

Te Pūkenga Council 31 October 2025 ordinary meeting

Location: Boardroom, Level 3, ND Building, Ōtara campus

Meeting to be preceded by a 1 hour confidential briefing session from the Chief Executive

31 October 2025 01:30 PM

Agenda Topic	Presenter	Time	Page
Open agenda			
1. Welcome/apologies/notices	Sue McCormack		
2. Administration (open)	Sue McCormack	01:30 PM-01:35 PM	3
2.1 Council membership and 2025 schedule of committees and workplan			3
2.2 Register of interests			13
2.3 Minutes (draft) of the meeting held 26 September 2025 (ordinary meeting)			15
3. Chief Executive's open report	Gus Gilmore	01:35 PM-01:40 PM	20
4. Correspondence			
There is no correspondence to note on the open portion of the agenda			
5. He take atu anō Any other business (open)			
6. Resolution to exclude the public			23
Closed agenda			
7. Administration (closed)	Sue McCormack	01:40 PM-01:45 PM	26
7.1 Minutes of the closed portion of the meeting held 26 September 2025			26
7.2 Ngā mahi hei Actions			35
8. Regular reporting			36
8.1 Chief Executive's report	Gus Gilmore	01:45 PM-02:15 PM	36

9.	Risk and compliance			49
9.1	Deep dive: People risks	Kirsten Sargent	02:15 PM-02:35 PM	49
9.2	2026 Budget	James Smith	02:35 PM-02:45 PM	57
10.	Reports from Committees			81
10.1	Report from Appointment and Remuneration Committee held 22 October 2025	Bill Moran	02:45 PM-02:50 PM	81
11.	Inwards correspondence (confidential)			
	There is no inwards correspondence to receive			
12.	Outwards correspondence (confidential)			83
12.1	Letter to Minister for Vocational Education			83
	October update from Te Pūkenga Council sent 17 October 2025 The report to the Minister that this accompanied is in the Resource Centre			
12.2	Letters to ESA Publications Directors			
	This will be provided next week			
12.3	Letter to MIT Unitec EAG Chair			86
13.	He take atu anō Any other business (confidential)			
14.	Confirmation of actions from this meeting	Sue McCormack and Rebecca Donne	02:50 PM-02:55 PM	
	The purpose of this agenda item is to confirm the actions that have arisen at this meeting. The Governance Director will identify the actions which have been recorded for the Chief Executive and Chair to confirm.			
	Karakia whakakapi			87

Next meeting date: 12 December 2025 (Auckland)



Te Pūkenga Council member terms

Member	Start date	Current term ends	Appointed by
Sue McCormack (Acting Chair)	1 April 2023	31 March 2027	Minister of Education
Sam Huggard	1 April 2020	31 March 2026	Minister of Education
Jordan Gush	4 October 2021	31 December 2025	Interim Learner Advisory Committee nomination
Heath Sawyer	4 October 2021	31 December 2025	Interim Staff Advisory Committee nomination
Dr Teorongonui Josie Keelan	2 November 2021	31 December 2025	Interim Māori Advisory Committee nomination
Jeremy Morley	1 September 2022		Minister of Education
Bill Moran	1 April 2023	31 March 2027	Minister of Education



2025 Schedule of Te Pūkenga Council and Committee meetings

As at 14 October 2025

Council

Month	Date	Day	Meeting	Activity	Venue
February	13	Thurs	Council	Ordinary meeting	MITO, Wellington
April	10	Thurs	Council	Ordinary meeting	Online
May	30	Friday	Council	Ordinary meeting	MITO, Wellington
June	30	Monday	Council	Ordinary meeting	MIT, Otago
July	31	Thurs	Council	Ordinary meeting	Ara, Christchurch
August	29	Friday	Council	Ordinary meeting	MITO, Wellington
September	26	Friday	Council	Ordinary meeting	MIT, Otago
October	31	Friday	Council	Ordinary meeting	MIT, Otago
December	12	Friday	Council	Ordinary meeting	MIT, Otago



