team (ELT) and PCW team have been seeking legal advice, speaking with leaders throughout the motu and working with union partners to determine how to best achieve the Minister's expectations. There's still more work to do before the consultation begins; in the meantime, here's an overview of what to expect.

To achieve the Minister's expectations, we must retain kaimahi in local structures and reduce the need for redundancies. Kaimahi also need to have the opportunity to share their feedback, preferences and concerns before we make decisions about their employment. Consultation in February will allow time for this important kōrero.

We are aiming to commence consultation the week of the 12th February. When consultation starts, managers, supported by PCW, will meet with kaimahi who accepted offers in the new structure to talk through the options available to them and how to share their feedback. All kaimahi being consulted with are welcome to make time to meet with their leaders or PCW throughout the consultation. Kaimahi will also have time to seek support from union representatives or external advisors.

Once the consultation closes, we will share decisions promptly to confirm ongoing employment before the redundancy end date for kaimahi.

END

s 9(2)(a)

From: Keri-Anne Tane <noreply@tepukenga.ac.nz>
Sent: Friday, 2 February 2024 1:15 pm
To: s 9(2)(a)
Subject: Consultation begins soon with kaimahi most affected by Tāraia te anamata | Creating our futures

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Kia ora koutou

I'm emailing to advise that in today's Ngā Taipitopito we will announce our intention to start consultation with you.

The announcement will say:

In the week beginning 12 February 2024, Te Pūkenga will start consulting with kaimahi most affected by Tāraia te anamata | Creating our futures. This consultation will include:

1. Kaimahi in disestablished roles
2. Kaimahi who have accepted or received offers for new roles
3. Kaimahi who were advised of a reporting line change (sometimes called 'lift and shift' or 'mapped in').

These kaimahi will receive individual letters detailing the options available to them and how to share their feedback, preferences, and any concerns with People, Culture, and Wellbeing (PCW).

Additional information, including a timeline, the consultation process, how to provide feedback and where and how to access support, will be shared towards the end of next week.

In the interim, if you have any questions or concerns, please don't hesitate to reach out to your local PCW team, local leaders, or email peopleandculture@tepukenga.ac.nz.

Ngā mihi

Keri-Anne Tane

Pourangi Tangata | Chief People Officer

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s 9(2)(a)

From: Ngā Taipitopito <noreply@tepukenga.ac.nz>
Sent: Friday, 2 February 2024 1:30 pm
To: s 9(2)(a)
Subject: Ngā Taipitopito | Upcoming consultation, open day photos, and BIM released.

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Ngā Taipitopito

Nau mai ki te putanga hou o Ngā Taipitopito
 Welcome to our latest fortnightly edition of Ngā Taipitopito



He kōrero mai i a Gus Gilmore

A note from Gus Gilmore

Nau mai, haere mai ki te pānui, Ngā Taipitopito o te whānau kaimahi.

In today's Ngā Taipitopito, we announce that consultation will soon start with kaimahi most affected by **Tāraia te anamata** | Creating our futures. I'm telling you this now, in case you don't have time to read the whole edition – if you'd like to skip ahead to read about the consultation, you can [click here](#).

Out of Scope

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With regard to our disestablishment:

- Te Pūkenga Council has formed a Disestablishment Working Group, whose role is to advise ELT and oversee the disestablishment process. Current members include **Heamana ō-naiane** | Acting Council Chair Sue McCormack and Council members Jeremy Morley and Bill Moran. Additional members, including independent members, will be added soon.
- We will start consulting with kaimahi most affected by **Tāraia te anamata** | **Creating our futures.**

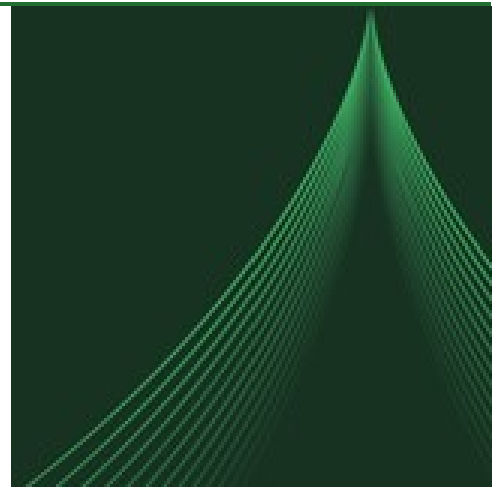
Out of Scope

Ngā kōrero hou Our updates

Upcoming consultation for kaimahi most affected by Tāraia te anamata | Creating our futures

In the week beginning 12 February 2024, Te Pūkenga will start consulting with kaimahi most affected by Tāraia te anamata | Creating our futures.

[Read more >](#)





Briefing to incoming Minister released

The Briefing to incoming Minister has been released and is available on our website.

