



Te Pūkenga

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

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

25 September 2025

R S Bicknell

By email: fyi-request-31732-54b20be8@requests.fyi.org.nz

Tēnā koe R S Bicknell

Request under the Official Information Act 1982

I refer to your email dated 25 August 2025 to Te Tāhuhu o te Mātauranga | Ministry of Education (the Ministry), requesting information regarding a previous Official Information Act 1982 (OIA) response dated 23 November 2022, that is publicly available through the FYI website (reference TPNZIST0179), which was authored by Te Pūkenga – New Zealand Institute of Skills and Technology (Te Pūkenga).

The Ministry transferred the following part of your request to Te Pūkenga for response:

There now exists a clear public interest in understanding how Mr Lesa came to be appointed to various Crown boards. I contend that it is not acceptable to rely on the previous grounds used to withhold information in the earlier release. A more appropriate response, given significant community concern relating to Mr Lesa, and given other agencies have released information relating to appointment processes, would be to undertake a fresh analysis.

We also note your previous OIA request originally sent to the Minister for Vocational Education, Hon Penny Simmonds, which was subsequently transferred and a response provided to you on 19 August 2025 by the Ministry.

This letter provides a formal decision on your request, quoted above, under the OIA.

Interpretation

We understand that you are seeking a re-evaluation of the information within the previous 2022 response, regarding information relating to the appointment of Mr Fale Andrew Lesa to the subsidiary boards of the Manukau Institute of Technology (MIT) and Unitec Institute of Technology. Namely, a “fresh analysis” of the “previous grounds used to withhold information in the earlier release” - including where information was been withheld as “out of scope” or under section 9(2)(a) of the OIA to protect the privacy of natural persons.

The decision

We have re-evaluated the 2022 response including information deemed inside and outside the scope of the 2022 request, and the information that was withheld, and provide the following decision.

Noting Principle 11 of the Privacy Act 2020 continues to be relevant, we have determined that it remains appropriate to withhold information that was previously withheld under section 9(2)(a) of the OIA to protect the privacy of natural persons. We remain of the view that the need to withhold this information is not outweighed by the public interest in its release.

We have also determined that information previously withheld as “out of scope” of the OIA request, remains outside the scope, as it pertains to individuals and/or business division subsidiary boards to which the request did not relate.

However, to allay your concerns and as a sign of good faith we are releasing some of the information previously withheld where that information would assist readers’ understanding. We have also added references to section 9(2)(a) to information that remains withheld to help signify that the information not provided is in relation to other people not related to Mr Fale Andrew Lesa nor the MIT and Unitec subsidiary boards.

The information in question is detailed in the table attached at **Appendix One**, with a copy of two revised documents provided at **Appendix Two**.

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

A handwritten signature in dark ink, appearing to read 'Gus Gilmore', with a large, stylized circular flourish above the name.

Gus Gilmore
Tumuaki | Chief Executive

Appendix One

Schedule of Documents re-evaluated			
Doc #	Date	Title	Decision on release
1	19 February 2020	IST Establishment Board paper – Subsidiary Board Director Appointments [24 pages]	<p>We reconfirm the decision to withhold certain information under section 9(2)(a), and where certain information withheld was and remains “out of scope” of the OIA requests, as it pertains to individuals and/or business division subsidiary boards to which your request does not relate.</p> <p>However, we are releasing some of the information previously withheld - with reference to page 3 of the document - being:</p> <ul style="list-style-type: none"> Skills matrix tables that recorded skill requirements for each subsidiary board, as well as: demographic, gender, ethnicity, iwi, mana whenua status, and existing Council membership. We note that 2020 director appointments to the MIT and Unitec subsidiary boards were named and publicly announced in 2020. <p>In addition, as described above, we have noted where out of scope information remains withheld with reliance on section 9(2)(a).</p>
2	16 March 2020	Minutes from IST Establishment Board 16 March 2020 meeting [Page 2 only]	<p>We reconfirm the decision that the information withheld was and remains “out of scope” of the OIA requests, as it pertains to other agenda items and other subsidiary boards.</p> <p>However, we are releasing the following information, previously withheld:</p> <ul style="list-style-type: none"> Point 3.1 c) and d). Point 3.2 a) – e) Point 3.3 f) <p>With regard to this last point, we note that 2020 director appointments to the Southern Institute of Technology (SIT) subsidiary board are publicly available: www.sit.ac.nz/News/ArtMID/6435/ArticleID/3/Media-release-SIT-Subsidiary-Board-of-Directors-appointed</p>
3	1 April 2020	NZIST Council – First Council Meeting Resolutions [14 relevant pages]	<p>We reconfirm the decision to withhold certain information under section 9(2)(a), and where certain information withheld was and remains “out of scope” of the OIA requests, as it pertains to individuals and/or business division subsidiary boards to which your request does not relate.</p>

