



Te Pūkenga

Level 2, Wintec House
Cnr Anglesea and Nisbet St.
Hamilton 3204

0800 86 22 84
info@tepūkenga.ac.nz
tepūkenga.ac.nz

5 April 2024

s 9(2)(a)

By email: s 9(2)(a)

Tēnā koe s 9(2)(a)

Request under the Official Information Act 1982

I refer to your email dated 1 March 2024 to the Ministry of Education (the Ministry), requesting information about Te Pūkenga – New Zealand Institute of Skills and Technology (Te Pūkenga).

The Ministry transferred your request to Te Pūkenga on 4 March 2024. You requested the information below; your queries have been numbered for ease of reference.

The aim of this request is to gain information about the cost of establishing Te Pūkenga, the cost of disestablishing it, and the ongoing costs of running head office.

Please provide:

- 1. Total cost of establishing Te Pūkenga (i.e. amount spent to date)*
- 2. Estimated total cost of dis-establishing Te Pūkenga (estimated amount spent so far, and amount to be spent in future)*
- 3. Total number of Te Pūkenga head office staff (staff directly working for the organisation as opposed to individual institutions) as at November 27, 2023.*
- 4. Total number of those staff now.*
- 5. A breakdown of budget and total expenditure by Te Pūkenga head office, since November 27, 2023, including salaries/wages and other expenses, for each of the pay cycles since then. (Or broken down in way that is easiest to collate).*
- 6. Directives to staff at Te Pūkenga, following the swearing in of the new Government, relating to what they are allowed to work on during this time (emails, memos etc)*
- 7. An estimate of how many staff are idle until the dismantling is complete*
- 8. Estimate of how many staff to be laid off during this process*
- 9. Amount of redundancy paid out since November 27, 2023*
- 10. Estimated total cost of redundancy liability.*
- 11. How much was spent, in total, on branding Te Pūkenga?*
- 12. Estimated cost of re-branding under new structure, including rebranding new tertiary organisations*
- 13. Estimated total cost of re-establishing ONE polytechnic*

Thank you for meeting with Johnny Tramoundanas-Can, Government Relations Director, and Cas Carter, Communications Director, to discuss your request and interest in the subject matter. I hope this provided useful background context of the wider Te Pūkenga disestablishment process, as well as allowing us to provide you with the most useful information we have at this time.

This letter provides a formal decision on your request under the Official Information Act 1982 (OIA).

The decision

We have broken your request into related areas for response.

Te Pūkenga establishment, national office, and branding costs – Questions 1, 5 and 11

Question 1 - Total cost of establishing Te Pūkenga (i.e. amount spent to date)

Between 2020 and 2022 funding of \$121 million was provided to support the establishment of Te Pūkenga. This was to build capability, and commence integration and transformation of the network, including supporting greater delivery of on-job learning. Since April 2020, when Te Pūkenga was established, a total of around \$113 million has been spent on transition and transformation.

There was separate funding of \$40 million in Crown capital funding in Budget 2022 allocated for high priority buildings which needed remediation and would have been required regardless of the establishment of Te Pūkenga. The first tranche of \$25m was provided to Te Pūkenga in December 2022. The release of the remaining \$15 million has been approved by the Tertiary Education Commission (TEC) and release of these funds is subject to provision of supplementary information.

Question 5 - A breakdown of budget and total expenditure by Te Pūkenga head office, since November 27, 2023, including salaries/wages and other expenses, for each of the pay cycles since then. (Or broken down in way that is easiest to collate).

As discussed with Johnny and Cas, we are not able to provide budget and total expenditure by pay cycle, however, please find total revenue and expense by month for December 2023, January 2024 and February 2024 in the table below. The revenue figure for December 2023 is higher than usual monthly revenue due to final milestone payments for Strategic Component Funding made by the TEC. January and February 2024 revenue does not yet include Strategic Component Funding as we are awaiting final approval of the 2024 funding from the TEC. Once approval is received, future months will reflect this funding in monthly revenue. The monthly revenue does not include TEC funding for teaching and learning as this is reflected in Business Division budgets.

