



Te Pūkenga

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26 May 2025

[REDACTED]

[REDACTED]

By email: [REDACTED]

Tēnā koe [REDACTED]

Request under the Official Information Act 1982

Thank you for your emailed letter of 2 April 2025, requesting information from all provider-based business divisions of Te Pūkenga – New Zealand Institute of Skills and Technology (Te Pūkenga). You asked the following two questions:

How many employees (actual, not FTE) were in your employ whose work fell under the coverage clause of the Academic and/or Allied/General Staff Members' Collective Agreement for every subsidiary division i.e. we want overall totals as well as individual subsidiary information.

Out of SITE's total employees how many (actual, not FTE) were employed in the following categories (regardless of whether covered by a collective agreement or not), similarly broken down by totals aggregated and by individual subsidiary.

You provided tables for Te Pūkenga overall as well as each of our 16 provider-based business divisions and noted:

We are requesting the following information from you as of 28 February 2025 (or the nearest pay period if that is easier for calculation purposes).

We are asking for the over all figures from Te Pūkenga and also the breakdown by each division.

A request for a copy of the Feasibility Reports of each Division as part of the Regional ITP Viability Programme.

On 2 May 2025 we wrote to you advising of an extension to the timeframe for making a decision on your request to 26 May 2025. This letter provides a formal decision on your request under the Official Information Act 1982 (OIA).

The decision

We provide the same tables with the information you have requested populated within as **Appendix One**, based on kaimahi (staff) and position data held as at end March 2025.

Te Pūkenga 'overall' table only includes the business divisions as requested. It excludes national office and our work-based business divisions. The data within the enclosed tables includes all kaimahi within the business divisions specified. This may include some roles that are not within the particular scope of your request (eg fall within the coverage clause). However, in the essence of transparency we have provided all kaimahi within each business division.

Where there were no values in specific rows, we have removed the rows in question. For example, where a business division has not reported any casual/hourly paid kaimahi. It is not compulsory for kaimahi to disclose their gender or ethnicity. Where available this information is self-identified by each kaimahi at the start of their employment. We have not included 'unknown' in the tables.

With regard to your request for the *Feasibility Reports of each Division as part of the Regional ITP Viability Programme*, we are withholding these reports under the following sections of the OIA:

- 9(2)(b)(ii) 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
- 9(2)(f)(iv) to maintain the constitutional conventions for the time being which protect the confidentiality of advice tendered by Ministers of the Crown and officials
- 9(2)(g)(i) to maintain the effective conduct of public affairs through the free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any public service agency or organisation in the course of their duty.

We do not believe the need to withhold this information is outweighed by the public interest in its release at this time – May 2025. However, once Cabinet makes decisions about the position of Institutes of Technology and Polytechnics (ITPs) within New Zealand's Vocational Education and Training sector, including the number and location of ITPs, we expect more information will be made public. As such, with reference to section 18(d) of the OIA, we are undertaking a review of the reports with a view to making them publicly available through our website in the coming months.

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

Appendix One

Te Pūkenga provider-based business divisions totals

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	1905	1315	2419	5639
Part-time (permanent)	571	338	651	1560
Full time (fixed term)	37	28	152	217
Part time (fixed term)	27	22	173	222
Casual (or Hourly Paid)	2	0	70	72

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	2773	1265	26	1482	283	98
Part-time (permanent)	827	590	5	232	79	13
Full time (fixed term)	112	54	1	57	18	5
Part time (fixed term)	146	95	6	45	28	8
Casual or Hourly paid	29	16	0	13	0	2
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	2853	1850	29	974	333	183
Part-time (permanent)	732	582	9	141	64	22
Full time (fixed term)	104	73	5	26	14	6
Part time (fixed term)	74	50	2	22	9	3
Casual or Hourly paid	43	33	0	10	4	15

Ara Institute of Canterbury

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	88	408	219	715
Part-time (permanent)	43	122	68	233
Full time (fixed term)	4	12	41	57
Part time (fixed term)	0	12	23	35

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	419	198	24	197	14	1
Part-time (permanent)	116	81	4	31	4	0
Full time (fixed term)	23	9	1	13	1	0
Part time (fixed term)	24	16	4	4	4	0

Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	296	165	27	104	22	12
Part-time (permanent)	117	94	8	15	4	3
Full time (fixed term)	34	18	4	12	3	2
Part time (fixed term)	11	7	1	3	1	0