[Read more >](#)

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From:
To:

s 9(2)(a)

Cc:

Subject:

RE: Senior Leadership Meeting - message for attendees only

Date:

Friday, 2 February 2024 4:27:34 pm

Kia ora koutou

Thank you for your time today and support as we move to prepare for through the upcoming consultation.

Please see the confidential, not for distribution [key messages](#) from the hui today.

Any pātai, please get in touch.

Aku mihi

s 9(2)(a)

Pounuku Uara | Organisation Development and Equity Director

s 9(2)(a)

tepukenga.ac.nz

-----Original Appointment-----

From: Chief Executive Office <chiefexecutive@tepukenga.ac.nz>

Sent: Wednesday, January 31, 2024 1:44 PM

s 9(2)(a)

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Subject: Senior Leadership Meeting

When: Friday, 2 February 2024 12:30 pm-2:00 pm (UTC+12:00) Auckland, Wellington.

Where: Microsoft Teams Meeting

Kia ora koutou

Following on from the Minister's Letter of Expectations we are setting up fortnightly meetings with our senior leadership so that we can remain connected, share what we are doing and understand what the different branches of the organization are focused on. These meetings are also an opportunity to raise any upcoming issues.

It is important during this time that we can provide consistent messaging and regular updates to our kaimahi and these meetings are an opportunity for us to remain aligned.

This first meeting will focus on planned consultation with our kaimahi.

Ngā mihi nui

Gus, Andrew, Ziena, Michelle, Keri-Anne, Paora, Steven

Microsoft Teams meeting

Join on your computer, mobile app or room device

[Click here to join the meeting](#)

Meeting ID: 483 688 210 503

Passcode: b7k9Ak

[Download Teams](#) | [Join on the web](#)

[Learn More](#) | [Meeting options](#)

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s 9(2)(a)

From: Gus Gilmore <noreply@tepukenka.ac.nz>
Sent: Monday, 12 February 2024 10:15 am
To: s 9(2)(a)
Subject: Consultation starts this Wednesday with kaimahi most affected by Tāraia te anamata | Creating our futures

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Kia ora koutou

This Wednesday, 14 February, we start consultation with kaimahi most affected by Tāraia te anamata | Creating our futures. The consultation includes:

1. Kaimahi in disestablished positions
2. Kaimahi who have accepted or received offers for new positions
3. Kaimahi who were advised of a reporting line change (sometimes called 'lift and shift' or 'mapped in').

Although different divisions will move through this timeline at a slightly different pace, here's what to expect, when:

Date	Action
From 12 February	Kaimahi who've accepted offers for new positions in the Tāraia te anamata Creating our futures structure receive an invite to a meeting with their current manager, their manager in the new structure, and People, Culture and Wellbeing (PCW).
14 February	All kaimahi being consulted receive a letter via email outlining the options available to them. All kaimahi being consulted can request a hui with their manager and/or PCW. The consultation timeline, process, support options and Frequently Asked Questions (FAQs) are published on the home page of Te Whare .
14-28 February	Managers and PCW meet with kaimahi who've accepted new positions. Kaimahi being consulted provide feedback, ask questions and share concerns via email: PeopleAndCulture@TePukenga.ac.nz , including their name, business division and current position.
5pm 28 February	Consultation closes.
March	The Executive Leadership Team (ELT) and PCW review the feedback and make decisions. Kaimahi being consulted receive a decision letter via email. A summary of decisions is shared with all kaimahi.

The ELT appreciate that all kaimahi have undergone an immense amount of change over a prolonged period. Please, if you are struggling or need support, there are several support services and resources available to help, outlined below. If you need further support, please speak with your manager or your local PCW team.

Free confidential counselling:

Provider	Division	Services	How to access
Benestar	Wintec, Otago Polytechnic, MIT	Counselling Coaching for all aspects of your life: physical,	Log in or register online here Call 0800 360 364

		<p>mental, social, financial</p> <p>My coach for leaders</p> <p>Manager referral</p> <p>Career coaching</p>	<p>s 9(2)(b)(ii)</p>
<p><u>EAP</u> <u>(Employee Assistance Programme)</u></p>	<p>BCITO, HITO, MITO, EIT, SIT, WITT, UCOL, Unitec, NorthTec, Connexis, Earnlearn, Service IQ, Tai Poutini, Toi Ohomai</p>	<p>Counselling</p> <p>Legal and financial advice</p> <p>Manager advice</p> <p>Manager referral</p>	<p><u>Request an appointment</u></p> <p>Or call 0800 327 669</p>
<p><u>OCP</u></p>	<p>Ara, Competenz, NMIT</p>	<p>Counselling</p> <p>Legal and financial advice</p> <p>Managers aid line</p>	<p><u>Request an appointment</u></p>
<p><u>Vitae</u></p>	<p>Open Polytechnic, Whitireia and WeITec, Te Pūkenga head office</p>	<p>Counselling</p> <p>Career aid</p> <p>Dispute resolution</p> <p>Outplacement and onsite support</p> <p>Legal and financial advice</p> <p>Managers aid line</p>	<p>Call 0508 664 981</p>
<p><u>Instep</u></p>	<p>Careerforce, Primary ITO</p>	<p>Counselling</p> <p>Coaching for all aspects of your life: physical, mental, social, financial</p>	<p>Phone 0800 284 678</p>