Committees

Finance, Risk and Audit Committee

Name	Role	Meeting dates	Venue
1. Jeremy Morley	Chair	Friday 28 February	Online
2. Bill Moran	Member	Friday 28 March	Online
3. Josie Keelan	Member	Wednesday 30 April	Online
4. Sam Huggard	Member	Friday 30 May	MITO, Wellington
5. Sue McCormack	Ex-officio member	Monday 30 June	MIT, Otara
6. John Brockies	Independent member	Thursday 31 July	Ara, Christchurch
		Friday 29 August	MITO, Wellington
		Friday 26 September	MIT, Otara
		Friday 31 October	MIT, Otara
		Friday 28 November	MITO, Wellington

Appointment and Remuneration Committee

Name	Role	Meeting dates	Venue
1. Bill Moran	Chair	Monday 31 March	Online
2. Sam Huggard	Member	Thursday 26 June	MITO, Wellington
3. Sue McCormack	Member	Wednesday 22 October	Online
		Friday 28 November	MITO, Wellington

Wellbeing and Safety Committee

Name	Role	Meeting dates	Venue
1. Sam Huggard	Chair	Thursday 27 March	Online
2. Josie Keelan	Member	Thursday 17 July	Online
3. Heath Sawyer	Member	Wednesday 17 September	Online
4. Jordan Gush	Member	Wednesday 3 December	Online
5. Sue McCormack	Ex-officio member		



Advisory Committees

Advisory Committee Co-Chairs hui

Name	Role	Meeting dates	Venue
1. Sue McCormack	Council Acting Chair	Wednesday 5 March	Online
2. Gus Gilmore	Chief Executive	Friday 8 August	Online
3. Jordan Gush	ILAC Co-Chair		
4. Dahrian Watene	ILAC Co-Chair		
5. Heath Sawyer	IKAC Co-Chair		
6. Warwick Shillito	IKAC Co-Chair		
7. Josie Keelan	Komiti Māori Co-Chair		
8. Bentham Ohia	Komiti Māori Co-Chair		

Interim Learner Advisory Committee (ILAC)

Name	Role	Meeting dates	Venue
1. Jordan Gush	Co-Chair	Monday 10 March	Online
2. Dahrian Watene	Co-Chair	Tuesday 30 September	Online
3. Henry Geary	Member		
4. Nina Lee Griffith	Member		
5. Ihongaro	Member		



Interim Kaimahi Advisory Committee (IKAC)

Name	Role	Meeting dates	Venue
1. Heath Sawyer	Co-Chair	Friday 7 March	Online
2. Warwick Shillito	Co-Chair	Thursday 14 August	Online
3. Andrea Armstrong	Member		
4. Ang Cooper	Member		
5. Barry Paterson	Member		
6. Craig Ludlow	Member		
7. Henry Ma'alo	Member		
8. Jessica Costall	Member		
9. Jody Takimoana	Member		
10. Keri Youngman	Member		
11. Linda Aumua	Member		
12. Mary-Liz Broadley	Member		
13. Ramari Raureti	Member		
14. Scott Casley	Member		

Interim Māori Advisory Committee

Name	Role	Meeting dates	Venue
1. Teorongonui Josie Keelan	Co-Chair	Friday 4 April	Online
2. Bentham Ohia	Co-Chair	Wednesday 20 August	Online
3. Dahrian Watene	ILAC representative		
4. Glenda Taituha-Toka	Member		



Te Poari Akoranga

Name	Role	Meeting date	Venue
1. Kieran Hewitson	Co-Chair (Delegate for Chief Executive)	Tuesday 28 January	Online
2. Deborah Young	Co-Chair (Ako Excellence Director)	Thursday 13 March	Online
3. Vacant	Member of Transition Leadership Team	Thursday 15 May	Online
4. Leoni Drew	Member (Co-Chair Te Ohu Whakahaere Approvals)	Thursday 26 June	Online
		Thursday 11 September	Online
5. Fiona Beals	Member (Rohe 3 business division Academic Committee Chair or delegate)	Thursday 6 November	Online
6. Henry Geary	Member (Learner nominated by Interim Learner Advisory Committee)		
7. Martin Carroll	Member (Rohe 1 business division Academic Committee Chair)		
8. Te Urikore Biddle	Member (Rohe 2 business division Academic Committee Chair)		
9. Scott Klenner	Member (Rohe 4 business division Academic Committee Chair)		
10. Linda Aumua	Member (Co-opted)		
11. Fionna Moyer	Member (Co-opted)		



