

**TEU****TERTIARY EDUCATION UNION**  
**TE HAUTŪ KAHURANGI**

Submission of

**Te Hautū Kahurangi | Tertiary Education  
Union**

to

**Te Pūkenga**

on the

***Finance Proposal for Change***

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## 1 Introduction

- 1.1 Te Hautū Kahurangi | Tertiary Education Union (TEU) welcomes this opportunity to respond to Te Pūkenga on the *Finance Proposal for Change*.
- 1.2 The TEU is the largest union and professional association representing 12,000 academic and general/allied staff in the tertiary education sector (in universities, institutes of technology/polytechnics, wānanga, private training establishments, and rural education activities programmes).
- 1.3 The TEU actively acknowledges Te Tiriti o Waitangi as the foundation for the relationship between Māori and the Crown. We recognise the significance of specific reference to Te Tiriti o Waitangi in the Education Act and the emergent discourse resulting from this. We also accept the responsibilities and actions that result from our nation's signing of the UN Declaration on the Rights of Indigenous Peoples.
- 1.4 The TEU expresses its commitment to Te Tiriti o Waitangi by working to apply the four whāinga (values) from our *Te Koeke Tiriti* framework to advance our TEU Tiriti relationship in all our work and decision-making – with members and when engaging on broader issues within the tertiary sector and beyond – such as our response to the *Finance Proposal for Change*.

*Tū kotahi, tū kaha:* We are strong and unified; we are committed to actions which will leave no-one behind; we create spaces where all people can fully participate, are fairly represented, and that foster good relationships between people.

*Ngā piki, ngā heke:* We endure through good times and bad; we work to minimise our impact on the environment; we foster ahikā – the interrelationship of people and the land, including supporting tūrangawaewae – a place where each has the right to stand and belong.

*Awhi atu, awhi mai:* We take actions that seek to improve the lives of the most vulnerable; we give and receive, acknowledging that reciprocity is fundamental to strong and equitable relationships; and we work to advance approaches that ensure quality public tertiary education for all.

*Tātou, tātou e:* We reach our goals through our collective strength and shared sense of purpose, which are supported through participatory democratic decision-making processes and structures.

- 1.5 Our response to the *Finance Proposal for Change* stems from our commitment to the whāinga expressed above and our wish to see these enacted in the tertiary education sector and in our society and communities.
- 1.6 We would like to acknowledge and thank the TEU members that provided input for this submission.

## **2 Organisation Design**

- 2.1 TEU thanks Te Pūkenga for the opportunity to provide a submission on the *Finance Proposal for Change*.
- 2.2 We appreciate the clarification of the proposed definitions and groupings (p.5). In analysing the proposed definitions and groupings, we acknowledge that some could be categorised into either group. Kaimahi within the soft facilities group are pleased in being acknowledged as an important aspect of Ako Delivery. Following the outcome of the review, we request some clarity on how they will fit into the Ako Delivery as their functions may require them to work within specified sub-structures.
- 2.3 Where some members' roles are split into both 'Hard' and 'Soft' groups, clarity over reporting lines that may cross over between Finance and Ako Delivery will need to be considered.
- 2.4 We acknowledge for most kaimahi, the changes are simply a change in their reporting lines.

## **3 Our Business Group**

*Our objectives (p.7)*

- 3.1 Regarding bullet point 7, it is unclear what this will mean for regional delivery and the impact this will have on kaimahi employed within the Finance Structure across the network.
- 3.2 Within the national structure we envisage that there will be the full remit of finance, property and procurement roles that would be expected within a large organisation. This will provide the opportunity for kaimahi to obtain further skills and wider career experiences within Te Pūkenga.

## **4 Proposed Structure**

- 4.1 With reference to the interim leadership structure for Work Based Learning and the Open Polytechnic (p.9) – is there a time frame for when this will move into the national structure?
- 4.2 It is noted that for most of our members their role will continue in its current form (p.27) and current terms and conditions will not change.
- 4.3 The main impact of this change is a change to reporting lines.
- 4.4 Regarding procurement, the proposal says a single Contracts Manager role, whereas currently there are several of these roles. They hold both local and regional relationships and cover work that spans the areas of procurement, risk management and legislative compliance. A single role covering this nationally is a risk. There should be Regional Contract Manager roles as part of a national team to ensure decisions regarding contracts are managed cohesively (and timely), across the network using and maintaining relationships with local and regional businesses (p.6).

## **5 What Happens Next**

### *Recruitment and selection (p.29)*

- 5.1 We support the action of any person who is impacted by this change will be first considered for any of the new roles in which they have expressed an interest.
- 5.2 Where there are roles to be disestablished (p.39), consideration should be given to the roles to be created (p.36). Given that this new structure will take time to settle, it would be prudent to retain roles on an interim basis (unless kaimahi are redeployed) to ensure current expertise and knowledge is maintained.

## **6 Where to Get Support**

- 6.1 In paragraph 2 (p.32) it would be good to insert the word 'unions' as a source of support and advice.

## **7 Conclusion**

- 7.1 TEU appreciates the opportunity to provide feedback on the draft Finance Structure Change proposal.