



TEU

TERTIARY EDUCATION UNION
TE HAUTŪ KAHURANGI

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Murray Strong, Chair of the New Zealand Institute of Skills and Technology
Chris Collins, Interim Chief Executive of the New Zealand Institute of Skills and Technology

Sent by e-mail attachment

Tēnā kōrua,

We are writing to express our concern regarding the lack of consultation involved in the recent process to appoint 12 members to the NZIST Academic Board.

As you are aware, the NZIST Charter states that NZIST must, among other things:

- “operate in a manner that ensures its regional representatives are empowered to make decisions about delivery and operations that are informed by local relationships [...]” (section 3[b]);
- “ensure that there is collaboration across its national network” (section 3[d]);
- “empower students and staff on academic, non-academic, and well-being matters and matters relating to the organisation’s practices and services” (section 4[a]);
- “ensure that its governance, management, and operations give effect to Te Tiriti o Waitangi” (section 4[d][i]); and,
- “hold inclusivity and equity as core principles [...]” (section 4[e])

We understand from conversations with you both that CEs of the NZIST subsidiaries were asked to nominate staff members for Academic Board. However, our branch representatives knew nothing of the processes going on. It is our view that, by failing to consult directly with NZIST subsidiary staff, the principles set out in the Charter have been undermined. This is particularly problematic given the decision-making process surrounding the NZIST Academic Board is such an early step in the development of NZIST; especially when the principles outlined in the NZIST Council Code of Conduct policy are intended to ensure “good practice” as a way to “set the tone from the top” within NZIST.

For many of our members – particularly those in the vocational education sector who have been supportive of RoVE – explicit moves toward staff and student empowerment and collaboration

signaled a necessary and positive shift within the vocational sector. As such, failing to consult on nominations for the NZIST Academic Board is highly unsatisfactory in these early stages of NZIST.

We understand that a first priority in the work of the new Academic Board is to develop a uniform set of academic regulations for NZIST subsidiaries. Empowering and involving staff and students in this process will be critical to the success of this project. It must include:

- staff contributing as part-time tutors while also working in industry;
- those designing, advising on, and supporting on-job training who still currently work in Transitional Industry Training Organisations (and, of course, those who have begun to work in NZIST);
- Māori staff and student representatives;
- tutors in blended provision (including mixes of on-line, on-campus and on-job training);
- academic staff members at all levels, from foundation level to postgraduate (especially those developing transitional education options);
- allied staff (especially those working in finding placements and managing blended provision);
- ākonga reflecting all the kinds of experience listed above; and
- secondments, subcommittees and focus groups made up of staff and ākonga, if this process is to yield the foundation on which NZIST can then go on and develop the best possible offerings across its subsidiaries.

Thank you for your attention to these matters. We look forward to hearing from you.

Nāku noa, nā



Sandra Grey
National Secretary, TEU



Michael Gilchrist
National President, TEU