Te Ohu Whakahaere Approvals

Name	Role	Meeting dates
Leoni Drew	Co-Chair	Wednesday 26 February
Kim Davies	Co-Chair	Wednesday 30 April
Liz McKenzie	Member	Monday 16 June
Harry Leder	Member	Tuesday 16 September
Paul Neumann	Member	Wednesday 22 October
Veraneeca Taiepa	Member	
Maggie Wells	Member	
Denise Williams	Member	

APPROVED 10 October 2024
Updated 3 October 2025

Te Pūkenga
Annual Governance Work Plan 2025

		Financial Year 2025											
	Frequency	January	February	March	April	May	June	July	August	September	October	November	December
Council	Bi-monthly		Thursday 13 February		Thursday 10 April	Friday 30 May	Monday 30 June	Friday 31 July	Friday 29 August	Friday 26 September	Friday 31 October		Friday 12 December
Chief Executive's report	Bi-monthly		x		x	x	x	x	x	x	x		x
Wellbeing and Safety report	Bi-monthly		x		x			x		x			x
Te Tiriti monitoring	Quarterly				x								
Risk deep dives	4-monthly		Academic portfolio & quality		Te Tiriti risks						People risks		
Annual report	Annually				x								
Briefing to Incoming Minister	Triennially				Information								
Any essential policies required in next 6-12 months	As required					Treasury policy & standing delegations register	Procurement policy & sensitive expenditure policy						
Investment plan	Annually						x						
Pastoral code self-report	Annually						x						
Subsidiary companies	As required								ESA, SLEC and WSAL	Motortrain			
Transition plans	One-off									x			
Statement of performance expectations	Annually									Draft			Final
Lessons learnt from Te Pūkenga	One-off									x			
2026 Budget	Annually										x		
Finance Risk and Audit	Monthly		Friday 28 February	Friday 28 March	Wednesday 30 April	Friday 30 May	Monday 30 June	Friday 31 July	Friday 29 August	Friday 26 September	Friday 31 October	Friday 28 November	
Report from Chief Financial Officer	Monthly		x	x	x	x	x	x	x	x	x	x	
VET Future State update	Monthly		x	x	x	x	x	x	x	x	x	x	
Programme governance: Finance systems and DSR	Quarterly		x			x		x	x			x	
Risk report	Quarterly		x			x			x			x	
Property report	Quarterly		x			x			x			x	
Treasury report	Quarterly		x			x			x			x	
Contentious legal matters	Quarterly		x			x			x			x	
Annual report incl. financial statements, letter of representation, & going concern assessment	Annually		2025 update		Going concern assessment	Approval							
Legislative compliance	Annually		x										
Delegations policy and register	As required			x					x				
Status of external audit recommendations	Quarterly					x			x			x	
Financial approvals	As required						5-year capital plans					Insurance	
Crown financial statements	Annually								x				
Pre-year-end review of issues and assumptions	Annually								x				
											- 2026 operating model - cybersecurity		
2026 business divisions	One-off											x	
Risk management framework	As required												
Other policy approvals	As required												
Appointment and Remuneration	Six-monthly			Monday 31 March			Wednesday 25 June				Wednesday 22 October	Friday 28 November	
Subsidiary AGMs	Annually			x									
Appointments to Committees	As required			x							x		
Chief Executive KPIs	Annually						x						
Chief Executive performance review	Six-monthly						x					x	
Tier 2 employees	One-off										x		
Subsidiary and trust appointments	As required												
Wellbeing and Safety	Quarterly			Thursday 27 March				Thursday 17 July		Wednesday 17 September			Wed 3 December
Deep dives and continuous education	Quarterly			x				x		x			x
Statements of commitment to wellbeing and safety	Annually			x									
2025 officer engagement plan	Annually			x									
Pastoral code self-review	Annually							x					