IST Establishment

NZIST Establishment Board Meeting 19 February 2020

Agenda item number:	3.1
Provided by:	Peter Winder, Kim Ngarimu, Tania Hodges and Barry Jordan
Title:	Subsidiary Board Director Appointments
Workstream reference:	Subsidiary governance
For:	IST Establishment Board
Status:	Appointment in confidence. There are grounds to withhold some or all of this paper under the Official Information Act in order to protect the privacy of natural persons

Recommendation

1. It is recommended the Board:

- Appoint the schedule of Directors to the Subsidiary Boards, as outlined below, subject to satisfactory referee checks (including considering feedback from the Minister and TEC) and satisfactory completion of bone fides, credit and criminal record checks.
- Note that there are a number of skills, representation and position gaps, and **delegate** the sub-committee authority to progress options to fill those gaps and any other gaps that may arise as a result of referee and other checking.
- Note that the subcommittee will seek the Board's approval for their recommendations in due course.
- Note that those gaps do not preclude progressing the recommended appointments at this time.
- Note that the Board has already approved that a member of the NZIST Council will be appointed as a director on each subsidiary Board. The names of these appointments will be made once Cabinet has made its decision on the members of the Council.
- Delegate the subcommittee authority to develop a proposed list of cross-appointments between subsidiaries.

Executive Summary

The IST Establishment Board is required to appoint between 4 – 8 Directors to each subsidiary company Board. At least 50% of the Board must be from the region the subsidiary serves. This paper sets out the process undertaken to identify suitable candidates and makes recommendations for appointment for each subsidiary.

Recruitment Process

The Board engaged s 9(2)(a) of ForeConsulting to assist the Board manage the recruitment process.

In early December the subcommittee responsible, Peter Winder, Kim Ngarimu, Tania Hodges and Barry Jordan approved the project plan.

The process undertaken was as follows:

- Person Specifications were developed for each Subsidiary which included the general requirements for all Directors and those specific to the subsidiary, based on discussions and observations of the relationship Board Member.
- Advertisements were placed in regional newspapers as follows:
 - Northern Advocate
 - Gisborne Herald
 - Hawkes Bay Today
 - Bay of Plenty Times
 - Daily Post (Rotorua)
 - Daily News (Taranaki)
 - Wanganui Chronicle
 - Wairarapa Times Age
 - Manawatu Standard
 - Marlborough Express
 - Nelson Mail
 - West Coast Messenger
 - Southland Times
- The positions were also advertised with the Institute of Directors and Appoint Better Boards. A number of people also posted it on Linked In, with over 10,000 views.
- Applicants were directed to the IST Establishment web site where they could find further information and the person specifications asked to send their Expressions of Interest to ForeConsulting on a specially established email address with a closing date of 5pm, 7 January.
- 374 applications were received.

- s 9(2)(a) reviewed all applications and identified those that, in the broadest sense, met the criteria as laid out in the person specification.
- The subcommittee met on Friday 10 January to review and develop a shortlist of individuals that would be interviewed.
- The shortlisted candidates were invited to interview at various locations around New Zealand with a panel of two Board members and one consultant. 167 candidates were shortlisted and interviewed.
- Candidates that were not shortlisted were informed on 17 January 2020.
- A set of interview questions were developed and approved by the subcommittee and were used for all interviews.
- Interviews were conducted over a four week period as follows:
 - Auckland 20 – 23 January
 - Whangarei 24 & 31 January
 - Christchurch 23 & 31 January & 11 February
 - Wellington 24 January, 3, 7, 10 & 17 February
 - Masterton 29 January
 - Palmerston North 30 January
 - Invercargill 29 & 30 January
 - Hamilton 3 & 10 February
 - Rotorua 4 February
 - Tauranga 5 February
 - Blenheim 4 February
 - Nelson 4 & 5 February
 - New Plymouth 11 February
 - Greymouth 12 February
 - Napier 13 February
 - Gisborne 14 February
 - Dunedin 13 & 14 February.
- All existing Council Members who applied were interviewed including staff and student representatives.
- A skills matrix was developed with the broad requirements and specific requirements for each Board. Also included was demographic information including gender, ethnicity, iwi, mana whenua status and whether they were an existing Council member.
- A skills matrix recording which of the skills requirements each of the preferred candidates met was completed for each Board, to ascertain whether the overall composition of the Board was balanced.
- The subcommittee met on Tuesday 18 February to review individual interview panel recommendations and to make final decisions on the recommendations to appoint.

