

7 November 2025

By email: [REDACTED]

Tēnā koe [REDACTED]

Request under the Official Information Act 1982

Thank you for your email of 23 July 2025 requesting information for all 16 institutes of technology and polytechnics (ITPs) provider-based business divisions of the New Zealand Institute of Skills and Technology (NZIST).

With reference to three of our previous letters - 10 March 2025 and follow up 8 April (reference TP240149), and 17 April (reference TP250014), you requested the following:

For each polytechnic or institute of technology which sits beneath Te Pūkenga

- (i) A list of all change proposals regarding role and course changes where kaimahi were consulted, consultation closed, final decisions made and implemented, between 25 February 2025 to 23 July 2025 (the present day)*
- (ii) A list of all change proposals regarding role and course changes, proposed between 25 February – 23 July 2025, which did not go ahead.*

For ease of reference, I attach TP250014, which provided this information for the period 20 December -24 February 2025. This OIA is essentially asking for an update of that information provided, to cover the period to the present day. However in addition, this OIA also requests:

- (iii) A copy of all decision documents for each of the change proposals listed in (i) and (ii)*

On 19 August we wrote to you advising of an extension to the timeframe for making a decision on your request to 1 October. On 24 September [REDACTED], Government Relations Director, advised you of a delay in providing our formal response to your request, with the OIA team keeping you updated with our progress on your request.

Thank you very much for your patience; please accept our apologies for the delay in providing this decision, and resulting release of this documentation to you.

This letter provides a formal decision on your request under the OIA. If you have any questions or concerns please reach out to the [REDACTED] and the OIA team in the first instance.

The decision

Change proposals, and their decision documents, determined to be in scope of part one are those where:

- Consultation with kaimahi (staff) has taken place and is closed.
- Decisions have been made.
- Execution of decisions have been implemented.

Change proposals where consultation has taken place recently or is currently taking place are not included, nor are proposals where a decision was made but execution of that decision has not been fully realised.

Details of the change proposals within scope are provided at **Appendix One**, by business division, providing *FTE reduction numbers* and including *discontinued* or *impacted* notes to the list of courses affected. Noting the FTE reduction number is the total FTE disestablished minus new FTE positions created. We have used the same layout as our previous letters to collate and present the information requested for the period 25 February – 23 July 2025. Although, you will see an additional column in the spreadsheet regarding the decision documents and our decision on release. Not included in spreadsheet, with no information within scope are: WITT, Unitec, Tai Poutini Polytechnic, Open Polytechnic, and NMIT.

A separate amalgamated list of job titles affected is provided at **Appendix Two**. As per our other releases, in most cases we have removed identifiers from the titles, leaving either the overarching position, or groups of positions. As per our previous letters this list includes all positions that have been affected in some way and includes those: related (within the affected team), minor impacted (eg. changed, moved), and significantly affected (eg. disestablished). We note here that as we are releasing decision documents to you, you may not have required this list as well. Nevertheless, to be consistent with our previous replies we repeat it here.

Of the 33 decision documents that fall within scope of your request, copies of 23 are provided as **Appendix Three**. Full documents (where they are employment letters) and certain information from within the documents, have been withheld under the following sections of the OIA:

- 9(2)(a) to protect the privacy of natural persons
- 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)(ba)(i) to protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information would be likely to prejudice the supply of similar information, or information from the same source, and it is in the public interest that such information should continue to be supplied
- 9(2)(ba)(ii) to protect information which is subject to an obligation of confidence or which any person has been or could be compelled to provide under the authority of any enactment, where the making available of the information would be likely otherwise to damage the public interest

- 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
- 9(2)(j) 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).

During the specific time period of your request, there were no business divisions who had active change proposals where consultation was carried out, but subsequently did not proceed for one reason or another.

For clarity and completeness, if there were change proposals postponed until a later date or withdrawn at draft stage without being shared, these are not included. Change proposals that were active during this time period, that were subsequently formally withdrawn outside this period are not included (eg. NorthTec's Academic Programme Provision, which was formally withdrawn and kaimahi notified on 18 August).

Where not all changes proposed were carried out from a specific change process we have not interpreted this to be within scope of this question as that is the nature of consultation.

We realise the parameters for both parts of your request as set out above, that have assisted in determining what change proposals are in (and outside) scope, may result in a slightly different interpretation by individual business divisions. However, we consider that between our previous OIA responses and this one, we have done our best to make sure all relevant consultations are captured overall.