APPROVED 10 October 2024
Updated 3 October 2025

Te Pūkenga
Annual Governance Work Plan 2025

		Financial Year 2025											
	Frequency	January	February	March	April	May	June	July	August	September	October	November	December
Wellbeing and safety reporting	One-off							x					
Tai Poutini Polytechnic review	One-off												TBC
Officer self-review of duty to exercise due diligence	Annually												x
Wellbeing and safety policy - not required in 2025	Annually												
Ākonga pastoral code framework - not required in 2025	Biennially												
Pastoral care policy - not required in 2025	Biennially												

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Te Pūkenga
Annual Governance Work Plan 2025

		Financial Year 2025											
	Frequency	January	February	March	April	May	June	July	August	September	October	November	December
Te Poari Akoranga	Bi-monthly	Tue 28 Jan		Thursday 13 March		Thursday 15 May	Thursday 26 June			Thursday 11 September		Thursday 6 November	
Reports from local academic committees	Bi-monthly	x		x		x	x			x		x	
Reports from ngā ohu whakahaere	Bi-monthly	x		x		x	x			x		x	
2025 workplan for Te Poari Akoranga and ngā ohu whakahaere	Annually	x											
Academic risk monitoring	Bi-monthly			x		x	x			x		x	
Pastoral code self-review	Annually						x						
Investment plan	Annually						x						
Unified Level 7+ programme approvals	As required						Master of Applied Science						
Distribution of unified programmes following disestablishment	One-off						x						
Research-related SPE results	Annually						x						
Academic and ethical processes of new entities	One-off											x	
Te Poari Akoranga self-assessment for 2025	Annually											x	
2026 meeting dates and workplan	Annually											x	
Monitoring reports	As required												
Advisory Committees	Six-monthly			7-10 March	4 April				14-20 August	30 September			
Disestablishment update (for information)	As required			IKAC/ILAC	IMAC				IKAC/IMAC	ILAC			
2025 workplan	Annually			IKAC/ILAC	IMAC								
Work-based learning options (for information)	One-off			IKAC/ILAC	IMAC								
Research function (for information)	One-off			IKAC									
Supporting kaimahi through change (for feedback)	As required			IKAC									
Input to legislative change (for feedback)	One-off			IKAC/ILAC	IMAC								
Investment plan (for information)	Annually								IKAC/IMAC	ILAC			
Pastoral code self-review (for information)	Annually									ILAC			
Lessons learnt from Te Pūkenga (for feedback)	As required								IKAC/IMAC	ILAC			
Statement of performance expectations (for feedback)	Annually								IKAC/IMAC				



Te Pūkenga Council Register of Interests

26 October 2025

Name	Interest	Nature of Interest
Sue McCormack Acting Chair	Canterbury Earthquakes Insurance Tribunal	Judicial Officer
	University of Canterbury	Past Chancellor
	Dress for Success	Honorary solicitor
Heath Sawyer Member	Te Pūkenga staff member	Employee
Jordan Gush Member	Peseta Sam Lotu-liga, Executive Director Rohe 1 Te Pūkenga	Uncle
	Plumbers and Gasfitters Board	Mother is a member
Teorongonui Josie Keelan Member	Hoani Waititi Kaumātua Advisory Rōpū	Member
Jeremy Morley Member	Wellington Free Ambulance	Contractor
	Racing New Zealand	Chair and Director
	Warwick Trust	Settlor, Trustee, and Beneficiary
	Wellington Over 60s Cricket	Treasurer and Member
	Wellington Bridge Club Inc	Honorary Auditor
	OnTrack Racing Limited	Director and Chair
	Department of Internal Affairs Ministerial Advisory Committee for the Cessation of Greyhound Racing	Fixed-Term Contractor
Sam Huggard Member	New Zealand Educational Institute Te Riu Roa	Employee
Bill Moran	WorkSafe NZ	Deputy Chair

Name	Interest	Nature of Interest
Member	Chamber Music at the World's Edge Foundation USA	Chair
	Chamber Music at the World's Edge Foundation NZ	Chair
	At the World's Edge Music Foundation UK	Trustee
	Parliamentary Education Trust	Trustee
	Iti Kōpara Charitable Trust	Trustee
	Hoops and Life Awhi Trust	Trustee
	New Zealand Qualifications Authority	Deputy Chair
	Pioneer Energy	Director
	Pioneer Energy Renewables GP	Director
	Pioneer Energy Group GP	Director
	TAB New Zealand	Director
	Queenstown Lakes District Council Audit, Finance and Risk Committee	Independent Member
	Arts Council of NZ (Creative NZ) Audit, Finance and Risk Committee	Independent member
	Te Kōki, NZ School of Music, Victoria University of Wellington	Advisory Committee Member