- All candidates who are recommended for appointment to a board or position other than that for which they applied have been contacted to confirm their agreement with the recommendation that has been furnished. This includes current Chairs who applied, but are not recommended for appointment as a Chair.
- Once recommendations have been approved the consultants will contact successful candidates to inform them of the next stages.
- Sub-committee members will contact personally those existing Council members who are not to be appointed to a subsidiary. This will occur during the same time period that successful candidates are contacted.
- Once the recommendations have been approved the following background checks will be completed:
 - Referee checking other than for existing Council members
 - The following bone fides and record checks for all appointees:
 - Credit
 - Anti-Money Laundering
 - Criminal Record
 - Media Search
 - Qualifications
 - Disqualified Director
 - Court Search
 - Bankruptcy
 - Directorships.
- Letters of appointment subject to satisfactory background checks will be prepared and issued to approved candidates seeking their agreement to serve as Subsidiary company director.
- Subsequent to their acceptance, further information will be provided including an invitation to attend an induction day on 19 March 2020.
- Final offers of appointment and acceptances will be completed in the last week of March with appointments taking effect 1 April 2020.
- All potential appointments will remain confidential until confirmed until the last week of March and appropriate public announcements will be made at that time.

Overall Make Up of the Subsidiary Boards

- 18% of proposed Chairs are Maori
- 25 % of proposed Chairs are women
- Across the whole network the percentage of recommended appointees that are existing Council members is 38%
- Across the whole network the percentage of recommended women appointees is 54%
- Across the whole network the percentage of recommended Maori appointees is 27%

Recommendations:

Northtec

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity

Out of Scope, s 9(2)(a)

	Out of Scope, s 9(2)(a)
Iwi	
Mana Whenua	
Location	

RELEASED UNDER THE
OFFICIAL INFORMATION ACT 1982

Unitec

It is recommended that a common Board be appointed to both Unitec Ltd and MIT Ltd, this is to clearly signal the intent that the two Auckland entities need to work closely together and that key decisions are to the benefit of the region.

Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

	Peter Winder <i>Chair</i>	Peter Parussini	Ziena Jalil	Andrew Lesa	Steven Renata	Robert Reid	Monique Cairns
Governance Senior Level commercial and/or government governance experience	Out of Scope, s 9(2)(a)						
Maori/Crown Relationship Experience in working and engaging with Maori and iwi							
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides							
Financial Management Senior level corporate finance governance and management experience							
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension							
Regional Focus An understanding of the local region and its unique social, economic and environmental qualities							
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.							
Existing Council Member	Yes (MIT)	Yes		Yes			
Gender	Male	Female	Female	Male	Male	Male	Female

	Peter Winder <i>Chair</i>	Peter Parussini	Ziena Jalil	Andrew Lesa	Steven Renata	Robert Reid	Monique Cairns
Ethnicity	s 9(2)(b)(ii)			Pasifica	s 9(2)(b)(ii)		
Iwi							
Mana Whenua							
Location				Auckland			

RELEASED UNDER THE
OFFICIAL INFORMATION ACT 1982

MIT

It is recommended that a common Board be appointed to both Unitec Ltd and MIT Ltd, this is to clearly signal the intent that the two Auckland entities need to work closely together and that key decisions are to the benefit of the region.

Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

	Peter Winder <i>Chair</i>	Peter Parussini	Ziena Jalil	Andrew Lesa	Steven Renata	Robert Reid	Monique Cairns	IST Board Member	Cross Board Appointee
Governance Senior Level commercial and/or government governance experience	Out of Scope, s 9(2)(a)			s 9(2)(a)	Out of Scope, s 9(2)(a)				
Maori/Crown Relationship Experience in working and engaging with Maori and iwi									
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides									
Financial Management Senior level corporate finance governance and management experience									
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension									
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities									
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.									
Existing Council Member	Yes (MIT)	Yes		Yes					
Gender	Male	Female	Female	Male	Male	Male	Female		

	Peter Winder <i>Chair</i>	Peter Parussini	Ziena Jalil	Andrew Lesa	Steven Renata	Robert Reid	Monique Cairns	IST Board Member	Cross Board Appointee
Ethnicity	Out of Scope, s 9(2)(a)			Pasifica	Out of Scope, s 9(2)(a)				
Iwi									
Mana Whenua									
Location				Auckland					

RELEASED UNDER THE
OFFICIAL INFORMATION ACT 1982

Wintec

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

Out of Scope, s 9(2)(a)

Toi Ohomai

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

Out of Scope, s 9(2)(a)

WITT

It is recommended that [Out of Scope, s 9(2)(a)]

The demographic make-up of the proposed Board is as follows:

[Out of Scope, s 9(2)(a)]

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity

[Out of Scope, s 9(2)(a)]

	Out of Scope, s 9(2)(a)
Iwi	
Mana Whenua	
Location	

RELEASED UNDER THE
OFFICIAL INFORMATION ACT 1982

EIT

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

Out of Scope, s 9(2)(a)