Our wellbeing platform, Taumauri, has information to support kaimahi with change:

- **Navigating change**: This three-part module will help you identify your values, provide insight into why they matter, and how they can help you navigate change.
- A choice of articles to help you **navigate change**, **build resilience** and **manage stress**.

Here's a list of unions that can provide support to members:

- **Tertiary Education Union (TEU)**
- **Ara Academic Staff of Canterbury (AASC)**
- **Tertiary Institutes Allied Staff Association (TIASA)**
- **Public Service Association (PSA)**
- **E tū**
- **New Zealand Educational Institute**

Resources on Te Whare:

- **Your career journey**: This three-part video series encourages you to reflect on your personal values, your career, and next steps.
- **Moving through change and common reactions**: This document explains what people experience when going through change.
- Fact sheets: **Building resilience**, **Looking after yourself**, **Integrating body and mind in everyday life**.

In the meantime, if you have any questions or concerns, please don't hesitate to reach out to your local PCW team, local leaders, or email

PeopleAndCulture@TePukenga.ac.nz.

Ngā mihi

Gus Gilmore

Tumuaki o-nāianeī me te Pourangi Ako | Acting Chief Executive and Deputy Chief Executive Ako Delivery

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From: Ngā Taipitopito <noreply@tepukenga.ac.nz>
Sent: Wednesday, 14 February 2024 10:00 am
To: s 9(2)(a)
Subject: Ngā Taipitopito | Consultation starts, brand transition, and monthly financial wellbeing workshops.

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A note from Gus Gilmore

Tēnā koutou katoa

Out of Scope

We held our first **Te Pūkenga Council meeting** of the new year last week, where much of our discussion naturally related to our disestablishment, including our strong engagement with Government officials. **As previously mentioned**, we've established a Disestablishment Working Group to oversee disestablishment matters, with the Executive Leadership Team (ELT) and the Working Group currently focused on ensuring our actions align with the **Minister's Letter of Expectations**.

Although today **marks the start of consultation** with kaimahi most affected by the September 2023 Tārafa te anamata | Creating our futures structure, I acknowledge that others among us, including those on fixed-term contracts or in seconded roles at national office, continue to wait for clarity about their longer-term employment status. Many kaimahi were appointed into roles of limited duration for specific reasons, and we will need to work with these colleagues to evaluate and understand how they may also be impacted by the change in direction.

Out of Scope

Out of Scope

Ngā manaakitanga

Gus Gilmore

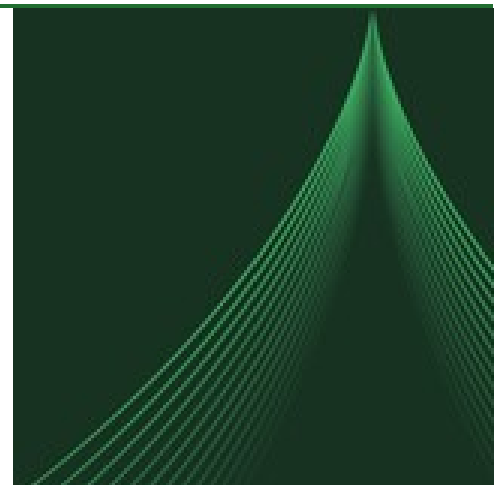
Tumuaki o-nāiane me te Pourangi Ako | Acting Chief Executive and Deputy Chief Executive Ako Delivery

Ngā kōrero hou Our updates

Consultation starts for kaimahi most affected by Tāraia te anamata | Creating our futures

Consultation starts today for kaimahi most affected by Tāraia te anamata | Creating our futures. The consultation includes kaimahi in disestablished positions, kaimahi who were offered new positions, and kaimahi who were advised of a reporting line change (sometimes called 'lift and shift' or 'mapped in').

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Kia ora koutou

I'm emailing because we have started consultation with kaimahi most affected by Tāraia te anamata | Creating our futures, and I would very much appreciate any insights or feedback you have about the consultation process to pass on to Keri-Anne and the team.

If you have any questions, please also send them to me or to the consultation email address: PeopleAndCulture@TePukenga.ac.nz, and we will endeavour to add the answers to the [Frequently Asked Questions section of this page on Te Whare](#).