Eastern Institute of Technology

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	163	64	189	416
Part-time (permanent)	40	18	69	127
Full time (fixed term)	3	1	16	20
Part time (fixed term)	2	1	31	34
Casual (or Hourly Paid)	0	0	1	1

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	236	107	0	129	52	3
Part-time (permanent)	75	60	0	15	7	0
Full time (fixed term)	13	7	0	6	6	1
Part time (fixed term)	22	16	0	6	9	0
Casual or Hourly paid	1	1	0	0	0	0

Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	180	133	0	47	38	3
Part-time (permanent)	52	43	0	9	13	2
Full time (fixed term)	7	6	0	1	3	2
Part time (fixed term)	12	10	0	2	3	0

Manukau Institute of Technology

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	193	78	257	528
Part-time (permanent)	33	2	33	68
Full time (fixed term)	1	2	12	15
Part time (fixed term)	2	2	17	21
Casual (or Hourly Paid)	1	0	68	69

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	240	111	0	129	26	29
Part-time (permanent)	47	39	0	8	4	10
Full time (fixed term)	6	3	0	3	0	2
Part time (fixed term)	17	8	0	9	0	7
Casual or Hourly paid	28	15	0	13	0	2
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	288	202	0	86	27	71
Part-time (permanent)	21	14	0	7	1	6
Full time (fixed term)	9	7	0	2	2	2
Part time (fixed term)	4	4	0	0	1	1
Casual or Hourly paid	41	31	0	10	4	15

Nelson Marlborough Institute of Technology

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	60	41	79	180
Part-time (permanent)	36	38	43	117
Full time (fixed term)	4	2	6	12
Part time (fixed term)	3	0	19	22

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	90	32	0	58	1	1
Part-time (permanent)	56	31	0	25	1	0
Full time (fixed term)	9	1	0	8	0	0
Part time (fixed term)	18	14	0	4	3	0
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	90	60	0	30	2	0
Part-time (permanent)	61	48	0	13	1	0
Full time (fixed term)	3	3	0	0	0	0
Part time (fixed term)	4	2	0	2	0	0

NorthTec

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	69	48	49	166
Part-time (permanent)	17	9	12	38
Full time (fixed term)	8	2	6	16
Part time (fixed term)	3	1	8	12

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	82	34	0	48	22	1
Part-time (permanent)	21	18	0	3	3	0
Full time (fixed term)	14	9	0	5	4	1
Part time (fixed term)	10	3	0	7	4	1
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	84	56	0	28	23	1
Part-time (permanent)	17	15	0	2	7	1
Full time (fixed term)	2	1	0	1	0	0
Part time (fixed term)	2	1	0	1	1	0

Otago Polytechnic

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	268	41	90	399
Part-time (permanent)	151	18	66	235
Full time (fixed term)	1	0	3	4
Part time (fixed term)	3	1	16	20

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	235	116	2	117	13	4
Part-time (permanent)	140	105	0	35	6	0
Full time (fixed term)	1	0	0	1	0	0
Part time (fixed term)	15	9	2	4	0	0
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	164	100	0	64	15	5
Part-time (permanent)	95	77	1	17	6	2

Full time (fixed term)	3	3	0	0	0	0
Part time (fixed term)	5	3	1	1	0	0

Southern Institute of Technology

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	106	123	61	290
Part-time (permanent)	24	25	33	82
Full time (fixed term)	1	1	3	5
Part time (fixed term)	0	0	3	3
Casual (or Hourly Paid)	1	0	0	1

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	112	38	0	74	10	0
Part-time (permanent)	35	24	0	11	2	0
Full time (fixed term)	3	3	0	0	1	0
Part time (fixed term)	1	0	0	1	0	0
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	178	114	1	63	9	1
Part-time (permanent)	47	36	0	11	1	1
Full time (fixed term)	2	1	0	1	0	0
Part time (fixed term)	2	1	0	1	1	0
Casual or Hourly paid	1	1	0	0	0	0

Tai Poutini Polytechnic

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	16	15	9	40
Part-time (permanent)	2	7	3	12
Full time (fixed term)	0	0	1	1
Part time (fixed term)	0	0	2	2

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	27	11	0	16	0	0
Part-time (permanent)	4	3	0	1	0	0
Full time (fixed term)	1	1	0	0	0	0
Part time (fixed term)	1	1	0	0	0	0

Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	13	9	0	4	1	0
Part-time (permanent)	8	8	0	0	0	0
Full time (fixed term)	1	0	0	1	0	0