UCOL

At this time the subcommittee has Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

**to be appointed once current Chief Executive role ends*

Appointment in Confidence

Whitireia

It is recommended that [Out of Scope, s 9(2)(a)]

The demographic make-up of the proposed Board is as follows:

[Out of Scope, s 9(2)(a)]

	[Out of Scope, s 9(2)(a)]
Governance	
Senior Level commercial and/or government governance experience	
Māori/Crown Relationship	
Experience in working and engaging with Māori and iwi	
Vocational Education and Training	
An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides	
Financial Management	
Senior level corporate finance governance and management experience	
Business Transformation & Change	
Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension	
Regional Focus	
An understanding of the local regional and its unique social, economic and environmental qualities	
Public Sector Governance	
Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.	
Existing Council Member	
Gender	
Ethnicity	
Iwi	
Mana Whenua	
Location	

Weltec

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

	Out of Scope, s 9(2)(a)
Governance	
Senior Level commercial and/or government governance experience	
Māori/Crown Relationship	
Experience in working and engaging with Māori and iwi	
Vocational Education and Training	
An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides	
Financial Management	
Senior level corporate finance governance and management experience	
Business Transformation & Change	
Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension	
Regional Focus	
An understanding of the local regional and its unique social, economic and environmental qualities	
Public Sector Governance	
Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.	
Existing Council Member	
Gender	
Ethnicity	
Iwi	
Mana Whenua	
Location	

Open Polytechnic

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the currently proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

Appointment in Confidence

NMIT

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organization through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

Out of Scope, s 9(2)(a)

Tai Poutini

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

Out of Scope, s 9(2)(a)

Ara

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

	Out of Scope, s 9(2)(a)
Governance	
Senior Level commercial and/or government governance experience	
Māori/Crown Relationship	
Experience in working and engaging with Māori and iwi	
Vocational Education and Training	
An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides	
Financial Management	
Senior level corporate finance governance and management experience	
Business Transformation & Change	
Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension	
Regional Focus	
An understanding of the local regional and its unique social, economic and environmental qualities	
Public Sector Governance	
Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.	
Existing Council Member	
Gender	
Ethnicity	
Iwi	
Mana Whenua	
Location	

Otago

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

Out of Scope, s 9(2)(a)

SIT

It is recommended that Out of Scope, s 9(2)(a)

The demographic make-up of the proposed Board is as follows:

Out of Scope, s 9(2)(a)

Governance Senior Level commercial and/or government governance experience
Māori/Crown Relationship Experience in working and engaging with Māori and iwi
Vocational Education and Training An understanding of the sector and the intent of the ROVE reforms and the opportunity it provides
Financial Management Senior level corporate finance governance and management experience
Business Transformation & Change Experience in the governance of an organisation through ongoing change and transformation with particular emphasis on the people dimension
Regional Focus An understanding of the local regional and its unique social, economic and environmental qualities
Public Sector Governance Experience and/or knowledge of the unique nature of the ownership and shareholding relationship when owned by a 100% shareholder which is also part of the Crown.
Existing Council Member
Gender
Ethnicity
Iwi
Mana Whenua
Location

Out of Scope, s 9(2)(a)

- c) Discussed bringing the employer into values but at the same time noting there needs to be a balance and manage expectation on what is achievable; and
- d) Noted the name will not be confirmed until after 1 April."

3.2 HQ Location

"The Board:

- a) Noted the verbal update from member Peter Winder on the shortlisted headquarter visits;
- b) Noted a paper will be circulated to Board members for approval out of cycle on the process, the outcome and a recommended option which will then be submitted to the Minister of Education;
- c) Noted the Minister will decide on the final HQ location and when the announcement is made;
- d) Noted locations will receive feedback in person that will include strengths and weaknesses and this will occur before any announcement is made; and
- e) Requested the CE designate is updated on the progress."

3.3 Subsidiary Directors

"The Board:

- a) Noted the update on the first round of subsidiary directors appointments and approved the list submitted;
- b) Noted an announcement is planned for 10am on 17 March 2020;
- c) Approved the subsidiary induction to be done by videoconference (due to COVID-19) and noted Establishment Board members would support subsidiaries in person where possible;
- d) Approved a sub-committee of members (Hodges, Ngarimu, Winder and Jordan) to discuss parent appointments and cross subsidiary appointments once the council has been confirmed and circulate to the Board for approval;
- e) Discussed the factors that would be looked at in terms of cross appointments to each subsidiary;
- f) Discussed the SIT subsidiary board. Considered the legal requirements and skill sets still required on that Board. Approved the appointment of Barry Jordan as a SIT director. Noted the Chair took no part in the discussion;
- g) Noted the importance of getting chairs together regularly; and
- h) Noted further sessions will be planned for the rest of the year."