Minutes for Te Pūkenga Council 26 September 2025 ordinary meeting

26/09/2025 | 01:00 PM - Auckland, Wellington New Zealand Standard Time

MIT Ōtara campus

Attendees (5)

Sue McCormack (Acting Chair); Heath Sawyer; Jeremy Morley; Teorongonui Josie Keelan; William Moran;

In attendance:

Gus Gilmore (Chief Executive), Rebecca Donne (Governance Director, minutes), Ziena Jalil (Deputy Chief Executive), Deborah Young (Co-Chair, Te Poari Akoranga, items 4.1 and 12.1), Clarke Raymond (Director, Strategy and Performance, item 10.1 and 11.1), Kara Hiron (Legal Director, item 10.2), Johnny Tramoundanas-Can (Government Relations Director, item 11.2), Kirsten Sargent (People and Culture Change and Transition Lead, item 11.2), Simon Casford (ITP Transition Plan Programme Manager, item 11.2), Mikaela Young (WBL Transition Plan Programme Manager, item 11.2), Simon Bilton (Programme Director MIT/Unitec, item 11.3)

Open agenda

The meeting opened at 12.26pm.

1. Welcome/apologies/notices

The Council noted that Sam Huggard and Jordan Gush provided apologies for the meeting, but will attend via videoconference for item item 12.2 (Transition Plans).

2. Administration (open)

2.1 Council membership and 2025 schedule of committees and workplan

The Council noted the membership terms, 2025 workplan and schedule of meetings for 2025.

2.2 Register of interests

The Acting Chair reminded members to declare any agenda items where a conflict arises between their role as a member of Te Pūkenga Council and any private or other external interest they may have, and to stand aside from decision making in respect of that item. No additional interests were declared.

2.3 Minutes (draft) of the meeting held 29 August 2025 (ordinary meeting)

There were no matters arising from the open minutes.

RESOLVED (B. Moran/T.J. Keelan)

That the Council approve the minutes of Te Pūkenga Council open meeting held on 29 August 2025 as a true and correct record.

CARRIED

3. Chief Executive's open report

Te Pūkenga Council received the report titled 'Chief Executive's Report to Council - Open Session' and notes the update on current issues, key achievements and highlights arising during the reporting period, in particular that the recent Select Committee appearance went well and had no media coverage. The Council acknowledged the contribution of everyone who appeared.

4. Reports from Committees

4.1 Report from open portion of Te Poari Akoranga held 11 September 2025

Te Pūkenga Council received the verbal and written report from the open portion of Te Poari Akoranga meeting held 11 September 2025 and noted that:

- Te Poari Akoranga received reports and noted approvals from the following Local Academic Committees:
 - Ara Institute of Canterbury
 - Eastern Institute of Technology
 - Manukau Institute of Technology
 - NorthTec
 - Open Polytechnic
 - Otago Polytechnic
 - Toi Ohomai
 - Unitec
 - Whitireia and WelTec
 - Wintec
 - Western Institute of Technology at Taranaki
- Te Poari Akoranga received Local Academic Committee reports from Competenz, MITO, and ServiceIQ where no approvals were made.
- Te Poari Akoranga had some good conversations about academic risks and asked the Ako Excellence Director to remind Quality Managers that Te Pūkenga is still the legal entity and we need to have assurance from academic committees until the end of the year.

- A recommendation to change the Terms of Reference for 2026 will be provided to the Council later in the year.

5. Correspondence

Te Pūkenga Council received:

- The 6 August 2025 letter from the Chief Ombudsman re: publication of Official Information Act complaints data
- The 18 September 2025 letter from the Minister for Vocational Education re: Te Pūkenga Statement of Intent 2026-2029 and Statement of Performance Expectations 2026.

The Council thanked the OIA team for their attention to detail which has kept us safe.

6. He take atu anō | Any other business (open)

No other business was raised.