Many of the questions we've received so far are about Te Pūkenga disestablishment, rather than this consultation. If you have an opportunity, we would be grateful if you would share links with kaimahi to:

- The consultation page on Te Whare - [Tāraia te anamata - te ahunga ki mua | Creating our futures – next steps](#)
- This article on Te Whare about [Te Pūkenga disestablishment process](#).

You may also find the following key messages useful, provided by our communications directorate:

- It's important to note that the Government is leading the disestablishment process, not Te Pūkenga.
- The Government is still determining what the vocational education industry will look like, and we anticipate the process will take time and careful consideration.
- The Minister's [Letter of Expectations](#) indicates a move away from centralisation towards regionally-based, individual institutions.
- We expect there will be an opportunity for anyone to provide feedback ('make a submission') about what the Government proposes as part of the select committee process, as [outlined here on the New Zealand Government website](#).
- We appreciate many people are experiencing change fatigue after going through a prolonged period of reform and uncertainty. The Minister has indicated she favours making this transition in the shortest time practicable.
- While we don't know yet what our new entities will look like or how they'll be structured, we know if significant changes are proposed for positions at business divisions, there'll be a consultation, and kaimahi will be able to provide feedback and ideas for consideration.

Thank you for your ongoing representation and support of kaimahi throughout the network

s 9(2)(a)

From: Gus Gilmore <noreply@tepukenga.ac.nz>
Sent: Monday, 26 February 2024 9:56 am
To: s 9(2)(a)
Subject: Consultation finishes at 5pm on Wednesday

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Kia ora koutou

I'm emailing to remind you that the consultation period for kaimahi most affected by Tāraia te anamata | Creating our futures ends at 5pm Wednesday, 28 February. Thank you for the time you've taken to attend hui, ask questions and share your feedback so far.

I would like to encourage all kaimahi being consulted to refer to the **frequently asked questions on Te Whare** and provide any feedback via email to **PeopleAndCulture@TePukenga.ac.nz**. Please include your name, business division, and current position in your email.

Please do not hesitate to contact the national or your division's People, Culture and Wellbeing (PCW) team if you have any further questions or concerns.

Thank you for your patience in this time of transition.

Ngā mihi nui

Gus Gilmore

Tumuaki | Chief Executive

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s 9(2)(a)

From: Ngā Taipitopito <noreply@tepukenga.ac.nz>
Sent: Thursday, 29 February 2024 1:30 pm
To: s 9(2)(a)
Subject: Ngā Taipitopito | Unification work, consultation summary and next steps, Pastoral Code self-review, new FMIS

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Ngā Taipitopito

Nau mai ki te putanga hou o Ngā Taipitopito
Welcome to our latest fortnightly edition of Ngā Taipitopito



He kōrero mai i a Gus Gilmore

A note from Gus Gilmore

Kia ora koutou katoa, he mihi nui tēnei ki a koutou katoa i tēnei wā.

Out of Scope

I know against that backdrop, many of you are thinking about your own future. Yesterday, the consultation closed for kaimahi most affected by Tāraia te anamata - te ahunga ki mua | Creating our futures structure. Again, thank you for your engagement and feedback. The Executive Leadership Team (ELT) and I appreciated hearing your concerns and questions. Many of you asked why we needed to consult – the simple reason is we don't want to make significant changes to people's positions without first consulting with them.

Interestingly, many of the questions asked were about what our future entities will look like and how the disestablishment process is proceeding. I must reinforce that the Government is leading the disestablishment process, not Te Pūkenga. The Government is still determining what the vocational education industry will look like, and that process will take some time, **as outlined in this article on Te Whare**. We expect people will be able to provide feedback about what the Government proposes as part of the select committee process, **outlined on the New Zealand Government website**.

You can find more information about next steps **in this edition of Ngā Taipitopito**. Thank you to all PCW kaimahi supporting this kaupapa - I know there are many, many more hours of mahi to come to prepare to share decisions with kaimahi.

We are currently working through the appointment of independent Specialist Advisors to our Disestablishment Working Group. These Advisors will work with our regional and work-based learning executive directors and ELT to develop advice on the shape of a future regional network of vocational education entities. We will have more details for you in the coming days.

Out of Scope

Kia kaha, kia māia, kia manawanui.

Gus Gilmore

Tumuaki | Chief Executive

Ngā kōrero hou
Our updates

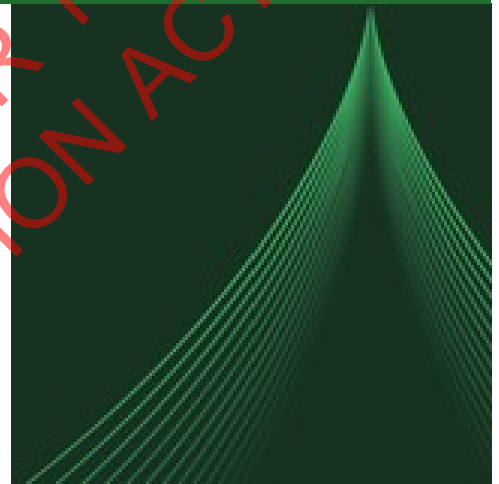
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Consultation summary and next steps

Consultation closes for kaimahi most affected by Tāraia te anamata | Creating our futures.