	Dec-23	Jan-24	Feb-24
Revenue	\$52,346,116	\$3,212,216	\$2,087,724
Expenses (Staff + Admin and other)	\$9,527,685	\$1,848,555	\$5,649,764

Question 11 - How much was spent, in total, on branding Te Pūkenga?

Work to create Te Pūkenga name and brand was commissioned as part of the initial work programme for the New Zealand Institute of Skills and Technology Establishment Board and amounted to \$208,709.

A national launch campaign to introduce and market Te Pūkenga to Aotearoa New Zealand began in September 2022. Clemenger BBDO led the development and delivery of this campaign; the total cost for the advertising and campaign activity was \$3.5 million, in the 2022 financial year. This included creative development, production, media marketing and project management.

Regarding re-branding, all 25 of Te Pūkenga business divisions had been undertaking co-branding since January 2022, applying Te Pūkenga branding alongside their existing brands.

This co-branding involved applying Te Pūkenga branding (logo and elements of Te Pūkenga visual identity (colours and design elements)) alongside their existing brands as we updated regular marketing activities. The co-branding was part of business-as-usual activities at each business division, and at low or no cost by using digital formats and applications. Given this approach, a separate budget was not established.

Additionally, in some circumstances, for example when replacement of campus and motor vehicle signage was required, we took the opportunity to apply Te Pūkenga branding. This was done on an as required basis and involved replacing one set of imagery with a new set. No additional costs can be attributed to a rebranding programme in relation to business divisions coming under Te Pūkenga “umbrella.”

After receiving the [Minister for Tertiary Education and Skills’ Letter of Expectation](#) on 5 December 2023 formally advising the new Government’s intention to disestablish Te Pūkenga we have begun transitioning back to individual business division brands. There is no subsequent ‘programme of work,’ nor central or decentralised budget provision for rebranding. Any rebranding required is being managed and the costs met by individual business divisions, as part of business-as-usual activities. Existing supplies will be utilised until they run out, expensive items will only be replaced on as required basis, and re-work of material already completed will not be undertaken.

This means any costs of altering branding will be incremental and incorporated into day-to-day marketing activities; and no costs can be attributed to a rebranding programme. This revised approach to branding was endorsed by Te Pūkenga Executive Leadership Team (ELT) on 7 February 2024.

National office kaimahi – Questions 3 and 4

Question 3 - *Total number of Te Pūkenga head office staff (staff directly working for the organisation as opposed to individual institutions) as at November 27, 2023.*

Question 4 - *Total number of those staff now.*

The table below provides the number of Te Pūkenga national office kaimahi as at the end of November 2023.

Total National Office Kaimahi – as at end November 2023		
Category	Headcount	FTE
Management/Professional/Support	165	163.5

As discussed with Johnny and Cas, Te Pūkenga has recently undertaken consultation with kaimahi most impacted by our 2023 *Tāraia te anamata | Creating our futures* structural changes, in relation

to how we will meet the Minister's expectations to retain capability whilst beginning the devolution of decision making to the regions, and preparation for any future structures.

We have engaged approximately 7,400 kaimahi via letter and approximately 400 kaimahi through one-on-one meetings where the impact on their employment was greater than just a change in reporting line. We are in the process of finalising this process which we hope to have completed shortly. We would be happy to provide you an update once this process is completed.

Estimations and disestablishment of Te Pūkenga – Questions 2, 6, 7, 8, 10, 12 and 13

The Government has signalled its intention to disestablish Te Pūkenga, however, it is still determining what the vocational education system will look like in future.