7. Resolution to exclude the public

RESOLVED (S. McCormack)

That the public be excluded from the remainder of the meeting. This resolution will be made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 (LGOIMA) (noting Te Pūkenga Council is specified, in Schedule 2 of LGOIMA, as a body to which LGOIMA applies) and the particular interests protected by section 9 of the Official Information Act 1982 (OIA) which would be prejudiced by the holding of the relevant parts of the proceedings of the meeting in public. The general subject of each matter to be considered while the public is excluded and the reason for passing the resolution in relation to each matter are as per the table below:

Item	General subject of each matter to be considered	Section(s)
8.	Administration	
8.1	Minutes of the closed portion of the meeting held 29 August 2025	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
8.2	Ngā mahi hei Actions	Section 9(2)(g)(ii) OIA
9.	Regular reporting	
9.1	Chief Executive's closed report	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA

9.2	Wellbeing and safety report	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
10.	Risk and compliance	
10.1	Draft Statement of Performance Expectations 2026	Section 9(2)(b)(ii) OIA Section 9(2)(i) OIA
10.2	Winding up of subsidiary company	Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA
11.	Transition and disestablishment	
11.1	Te Pūkenga successes, lessons, and opportunities for new entities	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
11.2	Transition Plans	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
11.3	MIT Unitec Integration business case	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
12.	Reports from and relating to Committees	
12.1	Report from closed portion of Te Poari Akoranga held 11 September 2025	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA
12.2	Report from Wellbeing and Safety Committee meeting held 17 September 2025	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
13.	Inwards correspondence (confidential)	
13.1	Letter to Minister for Vocational Education	Section 9(2)(i) OIA
15.	He take atu anō Any other business (confidential)	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
16.	Confirmation of actions from this meeting	Section 9(2)(g)(ii) OIA

Interests

Section	Interest
Section 9(2)(a) OIA	To protect the privacy of natural persons, including that of deceased natural persons.
Section 9(2)(b)(ii) OIA	To protect information where the making available of the information would be likely unreasonably to prejudice the commercial position of the person who supplied or who is the subject of the information.
Section 9(2)(g)(iii) OIA	To maintain the effective conduct of public affairs through the protection of such Ministers, members of organisations, officers, and employees from improper pressure or harassment.
Section 9(2)(h) OIA	To maintain legal professional privilege.
Section 9(2)(i) OIA	To enable a Minister of the Crown or any public service agency or organisation holding the information to carry out, without prejudice or disadvantage, commercial activities.
Section 9(2)(j) OIA	To enable a Minister of the Crown or any public service agency or organisation holding the information to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations).

And that certain employees from Te Pūkenga be permitted to remain at the meeting, namely

- *Ziena Jalil*
- *James Smith*
- *Clarke Raymond*
- *Kara Hiron*
- *Johnny Tramoundanas-Can*
- *Simon Casford*
- *Mikaela Young*
- *Kirsten Sargent*
- *Simon Bilton*
- *Deborah Young*

be permitted to remain at the meeting after the public has been excluded because of their specific knowledge in relation to the above items. This knowledge, which will be of assistance in relation to the matters above to be discussed, is relevant to those matters because they have assisted in the progression of such matters.

CARRIED

The Council moved into a public excluded session at 12.33pm.

Te Pūkenga report



31 October 2025

Report to	Te Pūkenga Council
Title	Chief Executive’s report to Council – open session
Provided by	Gus Gilmore, Tumuaki Chief Executive
For	Information
Classification	Unclassified
Endorsement (if any)	N/A

Recommended resolutions

It is recommended that Te Pūkenga Council (the Council):

1.	Receive the report titled ‘Chief Executive’s report to Council – open session’.
2.	Note the update on current issues, key achievements and highlights arising during the reporting period.

Kōrero whakapōpoto | Executive summary

1. The Education and Training (Vocational Education and Training System) Amendment Bill passed its third reading on 15 October and received Royal Assent on 21 October, providing an earlier commencement date. This will enable smoother transitions for polytechnics as decisions can be taken in advance of the 1 January 2026 transition.
2. Regardless of the adjusted commencement date, transition arrangements continue at pace with Transition Plans provided to the TEC on 22 October 2025 so they can be considered for approval by the TEC Board in November. Work is also underway on supporting transition arrangements for kaimahi to the new employer entities that will be operational from 1 January 2026.