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From: Gus Gilmore <noreply@tepukenka.ac.nz>
Sent: Monday, 11 March 2024 12:31 pm
To: s 9(2)(a)
Subject: Consultation decisions

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Kia ora koutou

In February, we started consulting with some kaimahi about reversing the changes confirmed in the Tāraia te anamata | Creating our futures structure. This process allowed for important kōrero. Feedback from kaimahi largely supported our proposal and also helped identify where and how we will need to support some kaimahi further with the changes set out.

This week, we'll start confirming decisions. Kaimahi consulted with will receive a decision letter via email sometime between Tuesday 12 and Friday 15 March.

We'll ask some kaimahi to confirm the decision outlined in their letter. They can do this by replying to their email or by signing and returning the letter to their business division's People, Culture and Wellbeing (PCW) team within seven days of receiving their letter.

Please remember there are a number of **support options available** if you need them. The **Tāraia te anamata - te ahunga ki mua | Creating our futures – next steps** page and frequently asked questions will be updated tomorrow on Te Whare.

I know all Te Pūkenga kaimahi, not only those we've consulted with, have experienced immense change over the last few years. It hasn't been easy, and there's still a lot of uncertainty ahead. Thank you for your continued commitment to ākonga, our employers and our communities.

There's a huge amount of power in our network, in each of you deciding each day to come to work to do great mahi for our ākonga. The dedication you show to your mahi, combined with the relationships and connections we've made, make me confident that whatever we look like, however we're structured, we'll continue to make a positive difference in the lives of our ākonga, their whānau, and in turn, all New Zealanders.

Ngā mihi

Gus Gilmore

Tumuaki | Chief Executive

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Ngā pātai auau | Frequently asked questions

Consultation decisions for Tāraia te anamata – te ahunga ki mua | Creating our futures – next steps

These FAQs were last updated at 10am on 12 February.

These FAQs support the decisions released in March 2024 following consultation with kaimahi in February.

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Tirohanga whānui | Overview

Consultation has closed for most kaimahi most affected by Tāraia te anamata | Creating our futures.

The consultation included:

1. Kaimahi in disestablished positions
2. Kaimahi who were offered new positions
3. Kaimahi who were advised of a reporting line change (sometimes called 'lift and shift' or 'mapped in').

Kaimahi will now receive an individual decision letter which confirms what the consultation decisions mean for them.

Each division's People, Culture, and Wellbeing (PCW) team will share letters between 12 and 15 March.

We'll ask some kaimahi to confirm the decision outlined in their letter. You can do this by replying to your email or by signing and returning the letter to your business division's People, Culture and Wellbeing (PCW) team within seven days of receiving your letter.

If you haven't received a letter, and you think you should have, please connect with your division's PCW team.

Ngā pātai mō Te Uiuinga Whānui | Questions about consultation

What did we consult about?

In December, we received a [Letter of Expectations](#) from our Minister for Tertiary Education and Skills, Hon. Penny Simmonds. In the letter, the Minister confirmed that the government no longer intends to have a centralised organisation delivering vocational education and training.

Work is now underway to align our work programme with the Government's intent. In February we consulted on a proposal to:

- revert to our previous structure by restoring disestablished positions
- unwinding or not proceeding with other changes (such as reporting line and title changes)
- cancel all offers for positions in the Tāraia te anamata | Creating our futures structure

We also sought to understand what the proposed change would mean for individuals who were most affected by the Tāraia te anamata | Creating our futures structure change confirmed in September 2023.

What has been decided?

After considering the feedback, we can confirm that Te Pūkenga is returning as best it can to the structure in place before the Tāraia te anamata | Creating our futures decision was confirmed in September 2023.

This will involve restoring most disestablished positions for affected kaimahi and not proceeding with other changes, like reporting line and title changes.

Decisions will be shared in stages as we work through this important kōrero with some kaimahi at a different pace than others.

How do I know if the decision affects me?

Kaimahi who were consulted will receive an individual letter which sets out how the decision affects their position.

Is a consultation decision document available?

No, each individual consulted with will receive an individual consultation letter.

What should I do if I haven't received a letter?

Different divisions will share information at different times, with most kaimahi receiving letters between 12 and 15 March. If you haven't received a letter and you think you should have, please speak with the PCW team at your division or email PeopleAndCulture@TePukenga.ac.nz.

Who can I talk to if I need support or have questions?