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

TP250069 Appendix One

Change proposals regarding role/course changes where: kaimahi were consulted, consultations closed, final decisions made and implemented, between 25 February 2025 - 23 July 2025, with courses, roles and campuses affected.

Business Division	Consultations in scope	List of those consultations by title	Net FTE reduction to job numbers	Net changes to courses	List of courses affected - discontinued versus impacted	Net changes to campuses	List of campuses affected	Decision documents total	Documents - decision on release
Ara	8	Ara Connect Centre of Prior Learning Marketing Engagement and International Ākonga Success, Māori Success and Pacific Achievement Academic, Innovation and Research Academic, Innovation and Research- 3x individual roles	30.6	2	All Adult and Community Education (ACE) funded delivery discontinued New Zealand Certificate in Computing (Level 3) – Intermediate User discontinued	0	Madras Manawa Timaru Oamaru Ashburton Trades	8	3 released in full. 2 released with certain information withheld. 3 withheld under section 9(2)(a) as they were individual employment letters [Academic, Innovation and Research individual roles].
EIT	1	EIT International Centre Change proposal	(Increase 1)	0	N/A	0	N/A	1	Released with certain information withheld.
MIT	4	MIT School of Health and Counselling - Pharmacy MIT Sercoc contract ends HITO hairdressing year 1 MIT Logistics	7.1	7	NZ Diploma in Pharmacy Specialist Technician - NZ4410 New Zealand Certificate in Foundation Skills [2862] Level 2 (Programme CF2862/NZ2862-09) delivery at SERCO (prison location) to cease. HITO hairdressing year 1 HITO programme delivered at MIT by MIT Lecturer, pause for 2025. •Graduate Diploma in Supply Chain and Shipping Management •New Zealand Certificate in Supply Chain Management (Level 5) •New Zealand Certificate in International Freight and Logistics (Level 4) •New Zealand Diploma in International Logistics (Freight Forwarding) (Level 5)	0	0	4	4 released with certain information withheld.
NorthTec	1	Academic Leadership Review	5	0	N/A	0	0	1	Released with certain information withheld.
Otago Polytechnic	5	Work-based Learning & CapableNZ People and Culture Community Learning Centre - Mosgiel Energy Professoriate	18.43	1	Introduction to Computing and various computing short courses discontinued.	0	Not a campus - was a space in the Mosgiel Library	5	1 released in full [noting the stated FTE reduction count for CapableNZ is higher than the eventual outcome.] 4 withheld under section 9(2)(a) as they were individual employment letters.
SIT	2	Invercargill: •Kahu Ariki Café, •School of Environmental Management, •SIT2LRN (distance learning faculty) Queenstown: •English Language School	2.89	0	N/A [NB: Queenstown English Language School decision made on 14 August 2024 to disestablish FTE with phased teach out until all ākonga requirements are met.]	Changes to FTE only, not campuses themselves	Invercargill Campus Queenstown Campus	4	3 released with certain information withheld. 1 withheld under section 9(2)(a) as it was an individual employment letter.
Toi Ohomai	1	Certificate in Business (Administration and Technology) (Level 3) (Taupō)	1	1	Certificate in Business (Administration and Technology) (Level 3) (Taupō) discontinued	0	No campus closures but a reduction in programme at Taupō campus	1	Released with certain information withheld.