Ngā mahi matua i te wā o te pūrongo | Key activity during reporting period

Media

3. There continues to be some media interest in Te Pūkenga business divisions in particular NorthTec given health, housing and employment pressures on the region it serves, and the potential added impact from uncertainty about the future delivery of vocational education and training for Northland. The closure of Queenstown Resort College’s Paihia campus has added to community concerns.
4. Reporting on NorthTec included the \$3 million transitional support provided under the Strategically Important Provision Fund but there was little coverage about the fund’s allocations more broadly.

Te Pūkenga report



31 October 2025

5. Concerns raised by Treasury and TEC about high financial risk and destabilisation of the vocational education system from the disestablishment of Te Pūkenga requiring additional funding for polytechnics, was reported though did not appear to gain ongoing traction.
6. There has also been some coverage of the recruitment of chief executives of the new polytechnics which is underway.

Financial performance

Enrolments

7. As at 10 October, ITP EFTS are up 2% compared with the same period in 2024. Domestic EFTS are 2% higher and international EFTS 7% higher. Apart from NMIT, all other business divisions' growth rates are behind budget.
8. Work-based learning (WBL) sign-ups remain down by almost 9% year to date (as at 30 September) in what continues to be a sluggish economic environment. WBL business divisions remain committed to mitigating strategies to support their budget positions.

Enrolment type (EFTS)	2025 budget year end	2025 YTD	2024 YTD	YTD % variance
Domestic	56,667	53,264	52,232	2%
International	6,937	6,539	6,124	7%
Total	63,494	60,175	59,256	3%

Progressing disestablishment and transition

Passing of the Education and Training Amendment Bill

9. The [Education and Training \(Vocational Education and Training System\) Amendment Bill](#) (the Bill), introduced by Hon Penny Simmonds, Minister for Vocational Education, passed its third reading on 15 October 2025. The amending legislation, which disestablishes Te Pūkenga and re-establishes regional polytechnics, and establishes Industry Skills Boards (ISBs) received Royal Assent on 21 October, bringing the commencement date forward.
10. While the transfer of business divisions to successor entities is still intended for 1 January 2026, the earlier commencement date of the legislation provides more time to prepare for the transition of the ten ITPs and eight ISBs to stand up as separate entities enabling decisions prior to 1 January.
11. Importantly, the earlier commencement date means we can proceed with facilitating employment transfer arrangements for kaimahi. We expect employment offers for kaimahi transferring to the successor organisations to be made once entities are established by Orders in Council and appointments made to new ITP Councils and ISBs. We expect this process to begin in early December 2025, but this will be subject to Cabinet processes.
12. Changes to the Bill also include extending the latest disestablishment date for Te Pūkenga from 31 December 2026 to 31 March 2027. Our legal name has also changed, effective from the day after Royal Assent, when we will only use New Zealand Institute of Skills and Technology. Work is underway to support this process with business divisions already using their individual branding.

Te Pūkenga report



31 October 2025

VET Future State programme

13. The programme team continues working across the key projects to ensure a smooth transition to the future state including financially viable polytechnics and ensuring kaimahi experience a seamless transition to the successor organisations.

Regional ITP Viability

14. The Regional ITP Viability (RIV) programme has moved into the final quarter of 2025, and we are progressing with closing the RIV programme for the ten business divisions that will exit Te Pūkenga on 1 January 2026 (Unitec/MIT, Wintec, EIT, Toi Ohomai, UCOL, Open Polytechnic, NMIT, Ara, Otago Polytechnic, and SIT).
15. Most ITP business divisions have completed the initiatives in their plans to a point where the programme considers the initiatives complete or well underway to be completed later in 2025 or early in 2026.
16. We are working with business divisions that have completed most of their cost saving initiatives and/or have realised the financial benefits in their financial improvement plans to begin closing out their programmes of work. These business divisions have shifted focus to transition activities.