There are a number of support options available. Please check Ngā rauemi me ngā tautoko | Resources and support section [on this page on Te Whare](#).

Our Executive Leadership Team (ELT), Regional Executive Directors, division leads and PCW team are also available to help with any pātai (questions) or concerns you may have.

Please reach out to Te Pūkenga PCW national office team if you are not sure who to speak to for support: PeopleAndCulture@TePukenga.ac.nz.

My position was disestablished, how do I confirm that I want to continue in my position?

If your position was disestablished, you need to review and accept the details in your letter, which will be either an agreement to withdraw notice or an offer for redeployment.

You can confirm your agreement by signing and returning the letter or by emailing it to PeopleAndCulture@tepukenga.ac.nz. Please confirm your acceptance before the due date in your letter.

What is the difference between an agreement to withdraw the notice of disestablishment and accepting an offer for redeployment?

The outcome for both options is the same; kaimahi will have their employment status restored.

The process for these options is slightly different, allowing kaimahi to choose which option is best for them.

Both options allow Te Pūkenga to restore employment clarity to kaimahi who received a notice of disestablishment in 2023.

What happens if I don't agree to have the notice for disestablishment withdrawn?

If you don't choose to agree to withdraw the notice of disestablishment, we will offer you suitable redeployment where it is available.

What happens if I don't accept the offer to be redeployed?

If you choose not to accept your offer of redeployment, unless we can redeploy you to another position, your notice period will continue, and your last day of employment will be the date confirmed in your notice of disestablishment received in 2023.

In accordance with your employment agreement, you will not be entitled to redundancy compensation if you decline a suitable offer of redeployment.

What is suitable redeployment?

There are differing employment agreement definitions about what suitable redeployment is. We will ensure that we meet our obligations with kaimahi. If you have questions related to your individual circumstances, please email PeopleAndCulture@TePukenga.ac.nz or speak with your division's PCW team.

I need an update to my terms and conditions like a variation of agreement; what should I do?

Any changes to individual terms and conditions will be managed at your division by your manager and PCW. Please speak with your manager or your division's PCW team.

I'd like a pay rise; what should I do?

Individual pay rates were outside the scope of this consultation. Please speak with your manager or your division's PCW team.

My position wasn't disestablished; do I still need to sign and return my letter?

Some kaimahi need to sign and acknowledge their acceptance of the details by the due date in their letter. Look for the confirmation and acceptance section at the bottom of your letter, or any other attached paperwork to see if you need to sign and return your letter. If you have any questions, please speak with your manager, email PeopleAndCulture@TePukenga.ac.nz or speak with your division's PCW team.

My redundancy has been confirmed; what do I do during the notice period?

For the small number of kaimahi for whom redeployment was not possible, their employment will end through redundancy. Managers will work with these kaimahi to support the handover of duties.

The reporting line confirmed in my letter is currently vacant. Who will I report to?

If your reporting line position is vacant, our usual practice is you would report to the manager of the vacant position. We recognise some divisions have interim leadership structures forming; if you have any questions about your reporting line or interim leadership, please see your division's PCW team.

Can I apply for voluntary redundancy?

We are not offering voluntary redundancy at this time.

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From: Ngā Taipitopito <noreply@tepukenga.ac.nz>
Sent: Thursday, 14 March 2024 10:15 am
To: s 9(2)(a)
Subject: Ngā Taipitopito | AI and privacy, Karawhiua te Reo micro-credential, special advisors, new Taumauri challenge

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Ngā Taipitopito

Nau mai ki te putanga hou o Ngā Taipitopito
 Welcome to our latest fortnightly edition of Ngā Taipitopito



He kōrero mai i a Keri-Anne Tane

A note from Keri-Anne Tane

مرحباً بكم جميعاً (greetings to you all).

It is my pleasure to write this fortnight's introduction to Ngā Taipitopito.

On Tuesday, we started sharing consultation decisions with kaimahi most affected by Tāraia te anamata | Creating our futures structure, as **outlined here on Te Whare**. Kaimahi consulted will receive a decision letter via email by the end of the week. Some will need to confirm the decision in their letter by replying to the email or by signing and returning the letter to their division's People, Culture and Wellbeing (PCW) team.

I want to acknowledge that this has been a large and complex process, therefore, challenging for many on top of the changes previously progressed. We have endeavoured to recognise the individual needs amongst the almost 8,000 kaimahi impacted but realise we cannot always do so fully. Please reach out to your leaders, PCW teams or unions if you have remaining concerns. My thanks on behalf of the Executive Leadership Team (ELT) to you all for your patience and understanding throughout the process.

You may have heard that Te Pūkenga Council has appointed specialist advisors who will work with leaders to gather information that will assist them to provide guidance on the shape of a future regional network of vocational education entities. Work is already underway, including engaging with communities, iwi and hapu. You can find more information about **who they are and what they'll be doing** in this edition of Ngā Taipitopito.

