

FACT SHEET

Staff & programme changes

THURSDAY, 3 MAY 2018

TOI-OHOMAI
Institute of Technology



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Welcome to this fact sheet on recent staff and programme changes at Toi Ohomai.

Toi Ohomai will continue to adapt and respond to a dynamic tertiary education environment. Our aim is to deliver innovative education in a future focused way. We need to be agile, learner centered and financially sustainable. The changes below reflect our ongoing commitment on this pathway.

Background

From Aug 2017-Jan 2018, 113 staff left the organisation (through resignation, voluntary redundancy and redundancy) during our institutional reorganisation process.

Toi Ohomai has recruited, or is in the process of recruiting, 42 new teaching staff in the last four months to cater for enrolment increases in specific programmes or replacements for staff who have moved on to new roles outside Toi Ohomai. Of these, 29 are permanent. They are based in Rotorua (15), Tauranga (12) and Whakatāne (2).

Following a review of our programme delivery, we have identified some areas where student enrolments (international and domestic) had decreased markedly. To address this, we have made the following staff/programme changes. These changes do not mean closure of programmes, but instead are adjustments to the teacher resourcing needed.

Teaching Change Outcome

17.7 FTE (full-time equivalents) teaching positions are to be removed. These staff positions are from the faculties listed below and mirrors the drop in enrolments in specific programmes at specific delivery sites.

The 17.7 FTE will be reduced across the following faculties:

- Tourism, Hospitality and Service Industries – 4.5 FTE
- Education, Health Nursing & Social Services – 1.9 FTE
- Primary Industries, Environment & Science – 4.3 FTE
- Trades & Logistics – 1.0 FTE
- Community Wellbeing & Development – 4.5 FTE
- Business, Management & Legal Studies – 1.5 FTE
- Engineering, Creative Industries, Technology & Infrastructure – 0 FTE

The 17.7 FTEs are based at:

- Mokoia campus (7.3 FTE)
- Windermere campus (2.1 FTE)
- Whakatāne campus (2 FTE)
- Ōpōtiki delivery site (1 FTE)

A further 5.3 FTE from the Trades and Primary Industry faculties will be spread over several campuses, where staff already work across the region.

Of the 17.7 FTE changed, 9.7 FTE have already taken voluntary redundancy or have been redeployed within the organisation.

Note: individual staff impacts will not be finalised until the review process is completed. For example, where there is more than one staff member in the same affected area, a decision still needs to be made about how the change will be allocated across the staff members involved. It is anticipated that this will take two weeks.

Support to staff affected by these changes include:

- CV and interview preparation
- working with a support agency to find new employment
- contributing to the costs of further education.

Programme/course changes

Toi Ohomai will continue to review all our programmes/courses so they meet the changing needs of students in our region. This kind of review is called a 'programme portfolio analysis' (see FAQs for more).

The only specific programme/course changes from the recent review are that the New Zealand Certificate in Adult and Tertiary Teaching L5, and the New Zealand Certificate in Adult Literacy and Numeracy Education L5, will move to online delivery.

No campuses are being considered for closure.

The next programme/course review will be in 2019.

Toi Ohomai snapshot

- **Campuses:** Mokoia (Rotorua); Windermere (Tauranga); Bongard (Tauranga); Whakatāne; Tokoroa; Taupō; and almost 70 delivery sites throughout our catchment area.
- **Total staff:** 782.6 FTE – permanent, support and fixed-term staff
- **Teaching staff:** 375.9 FTE – includes part-time, casual and temporary staff
- **Equivalent full-time students (EFTS) as at end of April:** 3723
- **Enrolled students as at end of April 2018:** 6108 (domestic) 966 (international)
- **EFTS target for 2018:** 5429 (domestic), 921 (international)