To disestablish Te Pūkenga, the Government must introduce new or amended legislation. The Tertiary Education Commission (TEC) and the Ministry are providing advice to the Minister. Te Pūkenga Council and management are supporting this work, providing insights and information as required. Council Reports and minutes, which you may find useful, can be found through Te Pūkenga website at: www.tepukenga.ac.nz/about/governance/.

Kaimahi across Te Pūkenga network continue to work within the current legislation and delegations, meeting our Charter requirements and delivering on our 2024 Statement of Performance Expectations (SoPE) to deliver quality vocational education and training to our ākonga (learners). You can find the 2024 SoPE on our website at: www.tepukenga.ac.nz/assets/Publications/Te-Pukenga-Statement-of-Performance-Expectations-2024.pdf.

While we are undertaking activities to prepare for disestablishment, aligning to the Minister's Letter of Expectations, much of the information you are interested in has not yet been decided and therefore does not yet exist.

The Minister has stated in her Letter of Expectations that it is no longer the Government's priority to have a centralised organisation for delivering vocational education and training. While Cabinet decisions are still to be made on the disestablishment process for Te Pūkenga and the configuration of the future network, the intention is to establish regionally based, individual institutions (subject to legislative processes). The Minister has also stated publicly that the Government was looking at keeping eight to ten institutions across the country with some shared services where it made sense. Some key areas we expect that the Minister and officials will need to work through will be the number and structure of future entities, and their governance and management structures for any regional entities established.

However, as final decisions are yet to be made by Cabinet on any final structure it is not possible to speculate on many of your questions.

Once decisions have been made and communicated, we recommend that you engage with TEC and the Ministry directly for further information about the topics you mention below.

Question 2 - Estimated total cost of dis-establishing Te Pūkenga (estimated amount spent so far, and amount to be spent in future)

Question 8 - Estimate of how many staff to be laid off during this process

Question 9 - Amount of redundancy paid out since November 27, 2023

Question 10 - Estimated total cost of redundancy liability.

Question 12 - Estimated cost of re-branding under new structure, including rebranding new tertiary organisations

Question 13 - Estimated total cost of re-establishing ONE polytechnic

We have interpreted these questions to all be in relationship to the disestablishment of Te Pūkenga as a whole. As outlined above and in your discussions with Johnny and Cas, we are not able to answer questions 2, 8, 9, 10, 12 and 13 at this time and must refuse them with reliance on section 18(e) of the OIA as the information does not yet exist.

Question 6 - Directives to staff at Te Pūkenga, following the swearing in of the new Government, relating to what they are allowed to work on during this time (emails, memos etc)

Question 7 - An estimate of how many staff are idle until the dismantling is complete

No kaimahi are idle. While some key projects inconsistent with the intended disestablishment have been halted or paused (for example our Digital Transformation and Te Pūkenga brand architecture), all Te Pūkenga kaimahi are actively working to deliver quality vocational education, teaching and learning with strong support for our 237,000 ākonga, 26,750 employers, 9,257 kaimahi and our regional communities. To this end we continue to deliver a high-quality consistent experience for all our key stakeholders across the motu, supporting our ākonga to realise their full potential, whilst continuing to meet our performance expectations and our current overarching performance outcomes with a focus on financial sustainability, revenue growth and cost reduction.

We are continuously reviewing our work plan considering the new direction for vocational education to ensure we are also working in line with the Government's intention. Key directives communicated from the ELT to all kaimahi are to continue with delivery of our important mahi, which we do so in line with employment contracts and our current legislation and performance expectations.

If you have any questions about this response, please feel free to contact Johnny in the first instance at OIA@tepukenga.ac.nz.

You have the right to make a complaint to the Ombudsman under section 28(3) of the OIA if you are not happy with this response. Information about how to do this is available at www.ombudsman.parliament.nz or by calling 0800 802 602.

We may publish our OIA responses, and the information contained in our reply to you on our website. Before publishing we will remove any personal or identifiable information.

Ngā mihi



Gus Gilmore
Tumuaki | Chief Executive