Another important step towards our future state will be determined today when the Council considers our Delegations Policy. This policy has been revised in light of the Minister's Letter of Expectations to provide for greater regional and divisional decision-making. We will share an update in due course.

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It is my honour to wish you all a blessed Ramadan: أتمنى لكم جميعًا رمضان مباركًا

Keri-Anne Tane

Pourangi Tangata | Chief People Officer

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Specialist advisors appointed to support disestablishment

Te Pūkenga Council has appointed specialist advisors to help inform our disestablishment and the future state of vocational education and training.

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From: Ngā Taipitopito <noreplt@tepukenga.ac.nz>
Sent: Thursday, 28 March 2024 1:31 pm
To: s 9(2)(a)
Subject: Ngā Taipitopito | Advisory groups, LinkedIn Learning, Apple graduation, Kāiarahi kete

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He kōrero mai i a Gus Gilmore

A note from Gus Gilmore

Kia ora koutou katoa, he mihi nui tēnei ki a koutou katoa i tēnei wā.

Out of Scope

Just a reminder that we are on track to confirm most arrangements around Tāraia te anamata | Creating our futures for kaimahi no later than 5 April. The next step in our disestablishment journey is to review Te Pūkenga national office. The Executive Leadership Team (ELT) met this week to begin determining which of these functions and deliverables can be returned to divisions and what we need to remain at national office to support the disestablishment process.

This week WBL Executive Directors attended a meeting with Specialist Advisors. This was a great opportunity for us all to get together and discuss potential ideas for the future. This hui followed on from one held last week that looked at international business.

Over the next few weeks, specialist advisors will, with the support of regional and business division executive directors, start engaging with community leaders and key stakeholders. The specialist advisors will be seeking views on how we can best deliver vocational education and training to meet regional and community needs. While advisors do not have decision-making authority, their insights will be useful in supporting the future direction of the sector.

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From: Ngā Taipitopito <noreply@tepukenga.ac.nz>
Sent: Friday, 12 April 2024 1:30 pm
To: s 9(2)(a)
Subject: Ngā Taipitopito | Flu vaccinations available, sustainability membership, cultural identities workshop, kaimahi research



Ngā Taipitopito

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He kōrero mai i a Gus Gilmore

A note from Gus Gilmore

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This week marks the start of consultation with some of our national office kaimahi. The consultation proposes to disestablish some national office positions, devolve some positions or responsibilities back to regions or divisions, and realign some positions to transition mahi. It is important to note as we continue to disestablish Te Pūkenga, there will be more consultations. Further details on this current process can be found on [Te Whare](#).

I want to reassure you all that your dedication to our ākonga, communities, and stakeholders is deeply appreciated. I am very proud of what we have achieved together. These changes are driven by our commitment to meeting the expectations of our Minister and do not suggest any shortcomings on anyone's part. I will visit divisions more in the coming weeks and months, so if you see me, please say hi. I look forward to speaking with as many of you as possible. A reminder that you can seek support from your managers, colleagues, our People, Culture, and Wellbeing team, and other available support services.

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Kia kaha, kia māia, kia manawanui.

Gus Gilmore

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From: Ngā Taipitopito <noreply@tepukenga.ac.nz>
Sent: Wednesday, 24 April 2024 9:00 am
To: Out of Scope
Subject: Ngā Taipitopito | Te Poari Akoranga, premium subscription access, national office consultation, kaimahi hauora



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Welcome to our latest fortnightly edition of Ngā Taipitopito



He kōrero mai i a Gus Gilmore

A note from Gus Gilmore

Tēnā koutou

Out of Scope

This week and last, I travelled around the motu and enjoyed kōrero with many of you. On Monday and Tuesday last week, while in Wellington, I met with the Office of the Chief Executive leadership team, the Tertiary Education Commission and our specialist advisors.

Out of Scope

Yesterday, I met again in Wellington with our specialist advisors. In the coming weeks, I'll travel to Christchurch and look forward to speaking with more of you there.

Many of these meetings are focused on how we continue to deliver on **our Charter** while preparing Te Pūkenga to transition into its future state. I will keep you posted as work progresses. We need to remain absolutely focused on delivering great outcomes for our learners and continue to keep a tight control on costs. Both these priorities will serve our future entities well.

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Kia pai tō Rā o Ngā Hōia me tō mutunga wiki.

Gus Gilmore

Tumuaki | Chief Executive

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National office consultation closing

The national office consultation period is drawing to a close.

[Read more >](#)



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From: Ngā Taipitopito <NoReply@TePukenga.ac.nz>
Sent: Wednesday, 8 May 2024 1:30 pm
To: s 9(2)(a)
Subject: Ngā Taipitopito | NZSL Week, website updates, research success, embracing change, Privacy Week



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He kōrero mai i a Gus Gilmore

A note from Gus Gilmore

Kia ora koutou Te Pūkenga whānau

I want to acknowledge the incredible effort you've all put in over the past six months. It's been a period of significant change and uncertainty for us all, and I know it hasn't been easy.