Open Polytechnic of New Zealand

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	84	73	350	507
Part-time (permanent)	4	16	59	79
Full time (fixed term)	0	0	11	11
Part time (fixed term)	0	0	2	2

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	119	80	0	39	8	2
Part-time (permanent)	11	9	0	2	0	0
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	387	244	0	143	28	18
Part-time (permanent)	68	59	0	9	3	1
Full time (fixed term)	11	7	0	4	2	0
Part time (fixed term)	2	2	0	0	0	0

Toi Ohomai Institute of Technology

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	177	81	232	490
Part-time (permanent)	28	29	58	115
Full time (fixed term)	2	1	9	12
Part time (fixed term)	0	2	10	12

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	265	109	0	156	43	5
Part-time (permanent)	48	31	1	16	10	0
Full time (fixed term)	5	4	0	1	2	0
Part time (fixed term)	7	5	0	2	1	0

Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	225	150	1	74	53	5
Part-time (permanent)	67	49	0	18	8	1
Full time (fixed term)	7	4	1	2	3	0
Part time (fixed term)	5	4	0	1	2	0

Universal College of Learning

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	180	30	63	273
Part-time (permanent)	74	3	36	113
Full time (fixed term)	5	0	10	15
Part time (fixed term)	5	0	9	14

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	155	72	0	83	19	2
Part-time (permanent)	65	46	0	19	13	1
Full time (fixed term)	11	7	0	4	2	0
Part time (fixed term)	10	10	0	0	5	0

Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	118	79	0	39	23	8
Part-time (permanent)	48	38	0	10	7	0
Full time (fixed term)	4	3	0	1	0	0
Part time (fixed term)	4	4	0	0	0	0

Unitec Institute of Technology

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	190	106	303	599
Part-time (permanent)	39	15	64	118
Full time (fixed term)	2	1	10	13
Part time (fixed term)	2	1	8	11

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	297	126	0	171	23	31

Part-time (permanent)	76	44	0	32	9	2
Full time (fixed term)	7	1	0	6	1	1
Part time (fixed term)	7	3	0	4	2	0
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	291	176	0	115	18	27
Part-time (permanent)	41	29	0	12	6	4
Full time (fixed term)	5	5	0	0	0	0
Part time (fixed term)	4	1	0	3	0	0

Western Institute of Technology Taranaki

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	51	53	10	114
Part-time (permanent)	11	10	2	23
Full time (fixed term)	1	2	4	7
Part time (fixed term)	2	2	7	11

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	52	28	0	24	3	0
Part-time (permanent)	12	9	0	3	3	0
Full time (fixed term)	5	1	0	4	0	0
Part time (fixed term)	5	3	0	2	0	0
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	62	44	0	18	8	1
Part-time (permanent)	11	10	0	1	1	0
Full time (fixed term)	2	2	0	0	0	0
Part time (fixed term)	4	4	0	0	0	0

Whitireia and WelTec

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	143	99	185	427
Part-time (permanent)	42	18	40	100
Full time (fixed term)	4	3	6	13
Part time (fixed term)	3	0	10	13

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	218	94	0	124	30	14
Part-time (permanent)	66	53	0	13	13	0
Full time (fixed term)	8	6	0	2	0	0
Part time (fixed term)	7	5	0	2	0	0
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	209	133	0	76	24	24
Part-time (permanent)	34	24	0	10	4	1
Full time (fixed term)	5	5	0	0	1	0
Part time (fixed term)	6	2	0	4	0	2

Waikato Institute of Technology

Employment Status	TEU Members	Members of any other union	Members of NO union	TOTAL
Full time (permanent)	117	55	323	495
Part-time (permanent)	27	8	65	100
Full time (fixed term)	1	1	14	16
Part time (fixed term)	2	0	8	10
Casual (or Hourly Paid)	0	0	1	1

Academic Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	226	109	0	117	19	5
Part-time (permanent)	55	37	0	18	4	0
Full time (fixed term)	6	2	0	4	1	0
Part time (fixed term)	2	2	0	0	0	0
Allied or General Staff						
Category	Total	Women	Gender Diverse	Men	Māori	Pasifika
Full time (permanent)	268	185	0	83	42	7
Part-time (permanent)	45	38	0	7	2	0
Full time (fixed term)	10	8	0	2	0	0
Part time (fixed term)	8	5	0	3	0	0
Casual or Hourly paid	1	1	0	0	0	0