UCOL	3	Getting UCOL Future Ready Proposal for Consultation: General Kaimahi Getting UCOL Future Ready Proposal for Consultation: Academic Early Childhood and Care L3	44.85	16	NZ Certificate in Entertainment & Event Technology L4 discontinued for 2026+ NZ Certificate in Music L4 discontinued for 2026+ NZ Diploma in Creativity (Music) L5 discontinued for 2026+ NZ Diploma in Photography L5 discontinued for 2026+ NZ Diploma in Photography L6 discontinued for 2026+ NZ Certificate in Beauty Therapy L4 discontinued for 2026+ in Horowhenua NZ Certificate in Exercise L4 discontinued for 2026+ NZ Diploma in Engineering (Electrical) L6 discontinued for 2026+ NZ Diploma in Enrolled Nursing L5 Last teaching in 2025. Bachelor of Applied Management L7 discontinued from 2027+. Last teaching in 2026. Graduate Diplomas in Management (Endorsed) discontinued from 2027+. Last teaching in 2026. Bachelor of Accounting discontinued from 2027+. Last teaching in 2026. Bachelor of Applied Science (Sport & exercise) discontinued from 2027+. Last teaching in 2026. Bachelor of Social Services discontinued from 2027+. Last teaching in 2026. NZ Certificate in Early Childhood Education and Care L3 discontinued for 2026+ in Horowhenua. NZ Certificate in Construction Trade Skills (Carpentry strand) L3 discontinued for 2026+ in Horowhenua	Changes to FTE only, not campuses themselves	Wairarapa Whanganui Manawatu Horowhenua	3	2 released with certain information withheld. 1 withheld under section 9(2)(a) as it was an individual employment letter.
Whitireia/WelTec	2	Phase One - Consultation Phase One Proposal Directorate of Teaching and Learning Phase Two - Proposal for Teaching and Learning academic areas and Academic Support and Library	12.96	24	New Zealand Certificate in Mechanical Engineering (Level 3) Not to offer from 2026. New Zealand Certificate in Engineering Fabrication (Trade) (Level 4) Not to offer from 2026; transferring apprentices to WBL. New Zealand Certificate in Light Automotive Engineering (Level 3) Not to offer from 2026; transferring apprentices to WBL. New Zealand Certificate in Foundation Skills (Level 2) Not to offer from 2026. New Zealand Certificate in Foundation (Level 2) Introduction to Cosmetology strand Not to offer from 2026. New Zealand Diploma in Drama (Level 6) Not to offer in 2026. New Zealand Diploma in Performing Arts (Level 6) Teach out in 2026. New Zealand Diploma in Dance (Level 6) Teach out in 2026. Bachelor of Creativity major in Performing Arts Teach out in 2026 under special approval. New Zealand Diploma in Writing for Creative Industries (Level 5), Not offer with nominal teach out in trimester one 2026 New Zealand Diploma in Publishing (applied) (Level 7) Not offer. New Zealand Certificate in Cookery (level 3) Not to offer in 2026. New Zealand Certificate in Hospitality (level 3) Not to offer in 2026. New Zealand Certificate in Food and Beverage Service (level 4) (restaurant services) Not to offer in 2026. New Zealand Diploma in Hospitality Management (level 5) Not to offer in 2026. New Zealand Certificate in Baking (level 3) Not to offer in 2026. New Zealand Certificate in Cookery (level 4) MA Not to offer in 2026. New Zealand Certificate in Skills for Learning and Working for Supported Learners (level 1) Not to offer from 2026. New Zealand Certificate for Skills for Living for Supported Learners (level 1) Not to offer from 2026. New Zealand Certificate in Animal Care (level 3) Not to offer from 2026. New Zealand Certificate in Health and Wellbeing (level 3) – Health Assistance and Support Work Strands Not to offer from 2026. New Zealand Certificate in Business (administration and technology) (level 4). Not to offer from 2026. New Zealand Certificate in Health and Wellbeing (level 4) Shift to the School. New Zealand Certificate in Music (level 4) Not to offer from 2026.	1	Various courses relocating from Te Kāhui Auaha to Petone	2	1 released with certain information withheld [Phase Two]. 1 was released to you already on 26 June, so is not reproduced here [Phase One].
Wintec	4	Corporate Services Marketing and International Māori Achievement Unit Centre for Business and Enterprise, and School of Media Arts	9.8	0	N/A	0	0	4	4 released with certain information withheld.