Transition

17. We have worked closely with TEC over the last two months in developing the two required Transition Plans for all business divisions exiting Te Pūkenga from 1 January 2026: one for the ten ITP business divisions (Ara, EIT, MIT/Unitec, NMIT, Open Polytechnic, Otago Polytechnic, SIT, Toi Ohomai, UCOL, and Wintec) and one for all WBL business divisions. Each Transition Plan has several schedules containing more detailed information required by TEC.
18. Both sets of plans were submitted to the TEC on 22 October so they can be considered by the TEC Board on 19 November 2025. This followed final feedback from TEC and NZQA on the draft plans.

Other matters

NZQA approval for the Diploma in Enrolled Nursing

19. The Diploma in Enrolled Nursing has received final approval from NZQA. Ara is the lead provider for this programme, with EIT, MIT, NMIT, NorthTec, Open Polytechnic, SIT, Toi Ohomai, Whitireia, Wintec, and WITT all able to gain accreditation with delivery to begin next year.
20. This substantial mahi led by Ara is a significant milestone, with all providers collaborating on this unified programme through the development and approval process. It supports streamlined learner pathways and seamless transitions, for example for learners shifting locations when enrolled in the diploma.

New Zealand Institute of Skills and Technology Council Meeting

6. Resolution to exclude the public

It will be moved by the Acting Chair that the public be excluded from the remainder of the meeting. This resolution will be made in reliance on section 48(1) of the Local Government Official Information and Meetings Act 1987 (LGOIMA) (noting NZIST is subject to Part 7 of the LGOIMA) and the particular interests protected by section 9 of the Official Information Act 1982 (OIA) which would be prejudiced by the holding of the relevant parts of the proceedings of the meeting in public.

The general subject of each matter to be considered while the public is excluded and the reason for passing the resolution in relation to each matter are as follows:

Item	General subject of each matter to be considered	Section(s)
7.	Administration	
7.1	Minutes of the closed portion of the meeting held 26 September 2025	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA
7.2	Ngā mahi hei Actions	Section 9(2)(g)(ii) OIA
8.	Regular reporting	
8.1	Chief Executive's closed report	Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
9.	Risk and compliance	
9.1	Deep dive: people risks	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
9.2	2026 budget	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA

Item	General subject of each matter to be considered	Section(s)
10.	Reports from and relating to Committees	
10.1	Report from Appointment and Remuneration Committee meeting held 22 October 2025	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) Section 9(2)(j) OIA
12.	Outward correspondence (confidential)	
12.1	Letter to Minister for Vocational Education	Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(i) OIA
12.2	Letter to ESA Publications Directors	Section 9(2)(a) OIA Section 9(2)(i) OIA
12.3	Letter to MIT Unitec EAG Chair	Section 9(2)(i) OIA
13.	He take atu anō Any other business (confidential)	Section 9(2)(a) OIA Section 9(2)(b)(ii) OIA Section 9(2)(g)(ii) OIA Section 9(2)(h) OIA Section 9(2)(i) OIA Section 9(2)(j) OIA
14.	Confirmation of actions from this meeting	Section 9(2)(g)(ii) OIA

The Acting Chair will also move that certain employees from NZIST, namely:

- James Smith
- Kirsten Sargent

be permitted to remain at the meeting, after the public has been excluded because of their specific knowledge in relation to the above items. This knowledge, which will be of assistance in relation to the matters above to be discussed, is relevant to those matters because they have assisted in the progression of such matters.

Interests

Section	Interest
Section 9(2)(a) OIA	To protect the privacy of natural persons, including that of deceased natural persons.
Section 9(2)(b)(ii) OIA	To protect information where the making available of the information would be likely unreasonably to prejudice the commercial position of the person who supplied or who is the subject of the information.
Section 9(2)(g)(ii) OIA	To maintain the effective conduct of public affairs through the protection of such Ministers, members of organisations, officers, and employees from improper pressure or harassment.
Section 9(2)(h) OIA	To maintain legal professional privilege.
Section 9(2)(i) OIA	To enable a Minister of the Crown or any public service agency or organisation holding the information to carry out, without prejudice or disadvantage, commercial activities.
Section 9(2)(j) OIA	To enable a Minister of the Crown or any public service agency or organisation holding the information to carry on, without prejudice or disadvantage, negotiations (including commercial and industrial negotiations).