Through it all, your dedication to our ākonga, employers, and iwi partners has been unwavering. You've adapted to new ways of working, tackled complex challenges, and kept our focus on delivering high-quality vocational education and training. For that, I want to express my sincere gratitude.

Very soon, the Minister will table our annual report in Parliament. The result is much better than forecast last year; as soon as possible, we will share the report with you. I want to acknowledge and celebrate your efforts.

As we navigate the changing landscape with the new government, it's important to acknowledge that the sector's future direction is still being decided. Further announcements will be made in the coming months. However, while the shape of the changes unfold, our core purpose remains constant: achieving success for our ākonga, employers, and iwi partners. This unwavering focus will guide us through upcoming changes and be our North Star.

Our immediate priority is ensuring we have a strong year despite the uncertainty. Let's continue delivering excellent vocational education and support to our ākonga, fostering strong relationships with employers, and collaborating effectively with our iwi partners.

Most importantly, let's look after each other. We're a strong team and will transition to new teams, and continuing to support one another through periods of change is crucial. Use the resources available to you, and don't hesitate to reach out if you need anything.

With your continued dedication and collaborative spirit, I'm confident we'll weather these transitions, and our ākonga, employers, iwi partners and broader stakeholder groups will emerge even stronger.

Thank you once again for all your mahi.

Ngā mihi nui

Gus Gilmore

Tumuaki | Chief Executive

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From: Ngā Taipitopito <NoReply@TePukenga.ac.nz>
Sent: Friday, 24 May 2024 9:31 am
To: s 9(2)(a)
Subject: Ngā Taipitopito | Pacific language weeks, Chinese delegation visit, Te Pae Ora, peer reviewers wanted, Delegation Register, wellbeing webinar



Ngā Taipitopito

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He kōrero mai i a Sue McCormack

A note from Sue McCormack

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Recently , Gus and I met with the Minister for Tertiary Education and Skills, Hon. Penny Simmonds. We provided her with an update on enrolments and sign-ups, which she was pleased with. She expressed her confidence in Te Pūkenga leadership and emphasised the need for continued cost reductions. We have now received a formal letter from the Minister, which you can read on [the website](#), reiterating her expectations for financial sustainability across our network. Leadership teams across the motu will share their strategies in the coming weeks.

This message from the Minister aligns with the proactive steps we have already been taking. The Council, the Executive Leadership Team (ELT), the Regional Executive Directors, and the Executive Directors of each business division have been diligently working to achieve cost savings and increase revenue. We have revisited and refined our plans to ensure we are on a clear path towards financial stability, and we are encouraged by the Minister's endorsement to advance these initiatives.

These ongoing efforts will help secure the financial health and sustainability of our future entities, regardless of their eventual structure.

Thank you for your continued support and dedication to our ākonga, iwi partners and employers. Your hard work and commitment are the driving force behind our shared success.

Kia manawa nui, kia manawa ora, kia manawa roa.

Sue McCormack

Heamana ō-naiane | Acting Chair

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Changes to the Delegations Register

The Delegations Register has been updated to reflect changes as we move into a transition structure.

[Read more >](#)

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From: Ngā Taipitopito <NoReply@TePukenga.ac.nz>
Sent: Thursday, 4 July 2024 8:31 am
To: s 9(2)(a)
Subject: Ngā Taipitopito | Financial wellbeing and research workshops, Indigenous Autoethnography: Illuminating Māori Voices, Sensitive Expenditure Policy



Ngā Taipitopito

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He kōrero mai i a Gus Gilmore

A note from Gus Gilmore

Mānawatia a Matariki, koutou.

Out of Scope

You may have seen media reports over the past few days saying that the Government has taken decisions regarding Te Pūkenga. We understand the Minister for Tertiary Education and Skills will soon announce the start of the consultation on the future structure of the vocational education and training system. We will let you know as soon as we have details, and I plan to meet with you online to talk through what's proposed and answer any questions. Given we don't know the expected timeline of the announcement, I wanted to give you a heads-up that this meeting may be held at short notice. If you're unable to make it, don't worry; the hui will be recorded and published on Te Whare.

Following the Minister's [clarification to her Letter of Expectations](#), we've received further instructions from the Tertiary Education Commission (TEC) to step up our work to improve the financial viability of business divisions and potential future entities. This will involve working with specialist experts, and I'll provide more information as the work programme is fully scoped.

Out of Scope

Out of Scope

Kia manawa nui, kia manawa roa, kia manawa ora.

Gus Gilmore

Tumuaki | Chief Executive

Out of Scope

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