TP250069 Appendix Two**List of job positions affected**

Academic Managers
Academic Portfolio Managers
Academic Staff Members
Academic Team Leader
Accounts Receivable and Payable Assistant
Administrator/Receptionist
Administrators
Advisors
Application Support Analyst
Art Curator and Library Promotions
Assistant Librarians
Associate Programme Manager
Business Development Representatives
Campus Advisor
Careers & Employability Services Coordinator
Careers Advisor
Clinical Coordinator
Clinical Manager
Clinical Placement Co-ordinators
Coach
Co-Head of Programmes
College Operations Lead
Communications & Digital (Senior)
Coordinators
Counsellors
Creative Designer
Cultural Capability & Equity Lead
Curriculum Leads
Customer Service Representatives - Contact Centre
Customer Service Representatives
Digital Boost Delivery Trainer
Digital Communications and Website Manager
Digital Marketing Specialist
Digital Producer
Digital Services Librarian
Digital Services Manager
Digital Systems Specialist
Directors
Disability Advisor
Disability Facilitators - Academic
Disability Mental Health and Wellbeing Lead
Disability Services Mentor

Disability Services Resource Coordinator
Disability Support
Education Careers Advisor
eLearning/ Instructional Designer
Energy Manager
Engagement Advisors
Equity and Inclusion Advisor
Event Coordinator
Event Specialist
Events Advisor
Executive Assistants
Executive Dean
Executive Directors
Facilities Manager
Flexible Learning Advisor
Graphic Design Supports
Group Fitness Instructor
Head International Innovation and Industry Engagement
Head of College
Head of School Creative and Hospitality
Head Teachers - Early Learning Centre
Heads of Department
Industry Project Coordinator
Industry Project Facilitator Lecturer
Innovation and Reporting Coordinator
Instructional Designer
International Administrator
International Advisor
International Assistant
International Business Development Manager
International Business Operations Manager
International Business Operations Senior Administrator
International Market Development Manager
International Marketing Advisors
International Marketing Communications and Student Experience Administrator
International Recruitment & Conversion Administrators
International Recruitment Administrator
International Student Admissions Advisors
International Student Services Officer
International Student Support Officer
Kāhui Whetū
Kaiako
Kaiarahi - Maori Success Advisors
Kaiarahi - Maturanga Maori

Kaiarahi Early Childhood Education
Kaiarahi Maori Pasifika Trades Training
Kaiawhina
Kaihautū Te
Kaikokiri Te Mana Tauira
Kaitiaki Ākonga - Residential Support
Kaitoko Ako Learning Advisors
Kaiwhakahaere
Kaumātua
Kaumātua Poutama/Te Waha Pu
Laundry Person
Lead Advisor
Lead Contract Manager
Lead Technician
Lead Transition Coordinator
Learning Advisors
Learning and Disability Advisor
Learning Facilitators (Casual and Permanent)
Lecturers
Librarians
Library and Learning Manager
Library Assistants
Maintenance Assistants
Maintenance Team Leader
Manager Front of House
Managers
Maori and/or Pacific Student Support Navigators
Maori Mental Health & Wellbeing Lead
Marketing Advisor
Marketing Production Managers
Marketing Specialist
Networking Technician/Teaching Assistant
Office and Vehicle Services Coordinator
Operations Coordinator
Operations Managers
Operations Officers
Pacific Lead - Mental Health & Wellbeing
Pacific Navigator
Pacific Projects Team Leader
Pathway Managers
Personal Trainer/Wellness Coach
Placement Coordinators
Pouahurea
Practice Nurse

Practicum Co-ordinator
Principal Academic Staff Member
Principal Advisor
Principal Lead Teaching
Producer
Production Coordinators
Production Technician
Professional Placement Lead
Professional Practice and ILP Academic Kaimahi
Professoriate Lead
Programme Managers
Quality Specialist
Receptionist
Receptionist/Administrator
Receptionist/Coordinator
Recreation Centre Assistant
Reference and Liaison
Regional Coordinator
Regional Manager
Regional Property Manager
Registered Nurse
Registrar
Secondary Tertiary Liaison Officer
Security Coordinator
Security Officer
Senior Academic Staff Member
Senior Advisors
Senior Brand & Materials Designer
Senior Content Specialist
Senior Creative Designer - Team Leader
Senior Infrastructure Engineer
Senior International Recruitment Administrator
Senior Lecturers
Senior Marketing Specialists
Senior Pacific Education Navigator
Senior Systems Developer
Senior Web Developer
Service User Academic
Social Media & Content Advisor
Social Workers
Special Projects
Specialist Lecturer
Student Advisor/Pacific Cultural Advisor
Student Advisors

Student Enrolment Advisor
Student Life Team Leader
Student Recruitment Advisor
Student Recruitment Consultant
Student Recruitment Representatives
Student Recruitment Team Lead
Student Success Senior Managers
Student Support Liaison
Subject Librarian Team Leader
Subject Librarians
Systems Support Librarian
Te Kaiwhakauru
Teachers - Early Childhood
Teaching Assistant
Team Leaders
Team Manager
Technical Manager
Technical Services Librarians
Technical Supervisor
Technical Support Specialist-Communication Systems
Technician Support
Technicians
Territorial Manager
Tohunga Kaiako Raranga & Tohunga Whakairo - Toi Poutama
Training and Support Technician
Tutorial Assistant
Tutors
Venue Manager
Videographer
Web Developer
Youth and Community Development Representatives